Resolution No. 2006-133

ARTICLE 24 -- TERM OF AGREEMENT

This Agreement shall become effective when ratified and shall remain in effect until December 31, 2008. Provided, however, any amounts determined due to active employees shall be computed and paid by the County within forty-five (45) days following ratification of this Agreement. The parties shall commence negotiations upon any proposed modifications according to Article 5. The Agreement shall remain in full force and effect during such negotiations. If, however, no agreement is reached with respect to all such proposed modifications and/or proposals that may be presented for negotiations, after the date on which the Agreement otherwise would have expired, either party thereafter may terminate the Agreement thirty (30) days after written notice of termination is delivered to the other party.

IN WITNESS THEREOF, The parties hereto have set their hands this 1st Day of March, 2006

FOR THE UNION:

LOCAL 2658-F, COUNCIL 2,

Gary Hammond, Union Steward

Alpha O'Laughlin, Area Representative

FRANKLIN COUNTY:

3/1/06
Robert E. Koch, Commissioner

ABSENT
Neva Corkrum, Commissioner

3/1/06
Frank Brock, Commissioner

3/6/06
Steve Marks, County Assessor

3/01/06
Fred H. Bowen, Negotiator

Addendum "A"
2006 Pay Scale
2.69% over 2005 Pay Scale

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
10	Annual	14,742	15,111	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323
	Monthly	1,229	1,259	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694
	Semi	614.50	629.50	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00
	8hr - Hourly	7.09	7.26	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77
	8hr - O.T.	10.63	10.90	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66
	7.5hr - Hourly	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42
	7.5hr - O.T.	11.34	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63
11	Annual	15,111	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831
	Monthly	1,259	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736
	Semi	629.50	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00
	8hr - Hourly	7.26	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01
	8hr - O.T.	10.90	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02
	7.5hr - Hourly	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68
	7.5hr - O.T.	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02
12	Annual	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352
	Monthly	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779
	Semi	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50
	8hr - Hourly	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27
	8hr - O.T.	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40
	7.5hr - Hourly	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95
	7.5hr - O.T.	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42
13	Annual	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886
	Monthly	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824
	Semi	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00
	8hr - Hourly	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52
	8hr - O.T.	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78
	7.5hr - Hourly	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22
	7.5hr - O.T.	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84
14	Annual	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433
	Monthly	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869
	Semi	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50
	8hr - Hourly	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79
	8hr - O.T.	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18
	7.5hr - Hourly	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50
	7.5hr - O.T.	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26
15	Annual	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994
	Monthly	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916
	Semi	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00
	8hr - Hourly	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05
	8hr - O.T.	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58
	7.5hr - Hourly	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79
	7.5hr - O.T.	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69

EXHIBIT 7
March 1, 2006

2006 FRAN[redacted]I COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
16	Annual	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569
	Monthly	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964
	Semi	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00
	8hr - Hourly	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33
	8hr - O.T.	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00
	7.5hr - Hourly	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09
	7.5hr - O.T.	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13
17	Annual	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158
	Monthly	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013
	Semi	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50
	8hr - Hourly	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61
	8hr - O.T.	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42
	7.5hr - Hourly	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39
	7.5hr - O.T.	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58
18	Annual	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762
	Monthly	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064
	Semi	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00
	8hr - Hourly	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90
	8hr - O.T.	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86
	7.5hr - Hourly	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70
	7.5hr - O.T.	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05
19	Annual	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381
	Monthly	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115
	Semi	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50
	8hr - Hourly	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20
	8hr - O.T.	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30
	7.5hr - Hourly	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02
	7.5hr - O.T.	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52
20	Annual	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016
	Monthly	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168
	Semi	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00
	8hr - Hourly	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51
	8hr - O.T.	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76
	7.5hr - Hourly	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34
	7.5hr - O.T.	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01
21	Annual	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666
	Monthly	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222
	Semi	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00
	8hr - Hourly	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82
	8hr - O.T.	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23
	7.5hr - Hourly	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67
	7.5hr - O.T.	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51

EXHIBIT 7
March 1, 2006

2006 FRAN[redacted] COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
22	Annual	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333
	Monthly	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278
	Semi	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00
	8hr - Hourly	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14
	8hr - O.T.	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71
	7.5hr - Hourly	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02
	7.5hr - O.T.	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03
23	Annual	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016
	Monthly	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335
	Semi	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50
	8hr - Hourly	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47
	8hr - O.T.	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20
	7.5hr - Hourly	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37
	7.5hr - O.T.	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55
24	Annual	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716
	Monthly	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393
	Semi	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50
	8hr - Hourly	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81
	8hr - O.T.	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71
	7.5hr - Hourly	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73
	7.5hr - O.T.	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09
25	Annual	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434
	Monthly	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453
	Semi	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50
	8hr - Hourly	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15
	8hr - O.T.	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23
	7.5hr - Hourly	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09
	7.5hr - O.T.	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64
26	Annual	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170
	Monthly	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514
	Semi	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00
	8hr - Hourly	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50
	8hr - O.T.	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76
	7.5hr - Hourly	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47
	7.5hr - O.T.	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21
27	Annual	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924
	Monthly	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577
	Semi	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50
	8hr - Hourly	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87
	8hr - O.T.	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30
	7.5hr - Hourly	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86
	7.5hr - O.T.	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79

EXHIBIT 7
March 1, 2006

2006 FRAN[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
28	Annual	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697
	Monthly	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641
	Semi	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50
	8hr - Hourly	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24
	8hr - O.T.	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86
	7.5hr - Hourly	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25
	7.5hr - O.T.	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38
29	Annual	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489
	Monthly	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707
	Semi	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50
	8hr - Hourly	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62
	8hr - O.T.	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43
	7.5hr - Hourly	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66
	7.5hr - O.T.	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99
30	Annual	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301
	Monthly	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775
	Semi	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50
	8hr - Hourly	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01
	8hr - O.T.	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02
	7.5hr - Hourly	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08
	7.5hr - O.T.	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62
31	Annual	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134
	Monthly	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845
	Semi	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50
	8hr - Hourly	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41
	8hr - O.T.	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62
	7.5hr - Hourly	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50
	7.5hr - O.T.	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26
32	Annual	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987
	Monthly	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916
	Semi	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00
	8hr - Hourly	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82
	8hr - O.T.	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23
	7.5hr - Hourly	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94
	7.5hr - O.T.	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91
33	Annual	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862
	Monthly	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989
	Semi	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50
	8hr - Hourly	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24
	8hr - O.T.	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86
	7.5hr - Hourly	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39
	7.5hr - O.T.	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59

EXHIBIT 7
March 1, 2006

Addendu[redacted]
2006 Pay[redacted]le
2.69% over 2005 Pay Scale

2006 FRAN[redacted] COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
34	Annual	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759
	Monthly	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063
	Semi	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50
	8hr - Hourly	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67
	8hr - O.T.	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51
	7.5hr - Hourly	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85
	7.5hr - O.T.	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28
35	Annual	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678
	Monthly	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140
	Semi	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00
	8hr - Hourly	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11
	8hr - O.T.	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17
	7.5hr - Hourly	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32
	7.5hr - O.T.	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98
36	Annual	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620
	Monthly	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218
	Semi	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00
	8hr - Hourly	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57
	8hr - O.T.	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85
	7.5hr - Hourly	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81
	7.5hr - O.T.	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71
37	Annual	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586
	Monthly	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299
	Semi	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50
	8hr - Hourly	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03
	8hr - O.T.	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55
	7.5hr - Hourly	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30
	7.5hr - O.T.	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45
38	Annual	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576
	Monthly	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381
	Semi	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50
	8hr - Hourly	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51
	8hr - O.T.	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26
	7.5hr - Hourly	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81
	7.5hr - O.T.	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21
39	Annual	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590
	Monthly	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466
	Semi	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00
	8hr - Hourly	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00
	8hr - O.T.	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99
	7.5hr - Hourly	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33
	7.5hr - O.T.	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99

EXHIBIT 7
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
40	Annual	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630
	Monthly	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553
	Semi	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50
	8hr - Hourly	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50
	8hr - O.T.	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74
	7.5hr - Hourly	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86
	7.5hr - O.T.	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79
41	Annual	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696
	Monthly	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641
	Semi	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50
	8hr - Hourly	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01
	8hr - O.T.	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51
	7.5hr - Hourly	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41
	7.5hr - O.T.	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61
42	Annual	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788
	Monthly	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732
	Semi	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00
	8hr - Hourly	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53
	8hr - O.T.	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30
	7.5hr - Hourly	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97
	7.5hr - O.T.	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45
43	Annual	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908
	Monthly	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826
	Semi	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00
	8hr - Hourly	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07
	8hr - O.T.	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11
	7.5hr - Hourly	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54
	7.5hr - O.T.	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31
44	Annual	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056
	Monthly	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921
	Semi	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50
	8hr - Hourly	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62
	8hr - O.T.	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93
	7.5hr - Hourly	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13
	7.5hr - O.T.	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20
45	Annual	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232
	Monthly	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019
	Semi	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50
	8hr - Hourly	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19
	8hr - O.T.	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78
	7.5hr - Hourly	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73
	7.5hr - O.T.	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10

EXHIBIT 7
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46	Annual	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438
	Monthly	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120
	Semi	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00
	8hr - Hourly	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77
	8hr - O.T.	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65
	7.5hr - Hourly	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35
	7.5hr - O.T.	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03
47	Annual	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674
	Monthly	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223
	Semi	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50
	8hr - Hourly	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36
	8hr - O.T.	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54
	7.5hr - Hourly	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99
	7.5hr - O.T.	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98
48	Annual	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941
	Monthly	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328
	Semi	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00
	8hr - Hourly	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97
	8hr - O.T.	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46
	7.5hr - Hourly	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64
	7.5hr - O.T.	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95
49	Annual	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240
	Monthly	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437
	Semi	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50
	8hr - Hourly	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60
	8hr - O.T.	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39
	7.5hr - Hourly	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30
	7.5hr - O.T.	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95
50	Annual	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571
	Monthly	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548
	Semi	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00
	8hr - Hourly	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24
	8hr - O.T.	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35
	7.5hr - Hourly	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99
	7.5hr - O.T.	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98
51	Annual	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935
	Monthly	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661
	Semi	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50
	8hr - Hourly	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89
	8hr - O.T.	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34
	7.5hr - Hourly	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68
	7.5hr - O.T.	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03

EXHIBIT 7
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
52	Annual	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333
	Monthly	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778
	Semi	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00
	8hr - Hourly	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56
	8hr - O.T.	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35
	7.5hr - Hourly	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40
	7.5hr - O.T.	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10
53	Annual	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766
	Monthly	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897
	Semi	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50
	8hr - Hourly	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25
	8hr - O.T.	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38
	7.5hr - Hourly	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14
	7.5hr - O.T.	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20
54	Annual	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235
	Monthly	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020
	Semi	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00
	8hr - Hourly	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96
	8hr - O.T.	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44
	7.5hr - Hourly	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89
	7.5hr - O.T.	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33
55	Annual	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741
	Monthly	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145
	Semi	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50
	8hr - Hourly	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68
	8hr - O.T.	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52
	7.5hr - Hourly	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66
	7.5hr - O.T.	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49
56	Annual	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285
	Monthly	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274
	Semi	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00
	8hr - Hourly	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43
	8hr - O.T.	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64
	7.5hr - Hourly	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45
	7.5hr - O.T.	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68
57	Annual	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867
	Monthly	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406
	Semi	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00
	8hr - Hourly	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19
	8hr - O.T.	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78
	7.5hr - Hourly	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27
	7.5hr - O.T.	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90

EXHIBIT 7
March 1, 2006

Addendu[redacted]"
2006 Pa[redacted]le
2.69% over 2005 Pay Scale

2006 FRAN[redacted] COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
58	Annual	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489
	Monthly	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541
	Semi	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50
	8hr - Hourly	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97
	8hr - O.T.	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95
	7.5hr - Hourly	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10
	7.5hr - O.T.	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15
59	Annual	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151
	Monthly	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679
	Semi	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50
	8hr - Hourly	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76
	8hr - O.T.	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15
	7.5hr - Hourly	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95
	7.5hr - O.T.	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42
60	Annual	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855
	Monthly	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821
	Semi	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50
	8hr - Hourly	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58
	8hr - O.T.	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38
	7.5hr - Hourly	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82
	7.5hr - O.T.	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73
61	Annual	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601
	Monthly	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967
	Semi	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50
	8hr - Hourly	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42
	8hr - O.T.	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64
	7.5hr - Hourly	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72
	7.5hr - O.T.	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08
62	Annual	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391
	Monthly	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116
	Semi	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00
	8hr - Hourly	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28
	8hr - O.T.	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93
	7.5hr - Hourly	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64
	7.5hr - O.T.	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45
63	Annual	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226
	Monthly	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269
	Semi	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50
	8hr - Hourly	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17
	8hr - O.T.	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25
	7.5hr - Hourly	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58
	7.5hr - O.T.	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87

EXHIBIT 7
March 1, 2006

2006 FRAN[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
64	Annual	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107
	Monthly	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426
	Semi	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00
	8hr - Hourly	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07
	8hr - O.T.	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61
	7.5hr - Hourly	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54
	7.5hr - O.T.	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31
65	Annual	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035
	Monthly	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586
	Semi	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00
	8hr - Hourly	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00
	8hr - O.T.	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00
	7.5hr - Hourly	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53
	7.5hr - O.T.	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80
66	Annual	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011
	Monthly	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751
	Semi	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50
	8hr - Hourly	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95
	8hr - O.T.	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42
	7.5hr - Hourly	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54
	7.5hr - O.T.	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32
67	Annual	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036
	Monthly	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920
	Semi	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00
	8hr - Hourly	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92
	8hr - O.T.	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88
	7.5hr - Hourly	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58
	7.5hr - O.T.	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87
68	Annual	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112
	Monthly	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093
	Semi	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50
	8hr - Hourly	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92
	8hr - O.T.	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38
	7.5hr - Hourly	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65
	7.5hr - O.T.	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47
69	Annual	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240
	Monthly	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270
	Semi	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00
	8hr - Hourly	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94
	8hr - O.T.	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91
	7.5hr - Hourly	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74
	7.5hr - O.T.	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11

EXHIBIT 7
March 1, 2006

2006 FRAN[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
70	Annual	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421
	Monthly	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452
	Semi	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00
	8hr - Hourly	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99
	8hr - O.T.	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49
	7.5hr - Hourly	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86
	7.5hr - O.T.	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79
71	Annual	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657
	Monthly	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638
	Semi	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00
	8hr - Hourly	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07
	8hr - O.T.	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10
	7.5hr - Hourly	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00
	7.5hr - O.T.	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51
72	Annual	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948
	Monthly	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829
	Semi	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50
	8hr - Hourly	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17
	8hr - O.T.	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75
	7.5hr - Hourly	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18
	7.5hr - O.T.	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27
73	Annual	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297
	Monthly	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025
	Semi	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50
	8hr - Hourly	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30
	8hr - O.T.	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44
	7.5hr - Hourly	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38
	7.5hr - O.T.	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07
74	Annual	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704
	Monthly	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225
	Semi	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50
	8hr - Hourly	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45
	8hr - O.T.	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18
	7.5hr - Hourly	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62
	7.5hr - O.T.	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93
75	Annual	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172
	Monthly	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431
	Semi	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50
	8hr - Hourly	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64
	8hr - O.T.	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96
	7.5hr - Hourly	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88
	7.5hr - O.T.	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82

EXHIBIT 7
March 1, 2006

Addendum "A"
2006 Pay Scale
2.69% over 2005 Pay Scale

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
76	Annual	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701
	Monthly	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642
	Semi	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00
	8hr - Hourly	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86
	8hr - O.T.	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78
	7.5hr - Hourly	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18
	7.5hr - O.T.	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77
77	Annual	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294
	Monthly	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858
	Semi	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00
	8hr - Hourly	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10
	8hr - O.T.	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65
	7.5hr - Hourly	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51
	7.5hr - O.T.	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76
78	Annual	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951
	Monthly	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079
	Semi	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50
	8hr - Hourly	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38
	8hr - O.T.	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57
	7.5hr - Hourly	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87
	7.5hr - O.T.	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81
79	Annual	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675
	Monthly	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306
	Semi	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00
	8hr - Hourly	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69
	8hr - O.T.	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53
	7.5hr - Hourly	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27
	7.5hr - O.T.	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90
80	Annual	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467
	Monthly	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539
	Semi	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50
	8hr - Hourly	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03
	8hr - O.T.	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55
	7.5hr - Hourly	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70
	7.5hr - O.T.	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05
81	Annual	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329
	Monthly	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777
	Semi	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50
	8hr - Hourly	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41
	8hr - O.T.	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61
	7.5hr - Hourly	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17
	7.5hr - O.T.	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25

EXHIBIT 7
March 1, 2006

Addendu[illegible]"
2006 Pay[illegible]e
2.69% over 2005 Pay Scale

2006 FRANK[illegible] COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
82	Annual	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262
	Monthly	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022
	Semi	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00
	8hr - Hourly	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82
	8hr - O.T.	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73
	7.5hr - Hourly	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67
	7.5hr - O.T.	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51
83	Annual	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269
	Monthly	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272
	Semi	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00
	8hr - Hourly	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26
	8hr - O.T.	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90
	7.5hr - Hourly	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21
	7.5hr - O.T.	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82
84	Annual	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351
	Monthly	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529
	Semi	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50
	8hr - Hourly	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75
	8hr - O.T.	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12
	7.5hr - Hourly	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80
	7.5hr - O.T.	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19
85	Annual	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510
	Monthly	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793
	Semi	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50
	8hr - Hourly	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26
	8hr - O.T.	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40
	7.5hr - Hourly	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42
	7.5hr - O.T.	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62
86	Annual	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748
	Monthly	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062
	Semi	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00
	8hr - Hourly	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82
	8hr - O.T.	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73
	7.5hr - Hourly	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08
	7.5hr - O.T.	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11
87	Annual	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067
	Monthly	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339
	Semi	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50
	8hr - Hourly	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42
	8hr - O.T.	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13
	7.5hr - Hourly	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78
	7.5hr - O.T.	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67

EXHIBIT 7
March 1, 2006

2006 FRANK[redacted]COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
88	Annual	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469
	Monthly	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622
	Semi	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00
	8hr - Hourly	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05
	8hr - O.T.	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58
	7.5hr - Hourly	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52
	7.5hr - O.T.	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28
89	Annual	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469	142,956
	Monthly	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622	11,913
	Semi	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00	5,956.50
	8hr - Hourly	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05	68.73
	8hr - O.T.	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58	103.09
	7.5hr - Hourly	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52	73.31
	7.5hr - O.T.	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28	109.97
90	Annual	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469	142,956	146,530
	Monthly	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622	11,913	12,211
	Semi	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00	5,956.50	6,105.50
	8hr - Hourly	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05	68.73	70.45
	8hr - O.T.	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58	103.09	105.67
	7.5hr - Hourly	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52	73.31	75.14
	7.5hr - O.T.	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28	109.97	112.72

EXHIBIT 7
March 1, 200[redacted]6

APPENDIX B – EXAMPLES FOR COLA CALCULATIONS

Effective January 1, 2006, the 2006 Salary Schedule will be increased by 89.7% of the CPI-West-B/C 12 month period ending July 31, 2005 for a total of 3%. For 2006, the wage increase would be 2.69%

For Example, for year 2006

2.69% Wage Increase is	89.7%	Of the 3% COLA
Employer Insurance is	10.3%	Of the 3% COLA
TOTAL PERCENTAGE PACKAGE	100.0%	Of the 3% COLA

For example purposes only, let us use an Insurance Increase of $30 with the same 3% COLA:

For Example, for year 2007

2.85% Wage Increase is	95.3%	Of the 3% COLA
Employer Insurance is	4.7%	Of the 3% COLA
TOTAL PERCENTAGE PACKAGE	100.0%	

APPENDIX C – HIGH ABSENTEEISM

A. Policy. The ability to attend work regularly and with reliability is regarded as a job requirement. Sick leave is provided to employees as a protection against loss of income in the event of absence from work for medical reasons, including extended absence on account of illness or injury. The use of sick leave is restricted to health related and bereavement absences and employees are encouraged to accumulate sick leave to carry them through unforeseen and lengthy illness. In accordance with the cooperative spirit of the Agreement, the Union and the Employer agree that they will work jointly to prevent misuse and/or abuse of sick leave. This means consultation with the Union in regard to specific problems.

B. Sick Leave Utilization Review. The County may examine the total sick leave usage of each employee periodically. If use of sick time by an employee appears excessive, the County may examine the employee's sick leave reports and conduct any further investigation necessary to identify the cause(s) of the sick leave. When an employee's pattern of sick leave usage appears excessive, the County may require the employee to furnish a doctor's certificate for each incident of sick leave use. This requirement shall be for a designated period of time not to exceed ninety (90) days and may be reviewed if there continues to be a pattern of sick leave misuse.

Employee's use of sick leave under a combination of the following illustrative criteria may indicate a pattern of high absenteeism (subject to consideration of extenuating circumstances, such as family illness):

1. A zero balance of sick leave or unexplained sudden decline in a stable reserve balance.

2. Amount of usage above the yearly average for department personnel.

3. When incidents of usage indicate a pattern in conjunction with regular days off, vacation, compensatory time and holidays or other specific pattern usage, including absence in conjunction with undesirable tasks or in retaliation.

4. Employee's reasons are consistently vague or general; colds, flu, backache or upset stomach.

5. A pattern of excessive absenteeism; for example, frequency of absences, one day absences, or one hour (short) leave blocks at the start or end of the shift.

6. Factors not to be considered as excessive absenteeism are:

   a. Pregnancy, surgery and/or doctor ordered confinement.

   b. Industrial Accident Leave, or non-compensable, County-service connected occupational illness.

c. Authorized leaves, unless the particular leave appears to be based on an inappropriate use or characterization of illness or disability.

C. Employees Responsibility Under Notification of Possible Misuse. An employee who has been served with a notice of excessive absenteeism may be required to do the following:

1. Upon returning to work, certify in writing that the employee was ill or injured and unable to perform routine job functions, or facts upon which the claim of entitlement for sick leave is based.

2. May be required to be available for a call or visit by a supervisor.

3. Submit to a medical evaluation by a physician to determine the fitness for duty and the bona fides of the illness, injury or disability and/or prognosis for return to work at full or limited duty.

4. For incidents of sick leave, the employee shall provide to the County a Physician's Certificate for each incident of illness as requested. Employees who fail to provide a Physician's Certificate upon return to work from sick leave are subject to disciplinary action.

D. Corrective and Disciplinary Action. Appropriate corrective and/or disciplinary action available under this Agreement for the offense of misuse of sick leave may be imposed. The parties recognize that, notwithstanding the County's sick leave plan, the ability of an employee to attend work regularly is a job requirement.

APPENDIX "D" – POSITION CLASSIFICATION REVIEW POLICY
FRANKLIN COUNTY – APPRAISERS – LOCAL UNION 2658F

I. PURPOSE

It has come to the attention of the Franklin County Commissioners the need for a new position classification, an existing position classification review and a current position reclassification procedure. The Board's purpose is to achieve an efficient and equitable process for defining, filling and compensating positions. Consistent with this purpose, the classification system groups like or similar positions into appropriate classifications which are sufficiently similar with respect to duties, responsibilities, qualifications, knowledge, skills, and abilities. This policy covers the Bargaining unit whose classifications are currently placed on the standardized Franklin County pay plan.

CLASSIFICATION DESCRIPTIONS - written descriptions of each job classification in the plan consisting of class title, distinctions from other related classifications, a general statement of duties and responsibilities, key or core duties and responsibilities, *supervision received and* authority, qualifications required and desired in terms of education, experience, training, knowledge, skills and abilities required; working environment and conditions, physical demands of the job and other relevant information.

II. NEW POSITIONS, EXISTING POSITION REVIEW AND RECLASSIFIED POSITIONS

Whenever the duties and responsibilities of an existing position are so changed or proposed to be changed, or when it otherwise becomes questionable whether the position should be allocated to a different classification or grade on the salary schedule, the Elected Official or Department Head may request that the position go through the process of classification review. Employees may also request, in writing, to their Elected Official or Department Head that the position be reviewed.

All proposed classification reviews shall be presented to the County Administrator *prior to the* process beginning. The County Administrator will then request the Human Resources Director to begin the process.

By recommendation from the County Administrator the Human Resource Director shall review all requests to determine whether they are complete as per Step 1 – Classification Review Requests. Requests determined incomplete shall be returned to the employee and/or department head with supporting justification. If a request is determined to be complete, the Human Resources Director shall, in coordination with the affected department, prepare a new/revised classification along with a recommended salary range. This information will then be submitted to the Classification Review Committee

The Bargaining Classification Review Committee shall be comprised of two (2) county management representatives and (2) union representatives. The Classification Review Committee does not have the authority to bind in any way the Board of *County Commissioners*.

These basic guidelines shall be followed:

1. A request for classification review shall be forwarded to the committee only after the Elected Official or Department Head over the position clearly identifies the changes in duties

and/or responsibilities that have occurred as a result of reorganization, enhanced job duties, or changes in work complexity.

2. Increases in work volume, outstanding performance, or admirable behavioral traits of the incumbent although valued and important shall not be relevant in a classification audit.

3. If an employee believes that their position is no longer properly classified, the employee may request in writing through their Elected Official or Department Head that a classification audit be performed.

4. Classification changes may have budgetary impacts. Therefore, requests for classification audits should be started and completed before the commencement of the annual budget process. Elected Officials & Department Heads should plan their requests for position classifications reviews so the audits can be completed no later than the first of August each year for consideration in budget requests for the next fiscal year.

5. At any point in the process the reviewing entity or the requester can request additional information be submitted for review.

6 A classification review of a position can be accomplished only upon the completion of Step 1 – Classification Review Request and Step 2 – Classification Audit Process, which follows the outlines below:

Step 1 – Classification Review Request: Requests for new classifications, existing classifications and reclassifications shall be submitted in writing to the County Administrator through the employee's Elected Official or Department Head. The following information shall be included in the request:

1. For a new position, a completed Position Analysis Questionnaire (Attachment A) that accurately reflects the education or experience required, as well as the essential duties, responsibilities and activities of the position to be classified.

2. For an existing classification review, a completed Position Analysis Questionnaire (Attachment A) that accurately reflects the education or experience required, as well as the essential duties, responsibilities and activities of the position. A copy of the current job description and placement, justification as to why the Elected Official or Department Head feels the position should be reviewed as well as, why the classification is not properly placed on the standardized Franklin County pay plan shall also be required.

3. Requests for reclassification based on educational requirements must clearly state what additional required education has been completed since the original classification. A copy of the RCW or similar documentation indicating the change in education requirements must be attached.

4. A request for reclassification based on a change in duties must clearly state what the new or additional duties are and why they have been required. A side-by-side Position Analysis Questionnaire (Attachment B) must be submitted showing the old circumstances in the left column and the changed circumstances in the right column directly opposite so that the differences should be readily apparent.

5. A detailed statement from the requester as to the impact on the department budget if such classification or reclassification were to be granted.

6. Any other factors which are appropriate for the Committee to consider.

7. Submissions not meeting the minimum documentary support required in this section will be returned to the requester.

Step 2 – Classification Audit Process: Upon receipt of the Elected Official or Department Head's written request and all other appropriate paperwork, the Human Resource Director shall notify the Classification Review committee of the request. The Classification Review committee conducts a classification audit that shall involve the following steps:

1. Review the classification specification changes;

2. Identify changes in responsibilities that would or would not justify the need to place the position in a higher or lower classification;

3. Compare the duties and responsibilities and hours of work for positions already assigned to the proposed pay grade, the next higher and the next lower pay grade;

4. Outside comparisons to the duties and responsibilities of like positions may be taken into consideration;

5. If the classification or reclassification is appropriate, the Classification Review committee then submits the information and recommendation to the Board of County Commissioners and the affected Elected Official or Department Head;

6. The Board of County Commissioners receives and considers the recommendations and determines the proper action. If approved the procedure outlined in Step 3 is followed; if denied the affected Elected Official or Department Head is notified in writing.

Audit Process Timeline: Classification audits shall be accomplished in a timely fashion. The audit and the response explaining the recommended action should be delivered to the appropriate parties within a reasonable time, generally within sixty (60) working days of receiving the request.

Appeal Process & Timeline: Any Elected Official, Department Head or employee affected by the classification of a position may file a written request for reconsideration with the Human Resources office within 10 working days of when the classification or reclassification is denied. The Human Resources office will forward the appeal to the reclassification committee for review. The findings of the reclassification committee will be presented to the Board of Commissioners, the supervisor and the employee concerned. The appeal process shall be completed within 60 days of filing the appeal. The decision of the Board of Commissioners shall be final.

Step 3 – Process for Approved Requests:

1. The Human Resources Department will be notified to process the change of status if the classification or reclassification is approved by the Board of County Commissioners. If the

position is a reclassification the old position description and placement will be replaced with the new position description and placement.

2. The affected Elected Official or Department Head and employee(s) shall be notified of the Board of County Commissioner's decision.

4. The incumbent employee(s) in the existing classification, if qualified, will be placed directly into the new classification. If not qualified, the incumbent(s) will be allowed one (1) year to become qualified.

5. If the new classification has a higher pay grade, the employee will be paid at the nearest step in the new grade which provides a minimum increase of 2.5%. Reclassified employees will receive a new step date commencing at the date of reclassification.

6. If the new classification has a lower pay grade, the employee will be paid at the step of the new grade at or nearest to their current salary. In the event the current salary is the same as the new rate the employees step date will remain the same, if the nearest step is higher the employee will receive a new step date commencing at the date of reclassification.

Resolution No. 2006-133

Hiring Authorization No.:_____
Position No.:_____
Pay Grade No.:_____

Date:_____

FRANKLIN COUNTY
POSITION ANALYSIS QUESTIONNAIRE – ATTACHMENT A

1. Job Title:_____

2. Department:_____

3. Work Hours: Total Annual_____Start Time:_____End Time:_____

4. Describe the major purpose or objective of this job. Why does this job exist?_____

_____

_____

_____

5. What skills and knowledge are needed in order to perform this job? (What specific skills or knowledge are required?)

_____

_____

_____

6. Is there any education or training (initial or ongoing) required to perform this job? Why?

_____

_____

_____

7. What type of previous work experience is necessary to perform this job? Why? (What prior work accomplishments are required for this job?)

_____

_____

_____

8. List any certificates or licenses are required in order to perform this job.

_____

_____

_____

9. What employee/positions do you directly supervise?

a. Position:_____% of Time Spent_____

b. Position:_____% of Time Spent_____

c. Position:_____% of Time Spent_____

d. Position:_____% of Time Spent_____

e. Position:_____% of Time Spent_____

f. Position:_____% of Time Spent_____

Do you have authority to hire or fire? ☐Yes ☐No

Authorize vacation? ☐Yes ☐No

Authorize leave of absence? ☐Yes ☐No

Issue warnings? ☐Yes ☐No

10. Describe the extent to which this job requires the use or preparation of confidential information. Indicate the type of information, the reason for discretion and the effect of disclosure.

11. Describe the duties and responsibilities of this position that are regular and on-going. Indicate what is done, how it is done and why it is done. Estimate the annual number of hours, weeks or months you spend on each duty. Start with the most time consuming activity.

a.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

b.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

c.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

d._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

e._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

f._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

12. Describe one or two of the most complex problems faced in performing this job.

_____

_____

_____

13. What kind of errors are possible on this job? And, if an error is made, what effect will it have on this job or the job of others?

_____

_____

_____

14. Identify your immediate Supervisor:

Name:_____Position:_____

*An essential element is a job function that must be accomplished or the mission of the job cannot be accomplished. For example: typing is an essential for a job that requires all materials to be typed, but typing is not essential if hand-written work is acceptable. A driver's license is not essential if the basic job can be accomplished without one.

15. Describe the nature and extent of supervision or guidance received from the supervisor (be specific). To whom do you give your work after you have completed it?

_____

_____

_____

16. Is supervision received from anyone other than the immediate supervisor? ☐Yes ☐No (If yes, complete 16.a & 16.b)

a. Name_____Position:_____

b. Describe the nature and extent of supervision or guidance received (be specific).

_____

_____

_____

17. Other than your supervisor, do you obtain authority or approval from others? Describe.

18. Describe the amount of freedom of choice allowed in performing this job.

19. Describe the communication skills required to properly perform this job. Consider cooperation, courtesy, patience, persuasion, tact, trust, understanding, etc. How are the skills used on the job?

20. List the work related contacts that this job requires you to make with others within and outside the department. Indicate the type and amount of public contact required.

a. Purpose of contact:

With Whom:

Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)

b. Purpose of contact:

With Whom:

Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)

c. Purpose of contact:_____

_____

With Whom:_____

Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)

21. Describe the work environment of this job. Consider such elements as facilities, noise, interruptions, temperature, travel, personal safety, etc.

_____

_____

_____

22. List any equipment, tools, vehicles, and/or machines used to perform this job.

_____

_____

_____

23. Describe the amount of fortitude, stamina, tenacity, and minimum mental or cognitive abilities required to do the job and list one or two brief samples... Examples are mental activities such as comprehension, attention span, alertness, reading ability, mathematical ability, etc.

_____

_____

_____

24. Is this job involved in emergency response? If yes, describe the mental affects of the emergency conditions.

_____

_____

_____

5. Physical Demands:

a. How much on-the-job time is spent in the following physical activities? Show the amount of time by checking the appropriate boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far?
Stand	☐	☐	☐	☐	
Walk	☐	☐	☐	☐	
Sit	☐	☐	☐	☐	
Talk or Hear	☐	☐	☐	☐	
Use hands to finger, handle or feel	☐	☐	☐	☐	
Climb or balance	☐	☐	☐	☐	
Stoop, kneel, crouch, or crawl	☐	☐	☐	☐	
Reach with hands and arms	☐	☐	☐	☐	
Taste or smell	☐	☐	☐	☐	

b. Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropriate boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More
Up to 10 pounds	☐	☐	☐	☐
Up to 25 pounds	☐	☐	☐	☐
Up to 50 pounds	☐	☐	☐	☐
Up to 100 pounds	☐	☐	☐	☐
More than 100 pounds	☐	☐	☐	☐
Does this weight have to be carried?	☐Yes	☐No	If Yes How Far?	

c. Does this job have any special vision requirements? Check all that apply.

☐ Close Vision (clear vision at 20 inches or less).

☐ Distance Vision (clear vision at 20 feet or more).

☐ Color Vision (ability to identify and distinguish colors).

- ☐ Peripheral Vision (ability to observe an area that can be seen up & down or to the left & right while eyes are fixed on a given point).
- ☐ Depth Perception (three-dimensional vision, ability to judge distances and spatial relationships).
- ☐ Ability to Adjust Focus (ability to adjust the eye to bring an object into sharp focus).
- ☐ Ability to Read Small Print (8pt or less).
- ☐ Night Vision required.
- ☐ No Special Vision Requirements.

d. Make notes on the specific job duties that require the physical demands selected above. Describe the overall normal physical effort required to do this job. (Lifting, bending, climbing, etc.)

_____

_____

_____

26. List any other comments relating to this job duties and responsibilities.

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

YOUR NAME:_____ **DATE:**_____

YOUR TITLE:_____

YOUR WORK PHONE:_____

Thank you for completing this questionnaire.

Resolution No. 2006-133

FRANKLIN COUNTY

POSITION ANALYSIS QUESTIONNAIRE – ATTACHMENT B

(Reclassification Request)

CURRENT P.A.Q.	**PROPOSED NEW P.A.Q.**

1. Job Title

Current:	**Proposed New:**

2. Department: _____

3. Work Hours:

Total Annual Start Time: End Time:	**Total Annual Start Time: End Time:**

4. Describe the major purpose or objective of this job. Why does this job exist?

5. What skills and knowledge are needed in order to perform this job (what specific skills or knowledge are required):

6. Is there any education or training (initial or ongoing) required to perform this job? Why:

7. What type of previous work experience is necessary to perform this job? Why? (What prior work accomplishments are required for this job?)

8. List any certificates or licenses that are required in order to perform this job.

9. What employee/positions does this job directly supervise?

a. Position:_____ % of Time Spent b. Position:_____ % of Time Spent c. Position:_____ % of Time Spent d. Position:_____ % of Time Spent	a. Position:_____ % of Time Spent b. Position:_____ % of Time Spent c. Position:_____ % of Time Spent d. Position:_____ % of Time Spent
Authority to hire or fire? ☐Yes☐No Authorize vacation? ☐Yes☐No Authorize leave of absence? ☐Yes☐No Issue Warnings? ☐Yes☐No	Authority to hire or fire? ☐Yes☐No Authorize vacation? ☐Yes☐No Authorize leave of absence? ☐Yes☐No Issue Warnings? ☐Yes☐No

10. Describe the extent to which this job requires the use or preparation of confidential information. Indicate the type of information, the reason for discretion and the effect of disclosure.

11. Describe the duties and responsibilities of this position that are regular and on-going. Indicate what is done, how it is done and why it is done. Estimate the annual number of hours, weeks or months you spend on each duty. Start with the most time consuming activity.

a. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	a. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
b. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	b. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
c.	c.

Is this duty an essential element of the job?	☐Yes☐No	Is this duty an essential element of the job?	☐Yes☐No
Is this seasonal duty?	☐Yes☐No	Is this seasonal duty?	☐Yes☐No
Annual Time Spent (hours, weeks, months)	Circle One	Annual Time Spent (hours, weeks, months)	Circle One
d.		d.	
Is this duty an essential element of the job?	☐Yes☐No	Is this duty an essential element of the job?	☐Yes☐No
Is this seasonal duty?	☐Yes☐No	Is this seasonal duty?	☐Yes☐No
Annual Time Spent (hours, weeks, months)	Circle One	Annual Time Spent (hours, weeks, months)	Circle One
e.		e.	
Is this duty an essential element of the job?	☐Yes☐No	Is this duty an essential element of the job?	☐Yes☐No
Is this seasonal duty?	☐Yes☐No	Is this seasonal duty?	☐Yes☐No
Annual Time Spent (hours, weeks, months)	Circle One	Annual Time Spent (hours, weeks, months)	Circle One
f.		f.	
Is this duty an essential element of the job?	☐Yes☐No	Is this duty an essential element of the job?	☐Yes☐No
Is this seasonal duty?	☐Yes☐No	Is this seasonal duty?	☐Yes☐No
Annual Time Spent (hours, weeks, months)	Circle One	Annual Time Spent (hours, weeks, months)	Circle One

12. Describe one or two of the most complex problems faced in performing this job.

13. What kind of errors are possible on this job? And, if an error is made, what effect will it have on this job or the job of others?

14. Identify the immediate supervisor

Name: **Position:**	**Name:** **Position:**

15. Describe the nature and extent of supervision or guidance received from the supervisor (be specific).

16. Is supervision received from anyone other than the immediate supervisor? ☐Yes ☐No (If yes, complete 16a & 16B)

a. Name: **Position:**	**a. Name:** **Position:**
b. Describe the nature and extent of *supervision or guidance received (be specific).*	**b. Describe the nature and extent of *supervision or guidance received (be specific).***

17. Other than the supervisor, does the job obtain authority or approval from others? Describe.

18. Describe the amount of <u>freedom of choice</u> allowed in performing the job.

19. Describe the <u>communication skills required</u> to properly perform the job. Consider cooperation, *courtesy, patience, persuasion, tact, trust, understanding, etc. How are the skills used on the job?*

20. List the work related contacts that the job requires you to make with others within and outside the department. Indicate the type and amount of public contract required.

a. Purpose of contact: **With Whom:** **Method: ☐In Person☐Memo☐Letter☐Phone** **(Put X in all used)**	**a. Purpose of contact:** **With Whom:** **Method: ☐In Person☐Memo☐Letter☐Phone** **(Put X in all used)**
b. Purpose of contact:	**b. Purpose of contact:**

With Whom: **Method: ☐In Person☐Memo☐Letter☐Phone** **(Put X in all used**	**With Whom:** **Method: ☐In Person☐Memo☐Letter☐Phone** **(Put X in all used**
c. Purpose of contact: **With Whom:** **Method: ☐In Person☐Memo☐Letter☐Phone** ***(Put X in all used***	**c. Purpose of contact:** **With Whom:** **Method: ☐In Person☐Memo☐Letter☐Phone** ***(Put X in all used***

21. Describe the work environment of the job. Consider such elements as facilities, noise, *interruptions*, temperature, travel, personal safety, etc.

22. List any <u>equipment</u>, tools, vehicles, and/or machines used to perform the job.

23. Describe the amount of <u>fortitude</u>, stamina, tenacity, and minimum mental or cognitive abilities required to do the job and list one or two brief samples. Examples are mental activities such as comprehension, attention span, alertness, reading ability, mathematical ability, etc.

24. Is this job involved in emergency response? If yes, describe the mental affects of the *emergency conditions*.

25. Physical Demands:

a. How much on-the-job time is spent in the following physical activities?

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Stand	☐	☐	☐	☐	☐
Walk	☐	☐	☐	☐	☐
Sit	☐	☐	☐	☐	☐
Talk or hear	☐	☐	☐	☐	☐
Climb or balance	☐	☐	☐	☐	☐
Stoop or kneel	☐	☐	☐	☐	☐
Crouch or crawl	☐	☐	☐	☐	☐
Reach with hands	☐	☐	☐	☐	☐
Reach with arms	☐	☐	☐	☐	☐
Taste or smell	☐	☐	☐	☐	☐

. How much on-the-job time is spent in the following physical activities?

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Stand	☐	☐	☐	☐	☐
Walk	☐	☐	☐	☐	☐
Sit	☐	☐	☐	☐	☐
Talk or hear	☐	☐	☐	☐	☐
Climb or balance	☐	☐	☐	☐	☐
Stoop or kneel	☐	☐	☐	☐	☐
Crouch or crawl	☐	☐	☐	☐	☐
Reach with hands	☐	☐	☐	☐	☐
Reach with arms	☐	☐	☐	☐	☐
Taste or smell	☐	☐	☐	☐	☐

b. Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropraite boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Up to 10 lbs.	☐	☐	☐	☐	☐
Up to 25 lbs.	☐	☐	☐	☐	☐
Up to 50 lbs.	☐	☐	☐	☐	☐
Up to 10 pounds	☐	☐	☐	☐	☐
100 lbs or more	☐	☐	☐	☐	☐

Does this weight have to be carried? ☐Yes ☐No

If yes, how far?

b. Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropraite boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Up to 10 lbs.	☐	☐	☐	☐	☐
Up to 25 lbs.	☐	☐	☐	☐	☐
Up to 50 lbs.	☐	☐	☐	☐	☐
Up to 10 pounds	☐	☐	☐	☐	☐
100 lbs or more	☐	☐	☐	☐	☐

Does this weight have to be carried? ☐Yes ☐No

If yes, how far?

c.	Does this job have any special vision requirements? Check all that apply.	c.	Does this job have any special vision requirements? Check all that apply.
☐	Close Vision (clear vision at 20 inches or less).	☐	Close Vision (clear vision at 20 inches or less).
☐	Distance Vision (clear vision at 20 feet or more).	☐	Distance Vision (clear vision at 20 feet or more).
☐	Color Vision (ability to identify and distinguish colors).	☐	Color Vision (ability to identify and distinguish colors).
☐	Peripheral Vision (ability to observe an area that can be seen up & down or to the left & right while eyes are fixed on a given point).	☐	Peripheral Vision (ability to observe an area that can be seen up & down or to the left & right while eyes are fixed on a given point).
☐	Depth Perception (three-dimensional vision, ability to judge distance and spatial relationships).	☐	Depth Perception (three-dimensional vision, ability to judge distance and spatial relationships).
☐	Ability to Adjust focus (ability to adjust the eye to bring an object into sharp focus).	☐	Ability to Adjust focus (ability to adjust the eye to bring an object into sharp focus).
☐	Ability to Read Small Print (8pt or less).	☐	Ability to Read Small Print (8pt or less).
☐	Night Vision Required.	☐	Night Vision Required.
☐	No Special Vision Requirements.	☐	No Special Vision Requirements.

d.	Make notes on the specific job duties that require the physical demands selected above. Describe the overall normal physical effort required to do the job. (Lifting, bending, climbing, etc.)	d.	Make notes on the specific job duties that require the physical demands selected above. Describe the overall normal physical effort required to do the job. (Lifting, bending, climbing, etc.)

26. List any other comment relating to the job duties and responsibilities:

YOUR NAME:_____ **DATE:** _____

YOUR TITLE:_____

Thank you for completing this questionnaire

FRANKLIN COUNTY RESOLUTION NO. ~~2006-136~~

BEFORE THE BOARD OF COUNTY COMMISSIONERS, FRANKLIN COUNTY, WASHINGTON

RE: **RESCIND FRANKLIN COUNTY RESOLUTION NO. 2005-546**
and

APPROVAL OF THE 2006 COST OF LIVING ADJUSTMENT FOR ELECTED OFFICIALS/DEPARTMENT HEADS & NON-BARGAINING PERSONNEL
and
CONTINUED APPROVAL OF THE SALARY ADMINISTRATION PROCEDURES
and
APPROVAL FOR THE COUNTY TO CONTRIBUTE UP TO A MAXIMUM OF $645.00 TOWARDS THE MEDICAL, DENTAL, VISION, AND LIFE INSURANCE PLANS

WHEREAS, the Board of Franklin County Commissioners discussed the cost of living adjustment (COLA) for the year 2006 for elected officials, department heads and non-bargaining personnel, with the exception of those positions not on the salary schedule, such as Commissary or TRAC temporary help; and

WHEREAS, the Salary Administration Procedures will remain in place as in Resolution 2003-394; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and deems this to be in the best interest of the County;

NOW, THEREFORE, BE IT RESOLVED the Franklin County Board of Commissioners hereby rescind Franklin County Resolution No. 2005-546.

BE IT FURTHER RESOLVED the Franklin County Board of Commissioners hereby approves the Franklin County Non-Bargaining 2006 Grade and Step Pay Plan (pages 1-14) with a 2.69% cost of living adjustment (COLA) effective January 1, 2006, for the Franklin County elected officials/department heads and non-bargaining personnel, with said exceptions as previously listed.

BE IT FURTHER RESOLVED the Board of Franklin County Commissioners hereby approves contributing up to a maximum of $645.00 towards the medical, dental, vision, and life insurance plans made available by the County for employee and dependent coverage, in amounts set forth below. The difference between the premiums for plans selected by the employee and the amount of County contribution, if greater, may be paid to the employee's VEBA account if the employee so elects. The County shall offer the

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Franklin County Resolution No. _____

2006 Cost Of Living Adjustment & Health Insurance Benefits
Elected Officials, Department Heads and Non-bargaining Employees

following insurance or plans with substantially the same range of benefits, effective January 1, 2006:

Medical, premium up to $567.01
Dental, premium up to $59.90
Vision, premium up to $13.53
Life, premium up to $4.56

APPROVED this 1st day of March 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT
Neva J. Corkrum, Chair

Robert E. Koch, Member

Frank H. Brock, Member

Attest:

Mary Withers
Clerk to the Board

Originals: Auditor
Minutes
Human Resources

cc: County Departments

2006 FRA[illegible]N COUNTY
Grade and [illegible]p Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
10	Annual	14,742	15,111	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323
	Monthly	1,229	1,259	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694
	Semi	614.50	629.50	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00
	8hr - Hourly	7.09	7.26	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77
	8hr - O.T.	10.63	10.90	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66
	7.5hr - Hourly	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42
	7.5hr - O.T.	11.34	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63
11	Annual	15,111	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831
	Monthly	1,259	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736
	Semi	629.50	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00
	8hr - Hourly	7.26	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01
	8hr - O.T.	10.90	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02
	7.5hr - Hourly	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68
	7.5hr - O.T.	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02
12	Annual	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352
	Monthly	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779
	Semi	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50
	8hr - Hourly	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27
	8hr - O.T.	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40
	7.5hr - Hourly	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95
	7.5hr - O.T.	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42
13	Annual	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886
	Monthly	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824
	Semi	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00
	8hr - Hourly	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52
	8hr - O.T.	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78
	7.5hr - Hourly	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22
	7.5hr - O.T.	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84
14	Annual	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433
	Monthly	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869
	Semi	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50
	8hr - Hourly	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79
	8hr - O.T.	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18
	7.5hr - Hourly	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50
	7.5hr - O.T.	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26
15	Annual	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994
	Monthly	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916
	Semi	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00
	8hr - Hourly	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05
	8hr - O.T.	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58
	7.5hr - Hourly	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79
	7.5hr - O.T.	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69

EXHIBIT 8
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
16	Annual	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569
	Monthly	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964
	Semi	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00
	8hr - Hourly	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33
	8hr - O.T.	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00
	7.5hr - Hourly	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09
	7.5hr - O.T.	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13
17	Annual	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158
	Monthly	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013
	Semi	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50
	8hr - Hourly	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61
	8hr - O.T.	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42
	7.5hr - Hourly	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39
	7.5hr - O.T.	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58
18	Annual	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762
	Monthly	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064
	Semi	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00
	8hr - Hourly	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90
	8hr - O.T.	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86
	7.5hr - Hourly	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70
	7.5hr - O.T.	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05
19	Annual	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381
	Monthly	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115
	Semi	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50
	8hr - Hourly	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20
	8hr - O.T.	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30
	7.5hr - Hourly	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02
	7.5hr - O.T.	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52
20	Annual	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016
	Monthly	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168
	Semi	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00
	8hr - Hourly	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51
	8hr - O.T.	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76
	7.5hr - Hourly	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34
	7.5hr - O.T.	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01
21	Annual	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666
	Monthly	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222
	Semi	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00
	8hr - Hourly	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82
	8hr - O.T.	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23
	7.5hr - Hourly	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67
	7.5hr - O.T.	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51

EXHIBIT 8
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
22	Annual	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333
	Monthly	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278
	Semi	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00
	8hr - Hourly	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14
	8hr - O.T.	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71
	7.5hr - Hourly	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02
	7.5hr - O.T.	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03
23	Annual	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016
	Monthly	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335
	Semi	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50
	8hr - Hourly	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47
	8hr - O.T.	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20
	7.5hr - Hourly	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37
	7.5hr - O.T.	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55
24	Annual	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716
	Monthly	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393
	Semi	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50
	8hr - Hourly	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81
	8hr - O.T.	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71
	7.5hr - Hourly	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73
	7.5hr - O.T.	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09
25	Annual	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434
	Monthly	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453
	Semi	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50
	8hr - Hourly	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15
	8hr - O.T.	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23
	7.5hr - Hourly	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09
	7.5hr - O.T.	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64
26	Annual	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170
	Monthly	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514
	Semi	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00
	8hr - Hourly	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50
	8hr - O.T.	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76
	7.5hr - Hourly	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47
	7.5hr - O.T.	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21
27	Annual	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924
	Monthly	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577
	Semi	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50
	8hr - Hourly	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87
	8hr - O.T.	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30
	7.5hr - Hourly	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86
	7.5hr - O.T.	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79

EXHIBIT 8

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
28	Annual	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697
	Monthly	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641
	Semi	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50
	8hr - Hourly	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24
	8hr - O.T.	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86
	7.5hr - Hourly	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25
	7.5hr - O.T.	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38
29	Annual	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489
	Monthly	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707
	Semi	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50
	8hr - Hourly	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62
	8hr - O.T.	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43
	7.5hr - Hourly	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66
	7.5hr - O.T.	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99
30	Annual	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301
	Monthly	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775
	Semi	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50
	8hr - Hourly	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01
	8hr - O.T.	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02
	7.5hr - Hourly	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08
	7.5hr - O.T.	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62
31	Annual	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134
	Monthly	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845
	Semi	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50
	8hr - Hourly	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41
	8hr - O.T.	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62
	7.5hr - Hourly	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50
	7.5hr - O.T.	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26
32	Annual	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987
	Monthly	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916
	Semi	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00
	8hr - Hourly	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82
	8hr - O.T.	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23
	7.5hr - Hourly	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94
	7.5hr - O.T.	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91
33	Annual	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862
	Monthly	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989
	Semi	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50
	8hr - Hourly	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24
	8hr - O.T.	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86
	7.5hr - Hourly	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39
	7.5hr - O.T.	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59

EXHIBIT 8

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
34	Annual	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759
	Monthly	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063
	Semi	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50
	8hr - Hourly	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67
	8hr - O.T.	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51
	7.5hr - Hourly	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85
	7.5hr - O.T.	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28
35	Annual	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678
	Monthly	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140
	Semi	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00
	8hr - Hourly	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11
	8hr - O.T.	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17
	7.5hr - Hourly	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32
	7.5hr - O.T.	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98
36	Annual	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620
	Monthly	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218
	Semi	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00
	8hr - Hourly	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57
	8hr - O.T.	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85
	7.5hr - Hourly	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81
	7.5hr - O.T.	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71
37	Annual	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586
	Monthly	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299
	Semi	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50
	8hr - Hourly	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03
	8hr - O.T.	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55
	7.5hr - Hourly	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30
	7.5hr - O.T.	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45
38	Annual	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576
	Monthly	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381
	Semi	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50
	8hr - Hourly	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51
	8hr - O.T.	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26
	7.5hr - Hourly	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81
	7.5hr - O.T.	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21
39	Annual	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590
	Monthly	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466
	Semi	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00
	8hr - Hourly	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00
	8hr - O.T.	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99
	7.5hr - Hourly	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33
	7.5hr - O.T.	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99

EXHIBIT 8

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2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
40	Annual	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630
	Monthly	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553
	Semi	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50
	8hr - Hourly	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50
	8hr - O.T.	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74
	7.5hr - Hourly	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86
	7.5hr - O.T.	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79
41	Annual	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696
	Monthly	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641
	Semi	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50
	8hr - Hourly	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01
	8hr - O.T.	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51
	7.5hr - Hourly	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41
	7.5hr - O.T.	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61
42	Annual	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788
	Monthly	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732
	Semi	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00
	8hr - Hourly	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53
	8hr - O.T.	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30
	7.5hr - Hourly	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97
	7.5hr - O.T.	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45
43	Annual	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908
	Monthly	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826
	Semi	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00
	8hr - Hourly	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07
	8hr - O.T.	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11
	7.5hr - Hourly	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54
	7.5hr - O.T.	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31
44	Annual	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056
	Monthly	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921
	Semi	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50
	8hr - Hourly	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62
	8hr - O.T.	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93
	7.5hr - Hourly	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13
	7.5hr - O.T.	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20
45	Annual	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232
	Monthly	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019
	Semi	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50
	8hr - Hourly	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19
	8hr - O.T.	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78
	7.5hr - Hourly	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73
	7.5hr - O.T.	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10

EXHIBIT 8

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46	Annual	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438
	Monthly	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120
	Semi	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00
	8hr - Hourly	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77
	8hr - O.T.	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65
	7.5hr - Hourly	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35
	7.5hr - O.T.	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03
47	Annual	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674
	Monthly	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223
	Semi	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50
	8hr - Hourly	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36
	8hr - O.T.	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54
	7.5hr - Hourly	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99
	7.5hr - O.T.	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98
48	Annual	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941
	Monthly	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328
	Semi	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00
	8hr - Hourly	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97
	8hr - O.T.	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46
	7.5hr - Hourly	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64
	7.5hr - O.T.	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95
49	Annual	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240
	Monthly	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437
	Semi	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50
	8hr - Hourly	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60
	8hr - O.T.	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39
	7.5hr - Hourly	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30
	7.5hr - O.T.	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95
50	Annual	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571
	Monthly	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548
	Semi	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00
	8hr - Hourly	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24
	8hr - O.T.	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35
	7.5hr - Hourly	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99
	7.5hr - O.T.	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98
51	Annual	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935
	Monthly	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661
	Semi	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50
	8hr - Hourly	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89
	8hr - O.T.	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34
	7.5hr - Hourly	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68
	7.5hr - O.T.	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03

EXHIBIT 8
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
52	Annual	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333
	Monthly	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778
	Semi	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00
	8hr - Hourly	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56
	8hr - O.T.	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35
	7.5hr - Hourly	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40
	7.5hr - O.T.	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10
53	Annual	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766
	Monthly	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897
	Semi	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50
	8hr - Hourly	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25
	8hr - O.T.	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38
	7.5hr - Hourly	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14
	7.5hr - O.T.	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20
54	Annual	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235
	Monthly	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020
	Semi	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00
	8hr - Hourly	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96
	8hr - O.T.	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44
	7.5hr - Hourly	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89
	7.5hr - O.T.	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33
55	Annual	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741
	Monthly	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145
	Semi	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50
	8hr - Hourly	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68
	8hr - O.T.	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52
	7.5hr - Hourly	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66
	7.5hr - O.T.	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49
56	Annual	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285
	Monthly	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274
	Semi	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00
	8hr - Hourly	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43
	8hr - O.T.	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64
	7.5hr - Hourly	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45
	7.5hr - O.T.	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68
57	Annual	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867
	Monthly	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406
	Semi	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00
	8hr - Hourly	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19
	8hr - O.T.	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78
	7.5hr - Hourly	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27
	7.5hr - O.T.	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90

EXHIBIT 8
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
58	Annual	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489
	Monthly	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541
	Semi	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50
	8hr - Hourly	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97
	8hr - O.T.	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95
	7.5hr - Hourly	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10
	7.5hr - O.T.	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15
59	Annual	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151
	Monthly	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679
	Semi	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50
	8hr - Hourly	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76
	8hr - O.T.	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15
	7.5hr - Hourly	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95
	7.5hr - O.T.	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42
60	Annual	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855
	Monthly	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821
	Semi	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50
	8hr - Hourly	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58
	8hr - O.T.	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38
	7.5hr - Hourly	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82
	7.5hr - O.T.	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73
61	Annual	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601
	Monthly	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967
	Semi	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50
	8hr - Hourly	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42
	8hr - O.T.	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64
	7.5hr - Hourly	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72
	7.5hr - O.T.	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08
62	Annual	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391
	Monthly	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116
	Semi	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00
	8hr - Hourly	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28
	8hr - O.T.	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93
	7.5hr - Hourly	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64
	7.5hr - O.T.	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45
63	Annual	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226
	Monthly	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269
	Semi	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50
	8hr - Hourly	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17
	8hr - O.T.	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25
	7.5hr - Hourly	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58
	7.5hr - O.T.	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87

EXHIBIT 8
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
64	Annual	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107
	Monthly	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426
	Semi	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00
	8hr - Hourly	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07
	8hr - O.T.	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61
	7.5hr - Hourly	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54
	7.5hr - O.T.	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31
65	Annual	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035
	Monthly	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586
	Semi	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00
	8hr - Hourly	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00
	8hr - O.T.	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00
	7.5hr - Hourly	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53
	7.5hr - O.T.	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80
66	Annual	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011
	Monthly	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751
	Semi	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50
	8hr - Hourly	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95
	8hr - O.T.	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42
	7.5hr - Hourly	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54
	7.5hr - O.T.	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32
67	Annual	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036
	Monthly	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920
	Semi	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00
	8hr - Hourly	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92
	8hr - O.T.	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88
	7.5hr - Hourly	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58
	7.5hr - O.T.	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87
68	Annual	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112
	Monthly	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093
	Semi	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50
	8hr - Hourly	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92
	8hr - O.T.	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38
	7.5hr - Hourly	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65
	7.5hr - O.T.	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47
69	Annual	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240
	Monthly	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270
	Semi	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00
	8hr - Hourly	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94
	8hr - O.T.	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91
	7.5hr - Hourly	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74
	7.5hr - O.T.	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11

EXHIBIT 8

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
70	Annual	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421
	Monthly	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452
	Semi	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00
	8hr - Hourly	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99
	8hr - O.T.	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49
	7.5hr - Hourly	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86
	7.5hr - O.T.	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79
71	Annual	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657
	Monthly	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638
	Semi	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00
	8hr - Hourly	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07
	8hr - O.T.	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10
	7.5hr - Hourly	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00
	7.5hr - O.T.	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51
72	Annual	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948
	Monthly	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829
	Semi	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50
	8hr - Hourly	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17
	8hr - O.T.	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75
	7.5hr - Hourly	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18
	7.5hr - O.T.	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27
73	Annual	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297
	Monthly	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025
	Semi	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50
	8hr - Hourly	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30
	8hr - O.T.	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44
	7.5hr - Hourly	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38
	7.5hr - O.T.	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07
74	Annual	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704
	Monthly	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225
	Semi	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50
	8hr - Hourly	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45
	8hr - O.T.	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18
	7.5hr - Hourly	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62
	7.5hr - O.T.	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93
75	Annual	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172
	Monthly	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431
	Semi	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50
	8hr - Hourly	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64
	8hr - O.T.	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96
	7.5hr - Hourly	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88
	7.5hr - O.T.	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82

EXHIBIT 8

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
76	Annual	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701
	Monthly	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642
	Semi	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00
	8hr - Hourly	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86
	8hr - O.T.	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78
	7.5hr - Hourly	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18
	7.5hr - O.T.	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77
77	Annual	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294
	Monthly	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858
	Semi	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00
	8hr - Hourly	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10
	8hr - O.T.	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65
	7.5hr - Hourly	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51
	7.5hr - O.T.	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76
78	Annual	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951
	Monthly	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079
	Semi	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50
	8hr - Hourly	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38
	8hr - O.T.	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57
	7.5hr - Hourly	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87
	7.5hr - O.T.	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81
79	Annual	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675
	Monthly	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306
	Semi	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00
	8hr - Hourly	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69
	8hr - O.T.	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53
	7.5hr - Hourly	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27
	7.5hr - O.T.	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90
80	Annual	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467
	Monthly	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539
	Semi	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50
	8hr - Hourly	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03
	8hr - O.T.	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55
	7.5hr - Hourly	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70
	7.5hr - O.T.	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05
81	Annual	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329
	Monthly	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777
	Semi	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50
	8hr - Hourly	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41
	8hr - O.T.	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61
	7.5hr - Hourly	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17
	7.5hr - O.T.	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25

EXHIBIT 8
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
82	Annual	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262
	Monthly	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022
	Semi	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00
	8hr - Hourly	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82
	8hr - O.T.	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73
	7.5hr - Hourly	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67
	7.5hr - O.T.	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51
83	Annual	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269
	Monthly	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272
	Semi	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00
	8hr - Hourly	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26
	8hr - O.T.	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90
	7.5hr - Hourly	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21
	7.5hr - O.T.	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82
84	Annual	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351
	Monthly	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529
	Semi	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50
	8hr - Hourly	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75
	8hr - O.T.	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12
	7.5hr - Hourly	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80
	7.5hr - O.T.	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19
85	Annual	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510
	Monthly	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793
	Semi	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50
	8hr - Hourly	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26
	8hr - O.T.	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40
	7.5hr - Hourly	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42
	7.5hr - O.T.	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62
86	Annual	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748
	Monthly	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062
	Semi	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00
	8hr - Hourly	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82
	8hr - O.T.	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73
	7.5hr - Hourly	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08
	7.5hr - O.T.	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11
87	Annual	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067
	Monthly	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339
	Semi	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50
	8hr - Hourly	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42
	8hr - O.T.	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13
	7.5hr - Hourly	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78
	7.5hr - O.T.	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67

EXHIBIT 8
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
88	Annual	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469
	Monthly	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622
	Semi	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00
	8hr - Hourly	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05
	8hr - O.T.	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58
	7.5hr - Hourly	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52
	7.5hr - O.T.	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28
89	Annual	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469	142,956
	Monthly	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622	11,913
	Semi	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00	5,956.50
	8hr - Hourly	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05	68.73
	8hr - O.T.	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58	103.09
	7.5hr - Hourly	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52	73.31
	7.5hr - O.T.	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28	109.97
90	Annual	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469	142,956	146,530
	Monthly	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622	11,913	12,211
	Semi	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00	5,956.50	6,105.50
	8hr - Hourly	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05	68.73	70.45
	8hr - O.T.	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58	103.09	105.67
	7.5hr - Hourly	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52	73.31	75.14
	7.5hr - O.T.	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28	109.97	112.72

EXHIBIT 8

March 1, 2006

VOLUNTARY TRANSFER OF ANNUAL LEAVE REQUEST FORM

Dear Board of County Commissioners:

As per Resolution 2000-246 dated June 11, 2001
I am requesting a portion of my annual leave be transferred as detailed below:

Transferee: Jennifer Wagner

Department: Maintenance

Amount of Hours: 8

John Gessel
Printed Name of Transferor

Signature of Transferor

Feb. 28, 2006
Date Signed

Department: Maintenance

I attest that all accrued paid leave (annual, sick leave, compensatory, etc…) for Jennifer Wagner has been exhausted.
Name of Transferee

Elected Official / Department Head

Date Approved: 3/1/06

BOARD OF COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT
Chairman

Member

Attest:
Clerk of the Board

Member

Attachment to Resolution 2001-246

FRANKLIN COUNTY
RESOLUTION NO. 2006 137

BEFORE THE BOARD OF COUNTY COMMISSIONERS, FRANKLIN COUNTY, WASHINGTON

RE: AMENDMENT TO THE AGREEMENT FOR PROVIDING SUBSTANCE ABUSE SERVICES BETWEEN THE DIVISION OF ALCOHOL AND SUBSTANCE ABUSE AND BENTON AND FRANKLIN COUNTIES' DEPARTMENT OF HUMAN SERVICES, #0363-26858-06

WHEREAS, pursuant to RCW 36.01.010 and RCW 36.32.120, the legislative authority of each county is authorized to enter into contracts on behalf of the County and have the care of County property and management of County funds and business; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and desires to enter into the attached amendment as being in the best interest of Franklin County;

NOW THEREFORE, BE IT RESOLVED that the attached amendment between Benton-Franklin Counties' Department of Human Services and The Division of Alcohol and Substance Abuse is hereby approved by the Board.

BE IT FURTHER RESOLVED that the Chairman of the Board of Franklin County Commissioners is hereby authorized to sign said agreement.

APPROVED this 1st day of MAR., 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT

Neva J. Corkrum, Chair

Robert Koch, Pro Tem Chair

Attest:

Mary Withers
Clerk to the Board

Frank H. Brock, Member

Originals: Auditor's Office
Department of Human Services
Minutes

cc: *Resolution Notebook*
Prosecuting Attorney's Office

RECEIVED
MAR 17 2006
Region 2 CSD

Washington State Department of Social & Health Services

COUNTY PROGRAM AGREEMENT AMENDMENT

DSHS Agreement Number
0363-26858

RECEIVED
MAR 22 2006
DASA/OFS

Amendment No.
06

This Program Agreement Amendment is by and between the State of Washington Department of Social and Health Services (DSHS) and the County identified below.

Administration or Division Agreement Number
8273-6

County Agreement Number

DSHS ADMINISTRATION	DSHS DIVISION	DSHS INDEX NUMBER	CCS CONTRACT CODE
Health and Rehabilitative Services Administration	DASA	1122	4000CC

DSHS CONTACT NAME AND TITLE	DSHS CONTACT ADDRESS
Ella Hanks	1002 North 16th, Third Floor Yakima, WA 98909

DSHS CONTACT TELEPHONE	DSHS CONTACT FAX	DSHS CONTACT E-MAIL
(509) 225-6196 Ext:	(509) 575-2903	hanksem@dshs.wa.gov

COUNTY NAME	COUNTY ADDRESS
Benton County	7207 West Deschutes Avenue Kennewick, WA 99336
COUNTY FEDERAL EMPLOYER IDENTIFICATION NUMBER 916001296	COUNTY CONTACT NAME Dave Hopper

COUNTY CONTACT TELEPHONE	COUNTY CONTACT FAX	COUNTY CONTACT E-MAIL
(509) 783-5284 Ext:	(509) 783-5981	dave@bfdhs.org

IS THE COUNTY A SUBRECIPIENT FOR PURPOSES OF THIS PROGRAM AGREEMENT?	CFDA NUMBERS
Yes	93.959

AMENDMENT START DATE	PROGRAM AGREEMENT END DATE
06/01/2005	06/30/2005

PRIOR MAXIMUM PROGRAM AGREEMENT AMOUNT	AMOUNT OF INCREASE OR DECREASE	TOTAL MAXIMUM PROGRAM AGREEMENT AMOUNT
$3,294,594.00	$16,500.00	$3,311,094.00

REASON FOR AMENDMENT;
CHANGE OR CORRECT OTHER: SEE PAGE TWO

EXHIBITS. When the box below is marked with a check (4) or an X, the following Exhibits are attached and are incorporated into this Program Agreement Amendment by reference:

☒ Exhibits (specify): Exhibit A-6, Award and Revenues

This Program Agreement Amendment, including all Exhibits and other documents incorporated by reference, contains all of the terms and conditions agreed upon by the parties as changes to the original Program Agreement. No other understandings or representations, oral or otherwise, regarding the subject matter of this Program Agreement Amendment shall be deemed to exist or bind the parties. All other terms and conditions of the original Program Agreement remain in full force and effect. The parties signing below warrant that they have read and understand this Program Agreement Amendment, and have authority to enter into this Program Agreement Amendment.

COUNTY SIGNATURE(S)	PRINTED NAME(S) AND TITLE(S)	DATE(S) SIGNED
Max E Benitz Rebecca Frank H. Cook	Max Benitz, Chair, Benton Co Comm Neva Corkrum, Chair, Franklin Co Comm	3-13-06 3/21/06
DSHS SIGNATURE	PRINTED NAME AND TITLE	DATE SIGNED
Sheryl Turner	Sheryl Turner, Contracts Administrator Division of Alcohol and Substance Abuse	3/22/06

Approved as to form:

Benton Co. Prosecutor's Off

BOB
Franklin Co Prosecutor's O

DEPARTMENT OF SOCIAL AND HEALTH SERVICES
COUNTY PROGRAM AGREEMENT NUMBER
AMENDMENT NUMBER 06

This Program Agreement between the County and the State of Washington Department of Social and Health Services (DSHS) is hereby amended as follows:

1. The AWARD AND REVENUES page, Exhibit A-5, is deleted and replaced by the attached revised AWARD AND REVENUES page, Exhibit A-6.

2. The State Grant-In-Aid is increased by $16,500 from $1,607,213 to $1,623,713. The source of funds is State Funds.

3. The Non-Criminal Justice Match Requirement is increased by $1,833 from $277,893 to 279,726.

4. The maximum consideration is increased by $16,500 from $3,294,594 to $3,311,094.

All other terms and conditions of this Program Agreement remain in full force and effect.

EXHIBIT "A-6"

AWARD AND REVENUES

COUNTY BENTON/FRANKLIN
PROGRAM AGREEMENT NUMBER 8273-6

The County(ies) referred to above, is hereby awarded the following amounts for the purposes listed.

BARS CODE	TYPE OF SERVICE	Award Amount
	GRANT IN AID	
333.99.59	SAPT - Grant in Aid	423,464
334.04.6X	STATE - Grant in Aid	1,623,713
	TANF	
333.97.78/334.04.6X	***MEDICAID/STATE - TANF Outstationed Staff	123,620
334.04.6X	*STATE - TANF Treatment Services	67,481
	OTHER	
333.99.59	SAPT - Prevention	220,445
333.99.59	SAPT - Children's Transition Initiative	10,000
333.99.59	SAPT - Community Prevention Training	10,000
334.04.6X	STATE - Detoxification	380,708
334.04.6X	STATE - SSI Cost Offset	27,692
334.04.6X	STATE - County CJTA	283,268
334.04.6X	STATE - Safe Babies/Safe Moms	90,000
333.16.5X	BRYNE - Drug Court Youth - Yr. 2	50,703
Total Federal Funds		**776,422**
Total State Funds		**2,534,672**
TOTAL ALL AWARDS		**$3,311,094**

County Participation Match Requirement: BUDGET

Non Criminal Justice Match Requirement	279,726
Criminal Justice Match Requirement	75,777
TOTAL AWARDS AND REVENUES	**$3,666,597**

$0

The Catalog of Federal Domestic Assistance (CFDA) number for the federal funds listed above is 93.959
** Awards noted do not require County Participation Match*
**** This Award does not require County Participation Match and funds are made up of Federal Medicaid and State Funds*

FRANKLIN COUNTY
ACTION SUMMARY COVER SHEET

AGENDA ITEM	TYPE OF ACTION NEEDED	
Agreement Amendment #0363-26858-06 with the *Division of Alcohol and* Substance Abuse	☒ Execute Contract ☒ Pass Resolution ☐ Pass Ordinance ☐ Pass Motion	☒ Consent Agenda ☐ Public Hearing ☐ 1st Discussion ☐ 2nd discussion
Prepared By: Carol Carey	☐ Other	☐ Other

BACKGROUND INFORMATION

The Division of Alcohol and Substance Abuse (DASA) would like to continue contracting with the Department of Human Services to provide treatment services to clients and add $16,500.00 to the original agreement.

SUMMARY

Award: The maximum consideration will be $3,311,094.00
Period: June 1, 2005 to June 30, 2005.
Funding Source: Division of Alcohol and Substance

RECOMMENDATION

☒ Sign the resolution to accept the proposed amendment.
☒ Approve the proposed amendment by signing all the copies where indicated.

FISCAL IMPACT

Funding for the services described in this agreement is provided by the Division of Alcohol and Substance Abuse and the US Department of Justice. **There is no impact on the current expense budget.** All revenues and expenditures are from the Fund 0108-101 Human Services Budget.

MOTION

To approve signing Agreement #0363-26858-06 with the Division of Alcohol and Substance Abuse and to authorize the Chair to sign on behalf of the Board.

EXHIBIT 11

March 1, 2006

Franklin County Auditor

1016 North 4th Avenue
Pasco, WA 99301

ZONA LENHART, Auditor
509-545-3840 • Fax: (509) 545-2142
www.co.franklin.wa.us

P.O. Box 1451
Pasco, WA 99301

March 01, 2006

Franklin County Commissioners:

Vouchers audited and certified by the auditing officer by RCW 42.24.080, expense reimbursement claims certified by RCW 42.24.090, have been recorded on a listing, which has been sent to the board members.

Action: As of this date, March 01,2006,
Move that the following warrants be approved for payment:

FUND	WARRANT Range	AMOUNT Issued
Expenditures		
Current Expense	**49667-49686**	**$17,937.62**
Grand Old 4th	**88-92**	**$5,319.65**
Courthouse Renovation Fund	**374**	**$2,125.00**
Auditor O&M	**362**	**$120.00**

In the amount of **25,502.27.** The motion was seconded by
And passed by a vote of 2 to 0

1.1.2 There will be a total of twenty (20) Performances of thirty (30) minutes each; and

1.1.3 Each of the Performances will be presented by two (2) person(s) who have been fully trained by Mad Science;

1.2 In respect of the production and presentation of the Performances, Mad Science will be responsible, at its sole cost and expense, for:

1.2.1 Conceptualisation and design;

1.2.2 Scripting and all other artistic content;

1.2.3 Recruiting the required number of performers as well as an appropriate number of back up performers to ensure fulfilment of the schedule of Performances;

1.2.4 Training, in the city of Montreal, province of Quebec, Canada, the required number of performers as well as the appropriate number of back-up performers to ensure fulfilment of the schedule of Performances;

1.2.5 Obtaining the costumes, props and other supplies that are necessary for the Performances and packing them for shipment;

1.2.6 Shipping the costumes, props, stage sets and other supplies required for the Performances, to the FAIR;

1.2.7 Providing a stage manager/technician at the Theatre to supervise the Performances on a day to day basis and to dispose of all non-toxic chemicals used during the production at the expense of Mad Science.

1.2.8 Providing the appropriate sound and lighting to support the Performances.

1.3 In respect of the production and presentation of the Performances, the Corporation will be responsible, at its sole cost and expense, for:

1.3.1 Providing crowd supervision and security services, including without limitation for the protection of the stage set, the supplies and other property belonging to Mad Science which is located within the Theatre.

1.3.2 Providing and installing a stage suitable for the Performances.

SECTION 2 - USE OF PREMISES

2.1 The Corporation hereby grants to Mad Science the right to occupy and use, throughout each Performing Season during the term of this Agreement, on an exclusive and rent-free basis between the hours of 9:00 AM and 9:00 PM on a daily basis, the following premises situated within the FAIR:

2.1.1 the area comprised of a stage and a backstage area within the area known as the "Trade Recreation and Agricultural Center" (the "Theatre") for the purpose of putting on Performances to the public.

2.2 Throughout each Performing Season during the term of this Agreement, the Corporation, at its own cost and expense, will:

2.2.1 Maintain the Theatre as well as the Adjacent Premises in good condition, clean, well lit (where applicable) with electrical and water services.

2.3 Employees or agents of Mad Science will have the right throughout each Performing Season as well as two (2) days prior to and two (2) days following each Performing Season during the term of this Agreement to enter the FAIR in order to access the Theatre and the Adjacent Premises.

2.4 The Corporation will maintain in full force and effect, such policies of insurance in respect of the Theatre and the Adjacent Premises and in such amounts as would be maintained by a prudent owner of similar premises. In addition, both Mad Science and the Corporation shall each individually maintain comprehensive general liability insurance acceptable to each other and subject to limits of not less than two million dollars ($2,000,000) inclusive per occurrence for personal injury (including death) and damage to property including loss of use thereof. The Corporation shall assume liability for any theft of goods or fixed assets related to the Performances. The Corporation further requires Mad Science to name the Corporation as an additional insured party.

2.5 Mad Science acknowledges that the Corporation and all persons authorized by it shall have the right from time to time and without notice to enter onto the Theatre and the Adjacent Premises for any purpose that it may reasonably require and such entry shall not be deemed to be an interference with Mad Science's rights or privileges hereunder.

2.6 Mad Science performances are part of a multi-talent children's festival. Mad Science agrees to comply with the reasonable directive of the Corporation as it relates to the production of the festival.

SECTION 3 - PAYMENT OF FEES

3.1 As consideration for the Performances to be presented by Mad Science pursuant to this Agreement, the Corporation will pay to Mad Science, a fee of Ten Thousand Dollars ($10,000.00) in United States Funds, payable as follows:

3.1.1 $ 3,000.00 upon signing of this contract; and

3.1.2 $ 7,000.00 on July 4, 2006.

3.2 Any party required to reimburse another party or to make a payment to the other party will also be required to pay applicable taxes thereon.

3.3 For the purpose of payment, the following is our Employer Identification Number: **98-0442149.**

3.4 Due to US customs and new border regulations, it is now required that we have all the IRS numbers of our clients before shipping our theatrical set to the United States. Please provide it on the following space: **91-6001315**

SECTION 4 - TERM

4.1 The term of this Agreement will be for the period commencing on the date of the signing of this Agreement and terminating on July 4, 2006 at Midnight following stage strike.

SECTION 5 - MARKETING, ADVERTISING AND PROMOTION

5.1 The Corporation will, at its own cost and expense, market, advertise and promote the Performances at the FAIR and in connection therewith, the Corporation will be entitled to use the **MAD SCIENCE** trademark owned by Mad Science. However, the Corporation agrees to submit to Mad Science, all marketing, advertising and promotional materials which bear the **MAD SCIENCE** trademark for prior approval, which approval will not be unreasonably withheld. These materials submitted to Mad Science may be deemed by the Corporation to be approved if they are not disapproved of within three (3) business days of their receipt.

SECTION 6 - NON-COMPETITION

6.1 Mad Science will not present performances which involve science to public audiences or be advertised to present such performances to the public during the Performing Season as outlined in this Agreement within the Pasco, Washington region.

SECTION 7 – CONFIDENTIAL INFORMATION AND PROPRIETARY RIGHTS

7.1 The Corporation recognises and acknowledges that it will be made privy to certain information concerning the business and activities of Mad Science, including names of Performers, methods, procedures, designs, specifications, materials, ideas, sources of performers, production costs, programs, plans and projects, which are valuable, special and unique assets of the business of Mad Science or its affiliated companies and further recognises and acknowledges that such information is of a proprietary and confidential nature and is a trade secret of Mad Science. The Corporation will maintain the absolute confidentiality of all such information during the term of this Agreement and after its termination or expiration for any reason whatsoever and will not disclose any such information for any reason whatsoever to any third party or to any of its employees except to the extent necessary to fulfil its obligations under this Agreement. The Corporation further agrees not to use any such information during the term of this Agreement or after its termination or expiration for any reason whatsoever, directly or indirectly, or in any other business or in any other manner or obtain any benefit therefrom not specifically approved in writing by Mad Science.

7.2 All designs for stage sets, soundtracks and other items provided by Mad Science to the Corporation and all marketing, advertising and promotional materials which bear the trademark **MAD SCIENCE**, whether prepared by or on behalf of Mad Science or the Corporation, will at all times, both during the term of this Agreement and after its termination or expiration for any reason, be the exclusive property of Mad Science and the Corporation agrees to immediately deliver any copies of same in its possession to Mad Science upon the termination or expiration of this Agreement.

7.3 The Corporation acknowledges that the trademark **MAD SCIENCE** is owned by Mad Science and when used by the Corporation will be accompanied by wording identifying Mad Science as the owner thereof.

SECTION 8 - TERMINATION

8.1 Mad Science, at its option, may terminate this Agreement without any further notice upon the occurrence of any one of the following events:

8.1.1 Should the Corporation fail to make any payment to Mad Science required hereunder to be made and should such default continue for five (5) days after written notice has been given by Mad Science to the Corporation;

8.1.2 Should the Corporation breach or fail to observe or perform any provision or obligation contained in this Agreement and should such default continue for a period of fifteen (15) days after written notice (stating the nature of the default and requiring it to be remedied) has been given by Mad Science to the Corporation.

8.2 The Corporation may, at its option, terminate this Agreement, without any further notice upon the occurrence of any one of the following events:

8.2.1 Should Mad Science fail to make any payment to the Corporation required hereunder to be made and should such default continue for five (5) days after written notice has been given by the Corporation to Mad Science;

8.2.2 Should Mad Science breach or fail to observe or perform any provision or obligation contained in this Agreement and should such default continue for a period of fifteen (15) days after written notice (stating the nature of the default and requiring it to be remedied) has been given by the Corporation to Mad Science.

SECTION 9 - INDEMNIFICATION

9.1 Mad Science shall indemnify and save harmless the Corporation, its directors, officers, employees and agents for any claims, damages, costs, expenses or losses by or to property or persons occasioned by or attributed to anything done or omitted to be done by Mad Science under this Agreement.

9.2 Corporation shall indemnify and save harmless Mad Science, its directors, officers, employees and agents for any claims, damages, costs, expenses or losses by or to property or persons occasioned by or attributed to anything done or omitted to be done by Corporation under this Agreement.

SECTION 10 - MISCELLANEOUS

10.1 Any notice, approval or other communication to be given hereunder will be given in writing, and will be delivered personally, sent by fax or mailed by registered mail, postage prepaid, at the following respective addresses:

To the Corporation:
Franklin County
1016 North 4th Avenue
Pasco, Washington 99301
Attention: Mr. Fred Bowen
Facsimile: 509-545-3573

To Mad Science:
8360 Bougainville Street, Suite 202
Montreal, Quebec
Canada H4P 2G1
Attention: Mr. Leonard Lipes
Facsimile: 514-344-6695

or at any other address or facsimile number designated in writing by a party pursuant hereto. Any such communication (i) if delivered personally will be deemed to have been received on the day of

delivery, if a business day, or if not a business day, on the business day next following the day of delivery, (ii) if sent by facsimile, will be deemed to have been received on the day of expedition, if a business day, or if not a business day, on the business day next following the day of expedition, or (iii) if mailed, will be deemed to have been received on the 3rd business day following such mailing.

10.2 Failure by either party to take action against the other will not affect its right to require full performance of this Agreement at any time thereafter. The waiver by either party of the breach of any provision of this Agreement by the other will not operate or be construed as a waiver of any subsequent breach by such party.

10.3 This is an Agreement between separate entities and neither is the agent, representative, master or servant of or possesses the power to obligate the other or to make any warranties or representations on behalf of the other. Nothing in this Agreement will be construed so as to create a relationship as partners, joint ventures, agents, mandatories, fiduciaries or any other similar relationship between the parties.

10.4 Corporation hereby acknowledges and confirms that Mad Science is both a domestic and international franchiser with a growing system of independently owned and operated franchisees.

10.5 This Agreement constitutes the entire agreement and understanding between the parties with respect to the subject matter hereof and supersedes all prior discussions, negotiations and agreements. No amendment of this Agreement will be binding on the parties unless in writing.

10.6 This Agreement will be governed and construed in accordance with the laws of the state of Washington, United States of America.

In witness whereof, the parties have signed this Agreement this ___ day of _____ 2006.

CORPORATION

Per:

Witness Ms. Neva J. Corkrum

Per:

Witness Mr. Robert E. Koch

Per:

Witness: Frank H. Brock

MAD SCIENCE PRODUCTIONS INC.

Per:

Witness Mr. Leonard Lipes

FRANKLIN COUNTY RESOLUTION NO. 2006-131

BEFORE THE BOARD OF COUNTY COMMISSIONERS, FRANKLIN COUNTY, WASHINGTON

RE: 2006 - 2008 COLLECTIVE BARGAINING AGREEMENT BETWEEN FRANKLIN COUNTY AND LOCAL 874-CH, (COURT HOUSE) OF AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO AND THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES

WHEREAS, pursuant to RCW 36.01.010 and RCW 36.32.120 the legislative authority of each county is authorized to enter into contracts on behalf of the county and have the care of county property and management of county funds and business; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and desires to enter into the attached agreement as being in the best interest of Franklin County;

NOW, THEREFORE, BE IT RESOLVED that the Franklin County Board of Commissioners hereby approves the attached 2006 - 2008 Collective Bargaining Agreement between Franklin County and Local 874-CH, (Court House) of American Federation of State, County and Municipal Employees, AFL-CIO and the Washington State Council of County and City Employees.

APPROVED this 1st day of March 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT
Neva J. Corkrum, Chairman

Robert E. Koch, Chairman Pro-Tem

Attest:

Mary Withers
Clerk to the Board

Frank H. Brock, Member

Originals: Auditor
Minutes
Union

cc: Prosecutor
Public Works
Human Resources

O:\Resol-2006\Agreement Local 874CH Court House 2006-131.doc

RESOLUTION # –2006-131

2006-2008

COLLECTIVE BARGAINING AGREEMENT

By and Between

FRANKLIN COUNTY

And

LOCAL 874-CH,

of

American Federation of State, County & Municipal Employees

And the

Washington State Council of County & City Employees

RESOLUTION # 2006-131

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RESOLUTION # 2006-131

PREAMBLE

THIS AGREEMENT is made pursuant to the provisions of the Collective Bargaining Act, by and between the Board of County Commissioners of Franklin County, Franklin County Assessor, Franklin County Auditor, Franklin County Clerk, Franklin County Treasurer, Franklin County Prosecuting Attorney, Franklin County District Court Judge, hereinafter referred to as "County", and Local 874CH, of the American Federation of State, County, and Municipal Employees, and the Washington State Council of County and City Employees, Council 2, hereinafter referred to as the "Union".

ARTICLE 1 – RECOGNITION

1.1 Bargaining Units Defined. The County recognizes the Union as the exclusive collective bargaining representative for all regular full-time and regular part-time employees of the Franklin County Courthouse in the Clerk's, Auditor's, Assessor's, Treasurer's, Prosecuting Attorney's, District Court Judge's and WSU Cooperative Extension Offices, the Planning and Building Department, Print Shop, GIS and Information Services Clerical with the exception of the following: Appraisers, the Administrative Assistant in the Assessor's Office, the Chief Deputy in the Clerk's Office, the District Court Administrator, Probation Counselor(s) and Legal Process Supervisor in District Court, the Election Supervisor, Accounting Coordinator/Recording Supervisor, the Chief Deputy and Administrative Chief Accountant in the Auditor's Office and the Chief Deputy in the Treasurer's Office, the Planners, Building Inspectors, Code Enforcement Officers, GIS Manager, Information Services Director, Communications Manager, Network Manager and Technician in the Information Services Department, Administrative Assistant, System Administrator (Child Support) and the investigator in the Prosecuting Attorney's office, and confidential and temporary employees.

1.2 Temporary Employees. "Casual" and "temporary employees" hired for seasonal or other temporary work shall not be covered by the Agreement and shall be considered temporary employees during the term of such work. There shall be no responsibility on the part of the County to re-employ or continue the employment of such employees, nor is there any responsibility on the behalf of the Union as to such.

ARTICLE 2 – DEFINITIONS

2.1 Regular Full-time Employee. An employee, hired to work at least thirty-seven and one-half (37-1/2) hours per week on a regular basis, who has successfully completed a probationary period of six (6) months as defined in Section 2.4.

2.2 Regular Part-Time Employee. This is an employee who regularly works less than thirty-seven and one-half (37-1/2) hours per week, and more than ninety (90) hours per month. Such employees shall be paid at the hourly rate of pay in accordance with the provisions of the applicable Addendum. Regular part-time employees shall be entitled to prorated benefits (insurance, sick leave, annual leave, paid holidays, etc.), in addition to the hourly compensation paid for those hours worked by the employee. A regular part-time employee who is later employed in a regular full-time position will receive up to a maximum of three (3) months credit towards the probationary period, if the employee has served the equivalent of three (3) months time in the regular part-time position and if the responsibilities of the regular part-time position are substantially similar to the regular full-time position. This credit towards the

probationary period shall not affect progression in the pay plan. The standard time frames will be applicable to such an employee from the time the employee starts as a regular full-time employee.

2.3 Temporary Employee. An employee who is hired to work on a limited or seasonal basis for less than forty (40) hours per week or work no more than six (6) months in a twelve (12) month period. The Union shall be notified of the date of hire of a temporary employee. The six-month duration of a temporary hire may be extended with agreement of the union by requesting in writing the approximate time of extension for the temporary hire. Temporary employees are not entitled to fringe benefits described in this agreement; (i.e. paid holidays, paid vacation, paid sick leave, insurance, etc.). The County has the right to hire temporary employees as it may determine, to fill the position of an employee on leave of absence, to fulfill work requirements during peak work loads, to complete projects on a timely basis, to cover for employees who are utilizing sick leave, vacation time and paid or unpaid leaves of absences, to cover work requirements in unanticipated or unexpected circumstances, or to carry out work in a shortage of personnel situations as determined by the County. When a temporary employee is hired to cover for an employee on leave, mandated by federal or state laws, the 40 hour and six month limitations of this Article shall not apply for the duration of the regular employee's leave entitlement. Temporary employees shall not be hired to replace bargaining unit positions, and are intended to be used to supplement the work force as may be needed periodically. Temporary employees shall be paid on an hourly basis at the appropriate wage step as determined by the County.

2.4 Probationary Employee. An employee appointed to fill a regular position of employment as defined in Section 2.1 or 2.2, who has completed less than the initial six (6) month period of continuous employment in the position. During the probationary period, the employee shall be on a trial basis and shall be subject to discharge without cause and without recourse. If further observance of the employee is deemed necessary by the County, the probationary period may be extended for another six (6) months subject to written mutual agreement between the County and the employee with a copy to the Union. If the County seeks to extend probation and there is not mutual agreement, then the employee is subject to discharge without cause and without recourse.

2.5 Anniversary Date. The anniversary date of each employee shall be the first of the year for all employees hired prior to January 1, 1973, provided the employment with the County has been continuous. Employees who are hired after January 1, 1973, and who have received a promotion to a higher grade since that date, the anniversary date will be the date of hire. For employees who have received a promotion to a higher grade since January 1, 1973 the anniversary date shall be the date of the last promotion. Temporary employment shall not be considered for purposes of an anniversary date of a regular employee. A part-time anniversary date shall not apply after appointment as a regular full-time employee.

2.6 Department Head. An employee whose duties are of a managerial and supervisory nature, appointed by the County Commissioners to act as the chief executive of a department of the County.

2.7 "Department" includes: The Assessor's Office; the Auditor's Office;; the Clerk's Office; District Court; the WSU Cooperative Extension Office; Information Services; Planning and Building Department; Print Shop; GIS; Prosecuting Attorney's Office; and the Treasurer's Office. This Article 2.7 shall not be construed to limit the County's rights under Article 4 to reorganize or create new departments.

ARTICLE 3 – PURPOSE

The purpose of this Agreement is to provide for wages, hours and working conditions, to promote and ensure harmonious relations, cooperation, understanding between the County and its employees, to encourage economy of operation, elimination of waste, cleanliness of facilities, protection of County property, and safety of employees; and to this end the County pledges itself to give its employees considerate and courteous treatment, and the employees pledge to render loyal and efficient public service. The parties agree to extend to one another proper courtesy and respect.

ARTICLE 4 – MANAGEMENT RIGHTS

4.1 Management Generally. The Union recognizes the prerogatives of the County to determine how to provide public services and operate and manage its affairs in all lawful respects. All matters not expressly restricted by the language of this Agreement shall be administered for the duration of this Agreement by the County as the County periodically may determine. The County's prerogatives include, but are not limited to the following matters:

a) The right to establish any and all lawful work rules and procedures;

b) The right to schedule any and all work, overtime work, and any and all methods and processes by which work is performed and services are provided, in a manner most advantageous to the County and consistent with the public interest;

c) The right to hire, transfer, layoff and promote employees as deemed necessary by the County;

d) The right to discipline an employee as provided in the disciplinary article of this Agreement;

e) The right to make any and all determinations as to the size and composition of the work force and the right to make assignments of employees to work locations and shifts;

f) The right to assign incidental duties connected with operations, not necessarily enumerated in job descriptions, and nevertheless be performed by employees when requested to do so by the County;

g) The right to take whatever action the County deems necessary to provide services in an emergency.

4.2 Elected Prerogatives. Nothing in this Agreement shall be interpreted to detract or circumscribe the trust placed in the Board of County Commissioners and/or the other Elected Officials and/or Department Heads and the rights and obligations owed thereby to the citizenry.

ARTICLE 5 – MEMBERSHIP AND UNION AFFAIRS

5.1 Dues Check Off. The County will provide for payroll deduction of Union fees upon written authorization by the employee. Payroll deduction authorization cards must be received by the Human Resources Department by the fifteenth (15th) day of the month to be recognized as effective for the subsequent month. The County shall deduct from the mid-month paycheck the amount of dues and initiation fees as certified

by the Union and transmit to the designated officer of the Union the total amount deducted.

5.2 Fair Share and Religious Objections. It shall be a condition of employment that all employees designated under this Agreement, as Union members shall continue to be members of the Union and remain members in good standing. Those who are not members on the effective date of this Agreement shall by the 31st day following the effective date of this Agreement become and remain members in good standing in the Union. It shall also be a condition of employment that all members of the Union hired on or after the effective date shall on the 31st day following the beginning of such employment become and remain members in good standing in the Union; PROVIDED THAT, if a public employee is a member of a church or religious body whose bona fide religious tenants or teachings forbid said public employee to be a member of a labor union, such public employee shall pay an amount of money equivalent to the regular Union dues and initiation fees to a non-religious charity or to another charitable organization mutually agreed upon by the employee and the Union. The County shall furnish written proof to the Union that such payment has been made. If the employee and the Union do not reach an agreement on the choice of the non-religious charity to whom the Union dues and initiation fees are to be paid, the Washington State Public Employees Relations Commission shall designate the charitable organization.

Any employee failing to comply with this Article 5 will be terminated upon two weeks' notice to the County and the employee by the Union.

5.3 Indemnification. The Union shall 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, for any relief sought, where liability arises from the sole application of this Article. In the event that any part of Article 5 shall be declared invalid or that all or any portion of the monthly service fee must be refunded to any non-member, the Union and its members shall be solely responsible for such reimbursement.

5.4 Union Representation. The Union will provide a list of union stewards to the Human Resources Director, and notify the Human Resources Director periodically and promptly of any changes. Employees shall have the right to request representation by the staff representative of AFSCME, any union steward or officer on the list, provided, however, that the person so selected must be reasonably available to attend investigative, disciplinary and grievance related meetings as scheduled by the County. If the Union steward selected by the employee is unable to meet within twenty-four (24) hours of a requested meeting, the union and employee will agree on another steward.

ARTICLE 6 – CONDITIONS AND DURATION OF AGREEMENT

This Agreement shall be in full force and effect for the period commencing the 1st day of January, 2006 and terminating on the 31st day of December,2008.

ARTICLE 7 – NEGOTIATIONS TIME TABLE

The parties will reopen bargaining subsequent to June 1 of the year this Agreement expires, and shall schedule bargaining for the successor agreement at mutually agreeable times with a goal to complete the bargaining process prior to the end of the calendar year, and if possible, in advance of the time the County begins to

finalize its budget in October and November. Exceptions and extensions may be made by mutual agreement. The County will allow three employees representing the Union leave without loss of pay for collective bargaining sessions and/or labor management meetings between the County and the Union.

ARTICLE 8 – DISCIPLINE

8.1 Just Cause. The County may impose discipline for just cause.

8.2 Forms of Discipline. The disciplinary actions which the County may take against an employee include the following:

a) oral reprimand, which may be documented in writing;

b) written reprimand;

c) suspension without pay;

d) reduction of pay for a term in lieu of suspension;

e) demotion with a reduction in pay as specified by the County as part of the discipline;

f) discharge or termination.

8.3 Notice of Discipline. When the County intends to suspend without pay, demote or discharge an employee for cause, the County shall make available the specified charges and proposed discipline in writing at least one (1) calendar day prior to the effective date of the action, together with a description of the facts on which the proposed discipline is based.

8.4 Pre-Disciplinary Due Process. Prior to imposing a suspension without pay, demotion or discharge, the employee shall have the opportunity to refute the charges, correct any misunderstanding of fact, and address the appropriate level of discipline.

8.5 Time Limitations. The time limitations relating to notification of disciplinary action are only for employee notification purposes and shall not affect the validity or disciplinary action taken by the County. In other words, if the County is unable to provide notification in strict adherence to the notification times expressed in subsections hereinabove, such inability shall not affect the validity or effectiveness of any type of disciplinary action against an employee.

8.6 Probationary Employees. A probationary employee may be discharged at any time without cause.

8.7 Notice of Discipline to Union. Copies of reprimands and other disciplinary actions taken by the County shall be forwarded to the Council 2 Representative.

8.8 Records of Discipline. References to disciplinary actions in the personnel file shall remain in the file in accordance with the following provisions:

a. Written reprimands shall remain in the personnel file for a period of 24 months; provided, however, if discipline occurs within that 24 month period, then and in that event, prior disciplinary documentation shall remain in the personnel file for another 24 month period from the date of the last discipline to occur.

b. Other records of discipline enumerated in Article 8.2 (e.g., suspension, reduction of pay, demotion and discharge) may remain in the personnel file until and unless the County determines the record no longer relevant or timely upon application by an employee.

ARTICLE 9 – GRIEVANCE PROCEDURE

9.1 Goodwill. The parties hereto recognize the need for fairness and justice in the adjudication of employee grievances and enter into this Agreement in a cooperative spirit to adjust such actions promptly and fairly at the lowest level possible. If, however, a grievance cannot be resolved through normal means, the grievance will be settled as hereinafter provided.

9.2 Grievance Defined. A grievance is defined as a dispute involving the interpretation, application or alleged violation of any provision of this Agreement.

9.3 Presentation. A grievance may be presented by an employee or the Union. Grievances may be heard at any time where practical and feasible.

9.4 Time Limits. The time limitations provided are essential to the prompt and orderly resolution of any grievance. The parties will abide by the time limitations, unless an extension of time is mutually agreed to in writing.

a. The County and the Union may extend the time limits by mutual agreement in writing.

b. No grievance shall be valid unless a grievance is submitted at Step 1 within ten (10) working days from its occurrence or the date when the employee knew or should have known of the occurrence.

c. If a grievance is not presented within ten (10) working days from its occurrence or the date when the employee knew or should have known of the occurrence, the grievance shall be waived and forever lost. If a grievance is not appealed to the next step within the specified time limit or an agreed extension thereof, it shall be considered waived and forever lost. A grievance not responded to timely shall be advanced to the next step.

9.5 Procedure. The grievance procedure shall be as follows:

Step 1: The grievance shall be presented in written form to the employee's immediate supervisor within ten (10) working days from its occurrence. The immediate supervisor shall respond in writing within ten (10) working days after receiving the grievance.

Step 2: Conciliation: If the grievance has not been resolved at Step 1, in accordance with the conditions set forth hereinabove, the Union, or the Elected Official/Department Head may refer the dispute to conciliation proceedings.

The Union or the Elected Official/Department Head shall notify the other party in writing of the desire to submit the matter to conciliation within ten (10) working days after the receipt of the Step 1 response. The Union and the Elected Official/Department Head will meet to discuss and attempt to resolve the issues within ten (10) working days after notification. Both parties may or may not be represented. If the matter cannot be resolved at the conciliation step, then the matter may be referred to the next step. The discussions or proposals shall not be admissible in any arbitration or other proceeding. At the close of conciliation the Elected Official, Department Head or a designee shall reduce to writing the decision and/or concessions agreed upon in the form of a conciliation report.

Step 3: If the grievance is not resolved to the satisfaction of the parties at Step 2, then within ten (10) working days of issuance of the conciliation report, the grievance, response and report shall be presented to the Board of County Commissioners. The parties shall arrange a meeting between the aggrieved employee, the Union Representative, the Department Head or Elected Official and the County representative, if any, and the Board within ten (10) working days for resolution of the issue. The Board of County Commissioners shall issue findings in writing within ten (10) working days of the grievance meeting.

Step 4:

A) Final and Binding Arbitration. If the grievance is presented and not resolved at Step 3, the Union may refer the dispute to final and binding arbitration.

B) Notice-Time Limitation. The Union or the County shall notify the other in writing by certified mail of submission to arbitration within ten (10) working days after receipt of the Board's findings.

C) Arbitrator-Selection. After timely notice, the parties will select an arbitrator in the following manner:

(i) The parties shall request that the Public Employment Relations Commission (PERC) submit a list of thirteen (13) names from the PERC register. If the parties cannot mutually agree on a arbitrator from the list of thirteen (13), then the two (2) parties shall flip a coin. The parties shall alternately strike names. The remaining name shall be the arbitrator.

D) Decision-Time Limit:

(i) The arbitrator will meet and hear the matter at the earliest possible date after the selection. After completion of the hearing, a decision shall be entered within thirty (30) calendar days, unless an extension of time is agreed upon as provided for herein.

(ii) Any decision by the arbitrator shall be final and binding on the parties unless contrary to public policy or in excess of the arbitrator's authority hereinafter provided for.

E) Limitations, Scope and Power of the Arbitrator:

(i) The arbitrator shall not have the authority to add to, subtract from, alter, change or modify the provisions of this Agreement.

(ii) The power of the arbitrator shall be limited to interpretation of or application of the terms of this Agreement or to determine whether there has been a violation of the terms of this Agreement by either the County or the Union.

(iii) The arbitrator shall consider and decide only the issue raised at Step 1 or Step 2, as determined by the step where the grievance was first initiated. The arbitrator shall not have the authority to consider additions, variations and/or subsequent grievances beyond the grievance submitted at Step 1 or Step 2.

(iv) In conducting the hearing, the arbitrator shall have the power to administer oaths, issue subpoenas, receive relevant evidence, compel the production of books and papers relevant to the hearing, and question witnesses.

F) Arbitration Award-Damages-Expenses:

(i) Arbitration awards shall not extend beyond the date of the occurrence upon which the grievance is based, that date being ten (10) working days or less prior to the initial filing of the grievance.

(ii) The arbitrator may retain jurisdiction of the grievance until such time as the award has been complied with in full.

(iii) The arbitrator shall not have authority to award punitive damages.

(iv) In the event that either party determines that the arbitration award was made beyond the jurisdiction of the arbitrator or that the arbitration award was clearly erroneous or that the arbitration award was arbitrary, capricious and unreasonable in light of the evidence presented, then such party shall declare the basis for its decision not to comply with the arbitration award and the parties thereafter are free to pursue available remedies in the Superior Court.

(v) Each party hereto shall pay expenses and costs it incurs as associated with the presentations of their case. The cost of the arbitrator shall be shared equally by the parties. In connection with grievance and arbitration pursuant to Article 7, the County and the Union shall each be responsible for its own attorneys' fees; the County and the Union expressly waive any right to recover attorneys' fees pursuant to RCW 49.48.030 or any other statutory provision. Further, expenses for arbitrator's services in the proceedings shall be borne equally by the County and the Union. However, each party shall be responsible for any other expenses incurred.

(vi) If the parties agree in advance, or if both parties decide to obtain a transcript, then the expense of the court reporter and transcript shall be shared equally.

ARTICLE 10 – NO STRIKE-LOCKOUT

10.1 Continuity of Service. The County and the Union agree that the public interest requires the efficient and uninterrupted performance of all County services. To this end both pledge their best efforts to avoid or eliminate any conduct contrary to this objective: Neither the Union nor the employees shall cause, condone or participate in any strike or work stoppage, slow down or other interference with County functions by employees of the County, and should the same occur, the Union agrees to take appropriate steps to end such interference immediately. County employees who engage in any of the above-referenced activities shall not be entitled to any pay and/or benefits during the period in which he/she is engaged in such activity. Employees who engage in any of the foregoing actions shall be subject to disciplinary action as determined by the County.

10.2 No Lockouts. The County agrees that there will be no lockouts during the term of this Agreement.

ARTICLE 11 – SENIORITY

11.1 County Service Seniority. Seniority is determined by an employee's length of continuous service with the County since the employee's last date of hire as a regular employee; or in the case of a part-time employee, from the last date of hire as a regular part-time employee. In the case of layoff, seniority is based on continuous service within a classification within a particular department.

11.2 Breaks in Service/Loss of Seniority. An employee's seniority shall be broken by voluntary resignation, layoff for a period of twelve (12) consecutive months, discharge for just cause, or retirement. However, if an employee returns to work in any capacity within twelve (12) months, there will be no break in seniority except for the time the employee was not working which will not count as part of continuous service for any purpose. Seniority shall not be earned during an approved unpaid leave of absence; however, an approved leave of absence shall not constitute a break in service or cause a forfeiture of seniority.

11.3 Seniority List. A seniority list shall be established within each department for each classification and such seniority list shall be posted and kept current on a semi-annual basis. On January 1, of each year, the Local Union President will be furnished a copy of each departmental classification seniority list. Regular employees shall be added to the seniority list upon completion of probation. Employees will be classified as regular employees by personnel action and not otherwise upon completion of the applicable probationary period. If probation is deemed satisfactorily completed and the personnel action form is delayed administratively, the action shall be retroactive to the date of completion of probation. Temporary casual or seasonal employees shall not earn seniority or continuous service credit.

ARTICLE 12 – LAYOFF AND RECALL

12.1 Layoff Determination. The County may determine when layoffs are necessary. The County may lay off employees when such action is determined to be

necessary by reason of lack of work, lack of funds, inclement weather, and/or reorganization of the department.

12.2 Layoff and Bumping Procedure. When it is necessary to reduce the work force, the County shall determine the number of employees by classification and department. The Union's Area Representative and the Local President will be notified of the number of employees and classifications designated for reduction as soon as practical. Employees will be laid off in the following order giving equal consideration to the employee's qualifications, ability, experience and seniority within the affected department.

a. Summer help;

b. Temporary employees;

c. Probationary employees;

d. Employees in regular positions. Employees in regular positions may be laid off. An employee who is laid off by reduction in the work force shall have the right to bump to their last previously held job classification within the affected department or a position in a lower classification within the affected department for which the employee is qualified as determined by the County. In order to bump to a position, an employee must be capable of performing the work as determined by the County. The employees who remain must have the necessary ability and qualifications to perform the work required by the County. A bumping employee shall maintain seniority. An employee "bumped" must be the least senior in the classification, and shall have the right to bump in compliance with the preceding procedure. Employees affected by layoff who bump to a lower classification will be placed at the step in the lower pay scale which is closest to and less than the employees' former rate of pay.

e. Employees shall be provided with ten (10) working days notice of layoff, except in the events enumerated in Article 12.1 above relating to layoff determination, as determined to exist by the County.

12.3 **Recall**. Employees laid off will be eligible for recall for a period of fifteen (15) months. No new employees shall be hired by the County until available employees placed on layoff who have previously held the position have been offered re-employment in reverse order of layoff, provided the layoff period does not exceed fifteen (15) months and that the employees keep the County advised of their current address. An offer of re-employment shall be in writing and sent by registered or certified mail to the employee. The employee shall have been deemed to have received an offer within three (3) days after the County mails the offer. An employee so notified must indicate his/her acceptance of recall within five (5) calendar days from mailing of the notice and shall be back on the job within fourteen (14) calendar days of acceptance of the recall offer or shall forfeit all recall rights under this Article.

ARTICLE 13 – HOURS OF WORK-OVERTIME

13.1 Workday. The normal working day is from 8:30 a.m. to 5:00 p.m. with one (1) hour unpaid uninterrupted lunch for employees in the County. Adjustment in the regular working hours of the employees for the convenience of the County, the employees, and the public shall not be construed to be in conflict with this Agreement.

13.2 Workweek. The normal workweek consists of five (5) seven and one-half (7-1/2) hour days, between Monday through Friday.

13.3 Overtime:

(a) Employees required to work outside the normal hours of work except as set forth in 13.4 or on Saturdays or Sundays without rescheduling with proper notification will be paid for such hours at one and one-half (1-1/2) times the regular rate of pay.

(b) Hours worked between thirty-seven and one-half (37-1/2) and forty (40) hours in a work week will be paid at the regular rate of pay. Hours worked in excess of forty (40) hours per week will be paid at one and one-half (1-1/2) times the regular hourly rate. Comp-time may be taken in lieu of pay as provided by FLSA. Paid leave shall be considered "hours worked" for purposes of computing overtime.

(c) The County will make a reasonable effort to distribute overtime equitably when overtime is necessary. Selection of employees will be based on the County's assessment of employee qualifications for a particular job, seniority, availability, volunteers and the need for the overtime.

(d) Notification to selected employees will be given three (3) working days prior to the scheduled overtime in non-emergency situations; and as soon as possible in emergency situations. The essential nature of provisions of County services shall be the compelling consideration in scheduling overtime by the County.

13.4 Compensatory Time. Compensatory time will be accrued with mutual agreement of the supervisor or Elected Official/Department Head and the employee, up to 40 hours, and shall be taken off within the calendar year it is earned. Compensatory time shall be scheduled and taken off by mutual agreement, and may be purchased by the County at any time, including during the 30 days prior to any change in pay status or COLA.

13.5 Regular Rate of Pay. For the purpose of computing an employee's hourly rate, the employee's monthly rate shall be divided by 162.5 hours.

13.6 Meal and Rest Periods. Unpaid meal periods of up to one hour will be taken at designated times at or near the midpoint of the workday. Rest periods of 15 minutes will be permitted as work demands permit and as designated at or near the midpoint of each half-work day. Employees and Elected Officials/Department Heads may establish the meal and rest period practices within respective offices of the County, not inconsistent with this Agreement.

ARTICLE 14 – HOLIDAYS

14.1 Recognized Holidays. Holidays observed by the County are:

New Year's Day	January 1

Martin Luther King Jr. Day	3rd Monday in January
Presidents' Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Veterans Day	November 11
Thanksgiving Day	4th Thursday in November
The Day After Thanksgiving	4th Friday in November
Christmas Day	December 25
Christmas Holiday*	
One (1) Floating Holiday**	

and any day proclaimed a legal holiday by Governor's Proclamation, Presidential Declaration, and/or through Legislative or Congressional action.

*To be negotiated each year as to whether it will be the day before or the day after Christmas. The parties agree that the Christmas holiday shall be taken on:

December 26, 2006
December 24, 2007
December 26, 2008

Provided, however, that each Elected Official shall have the right to maintain sufficient staff in order to conduct business on the applicable day. Those persons scheduled to work on the applicable day shall be entitled to take any alternate day off as mutually agreed to as the Christmas holiday.

** To be used or lost in the year earned and to be scheduled off by mutual agreement of the employee and the County. Any probationary employee shall not be entitled to use the floating holiday established above until the employee has served six (6) months.

14.2 Holiday Coordination (Weekends and Earned Leave). Any regular holiday that falls on a Saturday shall be observed on the preceding Friday. Any regular holiday that falls on Sunday shall be observed on the following Monday. Whenever a holiday falls within a vacation period, or during a period when an employee is on sick leave, vacation or sick leave will not be charged for such holiday.

14.3 Holiday Pay.

a. Work performed on a holiday shall be paid at one and one-half (1-1/2) times the employee's regular rate of pay in addition to the holiday pay. To be eligible for holiday pay the employee must work the regular work day before and the regular work day after the paid holiday, unless the employee is on sick leave or vacation.

b. Employees eligible for holiday benefits shall receive one (1) day's pay for each observed holiday on which work is not performed. The holiday benefit (including floating holidays) shall be based upon a seven and one-half (7.5) hour holiday/work day regardless of the hours of the regular work schedule. If an office or department schedules a four-day work week in any week in which a holiday falls, that office shall revert to a five-day, seven and on-half (7.5) hour work schedule.

c. Regular part-time employees with over six (6) months shall be paid pro rata for the holiday.

d. Only those probationary employees who have completed at least thirty (30) days of County employment prior to the holiday are entitled to holiday pay.

e. Temporary employees are not eligible for holiday pay.

f. An employee will receive no holiday pay if the employee accepted scheduled work on a holiday and failed to report for work unless excused by the supervisor.

14.4 Compensatory Time in Lieu of Holiday Time. By mutual agreement, compensatory time may be given in lieu of holiday pay on a one to one basis. Such compensatory time must be accrued and used as stated in Article 13 relating to compensatory time.

ARTICLE 15 – VACATION

15.1 Accruals. Annual leave allowance for regular full-time employees shall be accrued monthly based on the following schedule of annual benefits:

Year of Service	Hours/Per Month	Hours/Year
1 year of service	6.25	75
1 year but less than 3 years	7.50	90
3 years but less than 5 years	8.75	105
5 years but less than 10 years	9.375	112.5
10 years but less than 15 years	12.5	150
15 years or more	15.625	187.5

a. Years of service shall be the years of continuous service with the County as of the anniversary date of the employee.

b. Regular part-time employees with a minimum of one (1) year service shall be entitled to that fractional part of the vacation that the total number of hours of employment bears to the total number of full-time employment hours.

c. Employees may not use earned vacation leave until after they have served the six (6) month probation period.

d. Temporary employees are not entitled to any vacation benefit.

e. Employees must work at least one-half (1/2) of a month to be eligible for accrual of Vacation. Hours worked for this purpose include vacation, sick leave, comp time and holidays.

15.2 Scheduling. Vacation time for employees will be arranged by the Elected Official/Department Head when such schedules will least interfere with the functions of the County. The employee with the greater seniority shall be given their choice of vacation in the event of conflict over when vacation is to be taken.

15.3 Accrual Limitation. Unused vacation is accumulated; however, the amount of such accumulated leave carried over to the succeeding calendar year or paid upon retirement or termination will be limited to 225 hours.

15.4 Payment Upon Separation. Employees whose service is terminated by death, reduction of force, termination, *resignation or by retirement, shall* be paid for accrued vacation leave.

15.5 Payment. Vacation pay shall be computed at the employee's straight time hourly rate.

15.6 Mandatory Minimum Utilization. After one (1) year of County service, eligible employees must take at least five (5) days of vacation leave each *calendar year.*

15.7 Accrual Cap/VEBA Election. Annual leave may not exceed a total of two hundred twenty-five (225) work hours as of December 31 of each year.

15.8 VEBA Election. If an employee has used at least fifty percent (50%) of the annual leave earned during the year, the employee's balance in excess of two hundred twenty-five (225) hours may, at the employee's election, be deposited into the employee's VEBA account to be spent in accordance with VEBA trust rules. Employees whose leave account exceeds two hundred twenty-five (225) hours as of December 31 shall have their accrual balance reduced effective January 1 of the subsequent year by the amount equal to the excess which is forfeited or paid to VEBA. Contributions will be computed based on the employee's base wage as of December 1.

ARTICLE 16 – FAMILY MEDICAL LEAVE

16.1 FMLA and WAC'S Govern Family Leave. The County will provide family medical leave consistent with the federal Family Medical Leave Act and state law, including leave for pregnancy disability under WAC 162-30-020 (maternity regulation).

16.2 Availability. Unpaid leave of absence for up to 12 weeks is provided to eligible employees for certain family or medical reasons. Employees eligible for leave of absence under the Family Medical Leave Act ("FMLA") must have worked for the County for 12 months or more and have at least 1,250 hours of service during the 12 months immediately preceding the leave of absence. Employees may request *federal Family and Medical Leave for:*

a. The addition of a child to the family through birth, adoption, or placement by foster care,

b. A serious health condition of the employee's spouse, child or parent,

c. A serious health condition that prevents an employee from performing his or her job.

16.3 Pregnancy Related Leave. An employee with a pregnancy-related disability will be provided with a leave of absence for the period of time she is sick or temporarily disabled by pregnancy. This pregnancy-disability leave is in addition to Federal Family Medical Leave. There is no minimum length of employment or hours

worked to qualify for pregnancy disability leave. The length of the pregnancy disability leave is the period the employee is disabled by pregnancy.

16.4 Leaves are Concurrent. Leave granted under state workers' compensation laws will run concurrently with family medical leave. Unpaid leaves will run concurrently with unpaid family medical leave where allowed by law. Vacation and accrued sick leave must be substituted for unpaid family medical leave and taken before the remainder of unpaid family medical leave, and shall precede and not serve to reduce the FMLA twelve (12) week entitlement period.

16.5 Reasonable Notice Required. Employees must give the County thirty (30) days notice of the need for leave when it is foreseeable. An employee must make a reasonable effort to schedule treatment for serious health conditions in a manner that does not unduly disrupt business operations.

16.6 Medical Certification. The County may require a medical certification of serious health conditions and may require recertifications from the employee's health care provider and second and third opinions from an independent health care provider where appropriate and allowed by law. The County will pay the cost of all second and third medical opinions. The County will require employees returning from leave for their own serious health condition to provide a certification of fitness to return to work.

16.7 Intermittent Leave. Generally, intermittent or reduced schedule leave is not available for family leave used for birth, adoption or foster placement. In other situations where intermittent or reduced schedule leave is available, employees may be temporarily transferred to available alternative positions that better accommodate intermittent or reduced schedule leave.

16.8 Leave Calculation Year. The leave calculation year for family medical leave is 12 months starting with the first day family leave is taken by the employee (12 month looking forward method).

ARTICLE 17 – SICK LEAVE

17.1 Accruals, Charges and Cap. Sick leave is earned and accrued at the rate of seven and one-half (7.5) hours per month to a maximum accrual as of December of any year of nine hundred (900) hours. Temporary employees shall not be entitled to sick leave benefits. Employees must work at least one-half (1/2) of a month to be eligible for accrual of Sick leave for that month. Hours worked for this purpose include vacation, sick leave, comp time and holidays.

17.2 Utilization. Leave with full pay on account of illness or injury may be allowed all employees for any of the following reasons:

a. Because of, and during illness or injury, including pregnancy disabilities and/or childbirth disabilities incapacitating the employee from performing the employee's duties, or by having a scheduled appointment with a licensed person, pertaining to all matters of health, as governed by the State of Washington, or

b. By reason of exposure to contagious disease during such period of their attendance on duty would jeopardize the health of fellow workers or the public, or

c. Because of illness or death in the immediate family, requiring the attendance of the employee. Leave for such reason shall be limited to three (3) days in any one instance except that when extensive travel is required, leave of five (5) days shall be allowed. For the purpose of this subsection only, "immediate family" includes only the employee's wife, husband, parent, grandparent, brother, sister, child or grandchild and the employee's spouse.

17.3 Notification. Sickness shall be reported as soon as possible in advance or at the beginning of any period of sick leave, to the immediate supervisor or another supervisor designated within the department in the event the regular supervisor is unavailable, by the employee or a person designated to act for the employee. Upon return to work the employee shall submit a Personnel Action Form, explaining the nature of the sickness and requesting approval for the leave so taken. Any employee *who is off work due to illness or injury in excess of five (5) work days may be required to* provide the County with a certification of illness from a licensed physician or other verification of illness satisfactory to the County, as well as the physician's approval to return to work. An employee found abusing sick leave privileges shall be penalized by receiving no pay or time allowed for the particular time taken, and may be subject to discipline.

17.4 VEBA Payments. Employees who have accrued the maximum sick leave balance permitted under the contract may request payment into the VEBA account for twenty-five percent (25%) of any sick leave balance in excess of the maximum accrual as of December 31. Employees shall be entitled to a VEBA contribution for twenty-five percent (25%) of their accrued sick leave upon termination of employment.

17.5 High Absenteeism. The ability to attend work regularly is a job requirement. Sick leave is a short term disability benefit to be used only for reasons described in Article 17.2. Addendum C, High Absenteeism Program, is made a part of this Agreement as if fully set forth herein.

ARTICLE 18 – SICK LEAVE-ADJUSTMENT FOR WORKERS' COMPENSATION

18.1 Claims. For a period of absence from work due to injury or occupational disease resulting from County employment, the employee shall file an *application for Workers' Compensation in accordance with State Law.*

18.2 Differential Benefit. If the employee has accumulated sick leave credit, the County shall pay the difference between the time loss compensation and the regular salary net of tax withholding unless the employee elects not to use their sick leave, provided that it is the responsibility of the County to make available a written explanation of such elective.

18.3 Sick Leave in Conjunction with Workers' Compensation Benefits. Should an employee receive Workers' Compensation for time loss and they also receive sick leave compensation, the employee's sick leave accrual will be reduced by the amount used to pay the sums due under Article 18.2.

18.4 Eligibility for Benefits. Until eligibility for Workers' Compensation is determined by the Department of Labor and Industries, the County may pay full sick leave, provided that the employee shall return any subsequent overpayment to the County.

18.5 Use of Sick Leave for Injury/Time Loss Denials. Should an employee apply for time loss compensation and the claim is then or later denied, sick leave and annual leave may be used if and to the extent appropriate.

18.6 Related Benefits Coordination. Nothing herein pertains to permanent disability award.

18.7 Substitution. If an employee has no sick leave accumulated, the words "annual leave" may be substituted for "sick leave" above.

ARTICLE 19 – MEDICAL, DENTAL, HOSPITAL & LIFE

19.1 County Benefits. Effective January 1, 2006, the County will contribute up to a maximum of Six Hundred Forty-Five and no cents/100 Dollars ($645.00) towards the medical, dental, vision, and life insurance plans made available by the County for Employee and dependent coverage, in amounts set forth below. For the years 2007 and 2008, the County contribution will increase by 100% of the increase for the employee only coverage of the County's lowest premium plan.

The difference between the premiums for plans selected by the employee and the amount of County contribution, if greater, may be paid to the employee's VEBA account if the employee so elects. The County shall offer the following insurance, or plans with substantially the same range of benefits:

Medical, premium up to $567.01
Dental, premium up to $59.90
Vision, premium up to $13.53
Life Insurance, premium up to $4.56

19.2 Co-payment of Premium. Any amounts in excess of the County's maximum contribution, as established above, necessary to pay the medical premium for the employee and/or dependent medical plan shall be the sole responsibility of the employee by payroll deduction.

ARTICLE 20 – JOB CLASSIFICATIONS AND WAGES

20.1 Effective January 1, 2006, the 2005 Salary Schedule will be increased by a 2.69% COLA for the year 2006 based upon 89.7% of the CPI-W-West-B/C 12 month period ending July 31 and will be attached as Addendum "A." Effective January 1, 2007, the 2006 Salary Schedule will be increased for the year 2007 by a COLA in an amount no less that 1.5% and no greater than 3.5% based upon the CPI-W-West-B/C 12 month period ending July 31 minus any employer paid medical benefit increase and to be incorporated by reference. Effective January 1, 2008, the 2007 Salary Schedule will be increased for the year 2008 by a COLA in an amount no less that 1.5% and no greater than 3.5% based upon the CPI-W-West-B/C 12 month period ending July 31 minus any employer paid medical benefit increase and to be incorporated by reference.

For years 2007 and 2008 the final percentage of the COLA amount will take into consideration medical benefit increases and/or decreases in order to achieve a desired 100% COLA. See Addendum "A-1".

20.2 Wages for New Positions. In the event a new position is created, the County will establish the wage for the new position and notify the Union. If the

Union so requests, the parties will meet to negotiate the appropriate rate of pay for the new position within the classifications of Addendum "B."

20.3 Wage Advancement. Employees shall be advanced as set out in Addendum "B".

20.4 Pay for Temporary Change in Job Grade. Each employee shall be paid at the regular rate of pay for their job grade for all work done, except as follows:

a. Any employee while working out of class at a higher grade job than the employee's regular rating shall be paid the rate in the grade of the higher classification if the employee has pre-qualified. Such rate shall be paid for the entire period they work at the higher grade. An employee shall be considered pre-qualified at a higher rating by having successfully completed a learning period at the job carrying the higher rating as approved by the Elected Official or Department Head. An employee's pay during a learning period shall be at the regular rate of pay in the lower classification.

20.5 Pay Period. Employees are to be paid twice monthly. The payday shall be the 15th and the last day of each month, provided any payday falling on a Saturday or Sunday shall be observed on the preceding Friday.

20.6 Classification Review Addendum "D". The County and the Union agree to the establishment of a classification review committee of four (4) persons, two (2) assigned by management and two (2) from the Union. The purpose of the classification review committee is to explore and research classification alternatives and to make recommendations to the negotiators and the Board of County Commissioners. The classification committee does not have the authority to bind in any way, the negotiators and the Board of County Commissioners. None of the provisions in this section nor any of the explorations, research and recommendations as provided for in this section are subject to the grievance procedure in this contract.

ARTICLE 21 – LEAVES OF ABSENCE

21.1 Military Leave. Every employee who is a member of the Washington National Guard or of the reserve component of the armed services of the United States shall be entitled to and shall be granted a paid military leave of absence from County employment for periods not exceeding fifteen (15) days during each calendar year as established by R.C.W. Military leave of absence for active duty for training shall be in addition to any vacation or sick leave to which the employee might otherwise be entitled to, and shall not involve any loss of privileges or pay. During the period of paid military leave, the employee shall receive their normal pay from the County. Additional unpaid leave for service in the military will be provided as required by state or federal law. Refer to RCW 38.40.060.

21.2 Jury Duty. Any employee who is called for jury duty shall receive from the County the difference between their regular pay and the compensation received for jury duty for the actual time they are required to be absent from work because of such jury duty. Any such absence shall not be deducted from accumulated sick leave or annual leave.

21.3 Leaves of Absence Without Pay. The County may grant a leave of absence without pay to an employee for good and sufficient reasons as determined by the County. Authorized leave of absence without pay shall not interrupt prior or

continuous employment, however, the employee shall not be credited with earned annual leave, sick leave or any other benefits during the period of authorized leave of absence. Anniversary dates for the accrual of annual leave shall be adjusted for periods when employees are on authorized leave of absence or leave without pay status. If a leave of absence without pay is granted, the employee shall not accumulate seniority during such absence and may be reinstated upon return to work from the leave of absence without pay subject to the following:

a. An employee must have exhausted all applicable paid leaves (sick leave, vacation leave, etc.) prior to being eligible to request a leave of absence without pay; and

b. Subject to the County's prior approval, a leave of absence without pay may be for up to twelve (12) months. An employee who is permitted by the County to return to work from a leave of absence without pay shall report to work within 24 hours of the final date of the leave or be subject to termination; and

c. If the County approves a leave of absence without pay, approval shall be in writing and shall indicate the starting date and ending date of such leave of absence without pay; and

d. The employee's return to work is subject to the County's approval based on the County's assessment of availability of positions, work load, service needs, budget constraints and changes in work.

21.4 Personal Leave. Personal Leave shall be limited to three (3) days per year; if not utilized, it shall not be carried over from year to year. Personal Leave is subject to prior approval of the Elected Official or Department Head. Personal leave is not intended to be used as vacation and shall not be accrued nor compensated for upon termination.

ARTICLE 22 – POLICIES OF GENERAL APPLICATION

The County may adopt a "Uniform Personnel Policy and Procedure" document applicable to the bargaining unit which provides for personnel policies not inconsistent with those policies in this Agreement which constitute mandatory subjects of bargaining. If uniform policies conflict with this Agreement, this Agreement shall prevail until the parties have bargained concerning the subject to impasse or agreement. The County shall provide the Union with at least sixty (60) days notice of any proposed change in Uniform Policy that affects a mandatory subject of bargaining under RCW 41.56. This Article does not constitute a waiver of the Union's right to demand to bargain over any change. Until affected by a Memorandum of Agreement to the contrary, this Article shall apply to bargaining unit members. Nothing in this Agreement constitutes a waiver of the County's right to unilaterally adopt and modify policies which do not constitute mandatory subjects of bargaining.

22.1 Drug Testing. The County may present and coalition bargain a reasonable cause drug testing policy proposal during the life of this Agreement.

22.2 Job Vacancy, Job Posting, Promotions. Employees covered by this Agreement may apply for available positions. Job announcements will be posted in each department covered by the agreement and on a central bulletin board when a job vacancy or new position becomes available and will reflect, at a minimum:

a. The department where the opening exists, contact person and telephone number;

b. Classification specifications and required qualifications (i.e., education, training, skills, experience);

c. Job title;

d. Salary range;

e. Opening and closing date;

f. Date posted.

It is the County's right and option to determine whether or not to fill a vacant position, and the manner of filling the position. Job announcements will be posted for a minimum of a five (5) work day period. The County has the right to implement outside postings and advertise concurrent with bargaining unit postings.

Any employee or outside applicant applying for a posted position shall comply with the selection process established by the County and complete an employment application form. This application will be submitted to the appropriate Elected Official/Department Head during the posting period. Requirements for the position must be met as described in the appropriate job announcement.

The County shall have the right to select the individual for the available position. Present employees who are qualified will be given preference when applying for a transfer or promotion within the employee's present department.

The County shall make the sole determination taking into equal consideration knowledge, skill, ability, past performance, seniority, experience and competence. If the County determines that two (2) or more employees are the top applicants and are equally qualified, the most senior employee will be awarded the vacant position. If the County determines that the top two (2) applicants consist of one (1) current employee and one (1) outside applicant, then the County's judgment as the knowledge, ability, skills, experience, competence and past performance will govern the filling of a vacancy. The County has the right to determine who is the best applicant to fill a vacant position, fill a promotion or to be transferred.

Changes from a higher to a lower job classification may be made at the request of an employee with the approval of the person responsible for the supervision over them and the Department Head or Elected Official.

22.3 Trial Service Period. A regular employee who is promoted or transferred to another position, shall serve a six (6) month trial service period to demonstrate their fitness to perform the duties of the new position. Should a regular employee who has been promoted within a department fail to qualify for the higher classification or should they decide they do not want the job, the employee shall be returned to their previous job within the department within six (6) months of accepting the position.

22.4 Nepotism. No more than one (1) family member or one (1) close relative shall be eligible for employment within a department or office of Franklin County at the same time if:

a. One member of such family or one close relative would be responsible for supervising another family member or close relative; or

b. One member of such family or close relative would be responsible for auditing or monitoring the work of the other family member or close relative; or

c. Circumstances exist which would place a family member or close relative in a situation of actual or reasonably foreseeable conflict between the interest of the County and the interest of the employee in family harmony and/or in their common interests of the family or as close relative.

Those persons affected by the terms of the foregoing sections shall be permitted to decide which spouse or relative shall be entitled to keep the employment; provided, however, if they do not decide within a reasonable time, the County shall decide which person is entitled to the employment.

None of the foregoing regulations shall have any effect on persons employed in the County at the time of the adopting of this provision but shall only pertain to appointments after the passage of this provision.

Definitions.

a. "Family member" means that husband or wife or that person living as husband and wife of a job applicant or a job applicant's children, whether natural, adoptive or step.

b. "Close relative" means the natural, adoptive or step brother, sister, mother, or father of a job applicant.

22.5 Voluntary Transfer of Annual Leave. It is the policy of Franklin County to allow an employee to transfer any portion of his or her annual leave to another employee in need of such leave due to a family or medical emergency, a lengthy illness or injuries as follows:

a. Definitions.

1. Annual leave is defined as vacation leave only and does not include sick leave, compensatory time or any other accumulated paid leave time.

2. Accrued paid leave includes vacation, sick leave, compensatory time or any other accumulated paid leave time.

b. Policy.

1. The employee shall have exhausted all accrued paid leave before becoming eligible to receive any transferred annual leave.

2. The maximum number of annual leave days allowed to be transferred shall be thirty (30) working days within a twelve (12) month period.

3. All requests for transfer of annual leave shall be submitted on a Voluntary Transfer of Annual Leave Request Form available from the personnel office to the Board of Franklin County Commissioners and shall include the amount of annual leave to be transferred, the names and departments of the employees requesting and receiving the transfer, a statement that all accrued paid leave has been exhausted and the signature of the Department Head or Elected Official.

4. After written approval of the Board of Commissioners, the request shall be submitted to the Franklin County Auditor's office for processing.

5. Each Department Head or Elected Official shall be responsible for monitoring the use of the transferred leave and notifying the Franklin County Auditor's Office when the need for use of the leave ceases.

6. The Franklin County Auditor's office shall be responsible for keeping written documentation, using the Voluntary Transfer of Annual Leave Request Forms to transfer leave when needed, and notify the Department Head or Elected Official of when the transferred leave is exhausted.

7. In the event the leave is no longer needed, or upon cessation of employment with the County by the employee, any and

all remaining leave shall be returned, in equal portions if applicable, to the employee or employees who transferred the leave.

22.6 Tuition Reimbursement.

a. Eligible Employees. All regular full-time employees who have completed a six (6) month probationary period are eligible to qualify for tuition reimbursement. The County will reimburse such employees up to eighty percent (80%) of costs related to tuition and the cost of books for pre-approved, qualified, job-related courses and/or classes, subject to availability of budgeted funds. Employees voluntarily leaving County employment are obligated to refund in full any funds received under this policy within the preceding twelve (12) months.

b. Qualified Classes/Courses. Qualified classes or courses are those offered by accredited educational institutions, professional and technical organizations or other approved organizations and include the following:

1. Classes or courses that are part of the curriculum in a degree program which is directly related to the employee's current position or which will enhance the employee's job skills and professional growth within the County.

2. Classes or courses that are offered outside of normal working hours unless otherwise approved by the Elected Official/Department Head.

c. Reimbursable Amounts.

1. The maximum reimbursable amount shall be limited to eighty percent (80%) of tuition and the cost of books for two classes, six (6) credits maximum per quarter or semester.

2. Tuition reimbursement shall be pre-approved only for a grade of "B" (2.6-3.0) or better, or "P" if a Pass-Fail course, and not for classes taken on an audit basis.

3. Reimbursement shall apply to tuition based upon Washington State resident rates at Washington State University. Any difference between resident and non-resident tuition rates shall be the responsibility of the employee.

d. Pre-Approval. Employees wishing to take part in the County Tuition Reimbursement Plan shall obtain prior written approval from their Elected Official/Department Head on a Tuition Reimbursement Request Form available from the personnel office for each academic year the employee desires to participate. A copy of the signed form shall be forwarded to the Franklin County Auditor's Office and the original shall be kept in the employee's personnel file.

22.7 Employee Rights - Inspection of Records An employee shall have the right, upon request, to inspect his/her official personnel file at reasonable times upon request. No material referring to the employee's job competence or conduct shall be placed in the file without the employee's knowledge and the opportunity to attach his/her comments. A copy of any entry pertaining to job competence or conduct will be given to the employee.

22.8 Union Representation. During any appeal of disciplinary action and at steps of the grievance procedure, an employee may be accompanied by a Union representative of the Employee's choice.

22.9 Notice of Work Rules. When existing work rules, policies or procedures are changed or new rules or procedures established employees whose work assignment is affected shall be notified.

ARTICLE 23 – LABOR MANAGEMENT MEETINGS

23.1 Committee. A labor-management committee shall be established consisting of up to two (2) union members chosen by the Union and up to two (2) management members chosen by the County.

23.2 Scheduling. The labor-management committee may schedule meetings at mutually agreeable times periodically on the call of a party to this agreement. A request shall be in writing and shall contain the items and topics at issue.

23.3 Collaboration. The purpose of the labor-management committee is to approach matters collaboratively and cooperatively in order to engage in problem-solving. If a recommendation may modify the meaning of the labor agreement, such recommendation(s) shall be forwarded to the area Representative for the Union, the County's Labor Attorney and the Prosecuting Attorney and/or Human Resources Director.

ARTICLE 24 – NON-DISCRIMINATION

24.1 Union Activities. The County and the Union agree not to discriminate against any employee due to legitimate activities for or against the Union, including membership or non-membership in the Union.

24.2 Prohibited Classifications. The parties agree not to discriminate against any employee due to race, color, national origin, religion, age, sex, sexual orientation, marital or family status, or disability which may be accommodated reasonably.

ARTICLE 25 – SAVINGS CLAUSE

All expenditures and obligations imposed hereunder must meet requirements of Washington law. This agreement shall in all respects, wherever the same may be applicable herein, be subject and subordinate to the ordinances of the County regulations within its statutory jurisdiction, and shall further be subject and subordinate to the statutes of the State of Washington. 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 for the invalidated Article, Section or portion thereof.

ARTICLE 26 – TERMS OF AGREEMENT

This Agreement shall become effective when ratified and shall remain in effect until December 31,2008. Provided, however, wage adjustments shall be retroactive to January 1, 2006, and amounts determined due to active employees shall be computed and paid by the County within 45 days following ratification of this Agreement. The parties shall commence negotiations upon any proposed modifications according to Article 7. The Agreement shall remain in full force and effect during such negotiations. If, however, no agreement is reached with respect to all such proposed modifications and/or proposals that may be presented for negotiations, after the date on which the Agreement otherwise would have expired, either party thereafter may terminate the Agreement thirty (30) days after written notice of termination is delivered to the other party.

IN WITNESS WHEREOF, the parties hereto have set their hands this 1st day of March, 2006.

LOCAL 874-CH, COUNCIL 2,

Julie A Michel 2-28-06
Julie Michel, President Local 874-CH Date

Alpha O'Laughlin 2/27/06
Alpha O'Laughlin, Date
Area Representative

FRANKLIN COUNTY

ABSENT
Neva Cerkrum, Commissioner Date

P Koch 3/1/06
Robert E. Koch, Commissioner Date

Frank H Brock 3-1-06
Frank Brock, Commissioner Date

Gerald J. Roach 3/1/06
Gerald Roach, District Court Judge Date

3/1/06
Steve M. Lowe, Prosecuting Attorney Date

Steve Marks 3/6/06
Steve Marks, County Assessor Date

Zona Lenhart 3-1-06
Zona Lenhart, County Auditor Date

3-1-06
Michael Killian, County Clerk Date

Tiffany L. Coffland 3/1/06
Tiffany Coffland, County Treasurer Date

Kay Hendrickson 3/6/06
Kay Hendricson, County Agent Date

F H Bowen 3/01/06
Fred H. Bowen, Negotiator Date

2006 FRA[illegible]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
10	Annual	14,742	15,111	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323
	Monthly	1,229	1,259	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694
	Semi	614.50	629.50	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00
	8hr - Hourly	7.09	7.26	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77
	8hr - O.T.	10.63	10.90	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66
	7.5hr - Hourly	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42
	7.5hr - O.T.	11.34	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63
11	Annual	15,111	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831
	Monthly	1,259	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736
	Semi	629.50	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00
	8hr - Hourly	7.26	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01
	8hr - O.T.	10.90	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02
	7.5hr - Hourly	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68
	7.5hr - O.T.	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02
12	Annual	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352
	Monthly	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779
	Semi	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50
	8hr - Hourly	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27
	8hr - O.T.	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40
	7.5hr - Hourly	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95
	7.5hr - O.T.	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42
13	Annual	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886
	Monthly	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824
	Semi	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00
	8hr - Hourly	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52
	8hr - O.T.	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78
	7.5hr - Hourly	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22
	7.5hr - O.T.	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84
14	Annual	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433
	Monthly	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869
	Semi	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50
	8hr - Hourly	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79
	8hr - O.T.	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18
	7.5hr - Hourly	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50
	7.5hr - O.T.	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26
15	Annual	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994
	Monthly	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916
	Semi	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00
	8hr - Hourly	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05
	8hr - O.T.	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58
	7.5hr - Hourly	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79
	7.5hr - O.T.	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69

EXHIBIT 6

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Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
16	Annual	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569
	Monthly	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964
	Semi	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00
	8hr - Hourly	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33
	8hr - O.T.	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00
	7.5hr - Hourly	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09
	7.5hr - O.T.	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13
17	Annual	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158
	Monthly	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013
	Semi	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50
	8hr - Hourly	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61
	8hr - O.T.	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42
	7.5hr - Hourly	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39
	7.5hr - O.T.	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58
18	Annual	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762
	Monthly	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064
	Semi	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00
	8hr - Hourly	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90
	8hr - O.T.	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86
	7.5hr - Hourly	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70
	7.5hr - O.T.	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05
19	Annual	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381
	Monthly	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115
	Semi	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50
	8hr - Hourly	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20
	8hr - O.T.	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30
	7.5hr - Hourly	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02
	7.5hr - O.T.	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52
20	Annual	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016
	Monthly	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168
	Semi	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00
	8hr - Hourly	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51
	8hr - O.T.	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76
	7.5hr - Hourly	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34
	7.5hr - O.T.	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01
21	Annual	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666
	Monthly	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222
	Semi	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00
	8hr - Hourly	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82
	8hr - O.T.	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23
	7.5hr - Hourly	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67
	7.5hr - O.T.	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51

EXHIBIT 6
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2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
22	Annual	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333
	Monthly	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278
	Semi	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00
	8hr - Hourly	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14
	8hr - O.T.	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71
	7.5hr - Hourly	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02
	7.5hr - O.T.	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03
23	Annual	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016
	Monthly	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335
	Semi	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50
	8hr - Hourly	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47
	8hr - O.T.	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20
	7.5hr - Hourly	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37
	7.5hr - O.T.	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55
24	Annual	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716
	Monthly	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393
	Semi	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50
	8hr - Hourly	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81
	8hr - O.T.	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71
	7.5hr - Hourly	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73
	7.5hr - O.T.	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09
25	Annual	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434
	Monthly	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453
	Semi	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50
	8hr - Hourly	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15
	8hr - O.T.	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23
	7.5hr - Hourly	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09
	7.5hr - O.T.	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64
26	Annual	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170
	Monthly	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514
	Semi	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00
	8hr - Hourly	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50
	8hr - O.T.	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76
	7.5hr - Hourly	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47
	7.5hr - O.T.	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21
27	Annual	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924
	Monthly	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577
	Semi	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50
	8hr - Hourly	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87
	8hr - O.T.	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30
	7.5hr - Hourly	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86
	7.5hr - O.T.	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79

EXHIBIT 6

March 1, 2006

2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
28	Annual	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697
	Monthly	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641
	Semi	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50
	8hr - Hourly	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24
	8hr - O.T.	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86
	7.5hr - Hourly	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25
	7.5hr - O.T.	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38
29	Annual	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489
	Monthly	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707
	Semi	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50
	8hr - Hourly	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62
	8hr - O.T.	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43
	7.5hr - Hourly	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66
	7.5hr - O.T.	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99
30	Annual	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301
	Monthly	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775
	Semi	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50
	8hr - Hourly	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01
	8hr - O.T.	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02
	7.5hr - Hourly	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08
	7.5hr - O.T.	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62
31	Annual	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134
	Monthly	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845
	Semi	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50
	8hr - Hourly	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41
	8hr - O.T.	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62
	7.5hr - Hourly	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50
	7.5hr - O.T.	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26
32	Annual	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987
	Monthly	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916
	Semi	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00
	8hr - Hourly	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82
	8hr - O.T.	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23
	7.5hr - Hourly	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94
	7.5hr - O.T.	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91
33	Annual	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862
	Monthly	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989
	Semi	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50
	8hr - Hourly	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24
	8hr - O.T.	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86
	7.5hr - Hourly	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39
	7.5hr - O.T.	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59

EXHIBIT 6
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2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
34	Annual	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759
	Monthly	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063
	Semi	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50
	8hr - Hourly	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67
	8hr - O.T.	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51
	7.5hr - Hourly	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85
	7.5hr - O.T.	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28
35	Annual	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678
	Monthly	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140
	Semi	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00
	8hr - Hourly	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11
	8hr - O.T.	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17
	7.5hr - Hourly	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32
	7.5hr - O.T.	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98
36	Annual	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620
	Monthly	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218
	Semi	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00
	8hr - Hourly	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57
	8hr - O.T.	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85
	7.5hr - Hourly	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81
	7.5hr - O.T.	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71
37	Annual	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586
	Monthly	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299
	Semi	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50
	8hr - Hourly	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03
	8hr - O.T.	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55
	7.5hr - Hourly	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30
	7.5hr - O.T.	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45
38	Annual	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576
	Monthly	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381
	Semi	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50
	8hr - Hourly	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51
	8hr - O.T.	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26
	7.5hr - Hourly	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81
	7.5hr - O.T.	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21
39	Annual	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590
	Monthly	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466
	Semi	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00
	8hr - Hourly	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00
	8hr - O.T.	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99
	7.5hr - Hourly	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33
	7.5hr - O.T.	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99

EXHIBIT 6

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Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
40	Annual	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630
	Monthly	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553
	Semi	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50
	8hr - Hourly	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50
	8hr - O.T.	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74
	7.5hr - Hourly	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86
	7.5hr - O.T.	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79
41	Annual	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696
	Monthly	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641
	Semi	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50
	8hr - Hourly	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01
	8hr - O.T.	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51
	7.5hr - Hourly	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41
	7.5hr - O.T.	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61
42	Annual	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788
	Monthly	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732
	Semi	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00
	8hr - Hourly	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53
	8hr - O.T.	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30
	7.5hr - Hourly	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97
	7.5hr - O.T.	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45
43	Annual	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908
	Monthly	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826
	Semi	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00
	8hr - Hourly	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07
	8hr - O.T.	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11
	7.5hr - Hourly	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54
	7.5hr - O.T.	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31
44	Annual	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056
	Monthly	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921
	Semi	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50
	8hr - Hourly	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62
	8hr - O.T.	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93
	7.5hr - Hourly	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13
	7.5hr - O.T.	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20
45	Annual	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232
	Monthly	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019
	Semi	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50
	8hr - Hourly	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19
	8hr - O.T.	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78
	7.5hr - Hourly	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73
	7.5hr - O.T.	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10

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Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46	Annual	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438
	Monthly	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120
	Semi	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00
	8hr - Hourly	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77
	8hr - O.T.	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65
	7.5hr - Hourly	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35
	7.5hr - O.T.	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03
47	Annual	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674
	Monthly	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223
	Semi	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50
	8hr - Hourly	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36
	8hr - O.T.	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54
	7.5hr - Hourly	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99
	7.5hr - O.T.	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98
48	Annual	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941
	Monthly	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328
	Semi	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00
	8hr - Hourly	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97
	8hr - O.T.	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46
	7.5hr - Hourly	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64
	7.5hr - O.T.	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95
49	Annual	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240
	Monthly	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437
	Semi	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50
	8hr - Hourly	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60
	8hr - O.T.	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39
	7.5hr - Hourly	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30
	7.5hr - O.T.	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95
50	Annual	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571
	Monthly	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548
	Semi	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00
	8hr - Hourly	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24
	8hr - O.T.	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35
	7.5hr - Hourly	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99
	7.5hr - O.T.	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98
51	Annual	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935
	Monthly	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661
	Semi	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50
	8hr - Hourly	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89
	8hr - O.T.	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34
	7.5hr - Hourly	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68
	7.5hr - O.T.	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03

EXHIBIT 6

March 1, 2006

2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
52	Annual	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333
	Monthly	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778
	Semi	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00
	8hr - Hourly	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56
	8hr - O.T.	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35
	7.5hr - Hourly	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40
	7.5hr - O.T.	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10
53	Annual	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766
	Monthly	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897
	Semi	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50
	8hr - Hourly	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25
	8hr - O.T.	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38
	7.5hr - Hourly	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14
	7.5hr - O.T.	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20
54	Annual	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235
	Monthly	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020
	Semi	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00
	8hr - Hourly	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96
	8hr - O.T.	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44
	7.5hr - Hourly	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89
	7.5hr - O.T.	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33
55	Annual	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741
	Monthly	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145
	Semi	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50
	8hr - Hourly	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68
	8hr - O.T.	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52
	7.5hr - Hourly	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66
	7.5hr - O.T.	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49
56	Annual	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285
	Monthly	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274
	Semi	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00
	8hr - Hourly	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43
	8hr - O.T.	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64
	7.5hr - Hourly	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45
	7.5hr - O.T.	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68
57	Annual	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867
	Monthly	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406
	Semi	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00
	8hr - Hourly	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19
	8hr - O.T.	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78
	7.5hr - Hourly	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27
	7.5hr - O.T.	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90

EXHIBIT 6

March 1, 2006

2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
58	Annual	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489
	Monthly	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541
	Semi	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50
	8hr - Hourly	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97
	8hr - O.T.	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95
	7.5hr - Hourly	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10
	7.5hr - O.T.	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15
59	Annual	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151
	Monthly	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679
	Semi	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50
	8hr - Hourly	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76
	8hr - O.T.	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15
	7.5hr - Hourly	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95
	7.5hr - O.T.	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42
60	Annual	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855
	Monthly	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821
	Semi	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50
	8hr - Hourly	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58
	8hr - O.T.	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38
	7.5hr - Hourly	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82
	7.5hr - O.T.	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73
61	Annual	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601
	Monthly	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967
	Semi	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50
	8hr - Hourly	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42
	8hr - O.T.	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64
	7.5hr - Hourly	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72
	7.5hr - O.T.	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08
62	Annual	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391
	Monthly	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116
	Semi	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00
	8hr - Hourly	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28
	8hr - O.T.	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93
	7.5hr - Hourly	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64
	7.5hr - O.T.	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45
63	Annual	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226
	Monthly	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269
	Semi	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50
	8hr - Hourly	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17
	8hr - O.T.	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25
	7.5hr - Hourly	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58
	7.5hr - O.T.	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87

EXHIBIT 6

March 1, 2006

2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
64	Annual	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107
	Monthly	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426
	Semi	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00
	8hr - Hourly	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07
	8hr - O.T.	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61
	7.5hr - Hourly	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54
	7.5hr - O.T.	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31
65	Annual	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035
	Monthly	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586
	Semi	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00
	8hr - Hourly	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00
	8hr - O.T.	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00
	7.5hr - Hourly	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53
	7.5hr - O.T.	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80
66	Annual	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011
	Monthly	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751
	Semi	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50
	8hr - Hourly	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95
	8hr - O.T.	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42
	7.5hr - Hourly	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54
	7.5hr - O.T.	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32
67	Annual	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036
	Monthly	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920
	Semi	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00
	8hr - Hourly	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92
	8hr - O.T.	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88
	7.5hr - Hourly	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58
	7.5hr - O.T.	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87
68	Annual	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112
	Monthly	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093
	Semi	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50
	8hr - Hourly	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92
	8hr - O.T.	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38
	7.5hr - Hourly	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65
	7.5hr - O.T.	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47
69	Annual	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240
	Monthly	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270
	Semi	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00
	8hr - Hourly	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94
	8hr - O.T.	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91
	7.5hr - Hourly	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74
	7.5hr - O.T.	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11

EXHIBIT 6
March 1, 2006

2006 FRA[illegible]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
70	Annual	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421
	Monthly	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452
	Semi	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00
	8hr - Hourly	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99
	8hr - O.T.	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49
	7.5hr - Hourly	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86
	7.5hr - O.T.	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79
71	Annual	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657
	Monthly	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638
	Semi	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00
	8hr - Hourly	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07
	8hr - O.T.	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10
	7.5hr - Hourly	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00
	7.5hr - O.T.	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51
72	Annual	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948
	Monthly	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829
	Semi	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50
	8hr - Hourly	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17
	8hr - O.T.	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75
	7.5hr - Hourly	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18
	7.5hr - O.T.	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27
73	Annual	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297
	Monthly	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025
	Semi	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50
	8hr - Hourly	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30
	8hr - O.T.	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44
	7.5hr - Hourly	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38
	7.5hr - O.T.	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07
74	Annual	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704
	Monthly	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225
	Semi	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50
	8hr - Hourly	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45
	8hr - O.T.	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18
	7.5hr - Hourly	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62
	7.5hr - O.T.	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93
75	Annual	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172
	Monthly	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431
	Semi	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50
	8hr - Hourly	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64
	8hr - O.T.	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96
	7.5hr - Hourly	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88
	7.5hr - O.T.	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82

EXHIBIT 6

March 1, 2006

2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
76	Annual	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701
	Monthly	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642
	Semi	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00
	8hr - Hourly	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86
	8hr - O.T.	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78
	7.5hr - Hourly	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18
	7.5hr - O.T.	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77
77	Annual	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294
	Monthly	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858
	Semi	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00
	8hr - Hourly	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10
	8hr - O.T.	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65
	7.5hr - Hourly	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51
	7.5hr - O.T.	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76
78	Annual	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951
	Monthly	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079
	Semi	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50
	8hr - Hourly	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38
	8hr - O.T.	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57
	7.5hr - Hourly	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87
	7.5hr - O.T.	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81
79	Annual	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675
	Monthly	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306
	Semi	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00
	8hr - Hourly	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69
	8hr - O.T.	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53
	7.5hr - Hourly	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27
	7.5hr - O.T.	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90
80	Annual	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467
	Monthly	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539
	Semi	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50
	8hr - Hourly	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03
	8hr - O.T.	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55
	7.5hr - Hourly	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70
	7.5hr - O.T.	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05
81	Annual	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329
	Monthly	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777
	Semi	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50
	8hr - Hourly	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41
	8hr - O.T.	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61
	7.5hr - Hourly	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17
	7.5hr - O.T.	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25

EXHIBIT 6
March 1, 2006

2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
82	Annual	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262
	Monthly	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022
	Semi	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00
	8hr - Hourly	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82
	8hr - O.T.	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73
	7.5hr - Hourly	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67
	7.5hr - O.T.	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51
83	Annual	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269
	Monthly	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272
	Semi	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00
	8hr - Hourly	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26
	8hr - O.T.	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90
	7.5hr - Hourly	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21
	7.5hr - O.T.	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82
84	Annual	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351
	Monthly	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529
	Semi	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50
	8hr - Hourly	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75
	8hr - O.T.	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12
	7.5hr - Hourly	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80
	7.5hr - O.T.	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19
85	Annual	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510
	Monthly	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793
	Semi	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50
	8hr - Hourly	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26
	8hr - O.T.	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40
	7.5hr - Hourly	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42
	7.5hr - O.T.	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62
86	Annual	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748
	Monthly	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062
	Semi	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00
	8hr - Hourly	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82
	8hr - O.T.	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73
	7.5hr - Hourly	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08
	7.5hr - O.T.	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11
87	Annual	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067
	Monthly	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339
	Semi	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50
	8hr - Hourly	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42
	8hr - O.T.	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13
	7.5hr - Hourly	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78
	7.5hr - O.T.	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67

EXHIBIT 6

March 1, 2006

2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
88	Annual	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469
	Monthly	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622
	Semi	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00
	8hr - Hourly	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05
	8hr - O.T.	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58
	7.5hr - Hourly	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52
	7.5hr - O.T.	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28
89	Annual	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469	142,956
	Monthly	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622	11,913
	Semi	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00	5,956.50
	8hr - Hourly	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05	68.73
	8hr - O.T.	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58	103.09
	7.5hr - Hourly	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52	73.31
	7.5hr - O.T.	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28	109.97
90	Annual	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469	142,956	146,530
	Monthly	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622	11,913	12,211
	Semi	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00	5,956.50	6,105.50
	8hr - Hourly	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05	68.73	70.45
	8hr - O.T.	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58	103.09	105.67
	7.5hr - Hourly	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52	73.31	75.14
	7.5hr - O.T.	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28	109.97	112.72

EXHIBIT 6

March 1, 2006

ADDENDUM "A-1" - COLA CALCULATION EXAMPLES

Effective January 1, 2006, the 2006 Salary Schedule will be increased by 89.7% of the CPR-West-B/C 12 month period ending July 31, 2005 for a total of 3%. For 2006, the wage increase will be 2.69%.

For Example, for year 2006:

2.69% Wage Increase is	89.7%	Of the 3% COLA
Employer Paid Insurance Benefit is	10.3%	
Total Percentage Increase	100.0%	

For example purposes only, let us use an Insurance Increase of $30 with the same 3% COLA:

For Example, for year 2007:

2.85% Wage Increase is	95.3%	Of the 3% COLA
Employer Paid Insurance Benefit is	4.7%	
Total Percentage Increase	100.0%	

ADDENDUM"B" - POSITION AND CLASSIFICATION AND SALARY POLICY
FRANKLIN COUNTY COURTHOUSE STAFF

COVERAGE

This policy covers the following departments of Franklin County:

Treasurer
Clerk
Assessor (excluding Appraisers)
WSU Cooperative Extension Office
Auditor
Prosecuting Attorney
District Court Judge
Planning and Building
Information Services
GIS
Print Shop

It also does not include:

County Engineer's Office
Sheriff's Department
Franklin County Juvenile Department
Courthouse Janitorial Service

SALARY STRUCTURE

Each grade has fourteen (14) salary steps, "1" through "14". The job description determines the grade of the specific job and the qualifications required. The salary step is determined by the specific qualifications and level of performance of the individual employee based in part on length of service together with an annual employee's progress report by the Department Head or Elected Official. The employee's progress report will be compiled on all employees as follows:

New Employees: Thirty (30) days prior to completion of probation.

Regular Employee:

a. At least annually and

b. Within thirty (30) days prior to the employee's anniversary date or, step eligibility date, if different.

If an employee has sufficient length of service to be eligible for a step increase as well as a favorable evaluation, the Department Head or Elected Official will notify the Human Resources Department in writing of the step increase. If a step increase is not recommended by the Department Head or Elected Official, when an employee is eligible, the employee will be advised of this decision in writing setting forth the reasons for denying the step increase. Should the employee feel this decision is unfair, the employee may follow the grievance procedure outlined Article 9 of this Agreement.

If authorized by the Department Head or Elected Official the employee shall receive step increases effective the first day of the month of the employee's anniversary date.

SALARY ADJUSTMENTS

a. Within Grade:

(1) Regular Full-Time: Normally, a new regular full-time employee will start at Step 1. After six (6) months [six (6) months probation] of satisfactory service such employee will advance to Step 2.

Under special circumstances, and with the approval of the Board of Commissioners, the Department Head or Elected Official may start an employee at one of the higher salary steps based on qualifications and prior experience.

(2) Regular Part-Time: A new employee will start at Step 1. After the completion of six (6) months [six (6) months probation] of satisfactory service, will advance to Step 2.

(3) Temporary: Except as provided in the next paragraph, temporary employees' movement through the salary schedule shall be based upon accumulated time worked. The time accumulated to move through the salary schedule shall be equal to the time accumulated by a regular full-time employee to move through the salary schedule.

Progression to each step will be at the expiration of an additional one (1) year in each step, but only if the Department Head or Elected Official considers the employee to be performing the full range of job duties in a completely satisfactory manner. Progression may be made earlier than the service times indicated above in cases where the Department Head or Elected Official believes the employee's sustained performance is sufficiently above normal and the progression is approved by the Board of Commissioners. Employees considered for early progression shall be limited to no more than two (2) additional steps progression every year. If denied progression by the Board of Commissioners notification of such denial shall be in writing to the employee.

b. To A Higher Grade:

An employee may be promoted to a higher grade when the employee's qualifications are commensurate with the requirements of such higher grade and a vacancy exists or a new position has been created and classified. Promotions to a higher grade will be made at the salary step with a salary immediately higher than the employee's salary at the lower grade, and the employee's anniversary date shall be adjusted to reflect the effective date of the promotion.

c. Transfer.

A request for reassignment to a different position or classification where a vacancy exists and/or a new position has been created, when there is no change in pay grade. An employee transferred shall be paid at the employee's current salary step. An employee's anniversary date for movement in the pay plan will not change when a transfer occurs.

ADDENDUM "B-1"

Department	Job Title	Grade Placement
Assessor	Sales Analyst	36
	Personal Property Deputy	33
	MH/Bldg. Clerk	33
	PT/Hourly	25
Auditor	License Supervisor	33
	Accounting Assistant	33
	License Deputy	30
	Elections Deputy	30
	Recorder	30
Clerk	Bookkeeper	36
	Jury Mgr/Legal Proc III	36
	Civil Clerk	33
	Collections Clerk	33
	Deputy Clerk	33
	Asst Bkpr/Legal Proc/Coll	33
District Court	Infractions Clerk	33
	Compliance Clerk	33
	Criminal Clerk	33
	Civil Clerk	33
	Clerk II	30
Extension	Office Manager	36
	PT / Secretary	30
Information Services	Administrative Secretary	33
Planning / Building	Secretary	33
GIS	GIS Technician	39
	GIS / MSAG Technician	45
Prosecuting Attorney	Legal Secretary IV	36
	Legal Secretary III	33
	Legal Secretary II	30
	Victim Witness Coordinator	33
Treasurer	Sup. Seg. Foreclosure	36
	Assistant Accountant	36
	Data Entry Clerk	30
	Personal Property Deputy	33
	Tax Roll Deputy	30
	Mortgage Deputy	30

ADDENDUM C – HIGH ABSENTEEISM

A. Policy. *The ability to attend work regularly and with reliability is* regarded as a job requirement. Sick leave is provided to employees as a protection against loss of income in the event of absence from work for medical reasons, including extended absence on account of illness or injury. The use of sick leave is restricted to *health related and bereavement absences and employees are encouraged to* accumulate sick leave to carry them through unforeseen and lengthy illness. In accordance with the cooperative spirit of the Agreement, the Union and the Employer agree that they will work jointly to prevent misuse and/or abuse of sick leave. This *means consultation with the Union in regard to specific problems.*

B. Sick Leave Utilization Review. The County may examine the total sick leave usage of each employee periodically. If use of sick time by an employee appears excessive, the County may examine the employee's sick leave reports and conduct any further investigation necessary to identify the cause(s) of the sick leave. When an employee's pattern of sick leave usage appears excessive, the County may require the employee to furnish a doctor's certificate for each incident of sick leave use. This requirement shall be for a designated period of time not to exceed ninety (90) days and may be reviewed if there continues to be a pattern of sick leave misuse.

Employee's use of sick leave under a combination of the following illustrative criteria may indicate a pattern of high absenteeism (subject to consideration of extenuating circumstances, such as family illness):

1. A zero balance of sick leave or unexplained sudden decline in a stable reserve balance.

2. Amount of usage above the yearly average for department personnel.

3. When incidents of usage indicate a pattern in conjunction with regular days off, vacation, compensatory time and holidays or other specific pattern usage, including absence in conjunction with undesirable tasks or in retaliation.

4. Employee's reasons are consistently vague or general; colds, flu, backache or upset stomach.

5. A *pattern of excessive absenteeism; for example, frequency* of absences, one day absences, or one hour (short) leave blocks at the start or end of the shift.

6. *Factors not to be considered as excessive absenteeism are:*

   a. Pregnancy, surgery and/or doctor ordered confinement.

   b. Industrial Accident Leave, or non-compensable, County-service connected occupational illness.

c. Authorized leaves, unless the particular leave appears to be based on an inappropriate use or characterization of illness or disability.

C. Employees Responsibility Under Notification of Possible Misuse. An employee who has been served with a notice of excessive absenteeism may be required to do the following:

1. Upon returning to work, certify in writing that the employee was ill or injured and unable to perform routine job functions, or facts upon which the claim of entitlement for sick leave is based.

2. May be required to be available for a call or visit by a supervisor.

3. Submit to a medical evaluation by a physician to determine the fitness for duty and the bona fides of the illness, injury or disability and/or prognosis for return to work at full or limited duty.

4. For incidents of sick leave, the employee shall provide to the County a Physician's Certificate for each incident of illness as requested. Employees who fail to provide a Physician's Certificate upon return to work from sick leave are subject to disciplinary action.

D. Corrective and Disciplinary Action. Appropriate corrective and/or disciplinary action available under this Agreement for the offense of misuse of sick leave may be imposed. The parties recognize that, notwithstanding the County's sick leave plan, the ability of an employee to attend work regularly is a job requirement.

ADDENDUM "D" – POSITION CLASSIFICATION REVIEW POLICY
FRANKLIN COUNTY – COURTHOUSE – LOCAL UNION 874CH

I. PURPOSE

It has come to the attention of the Franklin County Commissioners the need for a new position classification, an existing position classification review and a current position reclassification procedure. The Board's purpose is to achieve an efficient and equitable process for defining, filling and compensating positions. Consistent with this purpose, the classification system groups like or similar positions into appropriate classifications which are sufficiently similar with respect to duties, responsibilities, qualifications, knowledge, skills, and abilities. This policy covers the Bargaining unit whose classifications are currently placed on the standardized Franklin County pay plan.

CLASSIFICATION DESCRIPTIONS - written descriptions of each job classification in the plan consisting of class title, distinctions from other related classifications, a general statement of duties and responsibilities, key or core duties and responsibilities, supervision received and authority, qualifications required and desired in terms of education, experience, training, knowledge, skills and abilities required; working environment and conditions, physical demands of the job and other relevant information.

II. NEW POSITIONS, EXISTING POSITION REVIEW AND RECLASSIFIED POSITIONS

Whenever the duties and responsibilities of an existing position are so changed or proposed to be changed, or when it otherwise becomes questionable whether the position should be allocated to a different classification or grade on the salary schedule, the Elected Official or Department Head may request that the position go through the process of classification review. Employees may also request, in writing, to their Elected Official or Department Head that the position be reviewed.

All proposed classification reviews shall be presented to the County Administrator prior to the process beginning. The County Administrator will then request the Human Resources Director to begin the process.

By recommendation from the County Administrator the Human Resource Director shall review all requests to determine whether they are complete as per Step 1 – Classification Review Requests. Requests determined incomplete shall be returned to the employee and/or department head with supporting justification. If a request is determined to be complete, the Human Resources Director shall, in coordination with the affected department, prepare a new/revised classification along with a recommended salary range. This information will then be submitted to the Classification Review Committee

The Bargaining Classification Review Committee shall be comprised of two (2) county management representatives and (2) union representatives. The Classification Review Committee does not have the authority to bind in any way the Board of County Commissioners.

These basic guidelines shall be followed:

1. A request for classification review shall be forwarded to the committee only after the Elected Official or Department Head over the position clearly identifies the changes in duties

and/or responsibilities that have occurred as a result of reorganization, enhanced job duties, or changes in work complexity.

2. Increases in work volume, outstanding performance, or admirable behavioral traits of the incumbent although valued and important shall not be relevant in a classification audit.

3. If an employee believes that their position is no longer properly classified, the employee may request in writing through their Elected Official or Department Head that a classification audit be performed.

4. Classification changes may have budgetary impacts. Therefore, requests for classification audits should be started and completed before the commencement of the annual budget process. Elected Officials & Department Heads should plan their requests for position classifications reviews so the audits can be completed no later than the first of August each year for consideration in budget requests for the next fiscal year.

5. At any point in the process the reviewing entity or the requester can request additional information be submitted for review.

6 A classification review of a position can be accomplished only upon the completion of Step 1 – Classification Review Request and Step 2 – Classification Audit Process, which follows the outlines below:

Step 1 – Classification Review Request: Requests for new classifications, existing classifications and reclassifications shall be submitted in writing to the County Administrator through the employee's Elected Official or Department Head. The following information shall be included in the request:

1. For a new position, a completed Position Analysis Questionnaire (Attachment A) that accurately reflects the education or experience required, as well as the essential duties, responsibilities and activities of the position to be classified.

2. For an existing classification review, a completed Position Analysis Questionnaire (Attachment A) that accurately reflects the education or experience required, as well as the essential duties, responsibilities and activities of the position. A copy of the current job description and placement, justification as to why the Elected Official or Department Head feels the position should be reviewed as well as, why the classification is not properly placed on the standardized Franklin County pay plan shall also be required.

3. Requests for reclassification based on educational requirements must clearly state what additional required education has been completed since the original classification. A copy of the RCW or similar documentation indicating the change in education requirements must be attached.

4. A request for reclassification based on a change in duties must clearly state what the new or additional duties are and why they have been required. A side-by-side Position Analysis Questionnaire (Attachment B) must be submitted showing the old circumstances in the left column and the changed circumstances in the right column directly opposite so that the differences should be readily apparent.

5. A detailed statement from the requester as to the impact on the department budget if such classification or reclassification were to be granted.

6. Any other factors which are appropriate for the Committee to consider.

7. Submissions not meeting the minimum documentary support required in this section will be returned to the requester.

Step 2 – Classification Audit Process: Upon receipt of the Elected Official or Department Head's written request and all other appropriate paperwork, the Human Resource Director shall notify the Classification Review committee of the request. The Classification Review committee conducts a classification audit that shall involve the following steps:

1. Review the classification specification changes;

2. Identify changes in responsibilities that would or would not justify the need to place the position in a higher or lower classification;

3. Compare the duties and responsibilities and hours of work for positions already assigned to the proposed pay grade, the next higher and the next lower pay grade;

4. Outside comparisons to the duties and responsibilities of like positions may be taken into consideration;

5. If the classification or reclassification is appropriate, the Classification Review committee then submits the information and recommendation to the Board of County Commissioners and the affected Elected Official or Department Head;

6. The Board of County Commissioners receives and considers the recommendations and determines the proper action. If approved the procedure outlined in Step 3 is followed; if denied the affected Elected Official or Department Head is notified in writing.

Audit Process Timeline: Classification audits shall be accomplished in a timely fashion. The audit and the response explaining the recommended action should be delivered to the appropriate parties within a reasonable time, generally within sixty (60) working days of receiving the request.

Appeal Process & Timeline: Any Elected Official, Department Head or employee affected by the classification of a position may file a written request for reconsideration with the Human Resources office within 10 working days of when the classification or reclassification is denied. The Human Resources office will forward the appeal to the reclassification committee for review. The findings of the reclassification committee will be presented to the Board of Commissioners, the supervisor and the employee concerned. The appeal process shall be completed within 60 days of filing the appeal. The decision of the Board of Commissioners shall be final.

Step 3 – Process for Approved Requests:

1. The Human Resources Department will be notified to process the change of status if the classification or reclassification is approved by the Board of County Commissioners. If the

position is a reclassification the old position description and placement will be replaced with the new position description and placement.

2. The affected Elected Official or Department Head and employee(s) shall be notified of the Board of County Commissioner's decision.

4. The incumbent employee(s) in the existing classification, if qualified, will be placed directly into the new classification. If not qualified, the incumbent(s) will be allowed one (1) year to become qualified.

5. If the new classification has a higher pay grade, the employee will be paid at the nearest step in the new grade which provides a minimum increase of 2.5%. Reclassified employees will receive a new step date commencing at the date of reclassification.

6. If the new classification has a lower pay grade, the employee will be paid at the step of the new grade at or nearest to their current salary. In the event the current salary is the same as the new rate the employees step date will remain the same, if the nearest step is higher the employee will receive a new step date commencing at the date of reclassification.

March 1, 2006
RESOLUTION # 2006-131
Hiring Authorization No.:_____
Position No.:_____
Pay Grade No.:_____

Date:_____

FRANKLIN COUNTY
POSITION ANALYSIS QUESTIONNAIRE – ATTACHMENT A

1. Job Title:_____

2. Department:_____

3. Work Hours: Total Annual_____Start Time:_____End Time:_____

4. Describe the major purpose or objective of this job. Why does this job exist?_____

_____

_____

_____

5. What skills and knowledge are needed in order to perform this job? (What specific skills or knowledge are required?)

_____

_____

_____

6. Is there any education or training (initial or ongoing) required to perform this job? Why?

_____

_____

_____

7. What type of previous work experience is necessary to perform this job? Why? (What prior work accomplishments are required for this job?)

_____

_____

_____

8. List any certificates or licenses are required in order to perform this job.

_____

_____

_____

9. What employee/positions do you directly supervise?

a. Position:_____% of Time Spent_____

b. Position:_____% of Time Spent_____

c. Position:_____% of Time Spent_____

d. Position:_____% of Time Spent_____

e. Position:_____% of Time Spent_____

f. Position:_____% of Time Spent_____

Do you have authority to hire or fire? ☐Yes ☐No

Authorize vacation? ☐Yes ☐No

Authorize leave of absence? ☐Yes ☐No

Issue warnings? ☐Yes ☐No

10. *Describe the extent to which this job requires the use or preparation of confidential information.* Indicate the type of information, the reason for discretion and the effect of disclosure.

11. Describe the duties and responsibilities of this position that are regular and on-going. Indicate what is done, how it is done and why it is done. Estimate the annual number of hours, weeks or months you spend on each duty. Start with the most time consuming activity.

a.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

b.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

c.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

d._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

e._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

f._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

12. Describe one or two of the most complex problems faced in performing this job.

_____

_____

_____

13. What kind of errors are possible on this job? And, if an error is made, what effect will it have on this job or the job of others?

14. Identify your immediate Supervisor:

Name:_____Position:_____

*An essential element is a job function that must be accomplished or the mission of the job cannot be accomplished. For example: typing is an essential for a job that requires all materials to be typed, but typing is not essential if hand-written work is acceptable. A drivers license is not essential if the basic job can be accomplished without one.

15. Describe the nature and extent of supervision or guidance received from the supervisor (be specific). To whom do you give your work after you have completed it?

16. Is supervision received from anyone other than the immediate supervisor? ☐Yes ☐No (If yes, complete 16.a & 16.b)

a. Name_____Position:_____

b. Describe the nature and extent of supervision or guidance received (be specific).

17. Other than your supervisor, do you obtain authority or approval from others? Describe.

18. Describe the amount of freedom of choice allowed in performing this job.

19. Describe the communication skills required to properly perform this job. Consider cooperation, courtesy, patience, persuasion, tact, trust, understanding, etc. How are the skills used on the job?

20. List the work related contacts that this job requires you to make with others within and outside the department. Indicate the type and amount of public contact required.

a. Purpose of contact:

With Whom:

Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)

b. Purpose of contact:

With Whom:

Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)

c. Purpose of contact:_____

_____

With Whom:_____

Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)

21. Describe the work environment of this job. Consider such elements as facilities, noise, interruptions, temperature, travel, personal safety, etc.

_____

_____

_____

22. List any equipment, tools, vehicles, and/or machines used to perform this job.

_____

_____

_____

23. Describe the amount of fortitude, stamina, tenacity, and minimum mental or cognitive abilities required to do the job and list one or two brief samples.. Examples are mental activities such as comprehension, attention span, alertness, reading ability, mathematical ability, etc.

_____

_____

_____

24. Is this job involved in emergency response? If yes, describe the mental affects of the emergency conditions.

_____

_____

_____

25. Physical Demands:

a. How much on-the-job time is spent in the following physical activities? Show the amount of time by checking the appropriate boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far?
Stand	☐	☐	☐	☐	
Walk	☐	☐	☐	☐	
Sit	☐	☐	☐	☐	
Talk or Hear	☐	☐	☐	☐	
Use hands to finger, handle or feel	☐	☐	☐	☐	
Climb or balance	☐	☐	☐	☐	
Stoop, kneel, crouch, or crawl	☐	☐	☐	☐	
Reach with hands and arms	☐	☐	☐	☐	
Taste or smell	☐	☐	☐	☐	

b. Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropriate boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More
Up to 10 pounds	☐	☐	☐	☐
Up to 25 pounds	☐	☐	☐	☐
Up to 50 pounds	☐	☐	☐	☐
Up to 100 pounds	☐	☐	☐	☐
More than 100 pounds	☐	☐	☐	☐
Does this weight have to be carried?	☐Yes	☐No	If Yes How Far?	

c. Does this job have any special vision requirements? Check all that apply.

☐ Close Vision (clear vision at 20 inches or less).

☐ Distance Vision (clear vision at 20 feet or more).

☐ Color Vision (ability to identify and distinguish colors).

- ☐ Peripheral Vision (ability to observe an area that can be seen up & down or to the *left & right while eyes are fixed on a given point).*
- ☐ Depth Perception (three-dimensional vision, ability to judge distances and spatial relationships).
- ☐ Ability to Adjust Focus (ability to adjust the eye to bring an object into sharp focus).
- ☐ Ability to Read Small Print (8pt or less).
- ☐ Night Vision required.
- ☐ No Special Vision Requirements.

d. Make notes on the specific job duties that require the physical demands selected above. Describe the overall normal physical effort required to do this job. (Lifting, bending, climbing, etc.)

_____

_____

_____

26. List any other comments relating to this job duties and responsibilities.

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

YOUR NAME:_____ **DATE:**_____

YOUR TITLE:_____

YOUR WORK PHONE:_____

Thank you for completing this questionnaire.

FRANKLIN COUNTY

POSITION ANALYSIS QUESTIONNAIRE – ATTACHMENT B

(Reclassification Request)

CURRENT P.A.Q.	PROPOSED NEW P.A.Q.

1. Job Title

Current:	Proposed New:

2. Department: _____

3. Work Hours:

Total Annual Start Time: End Time:	Total Annual Start Time: End Time:

4. Describe the major purpose or objective of this job. Why does this job exist?

5. What skills and knowledge are needed in order to perform this job (what specific skills or knowledge are required):

6. Is there any education or training (initial or ongoing) required to perform this job? Why:

7. What type of previous work experience is necessary to perform this job? Why? (What prior work accomplishments are required for this job?)

8. List any certificates or licenses that are required in order to perform this job.

9. What employee/positions does this job directly supervise?

a. Position:_____% of Time Spent	a. Position:_____% of Time Spent
b. Position:_____% of Time Spent	b. Position:_____% of Time Spent
c. Position:_____% of Time Spent	c. Position:_____% of Time Spent
d. Position:_____% of Time Spent	d. Position:_____% of Time Spent
Authority to hire or fire? ☐Yes☐No	Authority to hire or fire? ☐Yes☐No
Authorize vacation? ☐Yes☐No	Authorize vacation? ☐Yes☐No
Authorize leave of absence? ☐Yes☐No	Authorize leave of absence? ☐Yes☐No
Issue Warnings? ☐Yes☐No	Issue Warnings? ☐Yes☐No

10. Describe the extent to which this job requires the use or preparation of confidential information. Indicate the type of information, the reason for discretion and the effect of disclosure.

11. Describe the duties and responsibilities of this position that are regular and on-going. Indicate what is done, how it is done and why it is done. Estimate the annual number of hours, weeks or months you spend on each duty. Start with the most time consuming activity.

a.	a.
Is this duty an essential element of the job? ☐Yes☐No	Is this duty an essential element of the job? ☐Yes☐No
Is this seasonal duty? ☐Yes☐No	Is this seasonal duty? ☐Yes☐No
Annual Time Spent (hours, weeks, months) Circle One	Annual Time Spent (hours, weeks, months) Circle One
b.	b.
Is this duty an essential element of the job? ☐Yes☐No	Is this duty an essential element of the job? ☐Yes☐No
Is this seasonal duty? ☐Yes☐No	Is this seasonal duty? ☐Yes☐No
Annual Time Spent (hours, weeks, months) Circle One	Annual Time Spent (hours, weeks, months) Circle One

c. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	c. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
d. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	d. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
e. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	e. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
f. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	f. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One

12. **Describe one or two of the most complex problems faced in performing this job.**

13. **What kind of <u>errors</u> are possible on this job? And, if an error is made, what effect will it have on this job or the job of others?**

14. **Identify the immediate supervisor**

Name: **Position:**	**Name:** **Position:**

15. Describe the nature and extent of supervision or guidance received from the supervisor (be specific).

16. Is supervision received from anyone other than the immediate supervisor? ☐Yes ☐No (If yes, complete 16a & 16B)

a. Name: **Position:**	**a. Name:** **Position:**
b. Describe the nature and extent of supervision or guidance received (be specific).	**b. Describe the nature and extent of supervision or guidance received (be specific).**

17. Other than the supervisor, does the job obtain authority or approval from others? Describe.

18. Describe the amount of <u>freedom of choice</u> allowed in performing the job.

19. Describe the <u>communication skills required</u> to properly perform the job. Consider cooperation, courtesy, patience, persuasion, tact, trust, understanding, etc. How are the skills used on the job?

20. List the work related contacts that the job requires you to make with others within and outside the department. Indicate the type and amount of public contract required.

a. Purpose of contact: **With Whom:** **Method: ☐In Person☐Memo☐Letter☐Phone** **(Put X in all used)**	**a. Purpose of contact:** **With Whom:** **Method: ☐In Person☐Memo☐Letter☐Phone** **(Put X in all used)**

b. Purpose of contact: With Whom: Method: ☐In Person☐Memo☐Letter☐Phone (Put X in all used	b. Purpose of contact: With Whom: Method: ☐In Person☐Memo☐Letter☐Phone (Put X in all used
c. Purpose of contact: With Whom: Method: ☐In Person☐Memo☐Letter☐Phone (Put X in all used	c. Purpose of contact: With Whom: Method: ☐In Person☐Memo☐Letter☐Phone (Put X in all used

21. Describe the work environment of the job. Consider such elements as facilities, noise, interruptions, temperature, travel, personal safety, etc.

22. List any <u>equipment</u>, tools, vehicles, and/or machines used to perform the job.

23. Describe the amount of <u>fortitude</u>, stamina, tenacity, and minimum mental or cognitive abilities required to do the job and list one or two brief samples. Examples are mental activities such as comprehension, attention span, alertness, reading ability, mathematical ability, etc.

24. Is this job involved in emergency response? If yes, describe the mental affects of the emergency conditions.

25. Physical Demands:

a. How much on-the-job time is spent in the following physical activities?

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Stand	☐	☐	☐	☐	☐
Walk	☐	☐	☐	☐	☐
Sit	☐	☐	☐	☐	☐
Talk or hear	☐	☐	☐	☐	☐
Climb or balance	☐	☐	☐	☐	☐
Stoop or kneel	☐	☐	☐	☐	☐
Crouch or crawl	☐	☐	☐	☐	☐
Reach with hands	☐	☐	☐	☐	☐
Reach with arms	☐	☐	☐	☐	☐
Taste or smell	☐	☐	☐	☐	☐

. How much on-the-job time is spent in the following physical activities?

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Stand	☐	☐	☐	☐	☐
Walk	☐	☐	☐	☐	☐
Sit	☐	☐	☐	☐	☐
Talk or hear	☐	☐	☐	☐	☐
Climb or balance	☐	☐	☐	☐	☐
Stoop or kneel	☐	☐	☐	☐	☐
Crouch or crawl	☐	☐	☐	☐	☐
Reach with hands	☐	☐	☐	☐	☐
Reach with arms	☐	☐	☐	☐	☐
Taste or smell	☐	☐	☐	☐	☐

b. Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropraite boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Up to 10 lbs.	☐	☐	☐	☐	☐
Up to 25 lbs.	☐	☐	☐	☐	☐
Up to 50 lbs.	☐	☐	☐	☐	☐
Up to 10 pounds	☐	☐	☐	☐	☐
100 lbs or more	☐	☐	☐	☐	☐

Does this weight have to be carried? ☐Yes ☐No

If yes, how far?

b. Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropraite boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Up to 10 lbs.	☐	☐	☐	☐	☐
Up to 25 lbs.	☐	☐	☐	☐	☐
Up to 50 lbs.	☐	☐	☐	☐	☐
Up to 10 pounds	☐	☐	☐	☐	☐
100 lbs or more	☐	☐	☐	☐	☐

Does this weight have to be carried? ☐Yes ☐No

If yes, how far?

c.	Does this job have any special vision requirements? Check all that apply.	c.	Does this job have any special vision requirements? Check all that apply.
☐	Close Vision (clear vision at 20 inches or less).	☐	Close Vision (clear vision at 20 inches or less).
☐	Distance Vision (clear vision at 20 feet or more).	☐	Distance Vision (clear vision at 20 feet or more).
☐	Color Vision (ability to identify and distinguish colors).	☐	Color Vision (ability to identify and distinguish colors).
☐	Peripheral Vision (ability to observe an area that can be seen up & down or to the left & right while eyes are fixed on a given point).	☐	Peripheral Vision (ability to observe an area that can be seen up & down or to the left & right while eyes are fixed on a given point).
☐	Depth Perception (three-dimensional vision, ability to judge distance and spatial relationships).	☐	Depth Perception (three-dimensional vision, ability to judge distance and spatial relationships).
☐	Ability to Adjust focus (ability to adjust the eye to bring an object into sharp focus).	☐	Ability to Adjust focus (ability to adjust the eye to bring an object into sharp focus).
☐	Ability to Read Small Print (8pt or less).	☐	Ability to Read Small Print (8pt or less).
☐	Night Vision Required.	☐	Night Vision Required.
☐	No Special Vision Requirements.	☐	No Special Vision Requirements.

d.	Make notes on the specific job duties that require the physical demands selected above. Describe the overall normal physical effort required to do the job. (Lifting, bending, climbing, etc.)	d.	Make notes on the specific job duties that require the physical demands selected above. Describe the overall normal physical effort required to do the job. (Lifting, bending, climbing, etc.)

26. List any other comment relating to the job duties and responsibilities:

YOUR NAME:_____ **DATE:** _____

YOUR TITLE:_____

Thank you for completing this questionnaire

EXHIBIT 7
March 1, 2006

FRANKLIN COUNTY RESOLUTION NO. 2006-133

BEFORE THE BOARD OF COUNTY COMMISSIONERS, FRANKLIN COUNTY, WASHINGTON

RE: 2006 - 2008 COLLECTIVE BARGAINING AGREEMENT BETWEEN FRANKLIN COUNTY AND LOCAL 2658-F (APPRAISERS) OF AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFSCME

WHEREAS, pursuant to RCW 36.01.010 and RCW 36.32.120 the legislative authority of each county is authorized to enter into contracts on behalf of the county and have the care of county property and management of county funds and business; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and desires to enter into the attached agreement as being in the best interest of Franklin County;

NOW, THEREFORE, BE IT RESOLVED that the Franklin County Board of Commissioners hereby approves the attached 2006 - 2008 Collective Bargaining Agreement between Franklin County and Local 2658-F (Appraisers) of American Federation of State, County and Municipal Employees, AFSCME.

APPROVED this 1st Day of March, 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT
Neva J. Corkrum, Chairman

Robert E. Koch, Chairman Pro-Tem

Attest:

Mary Withers
Clerk to the Board

Frank H. Brock, Member

Originals: Auditor
Minutes
Union

cc: Prosecutor
~~Public Works~~ Assessor
Human Resources

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EXHIBIT 7
March 1, 2006

Resolution No. 2006-133

2006-2008
COLLECTIVE BARGAINING AGREEMENT

By and Between

FRANKLIN COUNTY COMMISSIONERS,

FRANKLIN COUNTY ASSESSOR

and

AFSCME, LOCAL 2658-F (APPRAISERS)

Resolution No. 2006-133

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PREAMBLE

THIS AGREEMENT is made pursuant to the provisions of the Collective Bargaining Act by and between FRANKLIN COUNTY BOARD OF COUNTY COMMISSIONERS and COUNTY ASSESSOR, hereinafter referred to individually and collectively as the County, and the American Federation of State, County, and Municipal Employees, and Washington State Council of County and City Employees, Council 2, Local 2658-F, hereinafter referred to as the Union.

WHEREAS, the parties hereto desire to establish the standards of hours of labor, rates of pay, and other conditions under which the covered employees shall work for the County, and desire to regulate the mutual regulations between the parties hereto during the term of this Agreement.

ARTICLE 1 – RECOGNITION

1.1 Scope of Unit. The County recognizes the Union as the exclusive collective bargaining representative for all regular full-time and regular part-time employees performing County appraisals, excluding the position of Chief Appraiser.

ARTICLE 2 – MANAGEMENT RIGHTS

2.1 The Union recognizes the prerogative of the County to determine how to provide public services and operate and manage its affairs in all lawful respects. All matters not expressly restricted by the language of this Agreement shall be administered for the duration of this Agreement by the County as the County periodically may determine. The County's prerogatives include, but are not limited to the following matters:

(a) The right to establish any and all-lawful work rules and procedures.

(b) The right to schedule any and all work and overtime work, and any and all methods and processes by which work is performed and services are provided in a manner most advantageous to the County and consistent with public interest.

(c) The right to hire, transfer, layoff and promote employees as deemed necessary by the County.

(d) The right to discipline an employee as provided in the disciplinary article of this Agreement.

(e) The right to make any and all determinations as to the size and composition of the work force and the right to make any and all assignments of employees to work locations and shifts.

(f) The right to assign incidental duties connected with operations, not necessarily enumerated in job descriptions, and nevertheless be performed by employees when requested to do so by the County, and the right to introduce innovations, technology, and new methods and means, provided however that the County will bargain concerning impacts of such a change.

(g) The right to take whatever actions the County deems necessary to provide services in an emergency.

2.2 Nothing in this Agreement shall be interpreted to detract or circumscribe the trust placed in the Board of County Commissioners and/or the other elected officials and/or department heads and the rights and obligations owed thereby to the citizenry.

ARTICLE 3 – MEMBERSHIP

3.1 Dues Checkoff. The County will provide for payroll deductions of Union fees upon written authorization by the employee. Payroll deduction authorization cards must be received by the Human Resources Department by the fifteenth (15th) day of the month to be recognized as effective for the subsequent month. The County shall deduct from the midmonth paycheck the amount of dues and initiation fees as certified by the Union and transmit to the designated officer of the Union the total amount deducted.

3.2 Fair Share and Religious Objections. It shall be a condition of employment that all employees designated under this Agreement, as Union members shall continue to be members of the Union and remain members in good standing. Those who are not members on the effective date of this Agreement shall by the 31st day following the effective date of this Agreement become and remain members in good standing in the Union. It shall also be a condition of employment that all members of the Union hired on or after the effective date shall on the 31st day following the beginning of such employment become and remain members in good standing in the Union; PROVIDED THAT, if a public employee is a member of a church or religious body whose bona fide religious tenants or teachings forbid said public employee to be a member of a labor union, such public employee shall pay an amount of money equivalent to the regular Union dues and initiation fees to a non-religious charity or to another charitable organization mutually agreed upon by the Employee and the Union. The County shall furnish written proof to the Union that such payment has been made. If the Employee and the Union do not reach an agreement on the choice of the non-religious charity to whom the Union dues and initiation fees are to be paid, the Washington State Public Employees Relations Commission shall designate the charitable organization.

Any employee failing to comply with this Article 3 will be terminated upon two weeks' notice to the County and the employee by the Union.

3.3 Indemnification. The Union shall 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, for any relief sought, where liability arises from the sole application of this Article. In the event that any part of Article 3 shall be declared invalid or that all or any portion of the monthly service fee must be refunded to any non-member, the Union and its members shall be solely responsible for such reimbursement.

ARTICLE 4 – DURATION OF AGREEMENT

This Agreement shall be in full force and effect for the period commencing the 1st day of January, 2006 and terminating on the 31st day of December, 2008.

ARTICLE 5 – NEGOTIATIONS

The parties will reopen bargaining subsequent to June 1, of the year this agreement expires and shall schedule bargaining for the successor agreement at mutually agreeable times with a goal to complete the bargaining process prior to the

end of the calendar year, and if possible, in advance of the time the County begins to finalize its budget in October and November. Exceptions and extensions may be made by mutual agreement.

ARTICLE 6 – DISCIPLINE

6.1 Just Cause. The County may impose discipline for just cause.

6.2 Forms of Discipline. The disciplinary actions which the County may take against an employee include the following:

a) verbal reprimand;

b) written reprimand;

c) suspension without pay for up to one month;

d) reduction of pay for a term in lieu of suspension;

e) demotion with a reduction in pay as specified by the County as part of the discipline;

f) discharge.

6.3 Notice of Discipline. When the County intends to suspend without pay, demote or discharge an employee for cause, the County shall make available the specified charges and proposed discipline in writing at least one (1) calendar day prior to the effective date of the action, together with a description of the facts on which the proposed discipline is based.

6.4 Employee Response to Notice. Prior to imposing a suspension without pay, demotion or discharge, the employee shall have the opportunity to refute the charges, correct any misunderstanding of fact, and address the appropriate level of discipline. The employee shall have the right to request representation from the designated Union staff representative, steward, or officer on the list provided of whom so selected must be reasonably available to attend.

6.5 Time Limitations. The time limitations relating to notification of disciplinary action are only for employee notification purposes and shall not affect the validity or disciplinary action taken by the County. In other words, if the County is unable to provide notification in strict adherence to the notification times expressed in subsections hereinabove, said inability shall not effect the validity or effectiveness of any type of disciplinary action against an employee.

6.6 Probationers. A probationary employee may be discharged at any time without cause.

6.7 Notice of Discipline to Union. Copies of reprimands and other disciplinary action taken by the County shall be forwarded to the Council 2 Area Representative on the same day they are issued to the employee.

6.8 Documentation; Personnel File. Notations of oral reprimands may be made in the personnel file. References to disciplinary actions in personnel file shall remain in the file in accordance with the following provisions:

a. Written documentation of verbal reprimands and written reprimands shall remain in the personnel file for a period of twenty-four (24) months; provided, however, if discipline occurs within that twenty-four (24) month period, then and in that event, prior disciplinary documentation shall remain in the personnel file for a twenty-four (24) month period from the date of the last discipline to occur.

b. Other records of discipline enumerated in Article 6.2 may remain in the personnel file until and unless the County determines the record no longer relevant or timely upon application by an employee.

ARTICLE 7 – GRIEVANCE PROCEDURE

7.1 The parties hereto recognize the need for fairness and justice in the adjudication of grievances and enter into this Agreement in a cooperative spirit to adjust such actions promptly and fairly at the lowest level possible. If, however, a grievance cannot be resolved through normal means, the grievance will be settled as hereinafter provided.

7.2 Grievance Defined. A grievance is defined as a dispute involving the interpretation, application or alleged violation of any provision of this Agreement.

7.3 Time Limits. The time limitations provided for are essential to the prompt and orderly resolution of any grievance. The parties will abide by the time limitations, unless an extension of time is mutually agreed to in writing. The County and the Union may extend the time limits by mutual agreement in writing.

7.4 Presentation. A grievance may be presented by an employee or the Union. Grievances may be heard at any time where practical and feasible. No grievances shall be valid unless the grievance is submitted at Step 1 within ten (10) working days from its occurrence or the date when the employee knew of or should have known of the occurrence. If a grievance is not presented within ten (10) working days from its occurrence or the date when the employee knew of or should have known of the occurrence, the grievance shall be waived and forever lost. If a grievance is not appealed to the next step within the specified time limit or an agreed extension thereof, it shall be considered waived and forever lost. A grievance not responded to timely shall be advanced to the next step.

7.5 Grievance Procedure: The grievance procedure shall be as follows:

Step 1. Immediate Supervisor. The grievance shall be presented in written form to the employee's immediate supervisor within ten (10) working days from its occurrence. The immediate supervisor shall respond in writing within ten (10) working days after receiving the grievance.

Step 2. Conciliation with Assessor. If the grievance has not been resolved at Step 1, in accordance with the conditions set forth hereinabove, the union, or the Assessor may refer the dispute to conciliation proceedings.

The Union or the Assessor shall notify the other party in writing of the desire to submit the matter to conciliation within ten (10) working days after the receipt of the Step 1 response.

The aggrieved employee, the Union and Assessor will meet to discuss and attempt to resolve the issues within ten (10) working days after notification. Both parties may or may not be represented. If the matter cannot be resolved at the conciliation step then the matter may be referred to the next step. The discussions or proposals shall not be admissible in any arbitration or other proceeding. At the close of conciliation, the Assessor or a designee shall reduce to writing the decisions and/or concessions agreed upon in the form of a conciliation report.

Step 3. Board of Commissioners. If the grievance is not resolved to the satisfaction of the parties at Step 2, then within ten (10) working days of the issuance of the conciliation report at Step 2, the grievance, response and report shall be presented to the Board of County Commissioners. The parties shall arrange a meeting between the aggrieved employee, the Union Representative, the Assessor, the County Representative, if any, and the Board within ten (10) working days for resolution of the issue. The Board of County Commissioners shall issue findings within ten (10) working days of the Step 3 grievance meeting.

Step 4. Final and Binding Arbitration. If the grievance is presented and not resolved at Step 3, the Union may refer the dispute to final and binding arbitration.

a. Notice-Time Limitation. The Union shall notify the County in writing by certified mail of submission to arbitration within ten (10) working days after receipt of the Board's findings.

b. Arbitrator-Selection. After timely notice, the parties will select an arbitrator in the following manner: The parties shall request that the Public Employment Relations Commission (PERC) submit a list of thirteen (13) names from the PERC register. If the parties cannot mutually agree on an arbitrator from the list of thirteen (13), then the two parties shall flip a coin. The parties shall alternately strike names. The remaining name shall be the arbitrator.

c. Arbitrator Hearings. The arbitrator will meet and hear the matter at the earliest possible date after the selection. After completion of the hearing, a decision shall be entered within thirty (30) calendar days, unless an extension of time is agreed. Any decision by the arbitrator shall be final and binding on the parties unless contrary to public policy or in excess of the arbitrator's authority herein provided for.

e. Limitations, Scope and Power of the Arbitrator. The arbitrator shall not have the authority to add to, subtract from, alter, change or modify the provisions of this Agreement. The power of the arbitrator shall be limited to interpretation of or application of the terms of this Agreement or to determine whether there has been a violation of the terms of this Agreement by either the County or the Union. The arbitrator shall consider and decide only the issue raised at Step 1 or Step 2, as determined by the step where the grievance was first initiated. The arbitrator shall not have the authority to consider additions, variations and/or subsequent grievances beyond the grievance submitted at Step 1 or Step 2. In conducting the hearing, the arbitrator shall have the power to administer oaths, issue subpoenas, receive relevant evidence, compel the production of books and papers relevant to the hearing, and question witnesses.

f. Arbitration Award-Damages-Expenses. Arbitration awards shall not extend beyond the date of the occurrence upon which the grievance is based, that date being ten (10) working days or less prior to the initial filing of the

grievance. The arbitrator may retain jurisdiction of the grievance until such time as the award has been complied with in full. The arbitrator shall have no authority to award punitive damages.

g. In the event that either party determines that the arbitration award was made beyond the jurisdiction of the arbitrator or that the arbitration award was clearly erroneous or that the arbitration award was arbitrary, capricious and unreasonable in light of the evidence presented, then such party shall declare the basis for its decision not to comply with the arbitration award and the parties thereafter are free to pursue available remedies in the Superior Court.

h. Expenses. Each party hereto shall pay expenses and costs it incurs as associated with the presentations of their case. The cost of the arbitrator shall be shared equally by the parties. In connection with grievance and arbitration pursuant to Article 7, the County and the Union shall each be responsible for its own attorneys' fees; the County and the Union expressly waive any right to recover attorneys' fees; the County and the Union expressly waive any right to recover attorneys' fees pursuant to RCW 49.48.030 or any other statutory provision. Further, expenses for arbitrator's services in the proceedings shall be borne equally by the County and the Union. However, each party shall be responsible for any other expenses incurred.

ARTICLE 8 – HOURS OF WORK-OVERTIME

8.1 Work Day. The normal work day is from 8:30 a.m. to 5:00 p.m. with one (1) hour unpaid uninterrupted lunches for employees near the midpoint of the work day. The County may schedule other regular beginning and ending times of the work day based on operational needs. Except when the change is required by emergency conditions, the County will give at least two (2) weeks advance notice of the new shift hours to the employees. Adjustment in the regular working hours of the employees for the convenience of the County, the employees, and the public shall not be construed to be in conflict with this Agreement.

8.2 Overtime.

(a) Employees required to work outside the normal hours of work except as set forth in 8.1 or on Saturdays or Sundays without rescheduling with proper notification will be paid for such hours at one and one-half (1-1/2) times the regular rate of pay.

(b) Hours worked between thirty-seven and one-half (37-1/2) and forty (40) hours in a work week will be paid at the regular rate of pay. Hours worked in excess of forty (40) hours per week will be paid at one and one-half (1-1/2) times the regular hourly rate. Compensatory time may be taken in lieu of pay as provided by FLSA.

(c) Notification to selected employees will be given three (3) working days prior to the scheduled overtime in non-emergency situations; and as soon as possible in emergency situations. The essential nature of provisions of County services shall be the compelling consideration in scheduling overtime by the County.

8.3 Compensatory Time. Compensatory time will be accrued with mutual agreement of the supervisor or the Assessor and the employee, up to forty (40) hours,

and shall be taken off within the calendar year it is earned. Compensatory time shall be scheduled and taken off by mutual agreement, and may be purchased by the County at any time, including during the 30 days prior to any changes in pay status or a COLA.

ARTICLE 9 – HOLIDAYS

9.1 Recognized Holidays. The following legal paid holidays shall be recognized:

New Year's Day	January 1
Martin Luther King Jr. Day	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
The Day after Thanksgiving	Fourth Friday in November
Christmas Day	December 25
One Floating Holiday**	
Christmas Holiday*	

And any day proclaimed a legal holiday by Governor's Proclamation.

*To be negotiated each year as to whether it will be the day before or the day after Christmas: The parties agree that the Christmas holidays shall be taken on:

December 26, 2006
December 24, 2007
December 26, 2008

** To be used or lost in the year earned, and to be scheduled off by mutual agreement of the employee and the County. Any probationary employee shall not be entitled to use the floating holiday until satisfactorily completing probation.

9.2 Accounting for Holiday Time. Whenever a holiday falls within a vacation period, or during a period when an employee is on sick leave, annual or sick leave will not be charged for such holiday. Hours of work in work weeks affected by a holiday will be based on a 7.5 hour work day. The holiday benefit shall be based upon a seven and one-half (7.5) hour holiday/work day regardless of the hours of the regular work schedule.

9.3 Holiday Work. Whenever an employee is required to work on a holiday he will receive compensation at time and one-half (1-1/2) his regular rate of pay for all hours worked on a holiday.

9.4 Floating Holiday Approval. The floating holiday shall be taken at the employee's discretion with the approval of the Assessor and must be scheduled in advance in the same manner as vacation.

9.5 Holiday Coordination (Weekends). Any regular holiday that falls on a Saturday will be observed on the preceding Friday. Any regular holiday that falls on Sunday shall be observed on the following Monday.

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ARTICLE 10 – SENIORITY

10.1 Defined. Subject to the provisions set forth in this article, seniority shall be considered between equally qualified employees when vacancies or new jobs occur.

10.2 Required Length of Employment. Employees shall have been employed for a continuous period of six (6) months before they become regular employees entitled to seniority rights, vacation and sick leave.

10.3 Seniority Accrual. Seniority shall date from first employment subject to the six (6) month's probationary period.

10.4 Breaks in Service/Loss of Seniority. An employee's Seniority shall be broken by voluntarily leaving, resignation, layoff for a period of twelve (12) consecutive months, discharge for just cause, or retirement. However, if an employee returns to work in any capacity within twelve (12) months, there will be no break in seniority except for the time the employee was not working which will not count as part of continuous service for any purpose. Seniority shall not be earned during an approved unpaid leave of absence; however, an approved leave of absence shall not constitute a break in service or cause a forfeiture of seniority. In cases of vacancies or the creating of new jobs or during cases of curtailment, seniority shall apply so that older employees be given preference between equally qualified employees.

10.5 Refusal. Any employee who has refused a position shall not have the right to displace the holder of said position.

10.6 County Approval. In the event of a question as to the capabilities of an employee bidding for a position of a higher qualification, the matter shall be first taken up with the County. If the decision of the County is not satisfactory to the employee involved, the employee shall then have recourse to the provisions embodied in Article 7 of this Agreement.

10.7 Filling Vacancies. Seniority shall be considered but need not prevail in filling vacancies in the exempted positions within the Appraisal Department.

10.8 Seniority Status. Seniority status shall be maintained during the leaves of absence, provided the leave does not exceed ninety (90) calendar days.

ARTICLE 11 – LAYOFF AND RECALL

11.1 Layoff. The County may determine when layoffs are necessary. The County may lay off employees when such action is determined to be necessary by reason of lack of work, lack of funds, inclement weather, and/or reorganization of the department.

11.2 Designation of Positions for Layoff. When it is necessary to reduce the work force, the County shall determine the number of employees by classification in which the reductions will take place. The Union's Area Representative and the local President will be notified of the number of employees and classifications designated of reduction as soon as practical. Employees will be laid off in inverse order of bargaining unit seniority provided that consideration may be given to employee's qualifications, ability, and experience when related to needs of the County.

11.3 Recall. Employees laid off will be eligible for recall for a period of fifteen (15) months. No new employees shall be hired into the bargaining unit by the County until available employees placed on layoff have been offered re-employment in reverse order of layoff, provided the layoff period does not exceed fifteen (15) months and that the employees keep the County advised of their current address. An offer of re-employment shall be in writing and sent by registered or certified mail to the employee. The employee shall have been deemed to have received an offer on the third working day after mailing to the employee's last known address in the employment records. An employee so notified must indicate his/her acceptance of re-employment within ten (10) working days of the mailing of notice and shall be back on the job within ten (10) working days of acceptance of offer or forfeit all callback rights under this Article.

ARTICLE 12 – ANNUAL LEAVE WITH PAY

12.1 Accrual. Annual leave allowance shall be annually based on the following schedule, and shall be accrued monthly. Employees must work at least one-half (1/2) of a month to be eligible for accrual of Vacation for that month. Hours worked include vacation, sick leave, comp time and holidays:

Years of Service	Hours/Month	Hours/Year
1 year of service	6.25	75
1 year but less than 3 years	7.5	90
3 years but less than 5 years	8.75	105
5 years but less than 10 years	9.375	112.5
10 years but less than 15 years	12.5	150
15 years or more	15.625	187.5

12.2 Part-time Prorate. Part-time employees working on a regular schedule of duration of not less than one (1) year shall be entitled under their contract of employment to that fractional part of the vacation leave that the total number of hours of employment bears to the total number of full time employment.

12.3 Unused Leave. Unused annual leave is accumulated not to exceed 225 hours.

12.4 Probationary Restriction. During the first six (6) months of service no annual leave shall be allowed. During the seventh month or any subsequent month, annual leave may be allowed up to the limits of the amount earned.

12.5 Scheduling. No annual leave shall be taken except at a time when it will least interfere with the work of the Department, the determination of which shall rest with the Head of the Department.

12.6 Payment Upon Separation. Employees whose service is terminated by their death, reduction of force, resignation, dismissal, or by retirement and who have accrued vacation leave as specified above shall be paid therefore, or their estate if they are deceased.

12.7 Payment. Vacation pay shall be computed at the employee's straight time hourly rate.

12.8 Mandatory Minimum Utilization. After one year of County service, eligible employees must take at least five (5) days of vacation leave each calendar year.

12.9 Accrual Cap/VEBA Election. Annual leave may not exceed a total of two hundred twenty-five (225) work hours as of December 31 of each year.

12.10 VEBA Election. If an employee has used at least fifty percent (50%) of the annual leave earned during the year, the employee's balance in excess of two hundred twenty-five (225) hours may, at the employee's election, be deposited into the Employee's VEBA account to be spent in accordance with VEBA trust rules. Employees whose leave account exceeds two hundred twenty-five (225) hours as of December 31 shall have their accrual balance reduced effective January 1 of the subsequent year by the amount equal to the excess which is forfeited or paid to VEBA. Contributions will be computed based on the employee's base wage as of December 1.

ARTICLE 13 – FAMILY MEDICAL LEAVE

13.1 FMLA Leave. The County will provide family medical leave consistent with the federal Family Medical Leave Act and state law, including leave for pregnancy disability under WAC 162-30-020 (maternity regulation).

13.2 Unpaid Leave Availability. Unpaid leave of absence for up to 12 weeks is provided to eligible employees for certain family or medical reasons. Employees eligible for leave of absence under the Family Medical Leave Act ("FMLA") must have worked for the County for 12 months or more and have at least 1,250 hours of service during the 12 months immediately preceding the leave of absence. Employees may request federal Family and Medical Leave for:

a. The addition of a child to the family through birth, adoption, or placement by foster care,

b. A serious health condition of the employee's spouse, child or parent,

c. A serious health condition that prevents an employee from performing his or her job.

13.3 Pregnancy Leave. An employee with a pregnancy-related disability will be provided with a leave of absence for the period of time she is sick or temporarily disabled by pregnancy. This pregnancy-disability leave is in addition to Federal Family Medical Leave. There is no minimum length of employment or hours worked to qualify for pregnancy disability leave. The length of the pregnancy disability leave is the period the employee is disabled by pregnancy.

13.4 Concurrent with Other Leaves. Leave granted under state workers' compensation laws will run concurrently with family medical leave. Unpaid leaves will run concurrently with unpaid family medical leave where allowed by law. Vacation and accrued sick leave must be substituted for unpaid family medical leave and taken before the remainder of unpaid family medical leave, and shall precede and not serve to reduce the FMLA 12-week entitlement period.

13.5 Notice in Advance of FMLA Request. Employees must give the County thirty (30) days notice of the need for leave when it is foreseeable. An employee must make a reasonable effort to schedule treatment for serious health conditions in a manner that does not unduly disrupt business operations.

13.6 Medical Certification. The County may require a medical certification of serious health conditions and may require recertifications from the employee's health

care provider and second and third opinions from an independent health care provider where appropriate and allowed by law. The County will pay the cost of all second and third medical opinions. The County will require employees returning from leave for their own serious health condition to provide a certification of fitness to return to work.

13.7 Intermittent Leave. Generally, intermittent or reduced schedule leave is not available for family leave used for birth, adoption or foster placement. In other situations where intermittent or reduced schedule leave is available, employees may be temporarily transferred to available alternative positions that better accommodate intermittent or reduced schedule leave.

13.8 The Leave Calculation Year. The leave calculation year for family medical leave is 12 months starting with the first day family leave is taken by the employee (12 month looking forward method).

ARTICLE 14 - SICK LEAVE

14.1 Accruals, Charges and Cap. Sick leave is earned and accrued at the rate of seven and one-half (7.5) hours per month to a maximum accrual as of December 31 of any year of nine hundred (900) hours. Temporary employees shall not be entitled to sick leave benefits. Employees must work at least one-half (1/2) of a month to be eligible for accrual of sick leave for that month. Hours worked include vacation, sick leave, comp time and holidays.

14.2 Utilization. Leave with full pay on account of illness or injury may be allowed all employees for any of the following reasons:

a. Because of, and during illness or injury, including pregnancy disabilities and/or childbirth disabilities incapacitating the employee from performing the employee's duties, or by having a scheduled appointment with a licensed person, pertaining to all matters of health, as governed by the State of Washington, or

b. By reason of exposure to contagious disease during such period as their attendance on duty would jeopardize the health of fellow workers or the public, or

c. Because of illness or death in the immediate family, requiring the attendance of the employee. Leave for such reason shall be limited to three (3) days in any one instance except that when extensive travel is required, leave of five (5) days shall be allowed. For the purpose of this subsection only, "immediate family" includes only the wife, husband, parent, grandparent, brother, sister, child or grandchild of the employee and the employee's spouse.

14.3 Notification. Sickness shall be reported as soon as possible in advance or at the beginning of any period of sick leave, to the immediate supervisor or another supervisor designated within the department in the event the regular supervisor is unavailable, by the employee or a person designated to act for the employee. Upon return to work the employee shall submit a Personnel Action Form, explaining the nature of the sickness and requesting approval for the leave so taken. Any employee who is off work due to illness or injury in excess of five (5) work days may be required to provide the County with a certification of illness from a licensed physician or other verification of illness satisfactory to the County, as well as the physician's approval to return to work. An employee found abusing sick leave privileges shall be penalized by

receiving no pay or time allowed for the particular time taken, and may be subject to discipline.

14.4 VEBA Payments. Employees who have accrued the maximum sick leave balance permitted under the contract may request payment into the VEBA account for twenty-five percent (25%) of any sick leave balance in excess of the maximum accrual as of December 31. Employees shall be entitled to a VEBA contribution for twenty-five percent (25%) of their accrued sick leave upon termination of employment.

14.5 High Absenteeism. The ability to attend work regularly is a job requirement. Sick leave is a short term disability benefit to be used only for reasons described in Article 14.2. Appendix C, High Absenteeism Program, is made a part of this Agreement as if fully set forth herein.

ARTICLE 15 – SICK LEAVE-ADJUSTMENT FOR WORKERS' COMPENSATION

15.1 Claims. For a period of absence from work due to injury or occupational disease resulting from County employment, the employee shall file an application for Workers' Compensation in accordance with State Law.

15.2 Differential Benefit. If the employee has accumulated sick leave credit, the County shall pay the difference between the time loss compensation and the regular salary net taxes unless the employee elects not to use their sick leave.

15.3 Sick Leave in Conjunction with Workers' Compensation Benefits. Should an employee receive Workers' Compensation for time loss and they also receive sick leave compensation, the sick leave accrual will be reduced by the amount used to pay the sums due under Article 14.2.

15.4 Eligibility for Workers' Compensation. Until eligibility for Workers' Compensation is determined by the Department of Labor and Industries, the County may pay sick leave, provided that the employee shall return any subsequent overpayment to the County.

15.5 Use of Sick Leave for Injury/Time Loss Denials. Should an employee apply for time loss compensation and the claim is then or later denied, sick leave and annual leave may be used if and to the extent appropriate.

15.6 Related Benefits Coordination. Nothing herein pertains to permanent disability award.

15.7 Substitution. If an employee has no sick leave accumulated, the words "annual leave" may be substituted for "sick leave" above.

ARTICLE 16 – HEALTH AND WELFARE

16.1 County Benefits. Effective January 1, 2006, the County will contribute up to a maximum of Six Hundred Forty-Five and no cents/100 Dollars ($645.00) towards the medical, dental, vision, and life insurance plans made available by the County for Employee and dependent coverage, in amounts set forth below. For the years 2007 and 2008, the County contribution will increase by 100% of the increase for the employee only coverage of the County's lowest premium plan.

The difference between the premiums for plans selected by the employee and the amount of County contribution, if greater, may be paid to the employee's VEBA account if the employee so elects. The County shall offer the following insurance, or plans with substantially the same range of benefits:

Medical, premium up to $567.01
Dental, premium up to $59.90
Vision, premium up to $13.53
Life Insurance, premium up to $4.56

Co-payment of Premium. Any amounts in excess of the County's maximum contribution, as established above, necessary to pay the medical premium for the employee and/or dependent medical plan shall be the sole responsibility of the employee by payroll deduction.

ARTICLE 17 – JOB CLASSIFICATIONS AND WAGES

17.1 Effective January 1, 2006, the 2005 Salary Schedule will be increased by a 2.69% COLA for the year 2006 based upon 89.7% of the CPI-W-West-B/C 12 month period ending July 31 and will be attached as Addendum "A." Effective January 1, 2007, the 2006 Salary Schedule will be increased for the year 2007 by a COLA in an amount no less that 1.5% and no greater than 3.5% based upon the CPI-W-West-B/C 12 month period ending July 31 minus any employer paid medical benefit increase and to be incorporated by reference. Effective January 1, 2008, the 2007 Salary Schedule will be increased for the year 2008 by a COLA in an amount no less that 1.5% and no greater than 3.5% based upon the CPI-W-West-B/C 12 month period ending July 31 minus any employer paid medical benefit increase and to be incorporated by reference.

For years 2007 and 2008 the final percentage of the COLA amount will take into consideration medical benefit increases and/or decreases in order to achieve a desired 100% COLA. See Appendix "B".

17.2 Salary Structure of the Pay Plan. Each grade has fourteen (14) salary steps, "1" through "14." The job description determines the grade of the specific job and the qualifications required. The salary step is determined by the specific qualifications and level of performance of the individual employee based in part on length of service together with an annual employee's progress report by the Franklin County Assessor. The employee's progress report will be compiled on all employees as follows:

New Employees: Thirty (30) days prior to completion of probation.

Regular Employee:

a. At least annually and within

b. Thirty (30) days or less, but prior to the employee's anniversary date or, step eligibility date if different.

If an employee has sufficient length of service to be eligible for a step increase, the Franklin County Assessor will notify the Human Resources Department in writing of the step increase. If a step increase is not recommended by the Franklin County Assessor when an employee is eligible, the employee will be advised of this decision in writing setting forth the reasons

for denying the step increase. Should the employee feel this decision is unfair, the employee may follow the grievance procedure outlined in this Agreement.

If authorized by the Franklin County Assessor the employee shall receive step increases effective the first day of the month of the employee's anniversary date.

17.3 Salary Adjustments Within the Pay Plan.

a. Within Grade:

(1) Regular Full-Time: Normally, a new regular full-time employee will start at Step 1. After six (6) months [six (6) months probation] of satisfactory service such employee will advance to Step 2.

Under special circumstances, and with the approval of the Board of Commissioners, the Franklin County Assessor may start an employee at one of the higher salary steps based on qualifications and prior experience.

(2) Regular Part-Time: A new employee will start at Step 1. After the completion of six (6) months [six (6) months probation] of satisfactory service, will advance to Step 2.

(3) Temporary: Except as provided in the next paragraph, temporary employees' movement through the salary schedule shall be based upon accumulated time worked. The time accumulated to move through the salary schedule shall be equal to the time accumulated by a regular full-time employee to move through the salary schedule.

(4) Appraiser I will be eligible to move from Appraiser I, grade 38 to Appraiser II, grade 45 upon completion of four (4) years service plus receiving State accreditation in accordance with RCW 36.21.015, Course I, passing IAAO Course I, and passing IAAO Course II.

Progression to each step will be at the expiration of an additional one (1) year in each step, but only if the Franklin County Assessor considers the employee to be performing the full range of job duties in a completely satisfactory manner. Progression may be made earlier than the service times indicated above in cases where the Franklin County Assessor believes the employee's sustained performance is sufficiently above normal and the progression is approved by the Board of Commissioners. Employees considered for early progression shall be limited to no more than two (2) additional steps progression

every year. If denied progression by the Board of Commissioners, notification of such denial shall be in writing to the employee.

b. To A Higher Grade: An employee may be promoted to a higher grade when the employee's qualifications are commensurate with the requirements of such higher grade and a vacancy exists or a new position has been created and classified. Promotions to a higher grade will be made at the salary step with a salary immediately higher than the employee's salary at the lower grade, and the employee's anniversary date shall be adjusted to reflect the effective date of the promotion.

c. Transfer: A request for reassignment to a different position or classification where a vacancy exists and/or a new position has been created, when there is no change in pay grade. An employee transferred shall be paid at the employee's current salary step. An employee's anniversary date for movement in the pay plan will not change when a transfer occurs.

ARTICLE 18 –LEAVES OF ABSENCE

18.1 Jury Duty. Any employee who is called for jury duty shall receive from the County the difference between their regular pay and the compensation received for jury duty for the actual time they are required to be absent from work because of such jury duty. Any such absence shall not be deducted from accumulated sick leave or annual leave.

18.2 Military Leave. Every employee who is a member of the Washington National Guard or of the reserve component of the armed services of the United States shall be entitled to and shall be granted a paid military leave of absence from County employment for periods not exceeding fifteen (15) days during each calendar year as established by R.C.W.. Military leave of absence of active duty for training shall be in addition to any vacation or sick leave to which the employee might otherwise be entitled to, and shall not involve any loss of privileges or pay. During the period of paid military leave, the employee shall receive their normal pay from the County. Additional unpaid leave for service in the military will be provided as required by state or federal law. Refer to RCW 38.40.060.

18.3 Leaves Without Pay. No leave of absence, whether with or without pay, shall be allowed unless authorized in advance. Absence not on duly authorized leave shall be treated as leave without pay and, in addition, may be grounds for disciplinary action. Unless authorized absence from duty for three (3) consecutive days constitutes separation from service. The Personnel Action Form shall be used in applying for any leave and notification of return to duty.

18.4 Educational Leave. At the discretion of County, leave with pay shall be granted for job related educational leave. During the leave period, the employee will accrue the regular vacation, sick leave and seniority rights as provided by the contract.

In order to keep up with new methods in technology, the Appraisers may be allowed to take advantage of schooling that the Assessor feels is needed to do a professional job for the County.

18.5 Personal Leave. Personal Leave shall be limited to three (3) days per year; if not utilized, it shall not be carried over from year to year. Personal Leave is subject to prior approval of the Elected Official or Department Head. Personal leave is not intended to be used as vacation and shall not be accrued nor compensated for upon termination.

ARTICLE 19 – UNION VISITS

The Assessor shall admit to the Assessor's office during working hours any authorized representative of the Union for the purpose of ascertaining whether or not this Agreement is begin observed by the parties hereto and to assist in adjusting grievances. This privilege shall be so exercised that no time is lost unnecessarily to the County Assessor's office work load. Such Union representative shall make arrangements for such visits with the County Assessor, or his designated representative, before proceeding to carry out the Union business on County time.

ARTICLE 20 – CONTRACTING OUT

The County intends that all appraisal work be accomplished by employees of the Assessor's Office. However, it may be necessary to accomplish some of the work by contract with outside agencies. In no event will contracting out be utilized to reduce staff or lay off regular qualified employees of the Assessor's Office.

ARTICLE 21 – NO STRIKE-LOCKOUT

21.1 The County and the Union agree that the public interest requires the efficient and uninterrupted performance of all County services. To this end, both pledge their best efforts to avoid or eliminate any conduct contrary to this objective: Neither the Union nor the employees shall cause, condone or participate in any strike or work stoppage, slow down or other interference with County functions by employees of the County, and should same occur, the Union agrees to take appropriate steps to end such interference immediately. County employees who engage in any of the above-referenced activities shall not be entitled to any pay and/or benefits during the period in which he/she is engaged in such activity. Employees who engage in any of the foregoing actions shall be subject to disciplinary action as determined by the County.

21.2 The County agrees that there will be no lockouts during the term of this Agreement.

ARTICLE 22 – POLICIES OF GENERAL APPLICATION

The County may adopt a "Uniform Personnel Policy and Procedure" document applicable to the bargaining unit which provides for personnel policies not inconsistent with those policies in this Agreement which constitute mandatory subjects of bargaining. If uniform policies conflict with this Agreement, this Agreement shall prevail until the parties have bargained concerning the subject to impasse or agreement. The County shall provide the Union with at least sixty (60) days notice of any proposed change in Uniform Policy that affects a mandatory subject of bargaining under RCW 41.56. This Article does not constitute a waiver of the Union's right to demand to bargain over any change. Until affected by a Memorandum of Agreement to the contrary, this Article shall apply to bargaining unit members. Nothing in this Agreement constitutes a waiver of the County's right to unilaterally adopt and modify policies which do not constitute mandatory subjects of bargaining.

22.1 Drug Testing. The County may present and coalition bargain a reasonable cause drug testing policy proposal during the life of this Agreement.

22.2 Nepotism.

A. No more than one (1) family member or one (1) close relative shall be eligible for employment within a department or office of Franklin County at the same time if:

1. One member of such family or one close relative would be responsible for supervising another family member or close relative; or

2. One member of such family or close relative would be responsible for auditing or monitoring the work of the other family member or close relative; or

3. Circumstances exist which would place a family member or close relative in a situation of actual or reasonably foreseeable conflict between the interest of the County and the interest of the employee in family harmony and/or in their common interests of the family or as close relative.

B. Those persons affected by the terms of the foregoing sections shall be permitted to decide which spouse or relative shall be entitled to keep the employment; provided, however, if they do not decide within a reasonable time, the County shall decide which person is entitled to the employment.

C. None of the foregoing regulations shall have any effect on persons employed in Franklin County at the time of the adopting of this provision but shall only pertain to appointments after the passage of this provision.

D. Definitions:

1. "Family member" means that husband or wife or that person living as husband and wife of a job applicant or a job applicant's children, whether natural, adoptive or step.

2. "Close relative" means the natural, adoptive or step brother, sister, mother, or father of a job applicant.

22.3 Tuition Reimbursement.

A. Eligible Employees. All regular full-time employees who have completed a six (6) month probationary period are eligible to qualify for tuition reimbursement. Franklin County will reimburse such employees up to eighty percent (80%) of costs related to tuition and the cost of books for pre-approved, qualified, job-related courses and/or classes, subject to availability of budgeted funds. Employees voluntarily leaving County employment are obligated to refund in full any funds received under this policy within the preceding twelve (12) months.

B. Qualified Classes/Courses. Qualified classes or courses are those offered by accredited educational institutions, professional and technical organizations or other approved organizations and include:

1. Classes or courses that are part of the curriculum in a degree program which is directly related to the employee's current position or which will enhance the employee's job skills and professional growth within the County.

2. Classes or courses that are offered outside of normal working hours unless otherwise approved by the elected official or department head.

C. Reimbursable Amounts.

1. The maximum reimbursable amount shall be limited to eighty (80%) percent of tuition and the cost of books for two classes, six (6) credits maximum per quarter or semester.

2. Tuition reimbursement shall be pre-approved only for a grade of "B" (2.6-3.0) or better, or "P" if Pass-Fail course, and not for classes taken on an audit basis.

3. Reimbursement shall apply to tuition based upon Washington State resident rates at Washington State University. Any difference between resident and non-resident tuition rates shall be the responsibility of the employee.

D. Pre-Approval. Employees wishing to take part in the County Tuition Reimbursement Plan shall obtain prior written approval from their elected official/Department Head on a Tuition Reimbursement Request Form available from the personnel office for each academic year the employee desires to participate. A copy of the signed form shall be forwarded to the Franklin County Auditor's Office and the original shall be kept in the employee's personnel file.

22.4 Voluntary Transfer of Annual Leave. It is the policy of Franklin County to allow an employee to transfer any portion of his or her annual leave to another employee in need of such leave due to a family or medical emergency, a lengthy illness or injuries as follows:

A. Definitions.

1. Annual leave is defined as vacation leave only and does not include sick leave, compensatory time or any other accumulated paid leave time.

2. Accrued paid leave includes vacation, sick leave, compensatory time or any other accumulated paid leave time.

B. Policy.

1. The employee shall have exhausted all accrued paid leave before becoming eligible to receive any transferred annual leave.

2. The maximum number of annual leave days allowed to be transferred shall be thirty (30) working days within a twelve (12) month period.

3. All requests for transfer of annual leave shall be submitted on a Voluntary Transfer of Annual Leave Request Form available from the personnel office to the Board of Franklin County Commissioners and shall include the amount of annual leave to be transferred, the names and departments of the employees requesting and receiving the transfer, a statement that all accrued paid leave has been exhausted and the signature of the Department Head or Elected Official.

4. After written approval of the Board of Commissioners, the request shall be submitted to the Franklin County Auditor's office for processing.

5. Each Department Head or Elected Official shall be responsible for monitoring the use of the transferred leave and notifying the Payroll Department when the need for use of the leave ceases.

6. The Payroll Department shall be responsible for keeping written documentation, using the Voluntary Transfer of Annual Leave Request Forms to transfer leave when needed, and notify the Department Head or Elected Official of when the transferred leave is exhausted.

7. In the event the leave is no longer needed, or upon cessation of employment with the County by the employee, any and all remaining leave shall be returned, in equal portions if applicable, to the employee or employees who transferred the leave.

ARTICLE 23 – SAVINGS CLAUSE

All expenditures and obligations imposed hereunder must meet requirements of Washington law. This agreement shall in all respects, wherever the same may be applicable herein, be subject and subordinate to the ordinances of the County regulations within its statutory jurisdiction, and shall further be subject and subordinate to the statutes of the State of Washington. 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 for the invalidated Article, Section or portion thereof.

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The Honorable Board of Franklin County Commissioners met on the above date. Present for the meeting were Bob Koch, Chair Pro Tem; Frank H. Brock, Member; Fred Bowen, County Administrator; and Mary Withers, Clerk to the Board. Neva J. Corkrum, Chairman, was absent on personal business.

OFFICE BUSINESS

Human Resources Director Rosie H. Rumsey met with the Board.

Union Contracts

Ms. Rumsey reviewed proposed union contract with the Board for Public Works Road Department employees.

Motion – Mr. Brock: I move for approval of Resolution 2006-132 as specified. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 1)

HUMAN SERVICES (HS)

HS Director Dave Hopper, HS employee Juel Chavez, Dave Cush (Washington State Regional Director), John Peloquin (Vice President of Operations for CRC Health) and Sharel Rogers (Professional Business Development for CRC Health) met with the Board.

Methadone Treatment Program

Mr. Hopper told the Board there is a possibility that a methadone treatment program will be sited somewhere in Benton or Franklin Counties. The state DASA department has determined there is enough need for one program in the area.

Mr. Peloquin explained the process that will be followed and what CRC Health would do. Ms. Rogers gave the Board a handout to review.

Mr. Peloquin answered the Board's questions about methamphetamine and heroin use and also told the Board about problems with prescription drugs.

In answer to Mr. Koch's question, Mr. Peloquin said the facility would be an outpatient clinic.

Mr. Brock asked how many people are treated. Mr. Cush said we treat 925 patients in Washington. Mr. Hopper said each site is limited by law to treating 350 patients.

Mr. Brock asked how do privacy laws affect you? Mr. Peloquin said we can't share any information about any patient. We are a medical facility. We are held to the same boundaries. The accrediting body for substance abuse has an acronym of CARF. It sets the standards.

Mr. Brock asked if people come to you on a voluntary basis. Mr. Peloquin said yes. Mr. Brock asked how long a normal treatment would be. Mr. Peloquin said it's so specialized that each situation can be different.

Ms. Rogers said she will be seeking recommendations for people who would serve on an advisory council. She answered Mr. Brock's question, saying treatment is daily initially, then followed by individual treatment plans so some person may not need to come every day.

Mr. Peloquin said we will send a letter declaring our intent to work with you.

Mr. Brock asked about the source of the basic funding. Ms. Rogers said the funding is from private funds and private insurance. Our corporation is also prepared to apply for DASA funding. She said we look at all patients in the area and the need to service them.

PROSECUTOR

Chief Civil Deputy Prosecutor Ryan Verhulp met with the Board. Present in audience: Troy Woody.

Civil Service Commission

The Civil Service Commission issued a ruling upholding the Sheriff's termination of a Corrections Department employee. The employee has the right to appeal the commission's ruling within 30 days to Superior Court.

Executive Session at 9:50 a.m. regarding potential litigation expected to last less than five minutes.

Open Session at 9:53 a.m. No decisions were made.

TRAC

TRAC Manager Troy Woody met with the Board.

Capital Budget items

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Mr. Woody reviewed a list of capital budget items he would like to have done at TRAC. At this time, he has left out the heaters, awnings, and some miscellaneous projects. From a customer perspective, the customer will walk in and see black ceiling and carpet.

Mr. Woody has reviewed previous purchases of food and beverage equipment. He said the equipment he is asking for is needed to serve banquets of 500 people. TRAC has enough kitchen facilities and equipment to prepare a dinner for 500 to 800 now. The problem is lack of storage after the food is prepared. The equipment he is requesting is portable carts and a small walk-in refrigerator.

Mr. Koch asked if there would be any benefit to put a walk-in cooler in while the storage building is being built. Mr. Woody said the walk-in cooler is a kit, probably about 12 x 15 feet. He expects the cost would be $5000 to $6000.

Mr. Koch told Mr. Woody that an auctioneer told him the surplus heaters at TRAC are probably not going to bring much at an auction. Mr. Woody said they are 400,000 btu units, the biggest unit in the company's line. Mr. Koch said it would be best to get a new, smaller unit for the storage shed. Mr. Woody said if the heating units are removed, the vents would be left in place and the area would be capped, insulated and plugged. He anticipates it would cost $6000. Mr. Koch suggested while the manlifts are in the Expo Hall to do painting, at least several of the heating units could be removed to see what the market is for them.

Mr. Bowen asked the Board if Mr. Woody can move forward to do the work. The Board has already approved barn roofs and power drops. The Board said it is important to stay within the available revenue.

Motion – Mr. Brock: I move approval to move forward on the remaining items: ceiling paint, carpet installing, designer fees, food and beverage equipment, and allowing a contingency amount, for a total equaling $319,485. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 2)

Mr. Woody said the additional items just approved are in addition to the barn roofs and power drop. The Board agreed.

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TRAC improvements bond

Mr. Bowen gave the Board paperwork prepared by Martin Nelson and Company regarding bonding capacity. The Board can comfortably go out for $2 million general obligation bonds. The bonding funds would be used in part to upgrade the rodeo arena. Mr. Brock said the arena seating needs to be addressed. He thinks we need to get some idea of what it will cost and go from there. Mr. Bowen said an architectural firm will need to be hired. He expects the cost will be about $100,000 but is unsure. Mr. Koch said he would like to have a designer architectural firm come in to do the whole plan. Mr. Woody agreed. Mr. Bowen said the most recent study was done in about 2002.

Mr. Bowen's personal opinion is to gut the inside of the arena and start afresh. He feels the design prepared in 2002 was more of a band-aid.

Mr. Bowen will come back with a recommendation for financing the architectural work. Mr. Woody said the anticipated cost for the work is $3 million. Mr. Bowen said the additional funding would have to come from another source, such as land sale proceeds.

Mr. Koch said the architects should not limit the footprint to the existing size. They can envision that the building might need to expand another 30 feet.

The arena in Redmond, Oregon, has concession stands above bleacher seating. Mr. Woody said that is very common now.

A suggestion was made that it may be possible to add a concession area above the seating by knocking out a portion of the wall without removing the wall.

Mr. Bowen said the county's bonding attorney told him that regulations for spending the bonded money have changed. It has to be approved by the state auditor. The Franklin County Economic Development Plan will be updated to include TRAC.

Executive Session at 10:18 a.m. regarding contract negotiations expected to last five minutes.

Open Session at 10:21 a.m.

TRAC Events

Mr. Woody gave the Board a list of the events scheduled at TRAC for the month.

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Web Site Development: on-line ticketing

Two sponsors have given verbal approval that they will basically pay for web site development. One component of the project is work with three different companies to have them handle an on-line ticket purchase system at no cost to TRAC. Eventually Mr. Woody hopes to have TRAC itself do the on-line ticketing.

Recessed at 10:24 a.m.

Reconvened at 10:31 a.m.

PUBLIC WORKS

Engineer Tim Fife met with the Board.

Invitation to Bid: CRP 582/Dilling Lane Bridge

Mr. Fife said the bridge may not get built this summer but at least it will be ready to go. The bids throughout the state have been coming in high. The cost of the project is supposed to be paid by the state or Federal government at 100%.

Motion – Mr. Brock: I move for approval to go out for bids on CRP 582/Dilling Lane Bridge and bids to be presented until 9:30 a.m. Wednesday, March 29, 2006, at the Commissioners Annex, Pasco. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 3)

Cell Phone Agreement for Dennis Johnston, Connell Road Supervisor

Mr. Fife asked for approval of a cell phone agreement.

Motion – Mr. Brock: I move the approval of Resolution 2006-134 in regard to Dennis Johnston's personal cell phone for county business. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 4)

Gravel Priority Array List

The Board reviewed a revised Gravel Priority Array List.

The Board asked to have Palouse Falls Road taken off the list because no one lives on the road and Ringold River Road taken off the list because the cost is expected to be very high. Mr. Fife reminded the Board that the criteria includes wording that if the projects are very expensive, they will be bypassed. He said the Fir Road West project is not included in the first priorities because it will require a new route.

Mr. Fife answered Mr. Koch's questions about Access Road. He said the property for the road was assigned by prescriptive right. There are no recorded right-of-way documents. He said when we pave roads, we're going to try to minimize the impacts. Mr. Koch said a lot of the ground is not used now. Mr. Fife thinks the road is where it is because of state right-of-way on the parallel state highway and that right-of-way has to be honored.

Mr. Brock asked about the Murphy Road project from Pasco-Kahlotus Highway to Page Wye. Mr. Fife said Page Wye is a road name. The road becomes Page Road after that. Mr. Brock asked if Murphy Road is heavily traveled. Mr. Fife said yes, it is one of the primary routes to an orchard. Page Road goes through the orchard. The whole loop will be done. Mr. Brock said he knows why the road is on the list. However, he feels the people that put orchards in knowingly planted orchards on a gravel road. Mr. Fife said we allow additional points for orchards on the priority array criteria. Mr. Brock said he knows they need it but he questions those roads rating higher. Anyone who comes in and plants the crops knew the conditions so they accepted the risk when they planted.

AUDITOR

Auditor Zona Lenhart met with the Board.

Dedication

Ms. Lenhart has started work with a committee to prepare for the rededication of the courthouse including the invitation, time capsule and program. Governor Christine Gregoire will not be available to attend the dedication if it is held during the first two weeks of May because she will be on a trade mission. There was discussion about contacting the Secretary of State, lieutenant governor or state legislators from our area.

Mr. Koch suggested Supreme Court Justice Gerry Alexander be asked. Justice Alexander served on the committee that allocated funding for the courthouse restoration grant and already plans to attend. He worked in the courthouse as a lawyer at one time.

Spence Jilek will be asked to be the Master of Ceremonies. He served as chairman of the citizen's committee.

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COUNTY ADMINISTRATOR

County Administrator Fred Bowen met with the Board.

Office Renovation: Public Safety Building, Health Department and Work Release

The Board reviewed cost estimates for renovation work totaling $1,174,279.00. Mr. Bowen would recommend not doing any of the work until the county receives the $2.7 million courthouse restoration grant from the state. Mr. Brock would favor doing the Public Safety Building roof and painting the Public Safety Building and Jail first. Mr. Bowen said the cameras are also needed. The estimate is $300,000 to renovate the Health Department area, estimated at about $100 per square foot for the work including the entire remodel, new roof and heating. It will require pretty much total renovation of the building. The figures do not include removing the portable Health Department building or parking lot work. Mr. Brock said the portable unit needs to be removed. He wants to get a cost figure for that work. Mr. Bowen said Public Works will be providing a figure for parking.

Mr. Bowen is in favor of removing both portable units that are currently being used for courtrooms. The decision will not be necessary for awhile.

Grand Old 4th

Mad Science is a theatrical performance for kids. The particular show that will be used at Grand Old 4th is about farming called Funky Farmworks. They will do five half-hour shows a day in the Kid Zone.

Motion – Mr. Brock: I move for the approval of Resolution 2006-135 as specified. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 5)

MINUTES

Motion – Mr. Brock: I move approval of the minutes of February 27, 2006. Second by Mr. Koch. 2:0 vote in favor.

HUMAN RESOURCES (HR)

HR Director Rosie H. Rumsey met with the Board.

Union Contracts (continuing)

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Ms. Rumsey and Mr. Bowen reviewed the proposed union contract for the Courthouse union with the Board.

Motion – Mr. Brock: I move for approval of Resolution 2006-131, 2006-2008 Collective Bargaining Agreement between Franklin County Local 874-CH and the American Federation of State, County and Municipal Employees, AFL-CIO, and the Washington State Council of County and City Employees as specified. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 6)

Ms. Rumsey and Mr. Bowen reviewed the proposed union contract for the Appraisers union with the Board.

Motion – Mr. Brock: I move for the approval of Resolution 2006-133 which is the Collective Bargaining Agreement by and between the Franklin County Commissioners and Local 2658-F (Appraisers), of American Federation of State, County and Municipal Employees, AFSCME. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 7)

2006 Cost of Living Adjustment for Elected Officials/Department Heads

Mr. Bowen asked the Board to rescind Resolution 2005-546 and adopt a new resolution changing to a 2.69% COLA.

Motion - Mr. Brock: I move for the approval of Resolution 2006-136 as specified. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 8)

OFFICE BUSINESS

Secretary Patricia Shults met with the Board.

Consent Agenda

Motion - Mr. Brock: I move for approval of the consent agenda as follows:

1. Approval of *Voluntary Transfer of Annual Leave Request* as per Resolution 2001-246 for Jennifer Wagner (Maintenance), allowing John Gessel (Maintenance) to transfer 8 hours. (Exhibit 9)

2. Approval of **Resolution 2006-137** for the amendment to the agreement for providing substance abuse services between the Division of Alcohol and Substance Abuse and Benton and Franklin Counties' Department of Human Services, #0363-26858-06, adding $16,500 to the original agreement, effective June 1, 2005 through June 30, 2005. (Exhibit 10)

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Second by Mr. Koch. 2:0 vote in favor.

Vouchers/Warrants

Motion – Mr. Brock: I move for the approval of vouchers as listed: Current Expense warrants 49667 through 49686 for $17,937.62; Grand Old 4th warrants 88 through 92 for $5319.65; Courthouse Renovation Fund warrant 374 for $2125.00; and Auditor O&M warrant 362 for $120.00; for a total amount of $25,502.27. Second by Mr. Koch. 2:0 vote in favor. (Exhibit 11)

Recessed at 11:43 a.m.

Reconvened at 1:30 p.m. in a workshop session with Scott Cave.

Adjourned at 2:45 p.m.

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FRANKLIN COUNTY
Commissioners' Proceeding for March 1, 2006

There being no further business, the Franklin County Board of Commissioners meeting was adjourned until March 13, 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT

Chairman

Chairman Pro Tem

Member

Attest:

Clerk to the Board

Approved and signed March 15, 2006.

FRANKLIN COUNTY RESOLUTION NO. 2006-132

BEFORE THE BOARD OF COUNTY COMMISSIONERS, FRANKLIN COUNTY, WASHINGTON

RE: 2006 - 2008 COLLECTIVE BARGAINING AGREEMENT BETWEEN FRANKLIN COUNTY AND LOCAL 874, COUNCIL 2 (PUBLIC WORKS) OF AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

WHEREAS, pursuant to RCW 36.01.010 and RCW 36.32.120 the legislative authority of each county is authorized to enter into contracts on behalf of the county and have the care of county property and management of county funds and business; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and desires to enter into the attached agreement as being in the best interest of Franklin County;

NOW, THEREFORE, BE IT RESOLVED that the Franklin County Board of Commissioners hereby approves the attached 2006 - 2008 Collective Bargaining Agreement between Franklin County and Local 874, Council 2 of American Federation of State, County and Municipal Employees, AFL-CIO.

APPROVED this 1st day of March 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT
Neva J. Corkrum, Chairman

Robert E. Koch, Chairman Pro-Tem

Attest:

Clerk to the Board

Frank H. Brock, Member

Originals: Auditor
Minutes
Union

cc: Prosecutor
Public Works
Human Resources

O:\Resol-2006\Agreement Local 874 (Public Works).doc

AGREEMENT

By and Between

FRANKLIN COUNTY, WASHINGTON

and

LOCAL 874, COUNCIL 2

OF THE

AMERICAN FEDERATION OF STATE, COUNTY

AND MUNICIPAL EMPLOYEES, AFL-CIO

Covering

January 1, 2006 through December 31, 2008

For The

FRANKLIN COUNTY HIGHWAY DEPARTMENT

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PREAMBLE

This Agreement is made in conformity with Washington State Statutory provisions, by and between the Board of County Commissioners of Franklin County, hereinafter referred to as the County, and Local 874, American Federation of State, County and Municipal Employees, and the Washington State Council of County and City Employees, Council 2, hereinafter referred to as the Union.

ARTICLE 1 – RECOGNITION

1.1 Scope of Unit. The County recognizes the Union as the exclusive bargaining representative for all full-time and regular part-time employees of the Highway Department and Equipment Rental and Revolving Fund Division, excluding the County Engineer, Assistant County Engineer, Design Engineer, County Road Superintendent, Road Supervisor, Shop Supervisor, Accountant and County Engineer's Secretary, excluding confidential employees.

1.2 Binding Effect of Agreement. Agreements reached between the parties to this Agreement shall become effective only when signed by the President of Local 874 and the Representative of Washington State Council 2 and the Franklin County Board of Commissioners and the County's labor counsel.

1.3 Notice. Copies of correspondence and notifications when required by this Agreement will be provided to the President of Local 874 and the County Engineer, unless otherwise specified in this Agreement.

ARTICLE 2 – DEFINITIONS

2.1 Regular Employee. An employee, hired on a full-time basis in a regular position, who has successfully completed a probationary period.

2.2 Regular Part-Time Employee. An employee, hired to fill a regular part-time position, who regularly works less than forty (40) hours per week, but not less than eighty (80) hours per month and has successfully completed a probationary period.

2.3 Probationary Period. All full and regular part-time employees shall serve a probationary period of six (6) months uninterrupted by any type of unapproved service break, during which time they will be termed probationary employees. The probationary period may be extended an additional period of time up to six (6) months by mutual agreement of the parties.

2.4 Probationary Employee. An employee, hired as regular part-time or regular full-time employee, who has completed less than six (6) months of uninterrupted service with the County unless the probationary period is extended. Probationary extension does not affect benefit eligibility except as provided in this Section. Such employees shall be entitled to written notice specifying reasons for discipline or discharge, but shall not have recourse to the grievance procedure in regard to seniority, discipline or lay-off. During the probationary period, a new employee:

a. will not be entitled to seniority or vacation;

b. may be laid off or terminated for any reason; and

c. will be evaluated by supervisor during probation.

2.5 Temporary Employees. An employee hired for a specific period of time, not to exceed six (6) months. Temporary employees shall be paid on an hourly basis and shall be eligible for overtime pay. Temporary employees shall not receive sick leave, annual leave, holiday pay and/or medical insurance. Temporary employees shall have no recourse nor access to the use of the grievance procedure with respect to seniority, discipline or layoff. Temporary employees shall not be utilized in a manner that results in reducing a full-time and regular part-time employee's regular hours of employment.

Temporary employees have no rights under this agreement and shall not be required to join the Union until the completion of a consecutive six (6) full months of service. Employees who have worked more than a continuous ninety (90) day period in the same position, and who are hired to fill that same regular full-time position within one (1) year of their termination, shall have the temporary time in that position added to their length of service.

Any extension of employment beyond six (6) months as a temporary employee must be approved by the Union.

2.6 Irregular Part-time Employees. This definition applies to students hired during the school year who regularly work less than twenty (20) hours per week, and not more than eighty (80) hours per month. Irregular part-time employees shall be paid on an hourly basis and shall not receive sick leave, annual leave, holiday pay and/or medical insurance. Such employees shall have no recourse nor access to the use of the grievance procedure with respect to seniority, discipline or layoff. Such employees shall not be utilized in a manner that results in reducing a full-time and regular part-time employee's regular hours of employment. Irregular part-time employees have no rights under the agreement and shall not be required to join the Union. Such employees may apply for temporary positions when they become available. Such employees may be converted to temporary employee status when working full-time during the summer months.

ARTICLE 3 – LABOR MANAGEMENT COMMITTEE

3.1 Purpose. The purpose of this Agreement is to ensure collective bargaining between the parties in order to promote and ensure harmonious relations, cooperation, and understanding between the County and its employees.

3.2 Composition. In order to accomplish these goals, a Labor Management Committee shall be established consisting of up to four (4) Union members chosen by the Union and up to four (4) Management members as chosen by the County.

3.3 Meetings. The Labor Management Committee shall schedule meetings at mutually agreeable times, but not later than fifteen (15) working days from the date of a request for a meeting by a party to this Agreement. Requests shall be in writing and contain the item(s) or topic(s) at issue.

3.4 Disposition of Issues. Disposition of matters covered in the Labor Management Committee meeting shall not contradict, add to, or otherwise modify the terms and conditions of the contract between the County and the Union but shall approach the matter(s) at issue with a problem-solving effort.

ARTICLE 4 – MANAGEMENT RIGHTS

The Union recognizes the prerogatives of the County to determine how to provide public services and operate and manage its affairs in all lawful respects. All matters not expressly restricted by the language of this Agreement shall be administered for the duration of this Agreement by the County as the County periodically may determine. The County's prerogatives include, but are not limited to the following matters:

a. The right to establish any and all lawful work rules and procedures, and the right to determine job functions and job duties, qualifications, and fitness for duty.

b. The right to schedule any and all work and overtime work, and any and all methods and processes by which work is performed and services are provided, in a manner most advantageous to the County and consistent with the public interest. The County shall have the right to contract out work which has been previously contracted out or work which the County Engineer determines cannot be performed by the Road Department because of insufficient expertise, equipment, manpower and/or experimental projects, or other reason determined in accordance with operational priorities of the County, or considerations of cost or efficiency. The parties agree that there will be no displacement of current employees as a direct result of a subcontracting action.

c. The right to hire, transfer, layoff and promote employees as deemed necessary by the County.

d. The right to discipline an employee as provided in the disciplinary Article of this Agreement.

e. The right to make any and all determinations as to the size and composition of the work force and the right to make assignments of employees to work locations, jobs and projects, and shifts.

f. The right to assign incidental duties connected with operations, not necessarily enumerated in job descriptions; and such duties shall nevertheless be performed by employees when requested to do so by the County.

g. The right to take whatever actions the County deems necessary to provide services in an emergency. The County shall be the sole determiner as to the existence of an emergency and any and all actions necessary to implement service during said emergency.

ARTICLE 5 – EMPLOYEE RIGHTS

5.1 Inspection of Records. An employee shall have the right, upon request, to inspect his/her personnel file at reasonable times upon request. No material referring to the employee's job competence or conduct shall be placed in the file without

the employee's knowledge and the opportunity to attach his/her comments. A copy of any entry pertaining to job competence or conduct will be given to the employee.

5.2 Union Representation. During any appeal of disciplinary action and at steps of the grievance procedure, an employee may be accompanied by a Union representative of the Employee's choice.

5.3 Notice of Work Rules. When existing work rules, policies or procedures are changed or new rules or procedures established, employees whose work assignment is affected shall be notified by their supervisor and the changed or new rule or procedure shall be posted on appropriate bulletin boards.

ARTICLE 6 – MEMBERSHIP

6.1 Dues Check Off. The County will provide for payroll deduction of Union fees upon written authorization by the employee. Payroll deduction authorization cards must be received by the County Road Department by the fifteenth (15th) day of the month to be recognized as effective for the subsequent month. The County shall deduct from the mid-month paycheck the amount of dues and initiation fees as certified by the Union and transmit to the designated officer of the Union the total amount deducted.

6.2 Fair Share and Religious Objections. It shall be a condition of employment that all employees designated under this Agreement as Union members shall continue to be members of the Union and remain members in good standing. Those who are not members on the effective date of this Agreement shall, by the 31st day following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all members of the Union hired on or after the effective date shall on the 31st day following the beginning of such employment become and remain members in good standing in the Union; PROVIDED THAT, if a public employee is a member of a church or religious body whose bona fide religious tenants or teachings forbid said public employee to be a member of a labor union, such public employee shall pay an amount of money equivalent to the regular Union dues and initiation fees to a non-religious charity or to another charitable organization mutually agreed upon by the employee and the Union. The County shall furnish written proof to the Union that such payment has been made. If the employee and the Union do not reach an agreement on the choice of the non-religious charity to whom the Union dues and initiation fees are to be paid, the Washington State Public Employees Relations Commission shall designate the charitable organization.

6.3 Union Shop. Any employee failing to comply with this Article will be terminated upon two weeks' notice to the County and the employee by the Union.

6.4 Indemnification. The Union shall 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, for any relief sought, where liability arises from the sole application of this Article. In the event that any part of Article 6 shall be declared invalid or that all or any portion of the monthly service fee must be refunded to any non-member, the Union and its members shall be solely responsible for such reimbursement.

ARTICLE 7 – CONDITIONS AND DURATION OF AGREEMENT

This agreement shall be effective when ratified, and shall remain in effect until December 31, 2008. Wage adjustments shall be retroactive to January 1, 2006, and amounts determined due to active employees shall be computed and paid by the County within 45 days following ratification of this Agreement.

ARTICLE 8 – NEGOTIATIONS

The parties will reopen bargaining subsequent to June 1 of the year this Agreement expires, and shall schedule bargaining for the successor agreement at mutually agreeable times with a goal to complete the bargaining process prior to the end of the calendar year, and if possible, in advance of the time the County begins to finalize its budget in October and November. Exceptions and extensions may be made by mutual agreement.

ARTICLE 9 – DISCIPLINE

9.1 Cause. The County may impose discipline for just cause.

9.2 Forms of Discipline. The disciplinary actions which the County may take against an employee include the following:

a. Oral reprimand;
b. Written reprimand;
c. Suspension without pay;
d. Demotion with a reduction in pay as specified by the County as part of the discipline;
e. Reduction of pay for a term in lieu of suspension;
f. Discharge.

9.3 Notification of Employee. When the County intends to suspend without pay, demote or discharge an employee for cause, the County shall make available the specified charges and proposed discipline in writing at least one (1) calendar day prior to the effective date of the action together with a description of the facts on which the proposed discipline is based and a statement concerning the range of discipline under consideration.

Prior to imposing a suspension without pay, demotion or discharge, the employee shall have the opportunity to refute the charges, correct any misunderstanding of fact, and address the appropriate level of discipline.

9.4 Notification to Union. Copies of reprimands and other disciplinary actions shall be forwarded to the Council 2 representative on the same day they are issued to the employee.

9.5 Time Limits. *The time limitations relating to notification of* disciplinary action are only for employee notification purposes and shall not affect the validity or disciplinary action taken by the County. In other words, if the County does not provide notification in strict adherence to the notification times expressed in subsections hereinabove, this failure shall not affect the validity or effectiveness of any type of disciplinary action against an employee.

9.6 Records of Discipline and Personnel Files. References to disciplinary actions in personnel file shall remain in the file in accordance with the following provisions:

a. Written reprimand shall remain in the personnel file for a period of twenty-four (24) months; provided, however, if discipline occurs within that twenty-four (24) month period, then and in that event, prior disciplinary documentation shall remain in the personnel file for a twenty-four (24) month period from the date of the last discipline to occur.

b. Other records enumerated in Article 9.2 (i.e., suspension, demotion, reduction in pay, discharge) may remain in the personnel file until and unless the County determines the record is no longer relevant or timely upon application by an Employee.

ARTICLE 10 – GRIEVANCE PROCEDURE

10.1 Adjudication. The parties hereto recognize the need for fairness and justice in the adjudication of grievances and enter into this Agreement in a cooperative spirit to adjust such actions promptly and fairly at the lowest level possible. If, however, a grievance cannot be resolved through normal means, the grievance will be settled as hereinafter provided.

10.2 Grievance Defined. A grievance is defined as a dispute involving the interpretation, application or alleged violation of any provision of this Agreement.

10.3 Presentation. A grievance may be presented by the affected employee or the Union. No grievance shall be valid unless a grievance is submitted at Step 1 within ten (10) working days from its occurrence or the date when the employee knew or should have known of the occurrence. If a grievance is not presented within ten (10) working days from its occurrence or the date when the employee knew or should have known of the occurrence, the grievance shall be waived and forever lost. An employee or Union grievance not responded to timely shall be advanced to the next step. Grievances may be heard at any time where practical and feasible.

10.4 Time Limits. The time limitations provided for are essential to the prompt and orderly resolution of any grievance. The parties will abide by the time limitations, unless an extension of time is mutually agreed to in writing. The County and the employee or the Union may extend the time limits by mutual agreement in writing.

10.5 Procedure. The grievance procedure shall be as follows:

Step 1: The grievance shall be presented in written form to the employee's immediate supervisor within ten (10) working days from its occurrence or the date when the Employee knew or should have known of the occurrence. The immediate supervisor shall respond in writing within ten (10) working days after receiving the grievance.

Step 2: Conciliation. If the grievance has not been resolved at Step 1, in accordance with the conditions set forth hereinabove, the

aggrieved employee, the Union, the County Engineer or designee may refer the dispute to conciliation proceedings.

The aggrieved employee, the Union and the County Engineer or designee will meet to discuss and attempt to resolve the issue within ten (10) working days after notification. Both parties may or may not be represented. If the matter cannot be resolved at the conciliation step, then the matter may be referred to the next step. The discussions or proposals shall not be admissible in any arbitration or other proceeding. At the close of conciliation, the County Engineer shall reduce to writing the decision or concessions agreed upon in the form of a conciliation report.

Step 3: If the grievance is not resolved to the satisfaction of the parties at Step 2, then within ten (10) working days of the issuance of the conciliation report, the grievance, response and report shall be presented to the Board of County Commissioners. The parties shall arrange a meeting between the aggrieved employee, the Union Representative, the County Engineer and the Board and County Representative within ten (10) working days for resolution of the issue. The Board of County Commissioners shall issue findings in writing within ten (10) working days of the grievance meeting.

Step 4:

a. Final and Binding Arbitration. If the grievance is presented and not resolved at Step 3, the Union may refer the dispute to final and binding arbitration.

b. Notice - Time Limitation. The Union shall notify the County in writing by certified mail of submission to arbitration within ten (10) working days after receipt of the Board's findings.

c. Arbitrator - Selection. After timely notice, the parties shall establish who the arbitrator will be in the following manner:

   (i) The parties shall request that the Public Employment Relations Commission (PERC) submit a list of thirteen (13) names from the PERC register. If the parties cannot mutually agree on an arbitrator from the list of thirteen (13), the parties shall flip a coin. The parties shall alternately strike names. The remaining name shall be the arbitrator.

d. Decision - Time Limit: The arbitrator will hear the matter at the earliest possible date. After completion of the hearing, a decision shall be entered within thirty (30) calendar days, unless an extension of time is agreed upon.

e. Limitations, Scope and Power of Arbitrator:

(i) The arbitrator shall not have the authority to add to, subtract from, alter, change or modify the provisions of this Agreement.

(ii) The power of the arbitrator shall be limited to interpretation of or application of the terms of this Agreement or to determine whether there has been a violation of the terms of this Agreement by the County.

(iii) The arbitrator shall consider and decide only the issue raised at Step 1 or Step 2, as determined by the step where the grievance was first initiated. The arbitrator shall not have the authority to consider additions, variations and/or subsequent grievances beyond the grievance submitted at Step 1 or Step 2.

(iv) In conducting the hearing, the arbitrator shall have the power to administer oaths, issue subpoenas, receive relevant evidence, compel the production of books and papers relevant to the hearing, and question witnesses.

f. Arbitration Award - Damages - Expenses:

(i) Arbitration awards shall not be extended beyond the date of the occurrence upon which the grievance is based, that date being ten (10) working days or less prior to the initial filing of the grievance.

(ii) The arbitrator may retain jurisdiction of the grievance until such time as the award has been complied with in full.

(iii) The arbitrator shall have no authority to award punitive damages.

(iv) In the event that either party determines that the arbitration award was made beyond the jurisdiction of the arbitrator or that the arbitration award was clearly erroneous or that said arbitration award was arbitrary, capricious and unreasonable in light of the evidence presented, then such party shall declare the basis for its decision not to comply with the arbitration award and the parties thereafter are free to pursue available remedies in the Superior Court.

(v) Each party hereto shall pay expenses and costs it incurs as associated with the presentations of their case. The cost of the arbitrator shall be shared equally by the parties. In connection with grievance and arbitration pursuant to Article 7, the County and

the Union shall each be responsible for its own attorneys' fees; the County and the Union expressly waive any right to recover attorneys' fees pursuant to RCW 49.48.030 or any other statutory provision. Further, expenses for arbitrator's services in the proceedings shall be borne equally by the County and the Union. However, each party shall be responsible for any other expenses incurred.

(vi) If the parties agree in advance, or if both parties decide to obtain a transcript, then the expense of the court reporter and transcript shall be shared equally.

ARTICLE 11 – NO STRIKE - NO LOCKOUT

11.1 Strikes, Stoppages and Slowdowns. The County and the Union agree that the public interest requires the efficient and uninterrupted performance of all County services. To this end both pledge their best efforts to avoid or eliminate any conduct contrary to this objective: Neither the Union nor the employees shall cause, condone or participate in any strike or work stoppage, slow down or other interference with County functions by employees of the County, and should same occur, the Union agrees to take appropriate steps to end such interference immediately. County employees who engage in any of the above-referenced activities shall not be entitled to any pay and/or benefits during the period in which he/she is engaged in such activity. Employees who engage in any of the foregoing actions shall be subject to disciplinary action as determined by the County.

11.2 Lockouts. The County agrees that there will be no lockouts during the term of this Agreement.

ARTICLE 12 – SENIORITY

12.1 Defined. Seniority means an employee's length of continuous service within the bargaining unit.

12.2 Seniority Accrual. New employees shall be added to the seniority list six (6) consecutive months after their date of hire. All employees will be classified as regular employees upon completion of their probationary period.

12.3 Loss of Seniority. An employee's continuous service record shall be broken by voluntary resignation, layoff for a period of twelve (12) consecutive months, discharge for just cause, or retirement. However, if an employee returns to work in a regular employee capacity within twelve (12) months, there will be no break in seniority except for the time the employee was not working which will not count as part of continuous service for any purpose. Seniority shall not be earned during an unpaid leave of absence; however, an approved leave of absence shall not constitute a breach in service or cause a forfeiture of seniority.

12.4 List. A bargaining unit seniority list shall be established and attached to this Agreement as Appendix "C".

ARTICLE 13 – UNION ACTIVITIES

13.1 Union Business. No Union member or officer shall conduct any Union business on County premises unless authorized by the County.

13.2 Stewards. The County agrees to recognize a shop steward in each division inclusive of Pasco, Main Office, Connell and the shop to represent the employees of the bargaining unit. The Union is to provide a list of all shop stewards and is to keep the list current.

13.3 Bulletin Board. The County will provide a bulletin board for Union use in the Pasco Shop, Connell Shop and the Engineer's Office. No materials shall be posted except notices of meetings and elections, results of elections, changes in Union By-laws, notices of employee occasions and similar Union notices. All material shall be signed by an officer of the Union. The Union will limit the posting of any material on the County premises to its bulletin board. The County may request, and the Union shall remove, all materials that do not conform to this section.

13.4 Access. The County agrees to allow one (1) duly authorized representative of the Union to have access to the County's premises for the purpose of adjusting grievances, provided that such representatives obtain advance permission from the County notifies the County of the reason for the representatives presence and does not interfere with normal operations.

13.5 Negotiations. The County will allow up to three (3) members of the Union to attend collective bargaining sessions and labor management meetings with the County without loss of pay.

ARTICLE 14 – LAYOFF AND RECALL

14.1 Layoff. The County may determine when layoffs are necessary. The County may lay off employees when such action is determined to be necessary by reason of lack of work, lack of funds, and/or reorganization of the department.

14.2 Designation of Positions for Layoff and Bumping. When it is necessary to reduce the work force, the County shall determine the number of employees by classification. The Union's representative and the Local President will be notified of the number of employees and classifications designated for reduction as soon as practical. Employees will be laid off in the following order giving appropriate consideration to the employee's qualifications, ability, experience and seniority:

a. Summer Help;

b. Temporary Employees;

c. Probationary Employees except when said employees are in unique classifications as determined by the County;

d. Employees in regular positions may be laid off. An employee who is laid off by reduction in the work force shall have the right to bump to their last previously held job classification or a position in a lower classification for which the employee is qualified as determined by the County in

order to displace an employee with less bargaining unit seniority. In order to bump to a position, an employee must be capable of performing the work as determined by the County. The employees who remain must have the necessary ability and qualifications to perform all of the work required by the County. A bumping employee shall maintain seniority. An employee "bumped" must be the least senior in the classification, and shall have the right to also bump in compliance with the preceding procedure. Employees affected by layoff who bump to a lower classification will be placed at the step in the lower pay scale which is closest to and less than the employee's former rate of pay. Employees shall be provided with ten (10) working days notice of their layoff status except in the events enumerated in Article 14.1 relating to layoff determination above, as determined to exist by the County.

14.3 Recall. Employees laid off will be eligible for recall for a period of twelve (12) months. No new employee shall be hired by the County until available employees placed on layoff who have previously held the position have been offered re-employment in reverse order of layoff, provided the layoff period does not exceed twelve (12) months and that the employees keep the County advised of their current address. An offer of re-employment shall be in writing and sent by certified mail without return receipt to the employee. The employee shall have been deemed to have received an offer on the third working day after mailing to the employee's last known address in the employment records. An employee so notified must indicate his/her acceptance of re-employment within ten (10) working days from the mailing of the notice and shall be back on the job within ten (10) working days of acceptance of the offer or shall forfeit all recall rights under this Article.

ARTICLE 15 - HOURS OF WORK – OVERTIME - REST PERIODS

15.1 Work Day. The normal work hours are eight (8) or ten (10) hours with a one (1) hour unpaid uninterrupted lunch for employees in the Administration and Engineering Office, and with a one-half (1/2) hour unpaid, uninterrupted lunch for all other employees. The normal work hours will be between 7:00 a.m. to 6:00 p.m. The County may adjust the working hours of the employees for the convenience of the County and the public. Employees may request, and the County Engineer may consent to work hours starting before 7:00 a.m. or ending after 6:00 p.m.

Subject to approval from the County Engineer, the Vegetation Control Technician has the flexibility to establish his or her own hours of work outside the normal workday between 7:00 a.m. to 6:00 p.m. The workday will include an unpaid lunch period and breaks in accordance with the paragraph above.

15.2 Work Week. The normal work week, as determined by the County, may consist of five (5) eight (8) hour days or four (4) ten (10) hour days or a combination thereof, Monday through Friday.

Subject to approval from the County Engineer, the Vegetation Control Technician has the flexibility to determine days of work dependent on the time of year and workload; the

nature of this position may require a workweek to include seven (7) consecutive days, at various times of the year.

For purposes of payroll accounting and computation of hours worked in a workweek, the workweek shall begin on 12:01 a.m. Friday and end 168 hours at midnight the following Thursday.

15.3 Scheduling Work. The County may reschedule employees to work a different working day and/or a different work week inclusive of Saturdays, due to unavoidable and/or unanticipated circumstances and determined by the County, provided that said employees and Union President would be entitled to as much notice as practicable under the circumstances, but in no event less then two (2) working days notice. Rescheduled work weeks, work days, and work hours with such notice, will not constitute overtime unless it results in work in excess of forty (40) hours in any work week as adjusted.

15.4 Emergency Situations. The County may reschedule the work hours or work days for reasons of an emergency situation. The County will make a reasonable effort to provide notification to employees of an emergency situation that requires call out or cancellation of a shift. Rescheduled work hours with notification of at least one hour will not constitute overtime, unless it results in work in excess of forty (40) hours in any week. Employees required to work outside the normal hours of work or on Saturday and Sunday, without rescheduling with proper notification, will be paid for all such hours worked at one and one-half (1-1/2) times their base hourly rate.

In an emergency call back situation, the County will pay the first two call back hours at the overtime rate and schedule an emergency work shift of ten (10) hours. In addition, an employee may elect with a supervisor's approval to leave upon completion of eight (8) hours of work. In this event, the employee will be paid the first two hours worked at the overtime rate, and the subsequent six (6) hours at the regular rate.

All regular employees who are called back to work after working the scheduled work shift shall be paid a minimum of two (2) hours at one and one-half (1-1/2) times their base hourly rate.

The County shall be the sole determiner of whether or not an emergency situation exists. An emergency situation is an incident or condition such as volcanoes, nuclear danger, gas spill, epidemic or plague, snow, ice and/or flood conditions or other circumstances generally injurious to safety or health that require response and services of public works employees. In such event, the County may require all or some employees to report and/or remain on duty in order to be prepared for trouble calls or in order to perform work.

15.5 Overtime. Work in excess of forty (40) hours in any one (1) week, or the scheduled workdays of eight (8) hours or ten (10) hours in a work day, will constitute overtime and will be paid for at one and one-half (1-1/2) times the base hourly rate. Paid leave shall be considered "hours worked" for purposes of computing overtime.

The Vegetation Control Technician may request compensatory time off. Compensatory time shall be accrued at the overtime rate and taken off hour for hour; provided, however, if taking compensatory time off would interfere with normal work requirements or the providing of public services as determined by the Employer, then the overtime

shall be paid. Compensatory time may be accrued with mutual agreement of the supervisor or County Engineer and the employee, up to a maximum of one hundred sixty (160) hours. Prior written approval must be received from the supervisor or County Engineer to accrue more than one hundred sixty (160) hours. All compensatory time accrued in the twelve (12) month period prior to March 1st of each year, must be used by March 1st.

Compensatory Time Compensation: Any compensatory time not used by March 1st shall be paid to the employee. Any compensatory time accruals at the time of separation from employment shall be paid to the employee. Compensatory time may be purchased by the County at any time.

15.6 Travel Time. Normally, employees shall travel to and from the employee's regularly assigned work station and the employee's assigned job site, on the County's time in transportation furnished by the County.

15.7 Rest Periods. All employees shall be granted one (1) fifteen (15) minute rest period during each one-half (1/2) work shift. The rest periods shall be taken as near the middle of the one-half (1/2) shift as possible.

15.8 Overtime Distribution. The County will attempt to distribute overtime reasonably consistent with consideration of the employees' qualifications, availability and location. A list of overtime worked by regular employees will be posted twice a year.

15.9 Optional Work Weeks. The County may implement a work week of four (4) ten (10) hour work days for regular employees. If such a work week is implemented, it may be between February 1st and November and shall be for a minimum of eight (8) consecutive weeks; provided, however, the County may terminate this 4-10 work week period at any time in the event of an emergency beyond the County's control, after meeting with Union officials. The County shall provide two (2) weeks notice before implementing the 4-10 work week and one (1) week's notice before terminating it. Two weeks notice would not apply if both parties (the County Engineer his/her designee and the Union president) mutually agree to the change.

ARTICLE 16 – WAGES AND PAY PRACTICES

16.1 Wages. Effective January 1, 2006, the 2005 Salary Schedule will be increased by a 2.69% COLA for the year 2006 based upon 89.7% of the CPI-W-West-B/C 12 month period ending July 31 and will be attached as Addendum "A." Effective January 1, 2007, the 2006 Salary Schedule will be increased for the year 2007 by a COLA in an amount no less that 1.5% and no greater than 3.5% based upon the CPI-W-West-B/C 12 month period ending July 31 minus any employer paid medical benefit increase and to be incorporated by reference. Effective January 1, 2008, the 2007 Salary Schedule will be increased for the year 2008 by a COLA in an amount no less that 1.5% and no greater than 3.5% based upon the CPI-W-West-B/C 12 month period ending July 31 minus any employer paid medical benefit increase and to be incorporated by reference.

For years 2007 and 2008 the final percentage of the COLA amount will take into consideration medical benefit increases and/or decreases in order to achieve a desired 100% COLA. See Appendix "A-1".

Appendix "A-2" reflects employee placement in the grade and step of the Salary Schedule.

16.2 Out of Class and Training Rates. Each employee shall be paid at his regular base hourly rate for all work done except as follows:

a. Any regular employee who is capable of doing the work assigned to him in a higher classification shall receive the rate of pay of such classification that results in any increase, provided however that to qualify for this temporary upgrading the employee must be pre-qualified for the work and must assume the full duties and responsibilities of the higher classification as determined by the County Engineer and must work a minimum of two (2) hours a day in the higher classification.

b. An employee shall be considered to be pre-qualified by having successfully completed a learning period, as established by the County Engineer, on equipment with similar functions in the higher classification in a manner satisfactory to the supervisor and the County Engineer. The employee's rate of pay during the learning period shall be at his regular base hourly rate.

16.3 Clothing Allowance. Employees operating the asphalt distributor and the chip distributor will be entitled to a clothing allowance of one hundred dollars ($100) after forty (40) hours of operation.

16.4 Boot Allowance. Employees operating the asphalt distributor, layton box, paving machine and the cracksealing crew will be entitled to a boot allowance of one hundred twenty-five dollars ($125) per calendar year after forty (40) hours of operation.

16.5 Pay Plan Administration.

(1) Salary Structure.

Each grade has fourteen (14) salary steps, "1" through "14". The job description determines the grade of the specific job and the qualifications required. The salary step is determined by the specific qualifications and level of performance of the individual employee based in part on length of service together with an annual employee's progress report by the Public Works Director. The employee's progress report will be compiled on all employees as follows:

New Employees: Thirty (30) days prior to completion of probation.

Regular Employee:

a. At least annually and within

b. Thirty (30) days prior to the employee's anniversary date or step eligibility date if different.

If an employee has sufficient length of service to be eligible for a step increase, the Public Works Director will notify the Payroll Department in writing of the step increase. If a step increase is not recommended by the Public Works Director, when an employee is eligible, the employee will be advised of this decision in writing setting forth the reasons for denying the step increase. Should the employee feel this decision is unfair, the employee may follow the grievance procedure outlined in this Agreement.

When authorized by the Public Works Director the employee shall receive step increases effective the beginning of the pay period in which the anniversary date falls within.

(2) Salary Adjustments.

a. Within Grade:

(1) Regular Full-Time: Normally, a new regular full-time employee will start at Step 1. After six (6) months [six (6) months probation] of satisfactory service such employee will advance to Step 2.

Under special circumstances, and with the approval of the Board of Commissioners, the Public Works Director may start an employee at one of the higher salary steps based on qualifications and prior experience.

(2) Regular Part-Time: A new employee will start at Step 1. After the completion of six (6) months [six (6) months probation] of satisfactory service, will advance to Step 2.

(3) Temporary: Except as provided in the next paragraph, temporary employees' movement through the salary schedule shall be based upon accumulated time worked. The time accumulated to move through the salary schedule shall be equal to the time accumulated by a regular full-time employee to move through the salary schedule.

Progression to each step will be at the expiration of an additional one (1) year in each step, but only if the Public Works Director considers the employee to be performing the full range of job duties in a completely satisfactory manner. Progression may be made earlier than the service times indicated above in cases where the Public Works Director believes the employee's sustained performance is sufficiently above normal and the progression is approved by the Board of Commissioners. Employees considered for early progression shall be limited to no more than two (2) additional steps progression every year. If denied progression by the Board of Commissioners notification of such denial shall be in writing to the employee.

b. To A Higher Grade:

An employee may be promoted to a higher grade when the employee's qualifications are commensurate with the requirements of such higher grade and a vacancy exists or a new position has been created and classified. Promotions to a higher grade will be made at the salary step with a salary immediately higher than the employee's salary at the lower grade, and the employee's anniversary date shall be adjusted to reflect the effective date of the promotion.

c. Transfer:

A request for reassignment to a different position or classification where a vacancy exists and/or a new position has been created, when there is no change in pay grade. An employee transferred shall be paid at the employee's current salary step. An employee's anniversary date for movement in the pay plan will not change when a transfer occurs.

ARTICLE 17 – HOLIDAYS

17.1 Recognized Holidays. The following legal paid holidays shall be recognized:

New Year's Day	January 1
Martin Luther King Jr.	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11

Thanksgiving Day	Fourth Thursday in November
The Day After Thanksgiving	Fourth Friday in November
Christmas Day	December 25
Christmas Holiday*	
Floating Holiday**	

and any day proclaimed a legal holiday as a result of legislative action. Whenever a legal holiday falls on Saturday, the preceding Friday shall be observed as the holiday and whenever such holiday falls on Sunday, the following Monday shall be observed as the holiday.

*To be negotiated each year as to whether it will be the day before or the day after Christmas. The parties agree that the Christmas holiday shall be taken on:

December 26, 2006
December 24, 2007
December 26, 2008

**To be used or lost in the year earned, and to be scheduled off by mutual agreement of the employee and the County. An employee shall not be entitled to use the floating holiday established above until the employee has served six (6) months. Thereafter, an employee may utilize his/her floating holiday, subject to prior approval by the County by way of advance scheduling.

17.2 Holiday. Eligible employees shall receive one (1) day's pay for each of the holidays listed in the Agreement. Employees will receive no pay if any employee has been assigned to work on a holiday listed and fails to report to work except for an excused absence. Part-time employees shall be paid for the holiday in relation to the hours actually engaged on duty to the hours required for full-time service.

17.3 Holiday Work Compensable. Any work performed on a holiday listed in Article 17.1 shall be paid for at the employee's overtime rate of pay in addition to the holiday pay; provided, that there should be no pyramiding of overtime. The highest rate earned for holiday work shall be the employee's overtime rate for hours worked, plus Holiday pay for the Holiday (1.5 x employee's regular rate of pay + holiday pay). To be eligible for holiday pay, the employee must have completed thirty (30) calendar days of continuous service prior to the regular work day after the paid holiday.

When the workweek of the Vegetation Control Technician requires seven (7) day operations, the employee shall observe holidays on the actual calendar day of the holiday rather than the observed holiday addressed in § 17.1 with the exception of the floating and Christmas holiday.

17.4 Holiday Observance. Whenever the County implements a 4-10 work week and a legal holiday falls on the weekday not normally worked, the preceding work day will be observed as the holiday.

17.5 Vacation/Sick Leave Coordination. Whenever a holiday falls within a vacation period, or during a period when an employee is on sick leave, vacation or sick leave will not be charged for such holiday.

ARTICLE 18 – VACATION/ANNUAL LEAVE

18.1 Accrual. Vacation leave with full pay for regular employees shall accrue monthly at a rate in accordance with the following schedule:

Years of Service	Hours/Month	Hours/Year
1 year of service	6.667	80
1 year but less than 3 years	8.0	96
3 years but less than 5 years	9.334	112
5 years but less than 10 years	10.0	120
10 years but less than 15 years	13.334	160
15 years or more	16.667	200

Employees must work at least one-half (1/2) of a month to be eligible for accrual of Vacation. Hours worked for this purpose include vacation, sick leave, comp time and holidays. An earned vacation/annual leave day shall be consistent with vacation schedule. Annual leave may be accumulated to two hundred forty (240) hours. An employee will be credited with unused leave as earned monthly in excess of 240 hours throughout the calendar year. During January the succeeding year his leave account will be reduced to two hundred forty (240) hours. Provided, at no time may an employee be compensated or cash out more than 240 hours of annual leave for purposes of retirement or termination of employment.

18.2 Probationary Restriction. During the six (6) month probationary period no employee shall be allowed vacation leave, nor shall leave be accrued. However, upon satisfactory completion of the probationary period he shall be credited with vacation in accordance with Article 18.1 for the six (6) months probationary period.

18.2 Scheduling. The County shall determine when vacation leave shall be taken by way of advanced scheduling insofar as practicable. In the event there is a conflict as to the scheduling of vacation time, then seniority shall be taken into consideration when scheduling is made. The minimum annual leave authorized shall be one (1) hour.

18.3 Part-time Prorate. Regular part-time employees working on a regular schedule of not less than one (1) year shall be entitled to that fractional part of the vacation leave that the total number of hours of employment bears to the total number of hours required for full-time employment.

18.4 Payment Upon Termination. Upon termination of employment, all unused accrued vacation leave, to a maximum of two hundred forty (240) hours, shall be paid to the employee or his estate.

18.5 Utilization. After one (1) year of County service, all regular employees shall be required to take forty (40) consecutive hours of vacation annually. Holidays which occur during a vacation period shall be charged to holiday time. Such holiday will apply towards the forty (40) consecutive hour requirement.

18.6 Accrual Cap/VEBA Election. Annual leave may not exceed a total of two hundred forty (240) work hours as of December 31 of each year.

18.7 VEBA Election. If an employee has used at least fifty percent (50%) of the annual leave earned during the year, the employee's balance in excess of two hundred forty (240) hours may, at the employee's election, be deposited into the Employee's VEBA account to be spent in accordance with VEBA trust rules. Employees whose leave account exceeds two hundred forty (240) hours as of December 31 shall have their accrual balance reduced effective January 1 of the subsequent year by the amount equal to the excess which is forfeited or paid to VEBA. Contributions will be computed based on the employee's base wage as of December 1.

The fifty percent (50%) rule will not be enforced in any instance where vacation scheduled during the month of December is rescheduled or deferred at the County's request.

ARTICLE 19 – FAMILY MEDICAL LEAVE

19.1 FMLA Leave. The County will provide family medical leave consistent with the federal Family Medical Leave Act and state law, including leave for pregnancy disability under WAC 162-30-020 (maternity regulation).

19.2 Unpaid Leave Availability. Unpaid leave of absence for up to 12 weeks is provided to eligible employees for certain family or medical reasons. Employees eligible for leave of absence under the Family Medical Leave Act ("FMLA") must have worked for the County for 12 months or more and have at least 1,250 hours of service during the 12 months immediately preceding the leave of absence. Employees may request federal Family and Medical Leave for:

a. The addition of a child to the family through birth, adoption, or placement by foster care,

b. A serious health condition of the employee's spouse, child or parent,

c. A serious health condition that prevents an employee from performing his or her job.

19.3 Pregnancy Leave. An employee with a pregnancy-related disability will be provided with a leave of absence for the period of time she is sick or temporarily disabled by pregnancy. This pregnancy-disability leave is in addition to Federal Family Medical Leave. There is no minimum length of employment or hours worked to qualify for pregnancy disability leave. The length of the pregnancy disability leave is the period the employee is disabled by pregnancy.

19.4 Concurrent with Other Leaves. Leave granted under state workers' compensation laws will run concurrently with family medical leave. Unpaid leaves will run concurrently with unpaid family medical leave where allowed by law. Vacation and accrued sick leave, must be substituted for unpaid family medical leave and taken before the remainder of unpaid family medical leave, and shall precede and not serve to reduce the final twelve (12) week entitlement period.

19.5 Notice in Advance of FMLA Request. Employees must give the County thirty (30) days notice of the need for leave when it is foreseeable. An employee must make a reasonable effort to schedule treatment for serious health conditions in a manner that does not unduly disrupt business operations.

19.6 Medical Certification. The County may require a medical certification of serious health conditions and may require re- certifications from the employee's health care provider and second and third opinions from an independent health care provider where appropriate and allowed by law. The County will pay the cost of all second and third medical opinions. The County will require employees returning from leave for their own serious health condition to provide a certification of fitness to return to work.

19.7 Intermittent Leave. Generally, intermittent or reduced schedule leave is not available for family leave used for birth, adoption or foster placement. In other situations where intermittent or reduced schedule leave is available, employees may be temporarily transferred to available alternative positions that better accommodate intermittent or reduced schedule leave.

19.8 The Leave Calculation Year. The leave calculation year for family medical leave is 12 months starting with the first day family leave is taken by the employee (12 month looking forward method).

ARTICLE 20 – SICK LEAVE

20.1 Accruals, Charges and Cap. Sick leave is earned and accrued at the rate of eight (8) hours per month to a maximum accrual as of December 31 of any year of nine hundred sixty (960) hours. Temporary employees shall not be entitled to earn sick leave benefits. Employees must work at least one-half (1/2) of a month to be eligible for accrual of Sick Leave for that month. Hours worked for this include vacation, sick leave, comp time and holidays.

20.2 Utilization. Leave with full pay on account of illness or injury may be allowed all employees for any of the following reasons:

a. Personal illness or injury, including maternity, which renders the employee unable to perform the duties of his/her position.

b. Doctor's appointments.

c. By reason of exposure to contagious disease during such period as their attendance on duty would jeopardize the health of fellow workers or the public,

d. To care for a child of the employee with a health condition that requires treatment or supervision as defined in WAC 296-130-020 (10).

e. To care for a spouse, parent, parent-in-law, sibling or grandparent of the employee who has a serious health condition or emergency condition as defined in WAC 296-130-020(11) and (12).

f. For the purpose of this section only,

(1) "child" means a biological, adopted, or foster child, a stepchild, legal ward, or a child of a person standing in *loco parentis* who is:

(a) under eighteen years of age; or

(b) eighteen years of age or older and incapable of self-care because of a mental or physical disability.

(2) "parent" means a biological parent of an employee or an individual who stood in *loco parentis* to an employee when the employee was a child.

g. Sick leave as Bereavement leave: An employee may also utilize sick leave because of death in the immediate family, requiring the attendance of the employee. Leave for such reason shall be limited to three (3) days in any one instance except that when extensive travel is required, leave of five (5) days shall be allowed. For the purpose of this section only, "immediate family" includes only the spouse, parent, grandparent, brother, sister, child or grandchild of the employee, and the employee's spouse.

20.3 Notification. Sickness shall be reported as soon as possible in advance or at the beginning of any period of sick leave, to the immediate supervisor or another supervisor designated within the department in the event the regular supervisor is unavailable, by the employee or a person designated to act for the employee. Upon return to work the employee shall submit a Personnel Action Form, explaining the nature of the sickness and requesting approval for the leave so taken. Any employee who is off work due to illness or injury in excess of five (5) work days may be required to provide the County with a certification of illness from a licensed physician or other verification of illness satisfactory to the County, as well as the physician's approval to return to work. An employee found abusing sick leave privileges shall be penalized by receiving no pay or time allowed for the particular time taken, and may be subject to discipline.

20.4 Probationary Restriction. During the six (6) month probationary period no employee shall be allowed sick leave, nor shall leave be accrued. However, upon satisfactory completion of the probationary period he shall be credited with six (6) sick leave days, or if the employee has taken leave without pay because of illness or injury, he will be paid for the leave time up to a maximum of six (6) days.

20.5 VEBA Payments. Employees who have accrued the maximum sick leave balance permitted under the contract may request payment into the VEBA account for twenty-five percent (25%) of any sick leave balance in excess of the maximum accrual as of December 31. Employees shall be entitled to a VEBA contribution for twenty-five percent (25%) of their accrued sick leave upon termination of employment.

ARTICLE 21 – ADJUSTMENT FOR WORKERS' COMPENSATION

21.1 Claims. For a period of absence from work due to injury or occupational disease resulting from County employment, the employee shall file an application for Workers' Compensation in accordance with State Law.

21.2 Differential Benefit. If the employee has accumulated sick leave credit, the County shall pay the difference between his time loss compensation and his/her regular salary net of tax withholding unless the employee elects not to use his sick leave, provided that it is the responsibility of the County to make available a written explanation of such elective. Should an employee receive Workers' Compensation for time loss and he/she also receives sick leave compensation, the employee's sick leave accrual will be reduced by the amount used to pay the sums due under this Article. Until eligibility for Workers' Compensation is determined by the Department of Labor and Industries, the County may pay full sick leave, provided that the employee shall return any subsequent overpayment to the County.

21.3 Use of Sick Leave for Injury/Time Loss Denials. Should an employee apply for time loss compensation and the claim is then or later denied, sick leave and annual leave may be used if and to the extent appropriate.

21.4 Related Benefits Coordination. Nothing herein pertains to permanent disability award. If an employee has no sick leave accumulated, the words annual leave may be substituted for sick leave above.

ARTICLE 22 – LEAVES OF ABSENCE

22.1 Requests for Leaves. No leave of absence, whether with or without pay, shall be allowed unless authorized in advance. Absence not on duly authorized leave shall be treated as leave without pay and may be grounds for disciplinary action. Unless authorized, absence from duty for three (3) consecutive days constitutes separation from service. The "Request for Leave" form shall be used in applying for any leave and notification of return to duty.

22.2 Military Leave. Every employee who is a member of the Washington Guard, regular and/or reserve armed services of the United States shall be entitled to and shall be granted a paid military leave of absence from such employment for a period not exceeding fifteen (15) days during each calendar year as established by R.C.W.

Such leave shall be granted in order that the person may take part in active military duty in such manner and at such time as the employee may be ordered to active duty. Such military leave of absence shall be in addition to any vacation or sick leave the employee might otherwise be entitled to, and shall not involve any loss of privileges or pay. During the period of paid military leave, the employee shall receive normal pay from the County. Additional unpaid leave for service in the military will be provided as required by state or federal law.

22.3 Jury Duty. Any employee who is called for jury duty shall receive from the County the difference between his regular pay and the compensation received for jury duty for the actual time he is required to be absent from work because of such jury duty. Any such absence shall not be counted as accumulated sick leave or vacation.

22.4 Extended Leave Without Pay. Upon written request of the employee, the County may grant a regular employee a "Leave of Absence Without Pay", not to exceed six (6) months. Approval of such leave shall be in writing. No Annual or Sick Leave benefits or any other fringe benefits shall accrue while an employee is on leave without pay. Upon expiration of an approved leave of absence without pay, the employee shall be reinstated in the position held at the time the leave was granted. The County may grant an extension o f an approved leave of absence without pay for medical and educational purposes. Any employee on approved leave of absence may continue his medical and life insurance coverage, by paying the full cost to the County in advance of each month or portion thereof of which he is absent.

22.5 Personal Leave. Personal Leave shall be limited to three (3) days per year; if not utilized it shall not be carried over from year to year. Personal Leave is subject to prior approval of the Elected Official or Department Head. Personal Leave is not intended to be used as vacation and shall not be accrued nor compensated for upon termination.

ARTICLE 23 – CONDITIONS OF GENERAL APPLICATION

The County may adopt a "Uniform Personnel Policy and Procedure" document applicable to the bargaining unit which provides for personnel policies not inconsistent with those policies in this Agreement which constitute mandatory subjects of bargaining. If uniform policies conflict with this Agreement, this Agreement shall prevail until the parties have bargained concerning the subject to impasse or agreement. The County shall provide the Union with at least sixty (60) days notice of any proposed change in the Uniform Policy that affects a mandatory subject of bargaining under RCW 41.56. This Article does not constitute a waiver of the Union's right to demand to bargain over any change. Until affected by a Memorandum of Agreement to the contrary, this Article shall apply to bargaining unit members. Nothing in this Agreement constitutes a waiver of the County's right to unilaterally adopt and modify policies which do not constitute mandatory subjects of bargaining.

23.1 Drug Testing. The County may present and coalition bargain a reasonable cause drug testing policy proposal during the life of this Agreement.

23.2 Voluntary Transfer of Annual Leave. It is the policy of Franklin County to allow an employee to transfer any portion of his or her annual leave to another employee in need of such leave due to a family or medical emergency, a lengthy illness or injuries as follows:

a. Definitions.

1. Annual leave is defined as vacation leave only and does not include sick leave, compensatory time or any other accumulated paid leave time.

2. Accrued paid leave includes vacation, sick leave, compensatory time or any other accumulated paid leave time.

b. Policy.

1. The employee shall have exhausted all accrued paid leave before becoming eligible to receive any transferred annual leave.

2. The maximum number of annual leave days allowed to be transferred shall be thirty (30) working days within a twelve (12) month period.

3. All requests for transfer of annual leave shall be submitted on a Voluntary Transfer of Annual Leave Request Form available from the personnel office to the Board of Franklin County Commissioners and shall include the amount of annual leave to be transferred, the names and departments of the employees requesting and receiving the transfer, a statement that all accrued paid leave has been exhausted and the signature of the Department Head.

4. After written approval of the Board of Commissioners, the request shall be submitted to the Franklin County Auditor's office for processing.

5. Each Department Head or Elected Official shall be responsible for monitoring the use of the transferred leave and notifying the Payroll Department when the need for use of the leave ceases.

6. The Payroll Department shall be responsible for keeping written documentation, using the Voluntary Transfer of Annual Leave Request Forms to transfer leave when needed, and notify the Department Head or Elected Official of when the transferred leave is exhausted.

7. In the event the leave is no longer needed, or upon cessation of employment with the County by the employee, any and all remaining leave shall be returned, in equal portions if applicable, to the employee or employees who transferred the leave.

23.3 Tuition Reimbursement.

a. Eligible Employees. All regular full-time employees who have completed a six (6) month probationary period are eligible to qualify for tuition reimbursement. Franklin County will reimburse such employees up to eighty percent (80%) of costs related to tuition and the cost of books for pre-approved, qualified, job-related courses and/or classes, subject to availability of budgeted funds. Employees voluntarily leaving County employment are obligated to refund in full any funds received under this policy within the preceding twelve (12) months.

b. Qualified Classes/Courses. Qualified classes or courses are those offered by accredited educational institutions, professional and technical organizations or other approved organizations and include:

1. Classes or courses that are part of the curriculum in a degree program which is directly related to the employee's current position or which will enhance the employee's job skills and professional growth within the County.

2. Classes or courses that are offered outside of normal working hours unless otherwise approved by the Department Head.

c. Reimbursable Amounts.

1. The maximum reimbursable amount shall be limited to eighty (80%) percent of tuition and the cost of books for two classes, six (6) credits maximum per quarter or semester.

2. Tuition reimbursement shall be pre-approved only for a grade of "B" (2.6-3.0) or better, or "P" if Pass-Fail course, and not for classes taken on an audit basis.

3. Reimbursement shall apply to tuition based upon Washington State resident rates at Washington State University. Any difference between resident and non-resident tuition rates shall be the responsibility of the employee.

d. Pre-Approval. Employees wishing to take part in the County Tuition Reimbursement Plan shall obtain prior written approval from their Department Head on a Tuition Reimbursement Request Form available from the personnel office for each academic year the employee desires to participate. A copy of the signed form shall be forwarded to the Franklin County Auditor's Office and the original shall be kept in the employee's personnel file.

23.4 Job Posting and Filling Vacancies.

a. Vacancies. The County shall be the sole determiner as the need or necessity for filling any vacancy or new position. If the County determines that a vacancy or new position should be filled, then, and in that event, said opening shall be posted for one work week at each duty station prior to the selection of any employee. The vacancy or new position shall be filled within thirty (30) days from the date the bid sheet is posted. The bid sheet shall remain posted until the County starts a procedure for hiring from the outside as determined by the County.

b. Qualification and Application. All employees covered by this Agreement who possess the basic qualifications may be eligible to apply for the available position provided the County has determined that it is going to fill the vacant or new position.

c. Selection. The County shall have the right to select the individual for the available position. Present employees will be given preference provided such employees are found qualified using criteria hereinafter set forth. In the event of a question as to the qualifications of an employee applying for an available position, the County shall make the sole determination, taking into equal consideration, knowledge, skill, ability, past performance, seniority, experience and competence. In the event the County determines that two or more employees are equally qualified for the available position, the most senior employee shall be awarded the position.

d. Trial Service. In the event that any employee, who has been determined by the County to be qualified for the available position, does not elect to accept the available position, then, and in that event, the next qualified employee as determined by the County shall be eligible. In the event the seniority list becomes exhausted, the County has the right to consider employees with less than six (6) months service or hire a new employee for the available position.

Trial service upon promotion shall be 180 days. In the event that an employee accepts an available position and fails to meet job standards within 180 days, he/she reverts to their previously held or other vacant position for which the employee is qualified, subject to prior approval by the County. The County shall be the sole determiner as to whether or not an employee fails to meet job standards within the 180-day period. The County may revert an employee at any time during the trial-service period if the County determines that said employee is not capable of meeting the job standards.

23.5 Transfers. The County shall have the right to transfer present employees from one duty station to another for the convenience and the benefit of the

County and the citizens. The County shall be the sole determiner as to the necessity for such transfers.

The County shall post transfers in accordance with the provisions of Article 23. If the posting procedure set forth in Article 23 for the purpose of transfers does not result in any employees bidding on the transference position, then and in that event, the County shall have the right to transfer the least senior qualified employee from one duty station to another at its discretion.

23.6 Promotions, Demotion and Reclassification.

a. Selection for Promotion. The County shall be the sole determiner as to whether or not employees shall be eligible for promotion. In determining whether or not an employee is eligible for promotion the County shall take into account the employee's qualifications, knowledge, skill, ability, experience, competence, past performance and seniority. No posting, as indicated in Article 23, shall be necessary and/or required when the County determines that an employee is eligible for promotion.

b. Performance Review and Demotion Due to Unsatisfactory Performance. The County, after a review of an employee's job performance within his/her job classification, may determine whether or not an employee is qualified to work or continue to work in that classification. If an employee is to be demoted, the employee shall be given training for a reasonable time as determined by the County. If after training, the employee is still unqualified as determined by the County, the employee will be demoted to a lower classification in which the employee is qualified as determined by the County. Such a demotion may not result in greater than a demotion of two (2) classifications at the same step.

c. Classification Review (Reclassification)– Appendix "F". The County and the Union agree to the establishment of a classification committee of four (4) persons, two (2) assigned by management and two (2) from the Union. The purpose of the classification committee is to explore and research classification alternatives and to make recommendations to the negotiators and the Board of County Commissioners. The classification committee does not have the authority to bind in any way, the negotiators and the Board of County Commissioners. None of the provisions in this section nor any of the explorations, research and recommendations as provided for in this section are subject to the grievance procedure in this contract.

23.7 Nepotism.

a. No more than one (1) family member or one (1) close relative shall be eligible for employment within a department or office of Franklin County at the same time if:

1. One member of such family or one close relative would be responsible for supervising another family member or close relative; or

2. One member of such family or close relative would be responsible for auditing or monitoring the work of the other family member or close relative; or

3. Circumstances exist which would place a family member or close relative in a situation of actual or reasonably foreseeable conflict between the interest of the County and the interest of the employee in family harmony and/or in their common interests of the family or as close relative.

b. Those persons affected by the terms of the foregoing sections shall be permitted to decide which spouse or relative shall be entitled to keep the employment; provided, however, if they do not decide within a reasonable time, the County shall decide which person is entitled to the employment.

c. None of the foregoing regulations shall have any effect on persons employed in Franklin County at the time of the adopting of this provision but shall only pertain to appointments after the passage of this provision.

d. Definitions:

1. "Family member" means that husband or wife or that persons living as husband and wife of a job applicant or a job applicant's children, whether natural, adoptive or step.

2. "Close relative" means the natural, adoptive or step brother, sister, mother, or father of a job applicant.

ARTICLE 24 – INSURANCE COVERAGE

24.1 County Benefits. Effective January 1, 2006, the County will contribute up to a maximum of Six Hundred Forty-Five and no cents/100 Dollars ($645.00) towards the medical, dental, vision, and life insurance plans made available by the County for Employee and dependent coverage, in amounts set forth below. For the years 2007 and 2008, the Employer contribution will increase by 100% of the increase for the employee only coverage of the County's lowest premium plan.

The difference between the premiums for plans selected by the employee and the amount of County contribution, if greater, may be paid to the employee's VEBA account if the employee so elects. The County shall offer the following insurance, or plans with substantially the same range of benefits:

Medical, premium up to $567.01
Dental, premium up to $59.90
Vision, premium up to $13.53
Life Insurance, premium up to $4.56

24.2 Co-payment Premiums. Any amounts in excess of the County's maximum contribution, as established above, necessary to pay the medical premium for the employee and/or dependent medical plan shall be the sole responsibility of the employee by payroll deduction.

ARTICLE 25 – SAFETY

25.1 The County, Union and employees shall comply with the Franklin County Safety Policy adopted by Resolution 94-091 on April 16, 1994, and with the following provisions:

a. It is necessary to secure the cooperation of all employees of the County in order to make the safety program successful and because there are those who continue to act carelessly in spite of efforts to persuade them otherwise, it is necessary to have an enforcement policy in the safety program; and,

b. The policy will be based upon the determining of each recorded safety incident as "preventable" or "non-preventable". If there was no contribution to the accident by an employee it will be determined as "non-preventable". A recorded incident shall be:

   1. an injury resulting from an accident requiring a doctor's examination, or

   2. care which results in loss of work in excess of one-half (1/2) day, (illness not included), or

   3. a moving vehicle accident causing damage to County property in excess of $200.00, or

   4. an accident involving County personnel and a party not connected with Franklin County.

c. Any violations of any of the provisions of the Franklin County Safety Policy by an employee shall be grounds for discipline pursuant to the provisions of this Agreement.

d. Any preventable accident, so determined by the Safety Committee shall be grounds for discipline pursuant to the provisions of Article 9 of this Agreement. The Safety Committee shall consider law enforcement reports and investigations when determining whether an accident was preventable or not.

e. This Safety Committee shall be made up of a member of the County Engineer Staff and a Union member and, if necessary for a determination, a third member from the County Sheriff's Office.

f. Disciplinary action will be taken after the Safety Committee determination is made.

25.2 All other articles and/or provisions of the Franklin County Safety Policy adopted by Resolution 94-091 are herein adopted by reference and shall remain in full force and effect.

ARTICLE 26 – SAVINGS CLAUSE

All expenditures and obligations imposed hereunder must meet requirements of Washington law. This agreement shall in all respects, wherever the same may be applicable herein, be subject and subordinate to the ordinances of the County regulations within its statutory jurisdiction, and shall further be subject and subordinate to the statutes of the State of Washington. 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 for the invalidated Article, Section or portion thereof.

ARTICLE 27 – NON-DISCRIMINATION

27.1 The County and the Union agree that they will not discriminate unfairly against any employee by reason of race, creed, age, color, sex, religious belief, marital status, or union association or activity, or disability which may be accommodated reasonably.

27.2 Whenever masculine words are used in this Agreement, they are intended to apply equally to either gender.

ARTICLE 28 – UNIFORMS

28.1 Policy. The County will determine the necessity of uniforms and administer the implementation and enforcement of a uniform policy. The County will establish policies and the Union and the employees agree to abide and adhere to said policies.

28.2 Providing Uniforms. If the County establishes a uniform policy, then and in that event, uniforms shall be provided to those employees as determined by the County at the County's expense. It is understood and agreed by the parties that the uniforms shall be the property of the County.

ARTICLE 29 – TERM OF AGREEMENT

29.1 Term. This Agreement shall become effective when ratified and shall remain in effect until December 31,2008; provided, however, wage adjustments shall be retroactive to January 1, 2006, and amounts determined due to active

employees shall be computed and paid by the County within forty-five (45) days following ratification of this Agreement. Written notice of intent to modify this Agreement must be served by the requesting party upon the other party in accordance with the provisions of the Article 8 pertaining to negotiations.

29.2 Mediation. If the parties have not reached agreement pursuant to the provisions of the Article pertaining to negotiations, then either party may request a mediator from the Public Employment Relations Commission (PERC). The determination of the mediator from PERC shall be advisory only and not binding on either party.

29.3 Maintenance of Status Quo After Expiration. In the event that negotiations for a new agreement extend beyond the anniversary date of this Agreement, the terms of this Agreement shall remain in full force and effect until a new agreement is consummated; provided, however, either party may give thirty (30) calendar days written notice of termination of this agreement in the event mediation does not result in the mutually satisfactory resolution of all negotiable issues.

IN WITNESS THEREOF, The parties hereto have set their hands this 1st Day of March, 2006.

LOCAL 874, COUNCIL 2, AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES, AFL-CIO:

Raenette Carle, Union Vice President

Alpha O'Laughlin, Area Representative

BOARD OF FRANKLIN COUNTY COMMISSIONERS:

ABSENT
Neva J. Corkrum, County Commissioner

Frank H. Brock, County Commissioner

Robert Koch, County Commissioner

Tim Fife, Public Works Director

Fred H. Bowen, Negotiator

Appendix "A"
2006 Pay Scale
2.69% over 2005 Pay Scale

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
10	Annual	14,742	15,111	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323
	Monthly	1,229	1,259	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694
	Semi	614.50	629.50	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00
	8hr - Hourly	7.09	7.26	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77
	8hr - O.T.	10.63	10.90	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66
	7.5hr - Hourly	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42
	7.5hr - O.T.	11.34	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63
11	Annual	15,111	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831
	Monthly	1,259	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736
	Semi	629.50	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00
	8hr - Hourly	7.26	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01
	8hr - O.T.	10.90	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02
	7.5hr - Hourly	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68
	7.5hr - O.T.	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02
12	Annual	15,489	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352
	Monthly	1,291	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779
	Semi	645.50	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50
	8hr - Hourly	7.45	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27
	8hr - O.T.	11.17	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40
	7.5hr - Hourly	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95
	7.5hr - O.T.	11.91	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42
13	Annual	15,876	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886
	Monthly	1,323	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824
	Semi	661.50	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00
	8hr - Hourly	7.63	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52
	8hr - O.T.	11.45	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78
	7.5hr - Hourly	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22
	7.5hr - O.T.	12.21	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84
14	Annual	16,273	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433
	Monthly	1,356	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869
	Semi	678.00	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50
	8hr - Hourly	7.82	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79
	8hr - O.T.	11.74	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18
	7.5hr - Hourly	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50
	7.5hr - O.T.	12.52	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26
15	Annual	16,680	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994
	Monthly	1,390	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916
	Semi	695.00	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00
	8hr - Hourly	8.02	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05
	8hr - O.T.	12.03	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58
	7.5hr - Hourly	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79
	7.5hr - O.T.	12.83	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69

EXHIBIT 1

March 1, 2006

2006 FRA[redacted]N COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
16	Annual	17,097	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569
	Monthly	1,425	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964
	Semi	712.50	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00
	8hr - Hourly	8.22	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33
	8hr - O.T.	12.33	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00
	7.5hr - Hourly	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09
	7.5hr - O.T.	13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13
17	Annual	17,524	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158
	Monthly	1,460	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013
	Semi	730.00	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50
	8hr - Hourly	8.43	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61
	8hr - O.T.	12.64	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42
	7.5hr - Hourly	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39
	7.5hr - O.T.	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58
18	Annual	17,962	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762
	Monthly	1,497	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064
	Semi	748.50	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00
	8hr - Hourly	8.64	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90
	8hr - O.T.	12.95	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86
	7.5hr - Hourly	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70
	7.5hr - O.T.	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05
19	Annual	18,411	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381
	Monthly	1,534	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115
	Semi	767.00	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50
	8hr - Hourly	8.85	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20
	8hr - O.T.	13.28	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30
	7.5hr - Hourly	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02
	7.5hr - O.T.	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52
20	Annual	18,871	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016
	Monthly	1,573	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168
	Semi	786.50	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00
	8hr - Hourly	9.07	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51
	8hr - O.T.	13.61	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76
	7.5hr - Hourly	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34
	7.5hr - O.T.	14.52	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01
21	Annual	19,343	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666
	Monthly	1,612	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222
	Semi	806.00	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00
	8hr - Hourly	9.30	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82
	8hr - O.T.	13.95	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23
	7.5hr - Hourly	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67
	7.5hr - O.T.	14.88	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51

EXHIBIT 1

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
22	Annual	19,827	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333
	Monthly	1,652	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278
	Semi	826.00	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00
	8hr - Hourly	9.53	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14
	8hr - O.T.	14.30	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71
	7.5hr - Hourly	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02
	7.5hr - O.T.	15.25	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03
23	Annual	20,323	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016
	Monthly	1,694	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335
	Semi	847.00	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50
	8hr - Hourly	9.77	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47
	8hr - O.T.	14.66	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20
	7.5hr - Hourly	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37
	7.5hr - O.T.	15.63	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55
24	Annual	20,831	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716
	Monthly	1,736	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393
	Semi	868.00	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50
	8hr - Hourly	10.01	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81
	8hr - O.T.	15.02	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71
	7.5hr - Hourly	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73
	7.5hr - O.T.	16.02	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09
25	Annual	21,352	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434
	Monthly	1,779	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453
	Semi	889.50	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50
	8hr - Hourly	10.27	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15
	8hr - O.T.	15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23
	7.5hr - Hourly	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09
	7.5hr - O.T.	16.42	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64
26	Annual	21,886	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170
	Monthly	1,824	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514
	Semi	912.00	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00
	8hr - Hourly	10.52	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50
	8hr - O.T.	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76
	7.5hr - Hourly	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47
	7.5hr - O.T.	16.84	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21
27	Annual	22,433	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924
	Monthly	1,869	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577
	Semi	934.50	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50
	8hr - Hourly	10.79	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87
	8hr - O.T.	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30
	7.5hr - Hourly	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86
	7.5hr - O.T.	17.26	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79

EXHIBIT 1

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
28	Annual	22,994	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697
	Monthly	1,916	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641
	Semi	958.00	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50
	8hr - Hourly	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24
	8hr - O.T.	16.58	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86
	7.5hr - Hourly	11.79	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25
	7.5hr - O.T.	17.69	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38
29	Annual	23,569	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489
	Monthly	1,964	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707
	Semi	982.00	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50
	8hr - Hourly	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62
	8hr - O.T.	17.00	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43
	7.5hr - Hourly	12.09	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66
	7.5hr - O.T.	18.13	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99
30	Annual	24,158	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301
	Monthly	2,013	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775
	Semi	1,006.50	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50
	8hr - Hourly	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01
	8hr - O.T.	17.42	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02
	7.5hr - Hourly	12.39	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08
	7.5hr - O.T.	18.58	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62
31	Annual	24,762	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134
	Monthly	2,064	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845
	Semi	1,032.00	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50
	8hr - Hourly	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41
	8hr - O.T.	17.86	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62
	7.5hr - Hourly	12.70	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50
	7.5hr - O.T.	19.05	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26
32	Annual	25,381	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987
	Monthly	2,115	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916
	Semi	1,057.50	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00
	8hr - Hourly	12.20	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82
	8hr - O.T.	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23
	7.5hr - Hourly	13.02	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94
	7.5hr - O.T.	19.52	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91
33	Annual	26,016	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862
	Monthly	2,168	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989
	Semi	1,084.00	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50
	8hr - Hourly	12.51	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24
	8hr - O.T.	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86
	7.5hr - Hourly	13.34	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39
	7.5hr - O.T.	20.01	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59

EXHIBIT 1

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
34	Annual	26,666	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759
	Monthly	2,222	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063
	Semi	1,111.00	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50
	8hr - Hourly	12.82	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67
	8hr - O.T.	19.23	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51
	7.5hr - Hourly	13.67	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85
	7.5hr - O.T.	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28
35	Annual	27,333	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678
	Monthly	2,278	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140
	Semi	1,139.00	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00
	8hr - Hourly	13.14	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11
	8hr - O.T.	19.71	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17
	7.5hr - Hourly	14.02	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32
	7.5hr - O.T.	21.03	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98
36	Annual	28,016	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620
	Monthly	2,335	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218
	Semi	1,167.50	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00
	8hr - Hourly	13.47	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57
	8hr - O.T.	20.20	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85
	7.5hr - Hourly	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81
	7.5hr - O.T.	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71
37	Annual	28,716	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586
	Monthly	2,393	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299
	Semi	1,196.50	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50
	8hr - Hourly	13.81	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03
	8hr - O.T.	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55
	7.5hr - Hourly	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30
	7.5hr - O.T.	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45
38	Annual	29,434	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576
	Monthly	2,453	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381
	Semi	1,226.50	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50
	8hr - Hourly	14.15	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51
	8hr - O.T.	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26
	7.5hr - Hourly	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81
	7.5hr - O.T.	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21
39	Annual	30,170	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590
	Monthly	2,514	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466
	Semi	1,257.00	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00
	8hr - Hourly	14.50	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00
	8hr - O.T.	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99
	7.5hr - Hourly	15.47	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33
	7.5hr - O.T.	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99

EXHIBIT 1
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
40	Annual	30,924	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630
	Monthly	2,577	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553
	Semi	1,288.50	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50
	8hr - Hourly	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50
	8hr - O.T.	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74
	7.5hr - Hourly	15.86	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86
	7.5hr - O.T.	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79
41	Annual	31,697	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696
	Monthly	2,641	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641
	Semi	1,320.50	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50
	8hr - Hourly	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01
	8hr - O.T.	22.86	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51
	7.5hr - Hourly	16.25	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41
	7.5hr - O.T.	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61
42	Annual	32,489	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788
	Monthly	2,707	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732
	Semi	1,353.50	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00
	8hr - Hourly	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53
	8hr - O.T.	23.43	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30
	7.5hr - Hourly	16.66	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97
	7.5hr - O.T.	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45
43	Annual	33,301	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908
	Monthly	2,775	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826
	Semi	1,387.50	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00
	8hr - Hourly	16.01	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07
	8hr - O.T.	24.02	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11
	7.5hr - Hourly	17.08	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54
	7.5hr - O.T.	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31
44	Annual	34,134	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056
	Monthly	2,845	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921
	Semi	1,422.50	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50
	8hr - Hourly	16.41	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62
	8hr - O.T.	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93
	7.5hr - Hourly	17.50	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13
	7.5hr - O.T.	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20
45	Annual	34,987	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232
	Monthly	2,916	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019
	Semi	1,458.00	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50
	8hr - Hourly	16.82	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19
	8hr - O.T.	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78
	7.5hr - Hourly	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73
	7.5hr - O.T.	26.91	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10

EXHIBIT 1

March 1, 2006

Appendix "A"
2006 Pay Scale
2.69% over 2005 Pay Scale

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46	Annual	35,862	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438
	Monthly	2,989	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120
	Semi	1,494.50	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00
	8hr - Hourly	17.24	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77
	8hr - O.T.	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65
	7.5hr - Hourly	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35
	7.5hr - O.T.	27.59	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03
47	Annual	36,759	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674
	Monthly	3,063	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223
	Semi	1,531.50	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50
	8hr - Hourly	17.67	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36
	8hr - O.T.	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54
	7.5hr - Hourly	18.85	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99
	7.5hr - O.T.	28.28	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98
48	Annual	37,678	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941
	Monthly	3,140	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328
	Semi	1,570.00	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00
	8hr - Hourly	18.11	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97
	8hr - O.T.	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46
	7.5hr - Hourly	19.32	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64
	7.5hr - O.T.	28.98	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95
49	Annual	38,620	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240
	Monthly	3,218	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437
	Semi	1,609.00	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50
	8hr - Hourly	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60
	8hr - O.T.	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39
	7.5hr - Hourly	19.81	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30
	7.5hr - O.T.	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95
50	Annual	39,586	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571
	Monthly	3,299	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548
	Semi	1,649.50	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00
	8hr - Hourly	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24
	8hr - O.T.	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35
	7.5hr - Hourly	20.30	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99
	7.5hr - O.T.	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98
51	Annual	40,576	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935
	Monthly	3,381	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661
	Semi	1,690.50	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50
	8hr - Hourly	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89
	8hr - O.T.	29.26	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34
	7.5hr - Hourly	20.81	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68
	7.5hr - O.T.	31.21	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03

EXHIBIT 1

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
52	Annual	41,590	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333
	Monthly	3,466	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778
	Semi	1,733.00	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00
	8hr - Hourly	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56
	8hr - O.T.	29.99	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35
	7.5hr - Hourly	21.33	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40
	7.5hr - O.T.	31.99	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10
53	Annual	42,630	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766
	Monthly	3,553	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897
	Semi	1,776.50	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50
	8hr - Hourly	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25
	8hr - O.T.	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38
	7.5hr - Hourly	21.86	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14
	7.5hr - O.T.	32.79	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20
54	Annual	43,696	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235
	Monthly	3,641	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020
	Semi	1,820.50	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00
	8hr - Hourly	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96
	8hr - O.T.	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44
	7.5hr - Hourly	22.41	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89
	7.5hr - O.T.	33.61	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33
55	Annual	44,788	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741
	Monthly	3,732	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145
	Semi	1,866.00	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50
	8hr - Hourly	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68
	8hr - O.T.	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52
	7.5hr - Hourly	22.97	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66
	7.5hr - O.T.	34.45	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49
56	Annual	45,908	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285
	Monthly	3,826	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274
	Semi	1,913.00	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00
	8hr - Hourly	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43
	8hr - O.T.	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64
	7.5hr - Hourly	23.54	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45
	7.5hr - O.T.	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68
57	Annual	47,056	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867
	Monthly	3,921	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406
	Semi	1,960.50	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00
	8hr - Hourly	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19
	8hr - O.T.	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78
	7.5hr - Hourly	24.13	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27
	7.5hr - O.T.	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90

EXHIBIT 1

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
58	Annual	48,232	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489
	Monthly	4,019	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541
	Semi	2,009.50	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50
	8hr - Hourly	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97
	8hr - O.T.	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95
	7.5hr - Hourly	24.73	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10
	7.5hr - O.T.	37.10	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15
59	Annual	49,438	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151
	Monthly	4,120	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679
	Semi	2,060.00	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50
	8hr - Hourly	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76
	8hr - O.T.	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15
	7.5hr - Hourly	25.35	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95
	7.5hr - O.T.	38.03	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42
60	Annual	50,674	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855
	Monthly	4,223	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821
	Semi	2,111.50	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50
	8hr - Hourly	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58
	8hr - O.T.	36.54	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38
	7.5hr - Hourly	25.99	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82
	7.5hr - O.T.	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73
61	Annual	51,941	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601
	Monthly	4,328	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967
	Semi	2,164.00	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50
	8hr - Hourly	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42
	8hr - O.T.	37.46	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64
	7.5hr - Hourly	26.64	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72
	7.5hr - O.T.	39.95	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08
62	Annual	53,240	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391
	Monthly	4,437	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116
	Semi	2,218.50	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00
	8hr - Hourly	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28
	8hr - O.T.	38.39	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93
	7.5hr - Hourly	27.30	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64
	7.5hr - O.T.	40.95	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45
63	Annual	54,571	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226
	Monthly	4,548	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269
	Semi	2,274.00	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50
	8hr - Hourly	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17
	8hr - O.T.	39.35	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25
	7.5hr - Hourly	27.99	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58
	7.5hr - O.T.	41.98	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87

EXHIBIT 1
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
64	Annual	55,935	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107
	Monthly	4,661	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426
	Semi	2,330.50	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00
	8hr - Hourly	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07
	8hr - O.T.	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61
	7.5hr - Hourly	28.68	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54
	7.5hr - O.T.	43.03	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31
65	Annual	57,333	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035
	Monthly	4,778	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586
	Semi	2,389.00	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00
	8hr - Hourly	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00
	8hr - O.T.	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00
	7.5hr - Hourly	29.40	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53
	7.5hr - O.T.	44.10	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80
66	Annual	58,766	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011
	Monthly	4,897	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751
	Semi	2,448.50	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50
	8hr - Hourly	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95
	8hr - O.T.	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42
	7.5hr - Hourly	30.14	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54
	7.5hr - O.T.	45.20	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32
67	Annual	60,235	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036
	Monthly	5,020	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920
	Semi	2,510.00	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00
	8hr - Hourly	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92
	8hr - O.T.	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88
	7.5hr - Hourly	30.89	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58
	7.5hr - O.T.	46.33	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87
68	Annual	61,741	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112
	Monthly	5,145	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093
	Semi	2,572.50	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50
	8hr - Hourly	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92
	8hr - O.T.	44.52	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38
	7.5hr - Hourly	31.66	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65
	7.5hr - O.T.	47.49	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47
69	Annual	63,285	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240
	Monthly	5,274	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270
	Semi	2,637.00	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00
	8hr - Hourly	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94
	8hr - O.T.	45.64	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91
	7.5hr - Hourly	32.45	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74
	7.5hr - O.T.	48.68	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11

EXHIBIT 1
March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
70	Annual	64,867	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421
	Monthly	5,406	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452
	Semi	2,703.00	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00
	8hr - Hourly	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99
	8hr - O.T.	46.78	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49
	7.5hr - Hourly	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86
	7.5hr - O.T.	49.90	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79
71	Annual	66,489	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657
	Monthly	5,541	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638
	Semi	2,770.50	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00
	8hr - Hourly	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07
	8hr - O.T.	47.95	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10
	7.5hr - Hourly	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00
	7.5hr - O.T.	51.15	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51
72	Annual	68,151	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948
	Monthly	5,679	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829
	Semi	2,839.50	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50
	8hr - Hourly	32.76	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17
	8hr - O.T.	49.15	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75
	7.5hr - Hourly	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18
	7.5hr - O.T.	52.42	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27
73	Annual	69,855	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297
	Monthly	5,821	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025
	Semi	2,910.50	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50
	8hr - Hourly	33.58	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30
	8hr - O.T.	50.38	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44
	7.5hr - Hourly	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38
	7.5hr - O.T.	53.73	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07
74	Annual	71,601	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704
	Monthly	5,967	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225
	Semi	2,983.50	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50
	8hr - Hourly	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45
	8hr - O.T.	51.64	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18
	7.5hr - Hourly	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62
	7.5hr - O.T.	55.08	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93
75	Annual	73,391	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172
	Monthly	6,116	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431
	Semi	3,058.00	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50
	8hr - Hourly	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64
	8hr - O.T.	52.93	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96
	7.5hr - Hourly	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88
	7.5hr - O.T.	56.45	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82

EXHIBIT 1

March 1, 2006

Appendix "A"
2006 Pay Scale
2.69% over 2005 Pay Scale

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
76	Annual	75,226	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701
	Monthly	6,269	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642
	Semi	3,134.50	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00
	8hr - Hourly	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86
	8hr - O.T.	54.25	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78
	7.5hr - Hourly	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18
	7.5hr - O.T.	57.87	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77
77	Annual	77,107	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294
	Monthly	6,426	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858
	Semi	3,213.00	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00
	8hr - Hourly	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10
	8hr - O.T.	55.61	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65
	7.5hr - Hourly	39.54	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51
	7.5hr - O.T.	59.31	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76
78	Annual	79,035	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951
	Monthly	6,586	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079
	Semi	3,293.00	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50
	8hr - Hourly	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38
	8hr - O.T.	57.00	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57
	7.5hr - Hourly	40.53	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87
	7.5hr - O.T.	60.80	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81
79	Annual	81,011	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675
	Monthly	6,751	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306
	Semi	3,375.50	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00
	8hr - Hourly	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69
	8hr - O.T.	58.42	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53
	7.5hr - Hourly	41.54	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27
	7.5hr - O.T.	62.32	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90
80	Annual	83,036	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467
	Monthly	6,920	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539
	Semi	3,460.00	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50
	8hr - Hourly	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03
	8hr - O.T.	59.88	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55
	7.5hr - Hourly	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70
	7.5hr - O.T.	63.87	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05
81	Annual	85,112	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329
	Monthly	7,093	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777
	Semi	3,546.50	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50
	8hr - Hourly	40.92	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41
	8hr - O.T.	61.38	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61
	7.5hr - Hourly	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17
	7.5hr - O.T.	65.47	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25

EXHIBIT 1

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
82	Annual	87,240	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262
	Monthly	7,270	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022
	Semi	3,635.00	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00
	8hr - Hourly	41.94	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82
	8hr - O.T.	62.91	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73
	7.5hr - Hourly	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67
	7.5hr - O.T.	67.11	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51
83	Annual	89,421	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269
	Monthly	7,452	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272
	Semi	3,726.00	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00
	8hr - Hourly	42.99	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26
	8hr - O.T.	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90
	7.5hr - Hourly	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21
	7.5hr - O.T.	68.79	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82
84	Annual	91,657	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351
	Monthly	7,638	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529
	Semi	3,819.00	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50
	8hr - Hourly	44.07	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75
	8hr - O.T.	66.10	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12
	7.5hr - Hourly	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80
	7.5hr - O.T.	70.51	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19
85	Annual	93,948	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510
	Monthly	7,829	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793
	Semi	3,914.50	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50
	8hr - Hourly	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26
	8hr - O.T.	67.75	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40
	7.5hr - Hourly	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42
	7.5hr - O.T.	72.27	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62
86	Annual	96,297	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748
	Monthly	8,025	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062
	Semi	4,012.50	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00
	8hr - Hourly	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82
	8hr - O.T.	69.44	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73
	7.5hr - Hourly	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08
	7.5hr - O.T.	74.07	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11
87	Annual	98,704	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067
	Monthly	8,225	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339
	Semi	4,112.50	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50
	8hr - Hourly	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42
	8hr - O.T.	71.18	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13
	7.5hr - Hourly	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78
	7.5hr - O.T.	75.93	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67

EXHIBIT 1

March 1, 2006

2006 FRANKLIN COUNTY
Grade and Step Pay Plan
2.69% COLA Adjustment

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
88	Annual	101,172	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469
	Monthly	8,431	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622
	Semi	4,215.50	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00
	8hr - Hourly	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05
	8hr - O.T.	72.96	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58
	7.5hr - Hourly	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52
	7.5hr - O.T.	77.82	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28
89	Annual	103,701	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469	142,956
	Monthly	8,642	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622	11,913
	Semi	4,321.00	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00	5,956.50
	8hr - Hourly	49.86	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05	68.73
	8hr - O.T.	74.78	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58	103.09
	7.5hr - Hourly	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52	73.31
	7.5hr - O.T.	79.77	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28	109.97
90	Annual	106,294	108,951	111,675	114,467	117,329	120,262	123,269	126,351	129,510	132,748	136,067	139,469	142,956	146,530
	Monthly	8,858	9,079	9,306	9,539	9,777	10,022	10,272	10,529	10,793	11,062	11,339	11,622	11,913	12,211
	Semi	4,429.00	4,539.50	4,653.00	4,769.50	4,888.50	5,011.00	5,136.00	5,264.50	5,396.50	5,531.00	5,669.50	5,811.00	5,956.50	6,105.50
	8hr - Hourly	51.10	52.38	53.69	55.03	56.41	57.82	59.26	60.75	62.26	63.82	65.42	67.05	68.73	70.45
	8hr - O.T.	76.65	78.57	80.53	82.55	84.61	86.73	88.90	91.12	93.40	95.73	98.13	100.58	103.09	105.67
	7.5hr - Hourly	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.80	66.42	68.08	69.78	71.52	73.31	75.14
	7.5hr - O.T.	81.76	83.81	85.90	88.05	90.25	92.51	94.82	97.19	99.62	102.11	104.67	107.28	109.97	112.72

EXHIBIT 1

March 1, 2006

APPENDIX "A-1"
EXAMPLES FOR COLA CALCULATIONS

Effective January 1, 2006, the 2006 Salary Schedule will be increased by 89.7% of the CPI-West-B/C 12 month period ending July 31, 2005 for a total of 3%. For 2006, the wage increase will be 2.69%.

For example, for year 2006:

2.69% Wage Increase is	89.7%	Of the 3% COLA
Employer Insurance benefit increase	10.3%	
TOTAL PERCENTAGE	**100.0%**	

Example #2 – For Year 2007:
For example purposes only, let us use an Insurance Increase of $30 with the same 3% COLA:

2.85% Wage Increase is	95.3%	Of the 3% COLA
Employer Insurance benefit increase is	4.7%	
TOTAL PERCENTAGE	**100.0%**	

APPENDIX "A-2" - EMPLOYEE PLACEMENT ON SALARY MATRIX

POSITION	PAY GRADE
Associate Engineer	45
Engineer Tech III	43
Engineer Tech II	39
Engineer Tech I	36
Vegetation Control Tech	40
Traffic Tech	40
Lead Tech	40
Lead Mechanic	40
Equipment Operator II	38
Mechanic/Welder	38
Equipment Operator I	37
Mechanic	37
Maintenance Tech I	32
Service/Parts Tech	
Maintenance Tech	27
Engineering Aid	27
Assistant Accountant	38
Secretary/Clerk	30

APPENDIX "C"
FRANKLIN COUNTY HIGHWAY DEPARTMENT SENIORITY LIST
January 1, 2006

NAME	DATE OF EMPLOYMENT
Francis Overcash	11/01/67
Steven Waters	04/30/79
Luis Gutierrez	11/19/79
Robert Schiable	06/16/86
Duane Yager	03/17/87
Steven Weber	11/21/89
Eugene Gonzales **	09/21/90
Kathleen Neuman	09/24/90
Craig Erdman	09/20/91
Kenneth McDaniel	01/27/92
Steve Aldrich	02/03/92
Len Langston	08/03/92
Karen Lewis	12/07/92
Raenette Carle	10/06/93
Kelly O'Connor	05/30/95
James Cronenwett	03/04/96
John White	03/04/96
Jim Hart	04/22/96
Leo Murphy	08/19/96
Scott Garberg	03/10/97
Debra Williams	09/01/97
Rodney Norstedt	12/22/97
Whitney Osborn	09/25/98
John Cook **	12/07/98
Robert Dyer	07/10/00
Rick Russum	09/24/01
Leonard Van Buren	10/22/01
Jesse Zamora	11/26/02
Lazaro Lopez	08/23/02
Robert Mendez	08/23/02
Jason Miya	11/01/02
Lucas Van Hollebeke	12/30/02
Thomas Garrett	07/07/03
Ralph Salazar	07/22/03

** Employee currently on L&I Leave. Seniority dates do not reflect this break in service

APPENDIX "D" - HIGH ABSENTEEISM

A. Policy. The ability to attend work regularly and with reliability is regarded as a job requirement. Sick leave is provided to employees as a protection against loss of income in the event of absence from work for medical reasons, including extended absence on account of illness or injury. The use of sick leave is restricted to health related and bereavement absences and employees are encouraged to accumulate sick leave to carry them through unforeseen and lengthy illness. In accordance with the cooperative spirit of the Agreement, the Union and the Employer agree that they will work jointly to prevent misuse and/or abuse of sick leave. This means consultation with the Union in regard to specific problems.

B. Sick Leave Utilization Review. The County may examine the total sick leave usage of each employee periodically. If use of sick time by an employee appears excessive, the County may examine the employee's sick leave reports and conduct any further investigation necessary to identify the cause(s) of the sick leave. When an employee's pattern of sick leave usage appears excessive, the County may require the employee to furnish a doctor's certificate for each incident of sick leave use. This requirement shall be for a designated period of time not to exceed ninety (90) days and may be reviewed if there continues to be a pattern of sick leave misuse.

Employee's use of sick leave under a combination of the following illustrative criteria may indicate a pattern of high absenteeism (subject to consideration of extenuating circumstances, such as family illness):

1. A zero balance of sick leave or unexplained sudden decline in a stable reserve balance.

2. Amount of usage above the yearly average for department personnel.

3. When incidents of usage indicate a pattern in conjunction with regular days off, vacation, compensatory time and holidays or other specific pattern usage, including absence in conjunction with undesirable tasks or in retaliation.

4. Employee's reasons are consistently vague or general; colds, flu, backache or upset stomach.

5. A pattern of excessive absenteeism; for example, frequency of absences, one day absences, or one hour (short) leave blocks at the start or end of the shift.

6. Factors not to be considered as excessive absenteeism are:

   a. Pregnancy, surgery and/or doctor ordered confinement.

   b. Industrial Accident Leave, or non-compensable, County-service connected occupational illness.

c. Authorized leaves, unless the particular leave appears to be based on an inappropriate use or characterization of illness or disability.

C. Employees Responsibility Under Notification of Possible Misuse. An employee who has been served with a notice of excessive absenteeism may be required to do the following:

1. Upon returning to work, certify in writing that the employee was ill or injured and unable to perform routine job functions, or facts upon which the claim of entitlement for sick leave is based.

2. May be required to be available for a call or visit by a supervisor.

3. Submit to a medical evaluation by a physician to determine the fitness for duty and the bona fides of the illness, injury or disability and/or prognosis for return to work at full or limited duty.

4. For incidents of sick leave, the employee shall provide to the County a Physician's Certificate for each incident of illness as requested. Employees who fail to provide a Physician's Certificate upon return to work from sick leave are subject to disciplinary action.

D. Corrective and Disciplinary Action. Appropriate corrective and/or disciplinary action available under this Agreement for the offense of misuse of sick leave may be imposed. The parties recognize that, notwithstanding the County's sick leave plan, the ability of an employee to attend work regularly is a job requirement.

APPENDIX "E" - LEARNING PERIODS ESTABLISHED BY THE COUNTY ENGINNER (see Article 16.2(b))

CLASSIFICATION	LEARNING PERIOD
Equipment Operator II	40 days
Maintenance Grader	40 days
Equipment Operator I	40 days
10 cy Dump Truck with or without trailer	20 days
Semi Tractor with trailer	30 days
Rotary Power Broom	05 days
Street Sweeper	05 days
Pneumatic Roller	05 days
Steel Roller	05 days
Chip Spreader	10 days
Chip Spreader Belts	03 days
Front End Loader	20 days
Rotary Mower	08 days
Asphalt Distributor	15 days
Motor Grader	40 days
Construction Blade	50 days
Bulldozer	50 days
Weed Control Truck	10 days
Loader Backhoe	30 days
Vibrator Roller	10 days

Whenever an employee with a regular classification higher than that listed is assigned to operate or drive any equipment with a lower classification, he shall continue to receive the salary of his regular classification. Nothing herein implies that Management is limited in any way in its right to assign or reassign equipment and personnel at its discretion.

APPENDIX "F" – POSITION CLASSIFICATION REVIEW POLICY
FRANKLIN COUNTY – PUBLIC WORKS – LOCAL UNION 874

I. PURPOSE

It has come to the attention of the Franklin County Commissioners the need for a new position classification, an existing position classification review and a current position reclassification procedure. The Board's purpose is to achieve an efficient and equitable process for defining, filling and compensating positions. Consistent with this purpose, the classification system groups like or similar positions into appropriate classifications which are sufficiently similar with respect to duties, responsibilities, qualifications, knowledge, skills, and abilities. This policy covers the Bargaining unit whose classifications are currently placed on the standardized Franklin County pay plan.

CLASSIFICATION DESCRIPTIONS - written descriptions of each job classification in the plan consisting of class title, distinctions from other related classifications, a general statement of duties and responsibilities, key or core duties and responsibilities, supervision received and authority, qualifications required and desired in terms of education, experience, training, knowledge, skills and abilities required; working environment and conditions, physical demands of the job and other relevant information.

II. NEW POSITIONS, EXISTING POSITION REVIEW AND RECLASSIFIED POSITIONS

Whenever the duties and responsibilities of an existing position are so changed or proposed to be changed, or when it otherwise becomes questionable whether the position should be allocated to a different classification or grade on the salary schedule, the Elected Official or Department Head may request that the position go through the process of classification review. Employees may also request, in writing, to their Elected Official or Department Head that the position be reviewed.

All proposed classification reviews shall be presented to the County Administrator prior to the process beginning. The County Administrator will then request the Human Resources Director to begin the process.

By recommendation from the County Administrator the Human Resource Director shall review all requests to determine whether they are complete as per Step 1 – Classification Review Requests. Requests determined incomplete shall be returned to the employee and/or department head with supporting justification. If a request is determined to be complete, the Human Resources Director shall, in coordination with the affected department, prepare a new/revised classification along with a recommended salary range. This information will then be submitted to the Classification Review Committee

The Bargaining Classification Review Committee shall be comprised of two (2) county management representatives and (2) union representatives. The Classification Review Committee does not have the authority to bind in any way the Board of County Commissioners.

These basic guidelines shall be followed:

1. A request for classification review shall be forwarded to the committee only after the Elected Official or Department Head over the position clearly identifies the changes in duties and/or responsibilities that have occurred as a result of reorganization, enhanced job duties, or changes in work complexity.

2. Increases in work volume, outstanding performance, or admirable behavioral traits of the incumbent although valued and important shall not be relevant in a classification audit.

3. If an employee believes that their position is no longer properly classified, the employee may request in writing through their Elected Official or Department Head that a classification audit be performed.

4. Classification changes may have budgetary impacts. Therefore, requests for classification audits should be started and completed before the commencement of the annual budget process. Elected Officials & Department Heads should plan their requests for position classifications reviews so the audits can be completed no later than the first of August each year for consideration in budget requests for the next fiscal year.

5. At any point in the process the reviewing entity or the requester can request additional information be submitted for review.

6 A classification review of a position can be accomplished only upon the completion of Step 1 – Classification Review Request and Step 2 – Classification Audit Process, which follows the outlines below:

Step 1 – Classification Review Request: Requests for new classifications, existing classifications and reclassifications shall be submitted in writing to the County Administrator through the employee's Elected Official or Department Head. The following information shall be included in the request:

1. For a new position, a completed Position Analysis Questionnaire (Attachment A) that accurately reflects the education or experience required, as well as the essential duties, responsibilities and activities of the position to be classified.

2. For an existing classification review, a completed Position Analysis Questionnaire (Attachment A) that accurately reflects the education or experience required, as well as the essential duties, responsibilities and activities of the position. A copy of the current job description and placement, justification as to why the Elected Official or Department Head feels the position should be reviewed as well as, why the classification is not properly placed on the standardized Franklin County pay plan shall also be required.

3. Requests for reclassification based on educational requirements must clearly state what additional required education has been completed since the original classification. A copy of the RCW or similar documentation indicating the change in education requirements must be attached.

4. A request for reclassification based on a change in duties must clearly state what the new or additional duties are and why they have been required. A side-by-side Position Analysis Questionnaire (Attachment B) must be submitted showing the old circumstances in the left

column and the changed circumstances in the right column directly opposite so that the differences should be readily apparent.

5. A detailed statement from the requester as to the impact on the department budget if such classification or reclassification were to be granted.

6. Any other factors which are appropriate for the Committee to consider.

7. Submissions not meeting the minimum documentary support required in this section will be returned to the requester.

Step 2 – Classification Audit Process: Upon receipt of the Elected Official or Department Head's written request and all other appropriate paperwork, the Human Resource Director shall notify the Classification Review committee of the request. The Classification Review committee conducts a classification audit that shall involve the following steps:

1. Review the classification specification changes;

2. Identify changes in responsibilities that would or would not justify the need to place the position in a higher or lower classification;

3. Compare the duties and responsibilities and hours of work for positions already assigned to the proposed pay grade, the next higher and the next lower pay grade;

4. Outside comparisons to the duties and responsibilities of like positions may be taken into consideration;

5. If the classification or reclassification is appropriate, the Classification Review committee then submits the information and recommendation to the Board of County Commissioners and the affected Elected Official or Department Head;

6. The Board of County Commissioners receives and considers the recommendations and determines the proper action. If approved the procedure outlined in Step 3 is followed; if denied the affected Elected Official or Department Head is notified in writing.

Audit Process Timeline: Classification audits shall be accomplished in a timely fashion. The audit and the response explaining the recommended action should be delivered to the appropriate parties within a reasonable time, generally within sixty (60) working days of receiving the request.

Appeal Process & Timeline: Any Elected Official, Department Head or employee affected by the classification of a position may file a written request for reconsideration with the Human Resources office within 10 working days of when the classification or reclassification is denied. The Human Resources office will forward the appeal to the reclassification committee for review. The findings of the reclassification committee will be presented to the Board of Commissioners, the supervisor and the employee concerned. The appeal process shall be completed within 60 days of filing the appeal. The decision of the Board of Commissioners shall be final.

Step 3 – Process for Approved Requests:

1. The Human Resources Department will be notified to process the change of status if the classification or reclassification is approved by the Board of County Commissioners. If the position is a reclassification the old position description and placement will be replaced with the new position description and placement.

2. The affected Elected Official or Department Head and employee(s) shall be notified of the Board of County Commissioner's decision.

4. The incumbent employee(s) in the existing classification, if qualified, will be placed directly into the new classification. If not qualified, the incumbent(s) will be allowed one (1) year to become qualified.

5. If the new classification has a higher pay grade, the employee will be paid at the nearest step in the new grade which provides a minimum increase of 2.5%. Reclassified employees will receive a new step date commencing at the date of reclassification.

6. If the new classification has a lower pay grade, the employee will be paid at the step of the new grade at or nearest to their current salary. In the event the current salary is the same as the new rate the employees step date will remain the same, if the nearest step is higher the employee will receive a new step date commencing at the date of reclassification.

March 1, 2006
RESOLUTION NO. 2006-132
Hiring Authorization No.:_____
Position No.:_____
Pay Grade No.:_____

Date:_____

FRANKLIN COUNTY
POSITION ANALYSIS QUESTIONNAIRE – ATTACHMENT A

1. Job Title:_____

2. Department:_____

3. Work Hours: Total Annual_____Start Time:_____End Time:_____

4. Describe the major purpose or objective of this job. Why does this job exist?_____

_____

_____

5. What skills and knowledge are needed in order to perform this job? (What specific skills or knowledge are required?)

_____

_____

_____

6. Is there any education or training (initial or ongoing) required to perform this job? Why?

_____

_____

_____

7. What type of previous work experience is necessary to perform this job? Why? (What prior work accomplishments are required for this job?)

_____

_____

_____

8. List any certificates or licenses are required in order to perform this job.

_____

_____

_____

9. What employee/positions do you directly supervise?

a. Position:_____% of Time Spent_____

b. Position:_____% of Time Spent_____

c. Position:_____% of Time Spent_____

d. Position:_____% of Time Spent_____

e. Position:_____% of Time Spent_____

f. Position:_____% of Time Spent_____

Do you have authority to hire or fire? ☐Yes ☐No

Authorize vacation? ☐Yes ☐No

Authorize leave of absence? ☐Yes ☐No

Issue warnings? ☐Yes ☐No

10. Describe the extent to which this job requires the use or preparation of confidential information. Indicate the type of information, the reason for discretion and the effect of disclosure.

11. Describe the duties and responsibilities of this position that are regular and on-going. Indicate what is done, how it is done and why it is done. Estimate the annual number of hours, weeks or months you spend on each duty. Start with the most time consuming activity.

a.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

b.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

c.

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

d._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

e._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

f._____

_____

_____

Is this duty an essential element of the job?* ☐Yes ☐No

Is this a seasonal duty? ☐Yes ☐No

Annual Time Spend (hours, weeks, months) Circle One

12. Describe one or two of the most complex problems faced in performing this job.

_____

_____

_____

13. What kind of errors are possible on this job? And, if an error is made, what effect will it have on this job or the job of others?

14. Identify your immediate Supervisor:

Name:_____Position:_____

*An essential element is a job function that must be accomplished or the mission of the job cannot be accomplished. For example: typing is an essential for a job that requires all materials to be typed, but typing is not essential if hand-written work is acceptable. A drivers license is not essential if the basic job can be accomplished without one.

15. Describe the nature and extent of supervision or guidance received from the supervisor (be specific). To whom do you give your work after you have completed it?

16. Is supervision received from anyone other than the immediate supervisor? ☐Yes ☐No (If yes, complete 16.a & 16.b)

a. Name_____Position:_____

b. Describe the nature and extent of supervision or guidance received (be specific).

17. Other than your supervisor, do you obtain authority or approval from others? Describe.

18. Describe the amount of freedom of choice allowed in performing this job.

19. Describe the communication skills required to properly perform this job. Consider cooperation, courtesy, patience, persuasion, tact, trust, understanding, etc. How are the skills used on the job?

20. List the work related contacts that this job requires you to make with others within and outside the department. Indicate the type and amount of public contact required.

a. Purpose of contact:

With Whom:

Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)

b. Purpose of contact:

With Whom:

Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)

c. Purpose of contact: _____

_____

With Whom: _____

Method: ☐ In Person ☐ Memo ☐ Letter ☐ Phone (Put X in all used)

21. Describe the work environment of this job. Consider such elements as facilities, noise, interruptions, temperature, travel, personal safety, etc.

_____

_____

_____

22. List any <u>equipment,</u> tools, vehicles, and/or machines used to perform this job.

_____

_____

_____

23. Describe the amount of <u>fortitude,</u> stamina, tenacity, and minimum mental or cognitive abilities required to do the job and list one or two brief samples.. Examples are mental activities such as comprehension, attention span, alertness, reading ability, mathematical ability, etc.

_____

_____

_____

24. Is this job involved in emergency response? If yes, describe the mental affects of the emergency conditions.

_____

_____

_____

25. Physical Demands:

a. How much on-the-job time is spent in the following physical activities? Show the amount of time by checking the appropriate boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far?
Stand	☐	☐	☐	☐	
Walk	☐	☐	☐	☐	
Sit	☐	☐	☐	☐	
Talk or Hear	☐	☐	☐	☐	
Use hands to finger, handle or feel	☐	☐	☐	☐	
Climb or balance	☐	☐	☐	☐	
Stoop, kneel, crouch, or crawl	☐	☐	☐	☐	
Reach with hands and arms	☐	☐	☐	☐	
Taste or smell	☐	☐	☐	☐	

b. Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropriate boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More
Up to 10 pounds	☐	☐	☐	☐
Up to 25 pounds	☐	☐	☐	☐
Up to 50 pounds	☐	☐	☐	☐
Up to 100 pounds	☐	☐	☐	☐
More than 100 pounds	☐	☐	☐	☐
Does this weight have to be carried?	☐Yes	☐No	If Yes How Far?	

c. Does this job have any special vision requirements? Check all that apply.

☐ Close Vision (clear vision at 20 inches or less).

☐ Distance Vision (clear vision at 20 feet or more).

☐ Color Vision (ability to identify and distinguish colors).

☐ Peripheral Vision (ability to observe an area that can be seen up & down or to the left & right while eyes are fixed on a given point).

- ☐ Depth Perception (three-dimensional vision, ability to judge distances and spatial relationships).
- ☐ Ability to Adjust Focus (ability to adjust the eye to bring an object into sharp focus).
- ☐ Ability to Read Small Print (8pt or less).
- ☐ Night Vision required.
- ☐ No Special Vision Requirements.

d. Make notes on the specific job duties that require the physical demands selected above. Describe the *overall normal physical effort required to do this job. (Lifting, bending, climbing, etc.)*

_____

_____

_____

26. List any other comments relating to this job duties and responsibilities.

_____

_____

_____

_____

_____

_____

_____

_____

YOUR NAME:_____ **DATE:**_____

YOUR TITLE:_____

YOUR WORK PHONE:_____

FRANKLIN COUNTY

POSITION ANALYSIS QUESTIONNAIRE – ATTACHMENT B

(Reclassification Request)

CURRENT P.A.Q.	PROPOSED NEW P.A.Q.

1. Job Title

Current:	Proposed New:

2. Department: _____

3. Work Hours:

Total Annual Start Time: End Time:	Total Annual Start Time: End Time:

4. Describe the major purpose or objective of this job. Why does this job exist?

5. What skills and knowledge are needed in order to perform this job (what specific skills or knowledge are required):

6. Is there any education or training (initial or ongoing) required to perform this job? Why:

7. What type of previous work experience is necessary to perform this job? Why? (What prior work accomplishments are required for this job?)

8. List any certificates or licenses that are required in order to perform this job.

9. What employee/positions does this job directly supervise?

a. Position:_____% of Time Spent b. Position:_____% of Time Spent c. Position:_____% of Time Spent d. Position:_____% of Time Spent	a. Position:_____% of Time Spent b. Position:_____% of Time Spent c. Position:_____% of Time Spent d. Position:_____% of Time Spent
Authority to hire or fire? ☐Yes☐No Authorize vacation? ☐Yes☐No Authorize leave of absence? ☐Yes☐No Issue Warnings? ☐Yes☐No	Authority to hire or fire? ☐Yes☐No Authorize vacation? ☐Yes☐No Authorize leave of absence? ☐Yes☐No Issue Warnings? ☐Yes☐No

10. Describe the extent to which this job requires the use or preparation of confidential information. Indicate the type of information, the reason for discretion and the effect of disclosure.

11. Describe the duties and responsibilities of this position that are regular and on-going. Indicate what is done, how it is done and why it is done. Estimate the annual number of hours, weeks or months you spend on each duty. Start with the most time consuming activity.

a. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	a. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
b. Is this duty an essential element of the job? ☐Yes☐No	b. Is this duty an essential element of the job? ☐Yes☐No

Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
c. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	c. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
d. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	d. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
e. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	e. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One
f. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One	f. Is this duty an essential element of the job? ☐Yes☐No Is this seasonal duty? ☐Yes☐No Annual Time Spent (hours, weeks, months) Circle One

12. Describe one or two of the most complex problems faced in performing this job.

13. What kind of <u>errors</u> are possible on this job? And, if an error is made, what effect will it have on this job or the job of others?

14. Identify the immediate supervisor

Name: **Position:**	**Name:** **Position:**

15. Describe the nature and extent of supervision or guidance received from the supervisor (be specific).

16. Is supervision received from anyone other than the immediate supervisor? ☐Yes ☐No (If yes, complete 16a & 16B)

a. Name: **Position:**	**a. Name:** **Position:**
b. Describe the nature and extent of supervision or guidance received (be specific).	**b. Describe the nature and extent of supervision or guidance received (be specific).**

17. Other than the supervisor, does the job obtain authority or approval from others? Describe.

18. *Describe the amount of <u>freedom of choice</u> allowed in performing the job.*

19. Describe the <u>communication skills required</u> to properly perform the job. Consider cooperation, courtesy, patience, persuasion, tact, trust, understanding, etc. How are the skills used on the job?

20. List the work related contacts that the job requires you to make with others within and outside the department. Indicate the type and amount of public contract required.

a. Purpose of contact: With Whom: Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)	a. Purpose of contact: With Whom: Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used)
b. Purpose of contact: With Whom: Method: ☐In Person ☐Memo ☐Letter ☐Phone *(Put X in all used*	b. Purpose of contact: With Whom: Method: ☐In Person ☐Memo ☐Letter ☐Phone *(Put X in all used*
c. Purpose of contact: With Whom: Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used	c. Purpose of contact: With Whom: Method: ☐In Person ☐Memo ☐Letter ☐Phone (Put X in all used

21. Describe the work environment of the job. Consider such elements as facilities, noise, interruptions, temperature, travel, personal safety, etc.

22. List any <u>equipment</u>, tools, vehicles, and/or machines used to perform the job.

23. Describe the amount of <u>fortitude</u>, stamina, tenacity, and minimum mental or cognitive abilities required to do the job and list one or two brief samples. Examples are mental

activities such as comprehension, attention span, alertness, reading ability, mathematical ability, etc.

24. Is this job involved in emergency response? If yes, describe the mental affects of the emergency conditions.

25. Physical Demands:

a. How much on-the-job time is spent in the following physical activities?

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Stand	☐	☐	☐	☐	☐
Walk	☐	☐	☐	☐	☐
Sit	☐	☐	☐	☐	☐
Talk or hear	☐	☐	☐	☐	☐
Climb or balance	☐	☐	☐	☐	☐
Stoop or kneel	☐	☐	☐	☐	☐
Crouch or crawl	☐	☐	☐	☐	☐
Reach with hands	☐	☐	☐	☐	☐
Reach with arms	☐	☐	☐	☐	☐
Taste or smell	☐	☐	☐	☐	☐

. How much on-the-job time is spent in the following physical activities?

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Stand	☐	☐	☐	☐	☐
Walk	☐	☐	☐	☐	☐
Sit	☐	☐	☐	☐	☐
Talk or hear	☐	☐	☐	☐	☐
Climb or balance	☐	☐	☐	☐	☐
Stoop or kneel	☐	☐	☐	☐	☐
Crouch or crawl	☐	☐	☐	☐	☐
Reach with hands	☐	☐	☐	☐	☐
Reach with arms	☐	☐	☐	☐	☐
Taste or smell	☐	☐	☐	☐	☐

b. *Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropraite boxes below.*

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Up to 10 lbs.	☐	☐	☐	☐	☐
Up to 25 lbs.	☐	☐	☐	☐	☐
Up to 50 lbs.	☐	☐	☐	☐	☐
Up to 10 pounds	☐	☐	☐	☐	☐
100 lbs or more	☐	☐	☐	☐	☐

Does this weight have to be carried?☐Yes☐No

If yes, how far?

b. Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropraite boxes below.

Amount of Time

	None	Up to 1/3	1/3 to 2/3	2/3 & More	How Far
Up to 10 lbs.	☐	☐	☐	☐	☐
Up to 25 lbs.	☐	☐	☐	☐	☐
Up to 50 lbs.	☐	☐	☐	☐	☐
Up to 10 pounds	☐	☐	☐	☐	☐
100 lbs or more	☐	☐	☐	☐	☐

Does this weight have to be carried?☐Yes☐No

If yes, how far?

c.	Does this job have any special vision requirements? Check all that apply.	c.	Does this job have any special vision requirements? Check all that apply.
☐	Close Vision (clear vision at 20 inches or less).	☐	Close Vision (clear vision at 20 inches or less).
☐	Distance Vision (clear vision at 20 feet or more).	☐	Distance Vision (clear vision at 20 feet or more).
☐	Color Vision (ability to identify and distinguish *colors*).	☐	Color Vision (ability to identify and distinguish *colors*).
☐	Peripheral Vision (ability to observe an area that can be seen up & down or to the left & right while eyes are fixed on a given point).	☐	Peripheral Vision (ability to observe an area that can be seen up & down or to the left & right while eyes are fixed on a given point).
☐	Depth Perception (three-dimensional vision, ability to judge distance and spatial relationships).	☐	Depth Perception (three-dimensional vision, ability to judge distance and spatial relationships).
☐	Ability to Adjust focus (ability to adjust the eye to bring an object into sharp focus).	☐	Ability to Adjust focus (ability to adjust the eye to bring an object into sharp focus).
☐	Ability to Read Small Print (8pt or less).	☐	Ability to Read Small Print (8pt or less).
☐	Night Vision Required.	☐	Night Vision Required.
☐	No Special Vision Requirements.	☐	No Special Vision Requirements.

d.	Make notes on the specific job duties that require the physical demands selected above. Describe the overall normal physical effort required to do the job. (Lifting, bending, climbing, etc.)	d.	Make notes on the specific job duties that require the physical demands selected above. Describe the overall normal physical effort required to do the job. (Lifting, bending, climbing, etc.)

26. List any other comment relating to the job duties and responsibilities:

YOUR NAME:_____ **DATE:** _____

_____

YOUR TITLE:_____

Thank you for completing this questionnaire

Scaled Back Plan

Item	Description	Ea	Qty	Price	Total	Firm Bid
				$ -	$ -	
Carpet installed / shipping		Ea	1	$ 120,000	$ 120,000	
Designer fees		Ea	1	$ 5,000	$ 5,000	
Paint Ceiling		Ea	1	$ 25,000	$ 25,000	
		Ea	1	$ -	$ -	
F&B Equipment		Ea	1	$ 60,000	$ 60,000	
Contingency		Ea	1	$ 10,000	$ 10,000	
				$ -	$ -	
Barn Roofs	Approved	Ea	1	$ 40,000	$ 40,000	
Power Drop	Approved	Ea	1	$ 35,000	$ 35,000	
				$ -		
				$ -		
				$ -	$ -	
				$ -	$ -	
	Sub Total				$ 295,000	
	Sales Tax				$ 24,485	
					TTL	$ 319,485
						$ 320,000
						$ 515

EXHIBIT 2

March 1, 2006

INVITATION TO BID

FRANKLIN COUNTY
Public Works Department
Pasco, Washington

Sealed bids will be received by the County of Franklin, at the Office of the Board of County Commissioners in the Franklin County Courthouse Annex at Pasco, Washington, **until 9:30 am, Wednesday, March 29, 2006,** and will then and there be opened and publicly read for the construction of the improvements.

All bid proposals shall be accompanied by a bid proposal deposit in cash, certified check, cashier's check, or surety bond in an amount equal to five percent (5%) of the amount of such bid proposal. Should the successful bidder fail to enter into such contract and furnish satisfactory performance bond within the time stated in the specifications, the bid proposal deposit shall be forfeited to the County of Franklin.

The right is reserved to reject any and all bids and to waiver informalities in the bidding.

Maps, plans and specifications may be obtained from the Franklin County Public Works Department, 3416 Stearman Ave., Pasco, Washington, 99301, upon payment of the amount of $15.00 per copy.

Informational copies of maps, plans and specifications are on file for inspection in the Office of the County Engineer of Franklin County in Pasco, Washington, the Tri-City Construction Council in Kennewick, Washington, the Association of General Contractors of Spokane, Washington, and *Construction Data of Spokane, Washington.*

The following is applicable to Federal-aid projects:

> **The Franklin County Public Works Department in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000-4 and Title 49, Code of Federal Regulations, Department of Transportation, subtitle A, Office of the Secretary, Part 21, nondiscrimination in federally assisted programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidders that it will affirmatively insure that in any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.**

The improvements for which bids will be received is described below:

CRP 582 / Dilling Lane Bridge #216-0.56

This project consists of the removal of the existing timber bridge and concrete sub-structures, the construction of a new concrete superstructure and sub-structures, approach work, and the installation of guardrail.

Bidders shall submit bids in a sealed envelope addressed to: Franklin County Board of County Commissioners, Franklin County Courthouse Annex, 412 W. Clark, Pasco, Washington, 99301, and marked **"CRP 582 / Dilling Lane Bridge #216-0.56, 9:30 am, Wednesday, March 29, 2006".**

Bids shall be submitted on the bid form attached to the specifications. The Board of County Commissioners reserves the right to reject any or all bids.

Signed this 1st day of March, 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT
Neva J. Corkrum, Chair

Robert E. Koch, Chair Pro Tem

Frank H. Brock, Member

ATTEST:

Clerk of the Board

FRANKLIN COUNTY RESOLUTION NO. 2006 134

BEFORE THE BOARD OF COUNTY COMMISSIONERS of Franklin County, Washington.

RE: AGREEMENT BETWEEN FRANKLIN COUNTY AND DENNIS JOHNSTON FOR USE OF HIS PERSONAL CELL PHONE FOR COUNTY BUSINESS

WHEREAS, Dennis Johnston is required by his job description to be available 24 hours a day for emergencies; and

WHEREAS, Dennis Johnston has a personal cell phone that he can be reached at 24 hours a day;

WHEREAS, Dennis Johnston would not be allowed to make personal calls on a County provided cell phone; and

WHEREAS, it is not practical to carry two separate cell phones; and

WHEREAS, Dennis Johnston is willing to carry and use his personal cell phone for County business.

NOW, THEREFORE, BE IT RESOLVED that Franklin County hereby approve the payment of one-half of the monthly base charge of Dennis Johnston's personal cell phone, effective July 1, 2005.

APPROVED this 1 day of March, 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT
Neva J. Corkrum, Chair

Robert E. Koch, Vice-Chair

Frank H. Brock, Member

Attest:

Clerk of the Board

FRANKLIN COUNTY RESOLUTION NO. 2006 135

BEFORE THE BOARD OF COMMISSIONERS, FRANKLIN COUNTY, WASHINGTON

RE: PERSONAL SERVICES AGREEMENT BETWEEN FRANKLIN COUNTY AND MAD SCIENCE PRODUCTIONS TO PROVIDE FIVE (5) THIRTY (30) MINUTE SHOWS EACH DAY JULY 1-4, 2006 IN CONJUNCTION WITH THE PROJECT DESIGNATED GRAND OLD 4TH

WHEREAS, Mad Science Productions agrees to provide five (5) thirty (30) minute shows each day July 1-4, 2006 in conjunction with the project designated Grand Old 4th; and

WHEREAS, a deposit of $3,000.00 is due upon execution of agreement and the balance of $7,000 to be paid on the last day of the show upon ascertainment and verification by the County of the completion of the performances under this agreement; and

WHEREAS, pursuant to RCW 36.01.010 and RCW 36.32.120 the legislative authority of each county is authorized to enter into contracts on behalf of the county and have the care of county property and management of county funds and business; and

WHEREAS, the Board of County Commissioners constitutes the legislative authority of Franklin County and desires to enter into the attached agreement as being in the best interest of Franklin County;

NOW, THEREFORE, BE IT RESOLVED the Franklin County Board of Commissioners hereby approves the attached Personal Services Agreement between Franklin County and Mad Science Productions to provide five (5) thirty (30) minute shows each day July 1-4, 2006 in conjunction with the project designated Grand Old 4th, with the cost not to exceed $10,000.00.

APPROVED this 1st day of March 2006.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

ABSENT
Neva J. Corkrum, Chair

Robert E. Koch, Chair Pro Tem

Attest:

Clerk to the Board

Frank H. Brock, Member

Originals: Auditor
Minutes
IGX

cc: Accounting Department
County Administrator File
County Administrator - Invoice

J:\Resol-2006\Agreement - Mad Science.doc

PERSONAL SERVICES AGREEMENT

THIS AGREEMENT is entered into between **Franklin County**, hereinafter referred to as Franklin County, and **Mad Science Productions Inc.**, hereinafter referred to as the Contractor, in consideration of the mutual benefits, terms, and conditions hereinafter specified.

Purpose

The purpose of this agreement is to allow Franklin County to retain the Contractor to perform five (5) thirty (30) minute shows each day July 1-4, 2006 in connection with the project designated Grand Old 4th.

Scope Of Services

The Contractor agrees to perform the services, identified on Exhibit "A" attached hereto, including the provision of all labor, materials, equipment, and supplies.

Time For Performance

Work under this contract shall commence upon the giving of written notice by the Board of Franklin County Commissioners to the Contractor to proceed. The Contractor shall perform all services and provide all work product required pursuant to this agreement July 1-4, 2006.

Payment

The Contractor shall be paid by Franklin County for completed work and for services rendered under this agreement as follows:

a. Payment for the work provided by the Contractor shall be made as provided in Exhibit A, page 4, paragraph 3.1, attached hereto, provided that the total amount of payment to the Contractor shall not exceed $10,000.00, without express written modification of the agreement signed by the Franklin County Commissioners.

b. A deposit of $3,000.00 will be paid upon execution by the Franklin County Commissioners.

c. Final payment of $7,000.00 will be made promptly upon ascertainment and verification by the County of the completion of the performances under this agreement.

d. Payment as provided in this section shall be full compensation for work performed, services rendered and for all materials, supplies, equipment, and incidentals necessary to complete the work.

e. The Contractor's records and accounts pertaining to this agreement are to be kept available for inspection by representatives of Franklin County and Washington State for a period of three (3) years after final payments. Copies shall be made available upon request.

Compliance With Laws

The Contractor shall, in performing the services contemplated by this agreement, faithfully observe and comply with all federal, state, and local laws, ordinances and regulations, applicable to the services to be rendered under this agreement.

Indemnification

The Contractor, its officers, agents and employees, agree to fully indemnify, hold harmless and defend Franklin County, its officers, agents, and employees, against any and all liability, damage, loss, claims, demands, and actions of any nature whatsoever on account of personal injuries including, without limitation on the foregoing, worker's compensation and death claims, or property loss or damage of any kind whatsoever, which arise out of or are in any manner connected with, or are claimed to arise out of or be in any way connected with, any negligent or intentional act or omission of the Contractor, its officers, agents, and employees in performing this contract. The Contractor shall, at its own expense, investigate all such claims and demands, attend to their settlement or other disposition, defend all actions based thereon and pay all charges of attorneys and all other costs and expenses of any kind arising from any such liability, damage, loss, claims, demands, and actions.

Furthermore, for the purposes of this section, the Contractor expressly waives its immunity under Title 51 or subsequent revisions of the Revised Code of Washington, the Industrial Insurance Act, for injuries to its employees and agrees that the obligation to indemnify, defend, and hold harmless provided for in this paragraph extends to any claim brought by or on behalf of any employee of the Contractor. This waiver is mutually negotiated by the parties.

Insurance

The Contractor shall secure and maintain in force throughout the duration of this contract comprehensive general liability insurance with a minimum coverage of $500,000 per occurrence and $1,000,000 aggregate for personal injury; and $500,000 per occurrence/aggregate for property damage, and professional liability insurance in the amount of $1,000,000.

Said general liability policy shall name Franklin County as an additional named insured and shall include a provision prohibiting cancellation of said policy except upon thirty (30) days prior written notice to the named insured. Certificates of coverage as required by this section shall be delivered to Franklin County Risk Manager within fifteen (15) days of execution of this agreement.

Independent Contractor

The Contractor and Franklin County agree that the Contractor is an independent contractor with respect to the services provided pursuant to this agreement. Nothing in this agreement shall be considered to create the relationship of employer and employee between the parties hereto. Neither Contractor nor any employees of Contractor shall be entitled to any benefits accorded Franklin County employees by virtue of the services provided under this agreement. Franklin County shall not be responsible for withholding or otherwise deducting federal income tax or social security, for contributing to the state industrial insurance program, or otherwise assuming the duties of an employer with respect to Contractor, or any employee of Contractor.

Covenant Against Contingent Fees

The Contractor warrants that he has not employed or retained any company or person, other than a bonafide employee working solely for the Contractor, to solicit or secure this contract, and that he has not paid or agreed to pay any company or person, other than a bonafide employee working solely for the Contractor, any fee, commission, percentage, brokerage fee, gifts, or any consideration contingent upon or resulting from the award or making of this contract. For breach or violation of this warranty, Franklin County shall have the right to annul this contract without liability or, in its discretion to deduct from the contract price or consideration, or otherwise recover, the full amount of such fee, commission, percentage, brokerage fee, gift, or contingent fee.

Discrimination Prohibited

The Contractor, with regard to the work performed by it under this agreement, will not discriminate on the grounds of race, color, national origin, religion, creed, age, sex, marital status, disabled, or Vietnam era veteran status, or the presence of any physical, mental, or sensory handicap in the selection and retention of employees or procurement of materials or supplies, provided that the prohibition against discrimination in employment because of handicap shall not apply if the particular disability prevents the proper performance of the particular work involved.

Assignment

The Contractor shall not sublet or assign any of the services covered by this agreement without the express written consent of Franklin County.

Non-Waiver

Waiver by Franklin County of any provision of this agreement or any time limitation provided for in this agreement shall not constitute a waiver of any other provision.

Termination

This contract can not be terminated by Franklin County or the Contractor.

a. In the event of the death of a member, partner, or officer of the Contractor, or any of its supervisory personnel assigned to the project, the surviving members of the Contractor hereby agree to complete the work under the terms of this agreement, if requested to do so by Franklin County. This section shall not be a bar to renegotiations of this agreement between surviving members of the Contractor and Franklin County, if Franklin County so chooses.

Notices

Notices to Franklin County shall be sent to the following address:

Grand Old 4th
Franklin County Administrator
1016 N. Fourth Avenue
Pasco, WA 99301
Attn: Fred H. Bowen

Notices to the Contractor shall be sent to the following address:

Leonard Lipes, Vice-President
Mad Science Productions, Inc.
8360 Bougainville Street, Suite 202
Montreal, Quebec
Canada H4P 2G1

Integrated Agreement

This Agreement together with attachments of addenda, represents the entire and integrated agreement between Franklin County and the Contractor supersedes all prior negotiations, representations, or agreements written or oral. Should there be any conflicting provisions or discrepancies between this Personal Services Agreement and attached Exhibit A, the provisions of the Personal Services Agreement shall supersede the conflicting provisions or discrepancies of attached Exhibit A. This agreement may be amended only by written instrument signed by both Franklin County and the Contractor.

Jurisdiction And Venue

This Agreement shall be construed and interpreted in accordance with the laws of the state of Washington. The venue of any action shall be in the Superior Court for Franklin County.

Changes, Modifications, and Amendments

This Agreement may be waived, changed, modified, or amended only by written agreement executed by both of the parties hereto.

Severability

If a provision of this Agreement or any provision of any document incorporated by reference shall be held invalid, such invalidity shall not affect the other provisions of this Agreement which can be given effect without the invalid provision, and to this end and the provisions of this Agreement are declared to be severable.

All Writings Contained Herein

This Agreement sets forth in full the entire agreement of the parties, and any other agreement, representation or understanding, verbal or otherwise, is hereby deemed to be null and void and of no force and effect whatsoever.

The parties to this Contract have executed this Contract in original duplicates as of the date written below.

This Contract shall take effect this 1 day of March, 2006.

CONTRACTOR:

Firm: Mad Science Productions Inc.

By: Leonard Lipes

Signature:

Title: Managing Director

Approved as to form:

Ryan E. Verhulp,
Chief Civil Prosecutor

BOARD OF COUNTY COMMISSIONER
Franklin County, Washington

ABSENT
Neva J. Corkrum, Chairman

Robert E. Koch, Chairman Pro Tem

Frank H. Brock, Member

ATTEST BY:

Clerk of the Board

222284.03

THEATRICAL PRODUCTION BOOKING AGREEMENT

BY AND BETWEEN: **Franklin County**
1016 North 4th Avenue
Pasco, Washington 99301
herein represented by Neva J. Corkrum, Chairman, Robert E. Koch, Chair Pro Tem and Frank H. Brock, Member (hereinafter referred to as the "Corporation")

AND: **Mad Science Productions Inc.**, having its principal place of business at 8360 Bougainville Street, suite 202, Montreal, Quebec H4P 2G1, herein represented by Leonard Lipes, its Director (hereinafter referred to "Mad Science")

WHEREAS the Corporation operates a family event known as the Grand Old 4th ("FAIR").

WHEREAS Mad Science is in the business of producing and presenting science performances for children;

WHEREAS the Corporation wishes to engage Mad Science to present performances to children in the English language within the FAIR;

WHEREAS the Corporation will make available certain premises to Mad Science within the FAIR on the terms and conditions as more particularly herein set out for the purpose of providing to Mad Science a venue for the presentation of its performances.

IN CONSIDERATION OF THE MUTUAL UNDERTAKINGS CONTAINED HEREIN, THE PARTIES AGREE AS FOLLOWS:

SECTION 1 - PERFORMANCES

1.1 The Corporation hereby engages Mad Science and Mad Science agrees to present in the Theatre (hereinafter defined), theatrical performances directed to children's audiences involving educational and entertaining elements from Mad Science's proprietary science program, more specifically "Funky Farmworks" (the "Performances"), during the period commencing July 1, 2006 and continuing through July 4, 2006 (the "Performing Season") during the term of this Agreement in accordance with the following:

1.1.1 The Performances will be presented daily during an eight hour period; and