

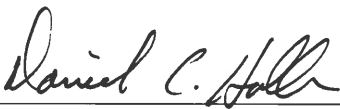
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE TOWN OF MAMMOTH LAKES
AND
THE MAMMOTH LAKES
PUBLIC WORKS EMPLOYEES' ASSOCIATION
July 1, 2019 to June 30, 2022

PREAMBLE

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500 et seq). The parties to this Memorandum of Understanding are the Town of Mammoth Lakes, State of California, which hereinafter shall be referred to as "Town" and the Mammoth Lakes Public Works Employees' Association, in its affiliation with AFSCME Local 3291, which hereinafter shall be referred to as "Association." The parties have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of the employees represented by the Association and have exchanged freely information, opinions, and proposals and have endeavored to reach agreement on all matters relating to the employment, conditions, and employee relations of such employees.

This Memorandum of Understanding has been presented to the Town Council as a joint recommendation of the undersigned for salary, fringe benefits, and other working conditions for the period beginning July 1, 2019 to June 30, 2022, and was ratified by the Town Council on August 7, 2019, and the terms and conditions herein are in full force and effect for affected members of the Mammoth Lakes Public Works Employees' Association, in its affiliation with AFSCME Local 3291.

TOWN OF MAMMOTH LAKES



Daniel C. Holler
Town Manager

8-12-19
Date



Jamie Gray
Town Clerk

8/12/19
Date

MAMMOTH LAKES PUBLIC WORKS
EMPLOYEES' ASSOCIATION



Shane Ames
Public Works Employees' Association Representative

Aug 12th 2019
Date



Scott Meredith
Public Works Employees' Association Representative

8.12.2019
Date

Table of Contents

ARTICLE 1: Agreement	4
ARTICLE 2: Recognition	4
ARTICLE 3: Non-Discrimination	4
ARTICLE 4: Association Rights	4
ARTICLE 5: Town Rights	5
ARTICLE 6: Negotiation Procedure	5
ARTICLE 7: Personnel Rules and Grievance and Disciplinary Procedures	6
ARTICLE 8: Comprehensive and Other Leave	6
8.1 Comprehensive Leave	6
8.2 Scheduling/Notification	6
8.3 Comprehensive Leave at Termination	7
8.4 Comprehensive Carryover/Pay-Outs.....	7
8.5 Comprehensive Leave Accruals.....	8
8.6 Parental Leave	8
8.7 Family and Medical Leave	8
8.8 Military Leave	9
8.9 Jury Duty	9
8.10 Leave Without Pay	9
8.11 Unpaid Leave of Absence	9
8.12 Catastrophic Leave	9
ARTICLE 9: Workers' Compensation	10
9.1 Industrial Accident and Illness Leave	10
9.2 On-the-Job Injury	10
ARTICLE 10: Health Insurance Benefits	10
10.1 Health Insurance Benefits	10
10.2 Flexible Benefit Section 125 Program and Benefit Stipend	10
10.3 Vision and Dental Health Reimbursement Arrangement (HRA) Plan	11
ARTICLE 11: Deferred Compensation	12
ARTICLE 12: Retirement Contribution	12
ARTICLE 13: State Disability Insurance	13
ARTICLE 14: Dues Deductions	13
ARTICLE 15: Life Insurance	14
ARTICLE 16: Wellness	14
ARTICLE 17: Education Reimbursement	14
17.1 Education and Training	14
17.2 Educational Reimbursement Policy	15
ARTICLE 18: Anniversary Awards	15

ARTICLE 19: Work Schedule	15
ARTICLE 20: Salaries and Wages	16
20.1 Salary Scales	16
20.2 Base Annual Salaries.....	16
20.3 Bilingual Pay	16
20.4 Special Function Pay	16
20.5 Bonus.....	17
ARTICLE 21: Paid Municipal Holidays	17
ARTICLE 22: Overtime	18
22.1 Overtime Policy - Definition.....	18
22.2 Overtime Compensation.....	18
22.3 Maximum Accumulation of Compensatory Time	19
22.4 Usage of Compensatory Time.....	19
22.5 Compensatory Leave at Termination	19
22.6 Overtime Meal Allowance	19
ARTICLE 23: Compensation for Municipal Holidays/Holiday Overtime	19
ARTICLE 24: Call-In/Standby	20
24.1 Definitions	20
24.2 Standby.....	20
24.3 Call-In.....	20
ARTICLE 25: Driver’s Physical Examination	20
ARTICLE 26: Safety Equipment	20
26.1 Safety and Weather Protection Equipment	20
26.2 Boot and Sunglass Allowance.....	21
26.3 Tool Allowance	21
ARTICLE 27: Severance	21
ARTICLE 28: Effect of Agreement	21
28.1 Complete Understanding.....	21
28.2 Improvement in Benefits	22
28.3 Savings	22
ARTICLE 29: Severability	22
ARTICLE 30: Duration	22
Exhibit A: List of Classifications	23
Exhibit B: Compensation Schedules	24

ARTICLE 1: Agreement

The Articles and provisions contained herein constitute a bilateral and binding agreement (“Agreement”) by and between the Town Council of the Town of Mammoth Lakes, California (“Town”) and the Mammoth Lakes Public Works Employees’ Association (“Association”) in its affiliation with AFSCME Local 3291.

ARTICLE 2: Recognition

The Town recognizes the Association as the exclusive representative of all regular employees whose job classifications are listed in attached Exhibit A.

ARTICLE 3: Non-Discrimination

There shall be no discrimination based on an employee’s race, religious creed, color, national origin, ancestry, sex, age, physical or mental disability, medical condition, sexual orientation, marital status, gender identity, gender expression, genetic characteristics or information, military or veteran’s status, and/or any other category protected by federal and/or state law. In addition, Town policy prohibits retaliation because of the employee’s opposition to a practice the employee reasonably believes to constitute employment discrimination or harassment or because of the employee’s participation in an employment investigation, proceeding, hearing, or legitimate employee organization activities. Employees who believe they have been harassed, discriminated against, or retaliated against, should report that conduct to the Town, and the Town will investigate those complaints.

ARTICLE 4: Association Rights

- 4.1 The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards located at Town facilities and to use the Town email, meeting rooms, equipment, and supplies to notice and conduct meetings. Use of space must not interfere with any Town needs or use.
- 4.2 The Town Manager may authorize up to forty (40) hours annually, not to exceed five (5) days per year, for the Association President or their designee to conduct Association business or attend state or national conferences sponsored by employee associations, exclusive of activities directly related to negotiations affecting this MOU. Public agencies shall allow a reasonable number of public agency employee representatives of recognized employee organizations reasonable time off without loss of compensation or other benefits when formally meeting and conferring with representatives of the public agency on matters within the scope of representation. Association members shall provide their supervisors with reasonable notification requesting release time to conduct association business outside of formal negotiations.
- 4.3 Within thirty (30) days of the ratification of this Agreement, or any subsequent modification thereof, by both parties, the employer agrees to provide an executed copy to

the Association and an electronic copy for distribution and placement on the Town's website.

- 4.4 A representative from the Association shall have the right and the opportunity during normal business hours to speak to a new employee for the purposes of explaining the new employee's contractual rights and introducing them to the Association. No employee is required to attend such meeting.
- 4.5 The Town agrees to notify the Association at least thirty (30) days prior to the elimination of any position and/or implementing an employee layoff which would impact Association-represented employees. The Association may then request to meet and confer.

ARTICLE 5: Town Rights

It is understood and agreed that the Town Council retains all of its powers and authority to direct, manage, and control the operation of the Town to the full extent of the law. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Town, the adoption of ordinances, policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

Included in these Town duties and powers are the exclusive rights to: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; establish its departmental policies, goals, and objectives; insure the rights and privileges of citizens; determine staffing patterns; determine the number and kind of personnel required; maintain the efficiency of Town operations; build, move, or modify facilities; establish budget procedure and determine budgetary allocation; determine the methods of raising revenue; enter into contracts for supplies and services; and take appropriate action in the event of an emergency. In addition, the Town retains the right to hire, classify, assign, transfer, evaluate, promote, demote, suspend, and terminate employees. These rights will be in conformance with the provisions of state and federal laws.

The Town retains its right to waive, for the duration of the cause, pertinent policies and practices referred to in this Agreement in cases of civil defense, natural disasters, epidemics, or acts of God. All rights, powers, and privileges of the Town shall be exercised by the Town Council and the operation of the Town shall be administered by the Town Manager or any other person properly designated by the Town Council or the Town Manager.

ARTICLE 6: Negotiation Procedure

- 6.1 Either party may utilize the services of outside consultants.

- 6.2 The Town Council and the Association will discharge their respective duties required by this agreement in compliance with the Meyers-Milias-Brown Act (Government Code, Section 3500-2511).
- 6.3 Negotiations shall take place at mutually agreeable times and places, provided that meetings be held within ten (10) days after receipt of a written request.
- 6.4 The Association shall designate a minimum of two (2) representatives to meet with the Town Council's representatives.
- 6.5 The Town agrees to share with the Association all fiscal information necessary to facilitate the negotiation process, and the Town shall provide to the Association one copy of such other county and state financial reports as the Association may request.
- 6.6 The Town agrees to provide the Association with one copy of documents or materials used or relied upon in the negotiation process or pertaining to matters within the scope of representation, and/or other documents within the meaning of the Public Records Act of the State of California at no charge. The Association agrees to provide Town with one copy of any document pertaining to matters within the scope of representation and the negotiation process at no charge. Neither party is obligated to provide documents subject to legal privilege.

ARTICLE 7: Personnel Rules and Grievance and Disciplinary Procedures

- 7.1 The Personnel Rules established pursuant to Town Council Resolution, or as subsequently modified by Town Council Resolution, are incorporated herein by reference, as are the Grievance and Disciplinary procedures and provisions established pursuant to said Resolution.
- 7.2 In the event that the Town intends to revise disciplinary and grievance procedures in the Town's Personnel Rules, the Town will meet and confer with the Association.

ARTICLE 8: Comprehensive and Other Leave

8.1 Comprehensive Leave

Comprehensive leave combines several types of leaves, including vacation leave, sick leave, personal leave, and bereavement leave.

8.2 Scheduling/Notification

The scheduling of comprehensive leave for vacation and personal leave purposes and the amount to be taken at any one time shall be determined by the Department Head in accordance with the department's rules and with regard for the needs of the Town primarily and the preferences of the employee secondarily.

In the event an employee finds it necessary to take comprehensive leave which has not been scheduled in advance, such as for illness, bereavement, emergencies, etc., it is the responsibility of the employee to make documented attempt to contact (i.e. by phone, in person, or email) their supervisor at least one (1) hour prior to the beginning of their work day to inform the supervisor of the unexpected need to utilize comprehensive leave.

It is the responsibility of the employee to maintain an appropriate level of leave sufficient to cover time lost in case of an unforeseeable event. If an employee does not have enough leave left, they will have their benefits prorated accordingly for time missed from work. More than one occurrence of missing work without having enough leave to cover time lost may result in disciplinary action.

8.3 Comprehensive Leave at Termination

At separation of service from the Town, employees with accrued comprehensive leave shall be paid out for the balance at the date of termination. Payment for accrued comprehensive leave shall be at the employee's current regular rate of pay, or as required by law, and shall occur at the next regular pay date following the date of termination. The Town Manager, at their discretion, shall have the ability to approve other terms and conditions affecting payout of comprehensive leave at termination.

8.4 Comprehensive Carryover/Pay-Outs

No employee shall be able to accrue comprehensive leave in excess of eight hundred and fifty (850) hours. When an employee reaches a comprehensive leave balance of eight hundred and fifty (850) hours, their accrual shall stop until which time their balance falls below eight hundred and fifty (850). Employees who currently have a comprehensive leave balance of eight hundred and fifty (850) hours or more will be paid out in FY 2019/20 for their leave hours down to seven hundred and fifty-nine (759) hours at their regular rate of pay. These employees may elect to take their payout as cash or may elect to deposit their payout through payroll into an eligible 457 plan, or other pre-tax account plan, pursuant to applicable state and federal laws.

In the event an employee is not permitted to schedule and take leave as caused by the Town, which would result in the employee exceeding the accumulation limit, the employee may request the Town Manager to consider the reasons for exceeding the cap and may be granted a ninety (90) day extension of time, in which leave time will be scheduled that will bring the employee's accrued time below the eight hundred and fifty (850) limit. One additional ninety (90) day extension may be granted.

Employees may request a payout of comprehensive leave twice annually, not to exceed a combined total of two hundred (200) hours, once during the second quarter of the calendar year and again during the fourth quarter of the calendar year. All such requests will be processed and pay-outs made in accordance with a schedule established by the Town Manager, or designee. Employees will be provided ample advance notification of the schedule. Members requesting a pay-out must retain an accrued comprehensive leave balance of not less than two hundred and forty (240) hours. Pay-outs will be made at the employee's current regular rate of pay. Employees may elect to take

their payout as cash or may elect to deposit their payout through payroll into an eligible 457b Plan, or other pre-tax account plan, pursuant to applicable state and federal laws.

The Town Manager may authorize pay-outs at other times upon the specific written request of an employee, but only in the event that extraordinary circumstances warrant such consideration.

8.5 Comprehensive Leave Accruals

Employees accrue comprehensive leave based upon their length of continuous service as determined by their anniversary date according to the following schedule:

Date of hire in full-time status until two-year anniversary	16.6667 hrs/month
Two year anniversary	18.6667 hrs/month
Five year anniversary	20.6667 hrs/month
Ten year anniversary	22.6667 hrs/month

8.6 Parental Leave

The Town and the Association acknowledge that the California Government Code provides a number of employee benefits for pregnancy, childbirth, and related conditions. The Town provides parental leave in accordance with applicable state and federal law. The Town will provide up-to-date and current information on the benefits provided and shall make all such information available to an employee upon request. Such information will be available from the Human Resources Department.

The requirement for integrated use of leave time to coordinate with the Family and Medical Leave Act (FLMA), the California Family Rights Act (CFRA), or other qualifying event may be limited to allow the employee to retain not more than a combined total of eighty (80) hours of paid leave in their banks.

8.7 Family and Medical Leave

The Town and the Association acknowledge that state and federal law requires employers to grant family and medical leave under specified circumstances. The Town provides Family and Medical leave in accordance with applicable state and federal law. The Town will provide up-to-date and current information on the benefits provided and shall make all such information available to an employee upon request. Such information will be available from the Human Resources Department.

Employees that have a FMLA or CFRA-qualifying event will receive FMLA or CFRA benefits. Those who are also eligible for other benefits such as State Disability Insurance (SDI) or Paid Family Leave benefits must utilize paid leave in accordance with state and federal law on a prorated basis to supplement their additional payments and continue to receive the benefits provided under the FMLA and CFRA laws.

The requirement for integrated use of leave time to coordinate with FMLA, CFRA, or other qualifying event may be limited to allow the employee to retain not more than a combined total of eighty (80) hours of paid leave in their banks.

8.8 Military Leave

The Town and the Association acknowledge that both state and federal law requires an employer to grant an employee leave for specified military service. The Town and the employees in the unit of representation agree to absolute compliance with the law.

8.9 Jury Duty

Employees shall receive full compensation for serving on Jury Duty, provided that Juror Pay (not including mileage) received by the employee is paid to the Town.

8.10 Leave Without Pay

The Department Head may approve an employee's request for up to forty (40) cumulative hours of leave without pay per calendar year. Leave without pay may be granted only after all accrued leave has been exhausted. All benefits, including but not limited to, leave accrual, health insurance, and retirement shall be reduced proportionally to the reduction in work hours.

8.11 Unpaid Leave of Absence

The Town Manager may approve an employee's request for up to a six (6) months unpaid leave that will guarantee that the member shall retain permanent status upon return. Requests for a leave of absence will be made in writing to the Town Manager and shall contain all relevant facts and circumstances in support of the request. The Town Manager's approval of a leave of absence is discretionary; however, the primary consideration in reaching a decision to grant or deny a leave of absence shall be the efficient and orderly operation of the Town and the affected department. All benefits, including but not limited to, leave accrual, health insurance, and retirement shall be terminated for the duration of the leave of absence, except as otherwise required by law. All accrued leave balances must be exhausted before the employee may go onto an unpaid leave of absence.

8.12 Catastrophic Leave

The Town has a policy that allows employees to donate their leave to other employees that have suffered a catastrophic event and have exhausted all types of leave at their disposal. An employee who is eligible to receive other benefits such as SDI or Workers' Compensation benefits may receive Catastrophic Leave on a pro-rated basis not to exceed the employee's normal rate of pay. Information related to Catastrophic Leave shall be available from the Human Resources Department.

ARTICLE 9: Worker's Compensation

9.1 Industrial Accident and Illness Leave

Industrial accident leave shall be granted as required by law.

9.2 On-the-Job Injury

Whenever an employee is absent due to an illness or injury arising out of and in the course of employment, the unit member shall receive full compensation, less any Workers' Compensation insurance benefits received, during the first fifteen (15) working days of such absence without deduction from accrued comprehensive leave. Thereafter, if the employee is still properly absent from duty, they may receive, from accrued comprehensive leave, if any, an amount equal to the difference between the amount the member receives as Workers' Compensation insurance benefits and the amount of their regular compensation until the unit member returns to work or accrued leave is exhausted. If comprehensive leave is exhausted, then the unit member will be compensated at the statutory rate under the current Workers' Compensation regulations by the Town's Workers' Compensation Insurance carrier. All benefits, including but not limited to, leave accrual, health insurance, and retirement, shall be reduced proportionally to the reduction in work hours; exceptions to the pro-ration may be considered by the Town Manager.

ARTICLE 10: Health Insurance Benefits

10.1 Health Insurance Benefits

Employees and their dependents shall be eligible for coverage under the Town's health plan, subject to the plan's terms and conditions.

10.2 Flexible Benefit Section 125 Program and Benefit Stipend

The Town will contract with CalPERS for health insurance for the period of this Agreement. The Town will maintain a flexible benefit program.

- a. Employees and their dependents shall be able to participate in the CalPERS Health Program.
- b. The Town shall contribute the minimum amount required by state law per month per employee as the "employer contribution" to the cost of the premium for the health program, should the employee elect to participate in the plan. This is otherwise known as the PEMCHA minimum.
- c. The Town will provide a monthly contribution to each employee in an amount equal to the cost of coverage under the CalPERS Health Insurance Plan based upon the employee's dependent status definition under the CalPERS Health Benefit Program as "employee," "employee plus one," or "employee plus two" for the employee's flexible

(cafeteria) account. This amount is inclusive of the “employer contribution” for the CalPERS Health Program premium.

- d. Employees hired before September 1, 2016 may elect to receive cash in lieu of all or a portion of the Town’s monthly contribution to the employee’s flexible benefit (cafeteria) account (with the exception of the employer contribution for employee health insurance premiums provided to employees electing to participate in the CalPERS Health Program). The stipend amount shall be based on the employee’s rate as calculated for 2019.
- e. Employees hired after September 1, 2016 shall not be eligible to receive a partial benefit stipend. Employees who are currently receiving a partial benefit stipend shall have their stipend reduced to three hundred dollars (\$300) per month beginning July 1, 2019 and two hundred and twenty-five dollars (\$225) per month beginning July 1, 2020. Beginning July 1, 2021, employees shall no longer be eligible for a partial benefit stipend.

Employees who are currently receiving cash in lieu of all of the Town’s monthly contribution as outlined above, shall have their stipends reduced to nine hundred and seventy-five dollars (\$975) per month beginning July 1, 2019, eight hundred and fifty dollars (\$850) per month beginning July 1, 2020, and six hundred dollars (\$600) per month beginning July 1, 2021.

- f. Employees who do not elect to take the Town’s health insurance must provide proof of health coverage provided by their spouse or domestic partner’s employer (or other group coverage in accordance with applicable state and federal law) and shall be eligible to receive a benefit stipend of six hundred (\$600.00) per month. Payments from the Town that the employee receives in lieu of the contribution to the flexible spending (cafeteria) account, shall not be considered an increase in base compensation and shall be taxable pursuant to IRS regulations.

10.3 Vision and Dental Health Reimbursement Arrangement (HRA) Plan

Employees may participate in the Health Reimbursement Arrangement (HRA) Plan as established by the Town to reimburse employees for vision and dental expenses as defined by IRS Publication 502 and the Town’s Vision and Dental Policy. Employees who participate shall be eligible for reimbursement up to a total of \$1,500 for employees and eight hundred dollars (\$800.00) for each dependent (as defined by HRA guidelines specified in IRS Publication 969) per fiscal year, which total may be combined for the use of either the employee or any of their dependents. When two Town employees are considered to be an eligible dependent of one another, they shall not be covered by each other and their dependent children may only be covered by one parent. New employees not employed by the Town for the full fiscal year shall be entitled to a pro-rata reimbursement amount upon hire. Up to eighty percent (80%) of the unused portion of the total benefit, (not to exceed \$2,000 per year for employees with less than one year of service with the Town) may be “rolled over” from one fiscal year to the next, for a total of not more than three fiscal years. For purposes of identifying the unused portion, receipts for services performed in the previous fiscal year must be submitted within sixty (60) days of the beginning of the new fiscal

year. Employee must have been in regular, full-time status with the Town at the time the vision/dental services were performed.

For employees hired prior to July 1, 2019, requests for any prior fiscal year's qualified vision/dental expense submitted after sixty (60) days after the close of the fiscal year will be paid out of the current fiscal year's benefit amount. Beginning June 30, 2022, no employee shall be eligible for reimbursement for vision/dental services performed in years prior to the immediately preceding fiscal year.

For employees hired after July 1, 2019, vision/dental services performed in the immediately preceding fiscal year shall be considered reimbursable. Requests for reimbursement for vision/dental services performed in years prior to the immediately preceding fiscal year shall not be eligible.

The current fiscal year benefit amount will be used to pay all reimbursement requests. Once the current fiscal year benefit amount is exhausted, rollover benefit amounts from previous years will be used to fund the reimbursement requests. "Rollover Year 1" benefit will be accessed first for reimbursement requests. Then, "Rollover Year 2" benefit amount will be accessed for reimbursement requests. Finally, if current fiscal year and Rollover Year's one and two benefits have been exhausted, "Rollover Year 3" will be accessed for reimbursement requests. Any amount remaining in "Rollover Year 3" sixty (60) days after the close of a fiscal year will no longer be available to fund reimbursement requests. Employees may elect to not participate in the reimbursement program by notifying the Human Resources Department with a written request to opt out of the plan. Eligibility for reimbursement ends at the end of the month of termination of employment for expenses incurred prior to permanent separation from service. Exceptions to reimbursement are subject to HRA guidelines and Town Manager approval.

ARTICLE 11: Deferred Compensation

The Town shall maintain a deferred compensation plan (IRC 457b Plan) in good standing and shall make voluntary participation in the plan available to employees.

The Town shall contribute to the Town's Section 457(b) deferred compensation plan for the benefit of the employees. Beginning on July 1, 2019, the Town shall contribute fifty dollars (\$50.00) per pay period for twenty four (24) pay periods per year into an approved deferred compensation plan. Deposits shall occur as part of the first and second payrolls of each month.

ARTICLE 12: Retirement Contribution

- 12.1 Employees covered by this Agreement will participate in the California Public Employees Retirement System (CalPERS). The Town shall maintain the employer contribution to CalPERS for the term of this Agreement.

Employees participate in CalPERS as follows:

- a. Employees hired before January 1, 2013, or "Classic Members" as defined by CalPERS (not new members per CCR 579.1(b)), shall receive the 2.7% @ age 55 retirement formula, highest thirty-six (36) month average final compensation period, the Fourth Level of the 1959 Survivor's Benefit, and a two percent (2.0%) retirement Cost of Living Adjustment (COLA). These employees shall pay the entire eight percent (8%) of the CalPERS employee's contribution on a pre-tax basis.
 - b. Non-Classic employees (New Members - CCR 579.1(a)) hired after January 1, 2013 will pay the full CalPERS required amount to this plan in accordance with the Public Employee Pension Reform Act (PEPRA) employee's contribution on a pre-tax basis. Both parties recognize that this contribution will change from time to time and will be adjusted on the first full pay period of each fiscal year. New miscellaneous members will receive the 2% @ age 62 retirement formula, highest thirty-six (36) month average final compensation period, the Fourth Level of the 1959 Survivor's Benefit, and a two percent (2.0%) retirement COLA.
- 12.2 The Town agrees to maintain the employer portion of the contribution to CalPERS.
- 12.3 Participation in the CalPERS plan discontinues employee participation in the Social Security System related to Town employment.
- 12.4 All participation in CalPERS is subject to the contract between the Town and CalPERS and the interpretation of rules, regulations, and contract by CalPERS.
- 12.5 Employee "member contributions" shall be made pursuant to Internal Revenue Code (414)(h)(2).

ARTICLE 13: State Disability Insurance

Employees participate in State Disability Insurance (SDI). Under the California Unemployment Insurance Code, "disability" includes any illness or injury, either physical or mental, including pregnancy, childbirth, or related medical condition that prevents a member from doing their regular or customary work. Employee contributions shall be made via payroll on a pre-tax basis.

Employees who are eligible to receive SDI shall utilize paid leave on a prorated basis to supplement their SDI payments, in accordance with the Town's Family and Medical Leave Policy and applicable state and federal law. All benefits shall be reduced proportionally to the reduction in paid leave hours utilized in accordance with the Town's Family and Medical Leave Policy and applicable state and federal law.

ARTICLE 14: Dues Deductions

Employees may sign up for payroll deductions of Association dues with the Association. The Association will certify to the Town any new members of the Association.

Town agrees to deduct dues as established by the Association. The sum so withheld shall be remitted by the Town, without delay, directly to the Association along with a list of employees who have had such amounts deducted. As periodically requested by the Town, association agrees to provide a listing of all additions or deletions of membership or requested changes to establish payroll deductions of its members, to the Town.

The employee's earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-paid status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions have priority over Association dues.

It shall be the sole responsibility of the Association to procure and enforce payroll deduction of dues.

The Association agrees to indemnify, defend, and hold harmless the Town, its officers, employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments, and other forms of liability arising out of the application or enforcement of this section. In no event shall the Town be required to pay from its own funds Association dues which the employee was obligated to pay, but failed to pay regardless of the reasons.

Any Association member who notifies the Town of their desire to discontinue dues deductions or otherwise withdraw from Association membership shall be referred back to the Association. The Town agrees to continue all dues deductions until notified of a deduction change by the Association.

ARTICLE 15: Life Insurance

The Town will provide a term life insurance policy for employees in the amount of \$50,000, dropping to \$25,000 at age seventy (70). Dependents shall be eligible for coverage under the group life insurance policy in the amount of \$5,000; premiums will be paid by the Town.

ARTICLE 16: Wellness

- 16.1 The Town shall maintain a corporate membership at an athletic/health club, if available, within the Town limits.

ARTICLE 17: Education Reimbursement

17.1 Education and Training

Continuing Education: Funding for continuing education may be available to employees on a case-by-case basis and is subject to Department Head approval and budget.

Licenses, Certifications, and Professional Development: The Town recognizes the importance of having highly skilled employees and encourages employees to take educational and training

courses each year. Management will make every effort to assure that Town funds are provided annually in each budget for these purposes.

17.2 Educational Reimbursement Policy

Education reimbursement will be provided in accordance with the Town's Educational Reimbursement Policy.

ARTICLE 18: Anniversary Awards

The Town Council recognizes the important contribution made by valued long-term employees and wishes to reward their service to the Town. Productive, long-term employees are the Town's most valuable asset and are to be commended for their skill, talent, dedication, and service.

The Town shall award employees for every five (5) years of service to the Town according to the schedule herein provided. The following schedule of awards is intended to accompany a certificate of appreciation from the Town Council:

Years of Service	Award
5 years	Council recognition and 20 hours of paid administrative leave
10 years	Council recognition and 28 hours of paid administrative leave
15 years	Council recognition and 36 hours of paid administrative leave
20 years	Council recognition and 44 hours of paid administrative leave
25 years	Council recognition and 84 hours of paid administrative leave
30 years	Council recognition and 88 hours of paid administrative leave

***For each following five-year increment, Council recognition and 88 hours of administrative leave.*

Paid administrative leave shall have no cash value and must be used within twelve (12) months of the employee's anniversary date.

ARTICLE 19: Work Schedule

19.1 The normal workweek for employees is forty (40) hours. The standard workweek begins at 12:00 a.m. midnight on Monday and ends at 11:59 p.m. on Sunday, unless an alternative work schedule is approved according to the Alternative Work Schedule Policy. Alternative work schedules and work weeks may be established on a departmental basis with the approval of the Town Manager, with the needs of the department and the Town being the primary consideration and the preferences of the employee being a secondary consideration.

19.2 The normal workday for employees is eight (8) hours per day.

19.3 The Town Manager may designate other normal working hours as required by the needs of the Town. This may include what are referred to as "9-80" or "4-10" work schedules.

19.4 If an employee is required to work overtime because of an emergency declared by the Town Manager or designee, that employee's regular work schedule (other than during the period of emergency) shall remain unchanged. Any such overtime shall be treated as compensatory time and shall be used by the employee at the employee's discretion subject to approval by the employee's supervisor or Department Head. In the event the Town is reimbursed by the State or Federal emergency management systems for overtime earned during an emergency, members may, on their individual discretion, request to exchange earned compensatory time for paid time up to the amount of unused compensatory time earned during the emergency. Should reimbursement be in an amount less than required to totally compensate all eligible employees, the funds shall be used as a pool and all employees requesting reimbursement will receive a pro rata share against total overtime hours worked.

ARTICLE 20: Salaries and Wages

20.1 Salary Scales

The salary scale shall consist of eight (8) steps, attached as Exhibit B.

20.2 Base Annual Salaries

Employees shall receive the following adjustments to base salary effective on the dates as shown. Increases will go into effect on the first full pay period of the month.

July, 2019.....	2.0% equity adjustment
January, 2020	2.0% pay adjustment
July, 2020.....	2.5% pay adjustment
July, 2021	2.5% pay adjustment

20.3 Bilingual Pay

The Town acknowledges that bilingual speaking ability may enhance an employee's ability to contribute to the Town. As such, employees who meet bilingual proficiency qualifications may receive a pay differential of five percent (5.0%) of their base salary. Approval of bilingual pay shall be tied into demonstrated enhancements from an employee's ability to speak dual languages. The Town Manager and Human Resources Manager shall determine the appropriateness of bilingual pay, designate language and testing requirements, including periodic re-examination of proficiency as deemed appropriate, and which will determine the qualifications for and maintenance of this incentive.

20.4 Special Function Pay

The Town and the Association agree that an employee's possession of certain appropriate certifications, licenses, degrees, and skills which are not a part of the required qualifications for a position (as outlined in the position's job description) may be of value to the Town, and, when utilized, increase the employee's value. Department Heads and/or employees may identify such

certifications, licenses, degrees, and skills that could merit special function pay. Employees must actively and regularly utilize certifications, licenses, degrees, and skills that benefit the Town in order to qualify and maintain special function pay status. Special function pay shall be two and one-half percent (2.5%) of an employee's base salary. Final approval of Special Function Pay status shall be determined by the employee's Department Head and the Human Resources Manager.

Special function pay may include, but is not limited to:

- Inspection certificates for swimming pool or playground equipment
- Certificate or license for the application and/or handling of chemicals
- Class A or B driver's license used but not required for position

20.5 Bonus

Employees shall be eligible for an annual contingent payment based upon Transient Occupancy Tax (TOT) revenues received during the previous fiscal year in order to allow them to share in the success of the Town. No individual payment shall exceed \$4,000. The amount, will be based on eight percent (8%) of the TOT revenues that are greater than the amount budgeted to be received and retained by the Town (i.e., the amount does not include TOT allocated to outside agencies (Tourism, Housing, and Transit). The revenue sharing payment shall be calculated based on the total year end Town's share of TOT revenues above the original fiscal year TOT budget. This amount shall be divided by the number of all eligible, miscellaneous regular employees at the time of the payment to determine the amount per employee. In order to be eligible for this contingent revenue sharing payment, an employee must be (a) employed with the Town for some part of the fiscal year on which the calculation is based, and (b) be employed with the Town at the time the payment is made. Eligibility for this payment is not complete, and no right to this payment is earned, unless both of these criteria are satisfied. New employees who join Town service during any year who are not employed by the Town for the full fiscal year, but who are employed when the payments are calculated and paid, are eligible for a pro-rata payment based on regular hours worked, including part-time employment for employees that subsequently became full-time prior to the start of the fiscal year. Payments shall be subject to applicable state and federal tax withholdings. Payments shall not be subject to retirement.

ARTICLE 21: Paid Municipal Holidays

All holidays are considered one eight (8)-hour work day. The following are recognized as paid municipal holidays:

- January 1st (New Year's Day);
- The third Monday in January (Martin Luther King Jr. Day);
- The third Monday in February (Presidents Day);
- The last Monday in May (Memorial Day);
- July 4th (Independence Day);
- The first Monday in September (Labor Day);

- November 11th (Veterans Day);
- Thanksgiving Day;
- Friday following Thanksgiving Day;
- December 24th (Christmas Eve);
- December 25th (Christmas Day);
- December 31st (New Year's Eve).

If New Year's Day, New Year's Eve, Independence Day, Christmas Eve, or Christmas Day fall upon a Sunday, the Monday following will be considered the holiday. If said holidays fall upon a Saturday, the Friday preceding will be considered the holiday. If the alternative Monday or Friday is already a different holiday (i.e. in the case of Christmas Eve and Christmas Day), the holiday will be observed on whichever day, Monday or Friday, is not already a holiday.

If Veterans Day falls upon a Saturday and/or Sunday, the observed holiday shall correspond with the observed Federal Veterans Day holiday.

ARTICLE 22: Overtime

22.1 Overtime Policy – Definition

It is the policy of the Town that overtime work is to be kept at a minimum consistent with the protection of the lives and property of Mammoth Lakes citizens and the efficient operation of the Departments and operations of the Town. Overtime must be authorized in advance by both the supervisor and Department Head and is subject to such other rules and procedures as the Town Manager may prescribe.

Overtime shall be defined as time actually worked beyond forty (40) hours per work week. "Time actually worked" is defined as all time during which an employee is necessarily required by the employer to be on the employer's premises, on duty, or at a prescribed work place. Properly-approved travel time for work purposes will be compensated as "hours worked" in compliance with applicable Fair Labor Standards Act (FLSA) regulations. Town paid comprehensive leave and municipal holidays shall be considered "hours worked" and are included for the purposes of calculating overtime. Town paid leave taken as compensatory time, meal periods, other state or federal paid leaves, release time for Association business, and any non-paid leave times are not considered "time actually worked".

22.2 Overtime Compensation

For hours worked in excess of forty (40) hours in any workweek, one of the following shall occur at the discretion of the Department Head, and in consultation with the employee.

Employee shall accrue compensatory time-off on a time-and-one-half basis; or,

Overtime shall be paid at time-and-one-half the regular hourly rate of pay.

22.3 Maximum Accumulation of Compensatory Time

Employees may accumulate up to one hundred (100) hours of compensatory time. Time off for compensatory time must be approved in advance by the Department Head, or their designee. In the event of a separation from service, the employee shall be entitled to a cash payment of all their accumulated compensatory time, regardless of cause or reason.

22.4 Usage of Compensatory Time

Compensatory time earned shall be used at the employee's discretion with the prior approval of the employee's supervisor or their designee. The employee must be permitted to use the compensatory time off within a reasonable period after making a request if the employee's use of the compensatory time does not unduly disrupt the operation of the department.

22.5 Compensatory Leave at Termination

Upon separation from the Town, employee shall receive payment for all accrued compensatory leave at the employee's current regular rate of pay, or as required by law.

22.6 Overtime Meal Allowance

In the event employees are required to work a twelve (12) hour shift or longer, members shall receive a twenty dollar (\$20.00) meal allowance per shift worked.

ARTICLE 23: Compensation for Municipal Holidays/Holiday Overtime

- 23.1 A unit member on a leave of absence without pay shall not receive any compensation for holidays occurring during such leave.
- 23.2 A unit member must be in a pay status on the workday preceding a holiday to be eligible to be compensated for the holiday.
- 23.3 All time worked on a paid municipal holiday as defined by the Town, except personal leave, shall be paid at the rate of one and one-half (1.5) times the employee's regular rate of pay or shift differential rate, whichever is applicable. The employee will also receive time off in an amount equal to up to eight (8) hours of holiday time for hours actually worked on the holiday. Time off will be the hours worked on the paid municipal holiday within a reasonable period of time with the approval of the Department Head, or designee.
- 23.4 During Thanksgiving Day and Christmas Day, each unit member called into work, may elect one of the following as compensation for holiday overtime:
- a. Overtime pay at 2.5 times the base hourly pay rate; or,
 - b. Overtime pay at 1.25 times the base hourly rate worked in addition to 1.25 times the hours worked as compensatory time off; or,

- c. Compensatory time at 2.5 times the hours worked.

ARTICLE 24: Call-In/Standby

24.1 Definitions

“Standby” occurs when a unit member is required to be available for duty.

“Call-in” occurs when unit members, including those on standby, who are not scheduled to work, are called in to work.

24.2 Standby

Standby status must be assigned and is to be paid at one hour at time and one-half the employee's regular rate of pay for every period of twelve (12) hours or less the employee is assigned and two hours at time and one-half for every period of between twelve (12) and twenty-four (24) hours the employee is assigned. A two (2) hour minimum, at time and one-half of the employee's regular rate of pay, shall be paid to all unit members who are called in to work who are on standby. When a unit member is called in again in the same standby period, this would constitute another call-in and the unit member would start another two (2) hour minimum.

24.3 Call-In

Unit members who are not on standby, but who are called in, will be paid as specified in subsection 24.2 above, but will receive a four (4) hour minimum at their applicable overtime rate.

ARTICLE 25: Driver's Physical Examination

When a physical examination is required for the acquisition or renewal of a driver's license required in the performance of Town employment, the examination shall be provided by a doctor designated by the Town at the Town's expense and said examination shall be performed during unit member's regular work hours, without any deduction from pay.

ARTICLE 26: Safety Equipment

26.1 Safety and Weather Protection Equipment

Employees shall receive new or used replacement safety and weather protection equipment as necessary in the performance of their assignments.

Public Works Department field employees shall be issued and/or have replaced the following minimum issue of safety and weather protection equipment:

- Polarized Sunglasses
- Heavy-duty work gloves
- Heavy-duty cold weather gloves

- Jackets with hoods
- Vests
- Warm-up pants
- Cold weather boots
- Extra boot liners
- Gaiters
- Other safety related equipment such as reflective vests, hats, etc., as needed.

The following equipment shall be made available to employees on an as needed basis: rain jacket with hood, rain pants, and waders. Safety and weather protection equipment shall remain the property of the Town and all such equipment issued by the Town shall be inventoried on an annual basis.

26.2 Boot and Sunglass Allowance

Employees shall receive reimbursement up to four hundred and twenty-five dollars (\$425.00) per fiscal year for the purchase of safety boots, sunglasses, and any related items as approved by the employee's supervisor.

Employees shall receive this amount subsequent to the submittal of receipts or other verification of purchase to the Administrative Services/Finance Director, or designee.

26.3 Tool Allowance

Employees in the classification of "Equipment Mechanic" and "Equipment Mechanic Trainee" shall receive reimbursement of up to \$1,200 per fiscal year for the purchase of hand tools. Employees shall receive this amount subsequent to the submittal of receipts or other verification of purchase to the Administrative Services/Finance Director, or designee.

ARTICLE 27: Severance

If an employee is laid off by the Town without cause, upon separation agreement approved by the Town which releases all claims against the Town, Town employees, and Town officials, the employee shall be eligible to receive severance payment in accordance with the schedule below. All payments under this section are subject to applicable payroll taxes and withholdings.

Five years of continuous service	Two weeks (80 hours)
Ten or more years of continuous service	Four weeks (160 hours)

ARTICLE 28: Effect of Agreement

28.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto. The terms and conditions may be altered, changed, added to, deleted

from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of the Agreement.

28.2 Improvements in Benefits

Improvements in member benefits contained in this Agreement which are brought about by the amendment or addition of statutory mandated guarantees now provided in California law shall be incorporated into this Agreement.

28.3 Savings

If any provision of this Agreement or any application thereof to any member is held by a court of competent jurisdiction to be contrary to law, then such provision or application shall be deemed invalid, to the extent required by such court decision, but all other provisions or applications shall continue in full force and effect.

ARTICLE 29: Severability

Should any section, clause, or provision of this Memorandum of Understanding be declared illegal by final judgment of a court of competent jurisdiction, such invalidation of such section, clause, or provision shall not invalidate the remaining portions thereof, and such remaining portions shall remain in full force and effect.

Upon such invalidation, the parties agree to meet and confer immediately on substitute provisions for such parts or provisions rendered or declared illegal or an unfair labor practice.

ARTICLE 30: Duration

The provisions set forth herein are final. Except as otherwise provided herein, no changes or modifications shall be offered, urged, or otherwise presented by the Public Works Employees' Association or the Town of Mammoth Lakes for the duration of this Agreement, provided, however, that nothing herein shall prevent the parties from meeting and conferring and making modifications herein by mutual consent. The provisions herein shall be from July 1, 2019 to June 30, 2022.

EXHIBIT A

List Classifications Represented by the Public Works Employees' Association

Airport Maintenance Coordinator
Airport Operations and Maintenance Lead
Equipment Mechanic
Equipment Mechanic Trainee
Parks Maintenance Worker
Public Works Facilities Worker
Public Works Maintenance Lead Worker
Public Works Maintenance Supervisor
Public Works Maintenance Worker

EXHIBIT B

Compensation Schedules

PWEA Pay Ranges Effective July 1, 2019

Pay Range	Annual								Monthly								Hourly									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
PW/100	30,537	32,064	33,667	35,350	37,118	38,974	40,923	42,969	PW/100	2,545	2,672	2,806	2,946	3,093	3,248	3,410	3,581	PW/100	14.6813	15.4154	16.1861	16.9952	17.8452	18.7375	19.6745	20.6582
PW/101	30,842	32,384	34,003	35,703	37,488	39,362	41,330	43,397	PW/101	2,570	2,699	2,834	2,975	3,124	3,280	3,444	3,616	PW/101	14.8279	15.5692	16.3476	17.1649	18.0231	18.9240	19.8702	20.8639
PW/102	31,150	32,708	34,343	36,060	37,863	39,756	41,744	43,831	PW/102	2,596	2,726	2,862	3,005	3,155	3,313	3,479	3,653	PW/102	14.9760	15.7250	16.5111	17.3365	18.2034	19.1135	20.0692	21.0726
PW/103	31,462	33,035	34,687	36,421	38,242	40,154	42,162	44,270	PW/103	2,622	2,753	2,891	3,035	3,187	3,346	3,514	3,689	PW/103	15.1260	15.8822	16.6764	17.5101	18.3856	19.3048	20.2702	21.2837
PW/104	31,777	33,366	35,034	36,786	38,625	40,556	42,584	44,713	PW/104	2,648	2,781	2,920	3,066	3,219	3,380	3,549	3,726	PW/104	15.2774	16.0413	16.8433	17.6856	18.5697	19.4981	20.4731	21.4966
PW/105	32,095	33,700	35,385	37,154	39,012	40,963	43,011	45,162	PW/105	2,675	2,808	2,949	3,096	3,251	3,414	3,584	3,764	PW/105	15.4303	16.2019	17.0120	17.8625	18.7558	19.6938	20.6784	21.7125
PW/106	32,416	34,037	35,739	37,526	39,402	41,372	43,441	45,613	PW/106	2,701	2,836	2,978	3,127	3,284	3,448	3,620	3,801	PW/106	15.5846	16.3639	17.1822	18.0413	18.9433	19.8904	20.8851	21.9293
PW/107	32,740	34,377	36,096	37,901	39,796	41,786	43,875	46,069	PW/107	2,728	2,865	3,008	3,158	3,316	3,482	3,656	3,839	PW/107	15.7404	16.5274	17.3538	18.2216	19.1327	20.0894	21.0938	22.1486
PW/108	33,067	34,720	36,456	38,279	40,193	42,203	44,313	46,529	PW/108	2,756	2,893	3,038	3,190	3,349	3,517	3,693	3,877	PW/108	15.8976	16.6923	17.5269	18.4034	19.3236	20.2899	21.3043	22.3697
PW/109	33,398	35,068	36,821	38,662	40,595	42,625	44,756	46,994	PW/109	2,783	2,922	3,068	3,222	3,383	3,552	3,730	3,916	PW/109	16.0567	16.8596	17.7024	18.5875	19.5168	20.4928	21.5173	22.5933
PW/110	33,732	35,419	37,190	39,050	41,003	43,053	45,206	47,466	PW/110	2,811	2,952	3,099	3,254	3,417	3,588	3,767	3,956	PW/110	16.2173	17.0284	17.8798	18.7740	19.7130	20.6986	21.7337	22.8202
PW/111	34,069	35,772	37,561	39,439	41,411	43,482	45,656	47,939	PW/111	2,839	2,981	3,130	3,287	3,451	3,624	3,805	3,995	PW/111	16.3793	17.1981	18.0582	18.9611	19.9091	20.9048	21.9500	23.0476
PW/112	34,410	36,131	37,938	39,835	41,827	43,918	46,114	48,420	PW/112	2,868	3,011	3,162	3,320	3,486	3,660	3,843	4,035	PW/112	16.5433	17.3707	18.2394	19.1514	20.1091	21.1144	22.1702	23.2788
PW/113	34,754	36,492	38,317	40,233	42,245	44,357	46,575	48,904	PW/113	2,896	3,041	3,193	3,353	3,520	3,696	3,881	4,075	PW/113	16.7087	17.5442	18.4216	19.3428	20.3101	21.3255	22.3918	23.5115
PW/114	35,102	36,857	38,700	40,635	42,667	44,800	47,040	49,392	PW/114	2,925	3,071	3,225	3,386	3,556	3,733	3,920	4,116	PW/114	16.8760	17.7197	18.6058	19.5361	20.5130	21.5385	22.6154	23.7462
PW/115	35,453	37,226	39,087	41,041	43,093	45,248	47,510	49,886	PW/115	2,954	3,102	3,257	3,420	3,591	3,771	3,959	4,157	PW/115	17.0447	17.8971	18.7918	19.7313	20.7178	21.7538	22.8413	23.9837
PW/116	35,808	37,598	39,478	41,452	43,525	45,701	47,986	50,385	PW/116	2,984	3,133	3,290	3,454	3,627	3,808	3,999	4,199	PW/116	17.2154	18.0760	18.9798	19.9288	20.9255	21.9716	23.0702	24.2236
PW/117	36,166	37,974	39,873	41,867	43,960	46,158	48,466	50,889	PW/117	3,014	3,165	3,323	3,489	3,663	3,847	4,039	4,241	PW/117	17.3875	18.2567	19.1697	20.1284	21.1346	22.1913	23.3010	24.4659
PW/118	36,528	38,354	40,272	42,286	44,400	46,620	48,951	51,399	PW/118	3,044	3,196	3,356	3,524	3,700	3,885	4,079	4,283	PW/118	17.5615	18.4394	19.3615	20.3298	21.3462	22.4135	23.5341	24.7111
PW/119	36,893	38,738	40,675	42,709	44,844	47,086	49,440	51,912	PW/119	3,074	3,228	3,390	3,559	3,737	3,924	4,120	4,326	PW/119	17.7370	18.6240	19.5553	20.5332	21.5596	22.6375	23.7692	24.9577
PW/120	37,262	39,125	41,081	43,135	45,292	47,557	49,935	52,432	PW/120	3,105	3,260	3,423	3,595	3,774	3,963	4,161	4,369	PW/120	17.9144	18.8101	19.7505	20.7380	21.7750	22.8639	24.0072	25.2077
PW/121	37,635	39,517	41,493	43,568	45,746	48,033	50,435	52,957	PW/121	3,136	3,293	3,458	3,631	3,812	4,003	4,203	4,413	PW/121	18.0938	18.9986	19.9486	20.9462	21.9933	23.0928	24.2476	25.4601
PW/122	38,011	39,912	41,908	44,003	46,203	48,513	50,939	53,486	PW/122	3,168	3,326	3,492	3,667	3,850	4,043	4,245	4,457	PW/122	18.2745	19.1885	20.1481	21.1553	22.2130	23.3236	24.4899	25.7144
PW/123	38,391	40,311	42,327	44,443	46,665	48,998	51,448	54,020	PW/123	3,199	3,359	3,527	3,704	3,889	4,083	4,287	4,502	PW/123	18.4572	19.3803	20.3495	21.3668	22.4351	23.5567	24.7346	25.9712
PW/124	38,775	40,714	42,750	44,888	47,132	49,489	51,963	54,561	PW/124	3,231	3,393	3,563	3,741	3,928	4,124	4,330	4,547	PW/124	18.6418	19.5740	20.5529	21.5808	22.6596	23.7928	24.9822	26.2313
PW/125	39,163	41,121	43,177	45,336	47,603	49,983	52,482	55,106	PW/125	3,264	3,427	3,598	3,778	3,967	4,165	4,374	4,592	PW/125	18.8284	19.7697	20.7582	21.7962	22.8861	24.0303	25.2317	26.4933
PW/126	39,555	41,533	43,610	45,791	48,081	50,485	53,009	55,659	PW/126	3,296	3,461	3,634	3,816	4,007	4,207	4,417	4,638	PW/126	19.0168	19.9678	20.9663	22.0149	23.1159	24.2716	25.4851	26.7591
PW/127	39,951	41,949	44,046	46,248	48,560	50,988	53,537	56,214	PW/127	3,329	3,496	3,671	3,854	4,047	4,249	4,461	4,685	PW/127	19.2072	20.1678	21.1760	22.2346	23.3462	24.5135	25.7389	27.0260
PW/128	40,351	42,369	44,487	46,711	49,047	51,499	54,074	56,778	PW/128	3,363	3,531	3,707	3,893	4,087	4,292	4,506	4,732	PW/128	19.3995	20.3697	21.3880	22.4572	23.5803	24.7591	25.9971	27.2971
PW/129	40,755	42,793	44,933	47,180	49,539	52,016	54,617	57,348	PW/129	3,396	3,566	3,744	3,932	4,128	4,335	4,551	4,779	PW/129	19.5938	20.5736	21.6024	22.6827	23.8168	25.0077	26.2582	27.5712
PW/130	41,163	43,221	45,382	47,651	50,034	52,536	55,163	57,921	PW/130	3,430	3,602	3,782	3,971	4,170	4,378	4,597	4,827	PW/130	19.7899	20.7793	21.8183	22.9091	24.0548	25.2577	26.5207	27.8466
PW/131	41,575	43,654	45,837	48,129	50,535	53,062	55,715	58,501	PW/131	3,465	3,638	3,820	4,011	4,211	4,422	4,643	4,875	PW/131	19.9880	20.9875	22.0370	23.1389	24.2957	25.5106	26.7861	28.1255
PW/132	41,991	44,091	46,296	48,611	51,042	53,594	56,274	59,088	PW/132	3,499	3,674	3,858	4,051	4,254	4,466	4,690	4,924	PW/132	20.1880	21.1976	22.2577	23.3707	24.5394	25.7663	27.0548	28.4077
PW/133	42,411	44,532	46,759	49,097	51,552	54,130	56,837	59,679	PW/133	3,534	3,711	3,897	4,091	4,296	4,511	4,736	4,973	PW/133	20.3899	21.4096	22.4803	23.6043	24.7846	26.0240	27.3255	28.6918
PW/134	42,835	44,977	47,226	49,587	52,066	54,669	57,402	60,272	PW/134	3,570	3,748	3,936	4,132	4,339	4,556	4,784	5,023	PW/134	20.5938	21.6236	22.7048	23.8399	25.0317	26.2832	27.5971	28.9769
PW/135	43,263	45,426	47,697	50,082	52,586	55,215	57,976	60,875	PW/135	3,605	3,786	3,975	4,174	4,382	4,601	4,831	5,073	PW/135	20.7995	21.8394	22.9313	24.0779	25.2817	26.5457	27.8731	29.2668
PW/136	43,696	45,881	48,175	50,584	53,113	55,769	58,557	61,485	PW/136	3,641	3,823	4,015	4,215	4,426	4,647	4,880	5,124	PW/136	21.0077	22.0582	23.1611	24.3192	25.5351	26.8120	28.1524	29.5601
PW/137	44,133	46,340	48,657	51,090	53,645	56,327	59,143	62,100	PW/137	3,678	3,862	4,055	4,258	4,470	4,694	4,929	5,175	PW/137	21.2178	22.2788	23.3928	24.5625	25.7909	27.0803	28.4341	29.8558
PW/138	44,574	46,803	49,143	51,600	54,180	56,889	59,733	62,720	PW/138	3,715	3,900	4,095	4,300	4,515	4,741	4,978	5,227	PW/138	21.4298	22.5014	23.6264	24.8077	26.0481	27.3505	28.7178	30.1538
PW/139	45,020	47,271	49,635	52,117	54,723	57,459	60,332	63,349	PW/139	3,752	3,939	4,136	4,343	4,560	4,788	5,028	5,279	PW/139	21.6442	22.7264	23.8630	25.0563	26.3091	27.6454	29.0558	30.4563
PW/140	45,470	47,744	50,131	52,638	55,270	58,034	60,936	63,983	PW/140	3,789	3,979	4,178	4,387													

PWEA Pay Ranges Effective January 1, 2020

Pay Range	Annual								Monthly								Hourly									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
PW/100	31,148	32,705	34,340	36,057	37,860	39,753	41,741	43,828	PW/100	2,596	2,725	2,862	3,005	3,155	3,313	3,478	3,652	PW/100	14.9750	15.7236	16.5096	17.3351	18.2019	19.1120	20.0678	21.0712
PW/101	31,459	33,032	34,684	36,418	38,239	40,151	42,159	44,267	PW/101	2,622	2,753	2,890	3,035	3,187	3,346	3,513	3,689	PW/101	15.1245	15.8808	16.6750	17.5087	18.3841	19.3034	20.2688	21.2822
PW/102	31,774	33,363	35,031	36,783	38,622	40,553	42,581	44,710	PW/102	2,648	2,780	2,919	3,065	3,219	3,379	3,548	3,726	PW/102	15.2760	16.0399	16.8418	17.6841	18.5683	19.4966	20.4716	21.4952
PW/103	32,092	33,697	35,382	37,151	39,009	40,959	43,007	45,157	PW/103	2,674	2,808	2,949	3,096	3,251	3,413	3,584	3,763	PW/103	15.4288	16.2005	17.0106	17.8611	18.7543	19.6918	20.6764	21.7101
PW/104	32,413	34,034	35,736	37,523	39,399	41,369	43,437	45,609	PW/104	2,701	2,836	2,978	3,127	3,283	3,447	3,620	3,801	PW/104	15.5832	16.3625	17.1808	18.0399	18.9418	19.8889	20.8832	21.9274
PW/105	32,737	34,374	36,093	37,898	39,793	41,783	43,872	46,066	PW/105	2,728	2,865	3,008	3,158	3,316	3,482	3,656	3,839	PW/105	15.7389	16.5260	17.3524	18.2202	19.1313	20.0880	21.0923	22.1471
PW/106	33,064	34,717	36,453	38,276	40,190	42,200	44,310	46,526	PW/106	2,755	2,893	3,038	3,190	3,349	3,517	3,693	3,877	PW/106	15.8962	16.6909	17.5255	18.4019	19.3221	20.2885	21.3029	22.3683
PW/107	33,395	35,065	36,818	38,659	40,592	42,622	44,753	46,991	PW/107	2,783	2,922	3,068	3,222	3,383	3,552	3,729	3,916	PW/107	16.0553	16.8582	17.7010	18.5861	19.5154	20.4913	21.5159	22.5918
PW/108	33,729	35,415	37,186	39,045	40,997	43,047	45,199	47,459	PW/108	2,811	2,951	3,099	3,254	3,416	3,587	3,767	3,955	PW/108	16.2159	17.0264	17.8779	18.7716	19.7101	20.6957	21.7303	22.8168
PW/109	34,066	35,769	37,557	39,435	41,407	43,477	45,651	47,934	PW/109	2,839	2,981	3,130	3,286	3,451	3,623	3,804	3,995	PW/109	16.3779	17.1966	18.0563	18.9591	19.9072	20.9024	21.9476	23.0452
PW/110	34,407	36,127	37,933	39,830	41,822	43,913	46,109	48,414	PW/110	2,867	3,011	3,161	3,319	3,485	3,659	3,842	4,035	PW/110	16.5418	17.3688	18.2370	19.1490	20.1067	21.1120	22.1678	23.2760
PW/111	34,751	36,489	38,313	40,229	42,240	44,352	46,570	48,899	PW/111	2,896	3,041	3,193	3,352	3,520	3,696	3,881	4,075	PW/111	16.7072	17.5428	18.4197	19.3409	20.3077	21.3231	22.3894	23.5091
PW/112	35,099	36,854	38,697	40,632	42,664	44,797	47,037	49,389	PW/112	2,925	3,071	3,225	3,386	3,555	3,733	3,920	4,116	PW/112	16.8745	17.7183	18.6043	19.5346	20.5115	21.5370	22.6139	23.7447
PW/113	35,450	37,223	39,084	41,038	43,090	45,245	47,507	49,882	PW/113	2,954	3,102	3,257	3,420	3,591	3,770	3,959	4,157	PW/113	17.0433	17.8957	18.7904	19.7298	20.7163	21.7524	22.8399	23.9817
PW/114	35,805	37,595	39,475	41,449	43,521	45,697	47,982	50,381	PW/114	2,984	3,133	3,290	3,454	3,627	3,808	3,999	4,198	PW/114	17.2139	18.0745	18.9724	19.9274	20.9236	21.9697	23.0683	24.2216
PW/115	36,163	37,971	39,870	41,864	43,957	46,155	48,463	50,886	PW/115	3,014	3,164	3,323	3,489	3,663	3,846	4,039	4,241	PW/115	17.3861	18.2553	19.1683	20.1269	21.1332	22.1899	23.2995	24.4644
PW/116	36,525	38,351	40,269	42,282	44,396	46,616	48,947	51,394	PW/116	3,044	3,196	3,356	3,524	3,700	3,885	4,079	4,283	PW/116	17.5601	18.4380	19.3601	20.3279	21.3442	22.4115	23.5322	24.7087
PW/117	36,890	38,735	40,672	42,706	44,841	47,083	49,437	51,909	PW/117	3,074	3,228	3,389	3,559	3,737	3,924	4,120	4,326	PW/117	17.7356	18.6226	19.5538	20.5317	21.5582	22.6361	23.7678	24.9563
PW/118	37,259	39,122	41,078	43,132	45,289	47,553	49,931	52,428	PW/118	3,105	3,260	3,423	3,594	3,774	3,963	4,161	4,369	PW/118	17.9130	18.8087	19.7490	20.7365	21.7736	22.8620	24.0053	25.2058
PW/119	37,632	39,514	41,490	43,565	45,743	48,030	50,432	52,954	PW/119	3,136	3,293	3,458	3,630	3,812	4,003	4,203	4,413	PW/119	18.0923	18.9971	19.9471	20.9447	21.9918	23.0913	24.2462	25.4587
PW/120	38,008	39,908	41,903	43,998	46,198	48,508	50,933	53,480	PW/120	3,167	3,326	3,492	3,667	3,850	4,042	4,244	4,457	PW/120	18.2731	19.1865	20.1457	21.1529	22.2106	23.3442	24.4870	25.7415
PW/121	38,388	40,307	42,322	44,438	46,660	48,993	51,443	54,015	PW/121	3,199	3,359	3,527	3,703	3,888	4,083	4,287	4,501	PW/121	18.4558	19.3784	20.3471	21.3644	22.4327	23.5543	24.7322	25.9688
PW/122	38,772	40,712	42,747	44,884	47,128	49,484	51,958	54,556	PW/122	3,231	3,393	3,562	3,740	3,927	4,124	4,330	4,546	PW/122	18.6404	19.5726	20.5514	21.5788	22.6577	23.7904	24.9798	26.2288
PW/123	39,160	41,118	43,174	45,333	47,600	49,980	52,479	55,103	PW/123	3,263	3,427	3,598	3,778	3,967	4,165	4,373	4,592	PW/123	18.8269	19.7683	20.7567	21.7947	22.8846	24.0288	25.2303	26.4918
PW/124	39,552	41,530	43,607	45,787	48,076	50,480	53,004	55,654	PW/124	3,296	3,461	3,634	3,816	4,006	4,207	4,417	4,638	PW/124	19.0154	19.9663	20.9649	22.0130	23.1135	24.2692	25.4827	26.7567
PW/125	39,948	41,945	44,042	46,244	48,556	50,984	53,533	56,210	PW/125	3,329	3,495	3,670	3,854	4,046	4,249	4,461	4,684	PW/125	19.2058	20.1659	21.1740	22.2327	23.3442	24.5115	25.7370	27.0240
PW/126	40,347	42,364	44,482	46,706	49,041	51,493	54,068	56,771	PW/126	3,362	3,530	3,707	3,892	4,087	4,291	4,506	4,731	PW/126	19.3976	20.3673	21.3856	22.4548	23.5774	24.7563	25.9942	27.2938
PW/127	40,750	42,788	44,927	47,173	49,532	52,009	54,609	57,339	PW/127	3,396	3,566	3,744	3,931	4,128	4,334	4,551	4,778	PW/127	19.5913	20.5712	21.5995	22.6793	23.8135	25.0043	26.2543	27.5668
PW/128	41,158	43,216	45,377	47,646	50,028	52,529	55,155	57,913	PW/128	3,430	3,601	3,781	3,971	4,169	4,377	4,596	4,826	PW/128	19.7875	20.7769	21.8159	22.9067	24.0519	25.2543	26.5168	27.8428
PW/129	41,570	43,649	45,831	48,123	50,529	53,055	55,708	58,493	PW/129	3,464	3,637	3,819	4,010	4,211	4,421	4,642	4,874	PW/129	19.9856	20.9851	22.0341	23.1361	24.2928	25.5072	26.7827	28.1216
PW/130	41,986	44,085	46,289	48,603	51,033	53,585	56,264	59,077	PW/130	3,499	3,674	3,857	4,050	4,253	4,465	4,689	4,923	PW/130	20.1856	21.1947	22.2543	23.3668	24.5351	25.7620	27.0500	28.4024
PW/131	42,406	44,526	46,752	49,090	51,545	54,122	56,828	59,669	PW/131	3,534	3,711	3,896	4,091	4,295	4,510	4,736	4,972	PW/131	20.3875	21.4067	22.4769	23.6010	24.7813	26.0202	27.3212	28.6870
PW/132	42,830	44,972	47,221	49,582	52,061	54,664	57,397	60,267	PW/132	3,569	3,748	3,935	4,132	4,338	4,555	4,783	5,022	PW/132	20.5913	21.6212	22.7024	23.8375	25.0293	26.2808	27.5947	28.9875
PW/133	43,258	45,421	47,692	50,077	52,581	55,210	57,971	60,870	PW/133	3,605	3,785	3,974	4,173	4,382	4,601	4,831	5,073	PW/133	20.7971	21.8370	22.9288	24.0755	25.2793	26.5433	27.8707	29.2644
PW/134	43,691	45,876	48,170	50,579	53,108	55,763	58,551	61,479	PW/134	3,641	3,823	4,014	4,215	4,426	4,647	4,879	5,123	PW/134	21.0053	22.0558	23.1587	24.3168	25.5272	26.8091	28.1495	29.5572
PW/135	44,128	46,334	48,651	51,084	53,638	56,320	59,136	62,093	PW/135	3,677	3,861	4,054	4,257	4,470	4,693	4,928	5,174	PW/135	21.2154	22.2760	23.3899	24.5596	25.7875	27.0769	28.4308	29.8524
PW/136	44,569	46,797	49,137	51,594	54,174	56,883	59,727	62,713	PW/136	3,714	3,900	4,095	4,300	4,515	4,740	4,977	5,226	PW/136	21.4274	22.4986	23.6236	24.8048	26.0452	27.3476	28.7149	30.1505
PW/137	45,015	47,266	49,629	52,110	54,716	57,452	60,325	63,341	PW/137	3,751	3,939	4,136	4,343	4,560	4,788	5,027	5,278	PW/137	21.6418	22.7240	23.8601	25.0529	26.3058	27.6212	29.0024	30.4524
PW/138	45,465	47,738	50,125	52,631	55,263	58,026	60,927	63,973	PW/138	3,789	3,978	4,177	4,386	4,605	4,836	5,077	5,331	PW/138	21.8582	22.9510	24.0986	25.3034	26.5688	27.8971	29.2918	30.7563
PW/139	45,920	48,216	50,627	53,158	55,816	58,607	61,537	64,614	PW/139	3,827	4,018	4,219	4,430	4,651	4,884	5,128	5,385	PW/139	22.0769	23.1808	24.3399	25.5657	26.8346	28.1764	29.5851	31.0644
PW/140	46,379	48,698	51,133	53,690	56,375	59,194	62,154	65,262	PW/140	3,865	4,058	4,261	4,474													

PWEA Pav Ranges Effective July, 2020

Pay Range	Annual								Monthly								Hourly									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
PW/100	31,927	33,523	35,199	36,959	38,807	40,747	42,784	44,923	PW/100	2,661	2,794	2,933	3,080	3,234	3,396	3,565	3,744	PW/100	15.3495	16.1168	16.9226	17.7688	18.6572	19.5899	20.5692	21.5976
PW/101	32,246	33,858	35,551	37,329	39,195	41,155	43,213	45,374	PW/101	2,687	2,822	2,963	3,111	3,266	3,430	3,601	3,781	PW/101	15.5029	16.2779	17.0918	17.9466	18.8438	19.7861	20.7755	21.8144
PW/102	32,568	34,196	35,966	37,701	39,586	41,565	43,643	45,825	PW/102	2,714	2,850	2,992	3,142	3,299	3,464	3,637	3,819	PW/102	15.6577	16.4404	17.2625	18.1255	19.0317	19.9832	20.9822	22.0313
PW/103	32,894	34,539	36,266	38,079	39,983	41,982	44,081	46,285	PW/103	2,741	2,878	3,022	3,173	3,332	3,499	3,673	3,857	PW/103	15.8144	16.6053	17.4356	18.3072	19.2226	20.1837	21.1928	22.2524
PW/104	33,223	34,884	36,628	38,459	40,382	42,401	44,521	46,747	PW/104	2,769	2,907	3,052	3,205	3,365	3,533	3,710	3,896	PW/104	15.9726	16.7712	17.6096	18.4899	19.4144	20.3851	21.4043	22.4745
PW/105	33,555	35,233	36,995	38,845	40,787	42,826	44,967	47,215	PW/105	2,796	2,936	3,083	3,237	3,399	3,569	3,747	3,935	PW/105	16.1322	16.9389	17.7861	18.6755	19.6091	20.5894	21.6188	22.6995
PW/106	33,891	35,586	37,365	39,233	41,195	43,255	45,418	47,689	PW/106	2,824	2,966	3,114	3,269	3,433	3,605	3,785	3,974	PW/106	16.2938	17.1087	17.9639	18.8620	19.8053	20.7957	21.8356	22.9274
PW/107	34,230	35,942	37,739	39,626	41,607	43,687	45,871	48,165	PW/107	2,853	2,995	3,145	3,302	3,467	3,641	3,823	4,014	PW/107	16.4567	17.2798	18.1438	19.0510	20.0034	21.0034	22.0534	23.1563
PW/108	34,572	36,301	38,116	40,022	42,023	44,124	46,330	48,647	PW/108	2,881	3,025	3,176	3,335	3,502	3,677	3,861	4,054	PW/108	16.6212	17.4524	18.3250	19.2413	20.2034	21.2135	22.2740	23.3880
PW/109	34,918	36,664	38,497	40,422	42,443	44,565	46,793	49,133	PW/109	2,910	3,055	3,208	3,369	3,537	3,714	3,899	4,094	PW/109	16.7875	17.6269	18.5082	19.4337	20.4053	21.4255	22.4966	23.6216
PW/110	35,267	37,030	38,882	40,826	42,867	45,010	47,261	49,624	PW/110	2,939	3,086	3,240	3,402	3,572	3,751	3,938	4,135	PW/110	16.9553	17.8029	18.6933	19.6279	20.6091	21.6394	22.7216	23.8577
PW/111	35,620	37,401	39,271	41,235	43,297	45,462	47,735	50,122	PW/111	2,968	3,117	3,273	3,436	3,608	3,789	3,978	4,177	PW/111	17.1250	17.9813	18.8803	19.8245	20.8159	21.8567	22.9495	24.0971
PW/112	35,976	37,775	39,664	41,647	43,729	45,915	48,211	50,622	PW/112	2,998	3,148	3,305	3,471	3,644	3,826	4,018	4,219	PW/112	17.2962	18.1611	19.0692	20.0226	21.0236	22.0745	23.1784	24.3375
PW/113	36,336	38,153	40,061	42,064	44,167	46,375	48,694	51,129	PW/113	3,028	3,179	3,338	3,505	3,681	3,865	4,058	4,261	PW/113	17.4692	18.3428	19.2601	20.2231	21.2341	22.2957	23.4106	24.5813
PW/114	36,699	38,534	40,461	42,484	44,608	46,838	49,180	51,639	PW/114	3,058	3,211	3,372	3,540	3,717	3,903	4,098	4,303	PW/114	17.6438	18.5260	19.4524	20.4250	21.4462	22.5183	23.6442	24.8264
PW/115	37,066	38,919	40,865	42,908	45,053	47,306	49,671	52,155	PW/115	3,089	3,243	3,405	3,576	3,754	3,942	4,139	4,346	PW/115	17.8202	18.7111	19.6466	20.6288	21.6601	22.7433	23.8803	25.0745
PW/116	37,437	39,309	41,274	43,338	45,505	47,780	50,169	52,677	PW/116	3,120	3,276	3,440	3,612	3,792	3,982	4,181	4,390	PW/116	17.9986	18.8986	19.8433	20.8356	21.8774	22.9712	24.1197	25.3255
PW/117	37,811	39,702	41,687	43,771	45,960	48,258	50,671	53,205	PW/117	3,151	3,309	3,474	3,648	3,830	4,022	4,223	4,434	PW/117	18.1784	19.0875	20.0418	21.0438	22.0962	23.2010	24.3611	25.5793
PW/118	38,189	40,098	42,103	44,208	46,418	48,739	51,176	53,735	PW/118	3,182	3,342	3,509	3,684	3,868	4,062	4,265	4,478	PW/118	18.3601	19.2779	20.2418	21.2538	22.3163	23.4322	24.6038	25.8341
PW/119	38,571	40,500	42,525	44,651	46,884	49,228	51,689	54,273	PW/119	3,214	3,375	3,544	3,721	3,907	4,102	4,307	4,523	PW/119	18.5438	19.4712	20.4447	21.4668	22.5404	23.6673	24.8505	26.0928
PW/120	38,957	40,905	42,950	45,098	47,353	49,721	52,207	54,817	PW/120	3,246	3,409	3,579	3,758	3,946	4,143	4,351	4,568	PW/120	18.7293	19.6659	20.6490	21.6817	22.7659	23.9043	25.0995	26.3543
PW/121	39,347	41,314	43,380	45,549	47,826	50,217	52,728	55,364	PW/121	3,279	3,443	3,615	3,796	3,986	4,185	4,394	4,614	PW/121	18.9168	19.8625	20.8558	21.8986	22.9933	24.1428	25.3500	26.6173
PW/122	39,740	41,727	43,813	46,004	48,304	50,719	53,255	55,918	PW/122	3,312	3,477	3,651	3,834	4,025	4,227	4,438	4,660	PW/122	19.1058	20.0611	21.0639	22.1173	23.2231	24.3841	25.6034	26.8837
PW/123	40,137	42,144	44,251	46,464	48,787	51,226	53,787	56,476	PW/123	3,345	3,512	3,688	3,872	4,066	4,269	4,482	4,706	PW/123	19.2966	20.2615	21.2745	22.3385	23.4553	24.6279	25.8591	27.1519
PW/124	40,538	42,565	44,693	46,928	49,274	51,738	54,325	57,041	PW/124	3,378	3,547	3,724	3,911	4,106	4,312	4,527	4,753	PW/124	19.4894	20.4639	21.4870	22.5615	23.6894	24.8740	26.1178	27.4236
PW/125	40,943	42,990	45,140	47,397	49,767	52,255	54,868	57,611	PW/125	3,412	3,583	3,762	3,950	4,147	4,355	4,572	4,801	PW/125	19.6841	20.6683	21.7019	22.7870	23.9264	25.1226	26.3788	27.6976
PW/126	41,352	43,420	45,591	47,871	50,265	52,778	55,417	58,188	PW/126	3,446	3,618	3,799	3,989	4,189	4,398	4,618	4,849	PW/126	19.8808	20.8750	21.9188	23.0149	24.1659	25.3740	26.6428	27.9750
PW/127	41,766	43,854	46,047	48,349	50,766	53,304	55,969	58,767	PW/127	3,481	3,653	3,837	4,029	4,231	4,442	4,664	4,897	PW/127	20.0798	21.0837	22.1380	23.2447	24.4067	25.6269	26.9082	28.2534
PW/128	42,184	44,293	46,508	48,833	51,275	53,839	56,531	59,358	PW/128	3,515	3,691	3,876	4,069	4,273	4,487	4,711	4,947	PW/128	20.2808	21.2947	22.3596	23.4774	24.6514	25.8841	27.1784	28.5375
PW/129	42,606	44,736	46,973	49,322	51,788	54,377	57,096	59,951	PW/129	3,551	3,728	3,914	4,110	4,316	4,531	4,758	4,996	PW/129	20.4837	21.5077	22.5832	23.7125	24.8981	26.1428	27.4500	28.8226
PW/130	43,032	45,184	47,443	49,815	52,306	54,921	57,667	60,550	PW/130	3,586	3,765	3,954	4,151	4,359	4,577	4,806	5,046	PW/130	20.6885	21.7231	22.8091	23.9495	25.1471	26.4043	27.7245	29.1106
PW/131	43,462	45,635	47,917	50,313	52,829	55,470	58,244	61,156	PW/131	3,622	3,803	3,993	4,193	4,402	4,623	4,854	5,096	PW/131	20.8952	21.9399	23.0370	24.1889	25.3986	26.6638	28.0019	29.4019
PW/132	43,897	46,092	48,397	50,817	53,358	56,026	58,827	61,768	PW/132	3,658	3,841	4,033	4,235	4,447	4,669	4,902	5,147	PW/132	21.1043	22.1596	23.2678	24.4313	25.6529	26.9356	28.2822	29.6962
PW/133	44,336	46,553	48,881	51,325	53,891	56,586	59,415	62,386	PW/133	3,695	3,879	4,073	4,277	4,491	4,716	4,951	5,199	PW/133	21.3154	22.3813	23.5005	24.6755	25.9091	27.2048	28.5649	29.9933
PW/134	44,779	47,018	49,369	51,837	54,429	57,150	60,008	63,008	PW/134	3,732	3,918	4,114	4,320	4,536	4,763	5,001	5,251	PW/134	21.5284	22.6048	23.7351	24.9216	26.1678	27.4760	28.8500	30.2923
PW/135	45,227	47,488	49,862	52,355	54,973	57,722	60,608	63,638	PW/135	3,769	3,957	4,155	4,363	4,581	4,810	5,051	5,303	PW/135	21.7438	22.8308	23.9721	25.1707	26.4293	27.7510	29.1385	30.5952
PW/136	45,679	47,963	50,361	52,879	55,523	58,299	61,214	64,275	PW/136	3,807	3,997	4,197	4,407	4,627	4,858	5,101	5,356	PW/136	21.9611	23.0591	24.2120	25.4226	26.6938	28.0284	29.4298	30.9014
PW/137	46,136	48,443	50,865	53,408	56,078	58,882	61,826	64,917	PW/137	3,845	4,037	4,239	4,451	4,673	4,907	5,152	5,410	PW/137	22.1808	23.2899	24.4543	25.6769	26.9606	28.3087	29.7240	31.2101
PW/138	46,597	48,927	51,373	53,942	56,639	59,471	62,445	65,567	PW/138	3,883	4,077	4,281	4,495	4,720	4,956	5,204	5,464	PW/138	22.4024	23.5226	24.6986	25.9337	27.2303	28.5918	30.0216	31.5226
PW/139	47,063	49,416	51,887	54,481	57,205	60,065	63,068	66,221	PW/139	3,922	4,118	4,324	4,540	4,767	5,005	5,256	5,518	PW/139	22.6264	23.7577	24.9457	26.1928	27.5024	28.8774	30.3212	31.8370
PW/140	47,534	49,911	52,407	55,027	57,778	60,667	63,700	66,885	PW/140	3,961	4,159	4,367	4,586													

PWEA Pav Ranges Effective July, 2021

Pay Range	Annual								Monthly								Hourly									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
PW/100	32,725	34,361	36,079	37,883	39,777	41,766	43,854	46,047	PW/100	2,727	2,863	3,007	3,157	3,315	3,481	3,655	3,837	PW/100	15.7332	16.5197	17.3457	18.2130	19.1236	20.0798	21.0837	22.1380
PW/101	33,052	34,705	36,440	38,262	40,175	42,184	44,293	46,508	PW/101	2,754	2,892	3,037	3,189	3,348	3,515	3,691	3,876	PW/101	15.8904	16.6851	17.5192	18.3952	19.3149	20.2808	21.2947	22.3596
PW/102	33,383	35,052	36,805	38,645	40,577	42,606	44,736	46,973	PW/102	2,782	2,921	3,067	3,220	3,381	3,551	3,728	3,914	PW/102	16.0495	16.8519	17.6947	18.5793	19.5082	20.4837	21.5077	22.5832
PW/103	33,717	35,403	37,173	39,032	40,984	43,033	45,185	47,444	PW/103	2,810	2,950	3,098	3,253	3,415	3,586	3,765	3,954	PW/103	16.2101	17.0207	17.8716	18.7654	19.7038	20.6889	21.7236	22.8096
PW/104	34,054	35,757	37,545	39,422	41,393	43,463	45,636	47,918	PW/104	2,838	2,980	3,129	3,285	3,449	3,622	3,803	3,993	PW/104	16.3721	17.1909	18.0505	18.9529	19.9005	20.8957	21.9404	23.0375
PW/105	34,395	36,115	37,921	39,817	41,808	43,898	46,093	48,398	PW/105	2,866	3,010	3,160	3,318	3,484	3,658	3,841	4,033	PW/105	16.5361	17.3630	18.2313	19.1428	20.1000	21.1048	22.1601	23.2683
PW/106	34,739	36,476	38,300	40,215	42,226	44,337	46,554	48,882	PW/106	2,895	3,040	3,192	3,351	3,519	3,695	3,880	4,074	PW/106	16.7014	17.5365	18.4135	19.3341	20.3010	21.3159	22.3817	23.5010
PW/107	35,086	36,840	38,682	40,616	42,647	44,779	47,018	49,369	PW/107	2,924	3,070	3,224	3,385	3,554	3,732	3,918	4,114	PW/107	16.8683	17.7115	18.5971	19.5269	20.5034	21.5284	22.6048	23.7351
PW/108	35,437	37,209	39,069	41,022	43,073	45,227	47,488	49,862	PW/108	2,953	3,101	3,256	3,419	3,589	3,769	3,957	4,155	PW/108	17.0370	17.8889	18.7832	19.7221	20.7082	21.7438	22.8308	23.9721
PW/109	35,791	37,581	39,460	41,433	43,505	45,680	47,964	50,362	PW/109	2,983	3,132	3,288	3,453	3,625	3,807	3,997	4,197	PW/109	17.2072	18.0678	18.9712	19.9197	20.9159	21.9615	23.0596	24.2125
PW/110	36,149	37,956	39,854	41,847	43,939	46,136	48,443	50,865	PW/110	3,012	3,163	3,321	3,487	3,662	3,845	4,037	4,239	PW/110	17.3793	18.2481	19.1606	20.1188	21.1245	22.1808	23.2899	24.4543
PW/111	36,510	38,336	40,253	42,266	44,379	46,598	48,928	51,374	PW/111	3,043	3,195	3,354	3,522	3,698	3,883	4,077	4,281	PW/111	17.5529	18.4308	19.3524	20.3202	21.3361	22.4029	23.5231	24.6990
PW/112	36,875	38,719	40,655	42,688	44,822	47,063	49,416	51,887	PW/112	3,073	3,227	3,388	3,557	3,735	3,922	4,118	4,324	PW/112	17.7284	18.6149	19.5457	20.5231	21.5490	22.6264	23.7577	24.9457
PW/113	37,244	39,106	41,061	43,114	45,270	47,534	49,911	52,407	PW/113	3,104	3,259	3,422	3,593	3,773	3,961	4,159	4,367	PW/113	17.9058	18.8010	19.7409	20.7279	21.7644	22.8529	23.9957	25.1957
PW/114	37,616	39,497	41,472	43,546	45,723	48,009	50,409	52,929	PW/114	3,135	3,291	3,456	3,629	3,810	4,001	4,201	4,411	PW/114	18.0846	18.9889	19.9385	20.9356	21.9822	23.0813	24.2351	25.4466
PW/115	37,992	39,892	41,887	43,981	46,180	48,489	50,913	53,459	PW/115	3,166	3,324	3,491	3,665	3,848	4,041	4,243	4,455	PW/115	18.2654	19.1788	20.1380	21.1447	22.2019	23.3120	24.4774	25.7014
PW/116	38,372	40,291	42,306	44,421	46,642	48,974	51,423	53,994	PW/116	3,198	3,358	3,526	3,702	3,887	4,081	4,285	4,500	PW/116	18.4481	19.3707	20.3394	21.3563	22.4240	23.5452	24.7226	25.9587
PW/117	38,756	40,694	42,729	44,865	47,108	49,463	51,936	54,533	PW/117	3,230	3,391	3,561	3,739	3,926	4,122	4,328	4,544	PW/117	18.6327	19.5644	20.5428	21.5697	22.6481	23.7803	24.9622	26.2178
PW/118	39,144	41,101	43,156	45,314	47,580	49,959	52,457	55,080	PW/118	3,262	3,425	3,596	3,776	3,965	4,163	4,371	4,590	PW/118	18.8192	19.7601	20.7481	21.7856	22.8750	24.0188	25.2197	26.4808
PW/119	39,535	41,512	43,588	45,767	48,055	50,458	52,981	55,630	PW/119	3,295	3,459	3,632	3,814	4,005	4,205	4,415	4,636	PW/119	19.0072	19.9577	20.9558	22.0034	23.1034	24.2587	25.4716	26.7452
PW/120	39,930	41,927	44,023	46,224	48,535	50,962	53,510	56,186	PW/120	3,328	3,494	3,669	3,852	4,045	4,247	4,459	4,682	PW/120	19.1971	20.1572	21.1649	22.2231	23.3411	24.5010	25.7260	27.0125
PW/121	40,329	42,345	44,462	46,685	49,019	51,470	54,044	56,746	PW/121	3,361	3,529	3,705	3,890	4,085	4,289	4,504	4,729	PW/121	19.3889	20.3582	21.3760	22.4447	23.5668	24.7452	25.9827	27.2817
PW/122	40,732	42,769	44,907	47,152	49,510	51,986	54,585	57,314	PW/122	3,394	3,564	3,742	3,929	4,126	4,332	4,549	4,776	PW/122	19.5827	20.5620	21.5899	22.6692	23.8029	24.9933	26.2428	27.5548
PW/123	41,139	43,196	45,356	47,624	50,005	52,505	55,130	57,887	PW/123	3,428	3,600	3,780	3,969	4,167	4,375	4,594	4,824	PW/123	19.7784	20.7673	21.8058	22.8962	24.0409	25.2428	26.5048	27.8303
PW/124	41,550	43,628	45,809	48,099	50,504	53,029	55,680	58,464	PW/124	3,463	3,636	3,817	4,008	4,209	4,419	4,640	4,872	PW/124	19.9760	20.9750	22.0236	23.1245	24.2808	25.4947	26.7692	28.1077
PW/125	41,966	44,064	46,267	48,580	51,009	53,559	56,237	59,049	PW/125	3,497	3,672	3,856	4,048	4,251	4,463	4,686	4,921	PW/125	20.1760	21.1846	22.2438	23.3558	24.5236	25.7495	27.0370	28.3889
PW/126	42,386	44,505	46,730	49,067	51,520	54,096	56,801	59,641	PW/126	3,532	3,709	3,894	4,089	4,293	4,508	4,733	4,970	PW/126	20.3779	21.3966	22.4663	23.5899	24.7692	26.0077	27.3082	28.6736
PW/127	42,810	44,951	47,199	49,559	52,037	54,639	57,371	60,240	PW/127	3,568	3,746	3,933	4,130	4,336	4,553	4,781	5,020	PW/127	20.5817	21.6111	22.6918	23.8264	25.0178	26.2688	27.5822	28.9615
PW/128	43,238	45,400	47,670	50,054	52,557	55,185	57,944	60,841	PW/128	3,603	3,783	3,973	4,171	4,380	4,599	4,829	5,070	PW/128	20.7875	21.8269	22.9183	24.0644	25.2678	26.5313	27.8577	29.2505
PW/129	43,670	45,854	48,147	50,554	53,082	55,736	58,523	61,449	PW/129	3,639	3,821	4,012	4,213	4,424	4,645	4,877	5,121	PW/129	20.9952	22.0452	23.1476	24.3048	25.5202	26.7962	28.1361	29.5428
PW/130	44,107	46,312	48,628	51,059	53,612	56,293	59,108	62,063	PW/130	3,676	3,859	4,052	4,255	4,468	4,691	4,926	5,172	PW/130	21.2053	22.2654	23.3788	24.5476	25.7750	27.0639	28.4173	29.8380
PW/131	44,548	46,775	49,114	51,570	54,149	56,856	59,699	62,684	PW/131	3,712	3,898	4,093	4,298	4,512	4,738	4,975	5,224	PW/131	21.4173	22.4880	23.6125	24.7933	26.0332	27.3346	28.7014	30.1365
PW/132	44,993	47,243	49,605	52,085	54,689	57,423	60,294	63,309	PW/132	3,749	3,937	4,134	4,340	4,557	4,785	5,025	5,276	PW/132	21.6313	22.7130	23.8486	25.0409	26.2928	27.6072	28.9875	30.4370
PW/133	45,443	47,715	50,101	52,606	55,236	57,998	60,898	63,943	PW/133	3,787	3,976	4,175	4,384	4,603	4,833	5,075	5,329	PW/133	21.8476	22.9399	24.0870	25.2913	26.5558	27.8837	29.2779	30.7418
PW/134	45,897	48,192	50,602	53,132	55,789	58,578	61,507	64,582	PW/134	3,825	4,016	4,217	4,428	4,649	4,882	5,126	5,382	PW/134	22.0659	23.1692	24.3279	25.5442	26.8216	28.1625	29.5707	31.0490
PW/135	46,356	48,674	51,108	53,663	56,346	59,163	62,121	65,227	PW/135	3,863	4,056	4,259	4,472	4,696	4,930	5,177	5,436	PW/135	22.2865	23.4010	24.5712	25.7995	27.0894	28.4438	29.8659	31.3591
PW/136	46,820	49,161	51,619	54,200	56,910	59,756	62,744	65,881	PW/136	3,902	4,097	4,302	4,517	4,743	4,980	5,229	5,490	PW/136	22.5096	23.6351	24.8168	26.0577	27.3606	28.7288	30.1654	31.6736
PW/137	47,288	49,652	52,135	54,742	57,479	60,353	63,371	66,540	PW/137	3,942	4,138	4,345	4,562	4,790	5,029	5,281	5,545	PW/137	22.7346	23.8712	25.0649	26.3183	27.6341	29.0159	30.4668	31.9904
PW/138	47,761	50,149	52,656	55,289	58,053	60,956	64,004	67,204	PW/138	3,980	4,179	4,388	4,607	4,838	5,080	5,334	5,600	PW/138	22.9620	24.1101	25.3154	26.5813	27.9101	29.3058	30.7712	32.3096
PW/139	48,239	50,651	53,184	55,843	58,635	61,567	64,645	67,877	PW/139	4,020	4,221	4,432	4,654	4,886	5,131	5,387	5,656	PW/139	23.1918	24.3514	25.5692	26.8476	28.1899	29.5995	31.0793	32.6332
PW/140	48,721	51,157	53,715	56,401	59,221	62,182	65,291	68,556	PW/140	4,060	4,263	4,476	4,700													