



ESPBC Wages Update for 2022-2023 Master Agreement

Presented to Representative Assembly

October 13, 2022

Updated December 9, 2022

Recognition of Negotiations Team

- Jeannette Young, ESPBC President and Chief Negotiator
- Joseph Coughlin, ESPBC Vice President and BCPS PC Technician
- Kaye Leonard, ESPBC Secretary and Guidance Secretary at Catonsville High
- Valarie Clark, Special Education Paraeducator at Hebbville Elementary
- Seleste Harris, Negotiations Consultant and MSEA UniServ Director



Topics of Negotiations

- Time Management System
- Unified Sick Leave Bank
- Inclement Weather
- Acting Positions and Coverages
- Updating Rates of Pay
- Compensation





Negotiations Process

- August 2021
 - ESPBC and BCPS finalized the 2021-2022 Master Agreement after mediation
- September 2021
 - ESPBC and BCPS began negotiations for the 2022-2023 Master Agreement
 - ESPBC and BCPS met 19 times between September-June to negotiate the details of the 2022-2023 Master Agreement
 - During the process members supported negotiation priorities by participating in rallies and letter writing campaigns to the Board of Education, Superintendent, County Executive and County Council
- April 2022
 - County Executive announced his budget for BCPS
- June 2022
 - ESPBC and BCPS reached final agreement on the 2022-2023 Master Agreement

Time Management System

- The parameters around the new time management system were agreed to through mediation as an MOU in August 2021
- Because of federal law the time management system will return
- The implementation will occur with ESPBC representation
- ESPBC advocated for transparency with employees from BCPS.
- ESPBC specific wins
 - Multiple ways to log time (time clock and devices)
 - ESPBC will not be the first bargaining unit to return to the system
 - Employees may review and submit their timesheets electronically
 - No lunch swipe

Meet **UKG Ready**
Time and Attendance

TEAM BCPS

Phased Implementation for
School Year 2022-2023!



EASY TO USE, Empowering, More Features

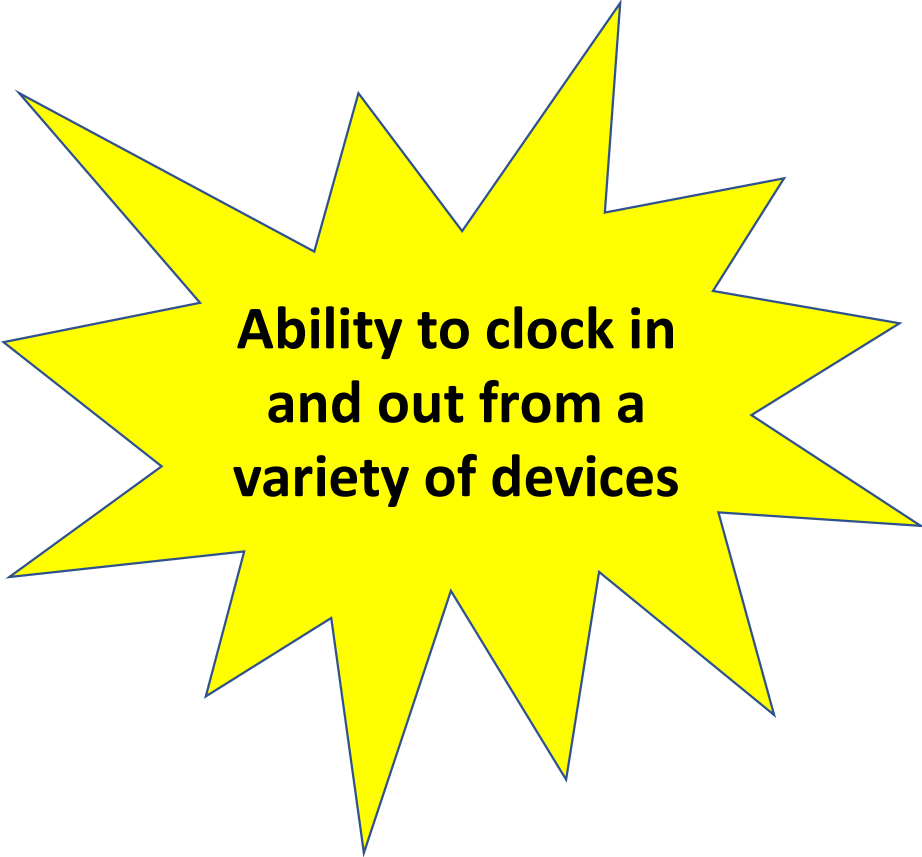
- ★ Swipe In/Out on arrival and departure only
- ★ No swipe In/Out for lunch
- ★ Supervisors & employees view employees' timesheet via device
- ★ Employees submit their timesheet for approval
- ★ Employees view leave balances at timeclock and on device
- ★ New timeclocks in the field
- ★ Employees with devices swipe In/Out without a timeclock
- ★ Employees being able to request corrections on their timesheet via a form to the manager
- ★ AFSCME Managers and Employees Training, September to October 2022
- ★ ESPBC Managers and Employees Training, November 2022 to January 2023

BALTIMORE COUNTY PUBLIC SCHOOLS

Time Management System Wins

A large, yellow, multi-pointed starburst graphic with a blue outline, containing the text "Elimination of lunch punch".

**Elimination of
lunch punch**

A large, yellow, multi-pointed starburst graphic with a blue outline, containing the text "Ability to clock in and out from a variety of devices".

**Ability to clock in
and out from a
variety of devices**

Sick Leave Bank

- The details around the USLB separation were agreed to through mediation as an MOU in August 2021
- ESPBC separated from the USLB effective July 1, 2022
- By ESPBC having a separate Sick Leave Bank (ESLB)
 - ESLB applications reviewed by ESPBC members, instead of BCPS
 - Appeals of ESLB decisions go to ESPBC Board, instead of BCPS
 - Leave usage calculations for future assessments will be based on ESPBC member usage, instead of the usage of other bargaining units



Inclement Weather

- ESPBC won the right for 12-month employees to request to work remotely on inclement weather days when schools are closed, and offices are open.



Acting Positions/Coverages

- Any member who covers for another ESPBC bargaining unit member will receive additional pay for performing the duties of another bargaining unit member for more than 1 week.
 - Ex: If the administrative secretary is covering the work of the office secretary for more than a week, then the administrative secretary will be compensated for covering the work of the two employees. This is a win because in previous years, employees were only paid if they were covering for employees of a higher pay grade.



Pay for Office Professionals

- ESPBC won parity for office professionals working outside of their normal day work. Office Professionals will be paid their hourly rate when working outside of their normal duty day (i.e. summer school and night school).
 - Ex: Office professionals who work summer school used to be paid \$14.59/hour. Effective 7/1/2022 office professionals will be paid their regular hourly rate.





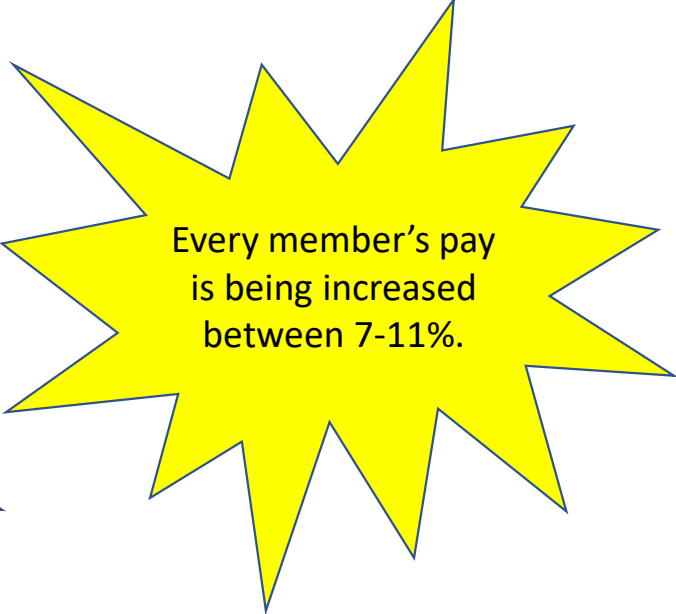
Negotiations Process Clarification

- 6/28: ESPBC and BCPS reached an agreement
- 7/6: ESPBC members ratified the tentative agreement
- 7/12: BCPS Board of Education ratified the tentative agreement
- 8/8: County Executive stated that BCPS financial request was not sustainable
- 9/26: County Executive announced that he was approving \$500 million for staff wage increases
 - He announced that it would be the equivalent of 2 steps and 3% (retro to 7/1)
- 9/28: ESPBC and BCPS formally renegotiated over the funds provided by the County Executive
- 10/6: ESPBC and BCPS reached a new agreement on 2022-2023 wages

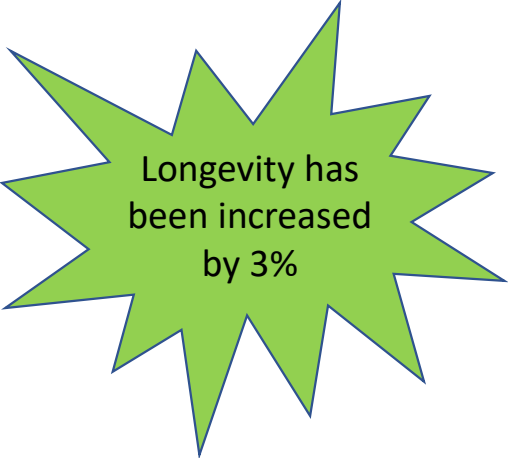
Compensation Wins



Members on step 10, 40, and 70 will receive a \$2500 bonus



Every member's pay is being increased between 7-11%.



Longevity has been increased by 3%



Members hired before July 2022 will receive \$1000 retention bonus.



Sample Paraeducator Compensation

Paraeducator Scale (A1)

Effective through 12/31/2022

Step	Grade 31 High School < 30 Hours Hourly	Grade 32 High School Plus 30 Hours Hourly	Grade 33 High School Plus 60 Hours Hourly	Grade 34 High School Plus 90 Hours Hourly	Grade 35 Bachelor's Degree Hourly
1	\$ 18.21	\$ 18.72	\$ 19.22	\$ 19.73	\$ 20.22
2	\$ 18.94	\$ 19.48	\$ 20.00	\$ 20.53	\$ 21.06
3	\$ 19.70	\$ 20.23	\$ 20.79	\$ 21.31	\$ 21.88
4	\$ 20.49	\$ 21.07	\$ 21.63	\$ 22.20	\$ 22.77
5	\$ 21.30	\$ 21.90	\$ 22.46	\$ 23.06	\$ 23.66
6	\$ 22.17	\$ 22.78	\$ 23.38	\$ 23.99	\$ 24.61
7	\$ 23.04	\$ 23.67	\$ 24.30	\$ 24.96	\$ 25.60
8	\$ 23.96	\$ 24.62	\$ 25.26	\$ 25.95	\$ 26.63
9	\$ 24.93	\$ 25.62	\$ 26.29	\$ 26.99	\$ 27.68
10	\$ 25.92	\$ 26.64	\$ 27.34	\$ 28.08	\$ 28.78

9% increase
before
\$1,000 bonus

\$2,398
annual pay
increase

Appendix A-4

Hourly Base Pay Scale for Non-Exempt Paraeducators Represented by ESPBC,
Effective January 1, 2023 retroactive to July 1, 2022

Step	Grade 31 High School < 30 Hours Hourly	Grade 32 High School Plus 30 Hours Hourly	Grade 33 High School Plus 60 Hours Hourly	Grade 34 High School Plus 90 Hours Hourly	Grade 35 Bachelor's Degree Hourly
01	19.11	19.66	20.18	20.71	21.25
02	19.88	20.41	20.98	21.50	22.08
03	20.67	21.26	21.82	22.40	22.97
04	21.49	22.10	22.66	23.27	23.87
05	22.37	22.99	23.59	24.21	24.83
06	23.25	23.88	24.52	25.18	25.83
07	24.18	24.84	25.49	26.18	26.87
08	25.15	25.85	26.53	27.23	27.93
09	26.15	26.88	27.59	28.33	29.04
10	27.61	28.38	29.13	29.91	30.66

Member on Grade 35

- 2021-2022 Scale Placement (A1) Step 1
- 7/1/2022: Scale Placement (A1) Step 2 (\$21.06 hourly rate) will be paid \$1,421.55 biweekly (base pay)
- 12/2022: Restructured Scale Placement (A4) Step 2 (\$22.08 hourly rate), will be paid \$1,490.40 biweekly (base pay) and receive approximately \$516.38 differential of new scale from 8/22/2022-12/2/2022.
- Spring 2023: At least \$1,000 bonus

Sample Paraeducator Compensation

Paraeducator Scale (A1)

Effective through 12/23/2022

Step	Grade 31 High School < 30 Hours Hourly	Grade 32 High School Plus 30 Hours Hourly	Grade 33 High School Plus 60 Hours Hourly	Grade 34 High School Plus 90 Hours Hourly	Grade 35 Bachelor's Degree Hourly
1	\$ 18.21	\$ 18.72	\$ 19.22	\$ 19.73	\$ 20.22
2	\$ 18.94	\$ 19.48	\$ 20.00	\$ 20.53	\$ 21.06
3	\$ 19.70	\$ 20.23	\$ 20.79	\$ 21.31	\$ 21.88
4	\$ 20.49	\$ 21.07	\$ 21.63	\$ 22.20	\$ 22.77
5	\$ 21.30	\$ 21.90	\$ 22.46	\$ 23.06	\$ 23.66
6	\$ 22.17	\$ 22.78	\$ 23.38	\$ 23.99	\$ 24.61
7	\$ 23.04	\$ 23.67	\$ 24.30	\$ 24.96	\$ 25.60
8	\$ 23.96	\$ 24.62	\$ 25.26	\$ 25.95	\$ 26.63
9	\$ 24.93	\$ 25.62	\$ 26.29	\$ 26.99	\$ 27.68
10	\$ 25.92	\$ 26.64	\$ 27.34	\$ 28.08	\$ 28.78

9% increase
before
\$1,000 bonus

\$2,655.91
annual pay
increase

Appendix A-4

Hourly Base Pay Scale for Non-Exempt Paraeducators Represented by ESPBC,
Effective January 1, 2023 retroactive to July 1, 2022

Step	Grade 31 High School < 30 Hours Hourly	Grade 32 High School Plus 30 Hours Hourly	Grade 33 High School Plus 60 Hours Hourly	Grade 34 High School Plus 90 Hours Hourly	Grade 35 Bachelor's Degree Hourly
01	19.11	19.66	20.18	20.71	21.25
02	19.88	20.41	20.98	21.50	22.08
03	20.67	21.26	21.82	22.40	22.97
04	21.49	22.10	22.66	23.27	23.87
05	22.37	22.99	23.59	24.21	24.83
06	23.25	23.88	24.52	25.18	25.83
07	24.18	24.84	25.49	26.18	26.87
08	25.15	25.85	26.53	27.23	27.93
09	26.15	26.88	27.59	28.33	29.04
10	27.61	28.38	29.13	29.91	30.66

Member on Grade 33

- 2021-2022 Scale Placement (A1) Step 5
- 7/1/2022: Scale Placement (A1) Step 6 (\$23.38 hourly rate) will be paid \$1,578.15 biweekly (base pay)
- 12/2022: Restructured Scale Placement (A4) Step 6 (\$24.52 hourly rate), will be paid \$1,655.10 biweekly (base pay) and receive approximately \$577.13 differential of new scale from 8/22-12/2/2022.
- Spring 2023: At least \$1,000 bonus

Sample Paraeducator Compensation

Paraeducator Scale (A1)
Effective through 12/23/2022

Step	Grade 31 High School < 30 Hours Hourly	Grade 32 High School Plus 30 Hours Hourly	Grade 33 High School Plus 60 Hours Hourly	Grade 34 High School Plus 90 Hours Hourly	Grade 35 Bachelor's Degree Hourly
1	\$ 18.21	\$ 18.72	\$ 19.22	\$ 19.73	\$ 20.22
2	\$ 18.94	\$ 19.48	\$ 20.00	\$ 20.53	\$ 21.06
3	\$ 19.70	\$ 20.23	\$ 20.79	\$ 21.31	\$ 21.88
4	\$ 20.49	\$ 21.07	\$ 21.63	\$ 22.20	\$ 22.77
5	\$ 21.30	\$ 21.90	\$ 22.46	\$ 23.06	\$ 23.66
6	\$ 22.17	\$ 22.78	\$ 23.38	\$ 23.99	\$ 24.61
7	\$ 23.04	\$ 23.67	\$ 24.30	\$ 24.96	\$ 25.60
8	\$ 23.96	\$ 24.62	\$ 25.26	\$ 25.95	\$ 26.63
9	\$ 24.93	\$ 25.62	\$ 26.29	\$ 26.99	\$ 27.68
10	\$ 25.92	\$ 26.64	\$ 27.34	\$ 28.08	\$ 28.78

7% increase before \$3,500 bonus

\$2,178.83 annual pay increase

Appendix A-4 Hourly Base Pay Scale for Non-Exempt Paraeducators Represented by ESPBC, Effective January 1, 2023 retroactive to July 1, 2022					
Step	Grade 31 High School < 30 Hours Hourly	Grade 32 High School Plus 30 Hours Hourly	Grade 33 High School Plus 60 Hours Hourly	Grade 34 High School Plus 90 Hours Hourly	Grade 35 Bachelor's Degree Hourly
01	19.11	19.66	20.18	20.71	21.25
02	19.88	20.41	20.98	21.50	22.08
03	20.67	21.26	21.82	22.40	22.97
04	21.49	22.10	22.66	23.27	23.87
05	22.37	22.99	23.59	24.21	24.83
06	23.25	23.88	24.52	25.18	25.83
07	24.18	24.84	25.49	26.18	26.87
08	25.15	25.85	26.53	27.23	27.93
09	26.15	26.88	27.59	28.33	29.04
10	27.61	28.38	29.13	29.91	30.66

Member on Grade 31

- 2021-2022 Scale Placement (A1) Step 10
- 7/1/2022: Scale Placement (A1) Step 10 (\$25.92 hourly rate) will be paid \$1,749.60 biweekly (base pay)
- 12/2022: Restructured Scale Placement (A4) Step 10 (\$27.61 hourly rate), will be paid \$1,863.68 biweekly (base pay) and receive approximately \$855.56 differential of new scale from 8/22-12/2/2022.
- 12/2022: \$2,500 top of scale bonus
- Spring 2023: At least \$1,000 bonus

Sample Interpreter Compensation

Interpreter Scale (A2)

Effective Through 12/31/2022

Step	Grade 11 Hourly	Grade 13 Hourly
1	\$ 25.62	\$ 27.72
2	\$ 26.89	\$ 29.09
3	\$ 28.22	\$ 30.54
4	\$ 29.65	\$ 32.09
5	\$ 31.14	\$ 33.68
6	\$ 32.67	\$ 35.37
7	\$ 34.13	\$ 36.92
8	\$ 35.64	\$ 38.53
9	\$ 37.21	\$ 40.23
10	\$ 38.83	\$ 42.01
31	\$ 26.89	\$ 29.09
32	\$ 28.22	\$ 30.54
33	\$ 29.65	\$ 32.09
34	\$ 31.14	\$ 33.68
35	\$ 32.67	\$ 35.37
36	\$ 34.13	\$ 36.92
37	\$ 35.64	\$ 38.53
38	\$ 37.21	\$ 40.23
39	\$ 38.83	\$ 42.01
40	\$ 40.54	\$ 43.85
61	\$ 28.22	\$ 30.54
62	\$ 29.65	\$ 32.09
63	\$ 31.14	\$ 33.68
64	\$ 32.67	\$ 35.37
65	\$ 34.13	\$ 36.92
66	\$ 35.64	\$ 38.53
67	\$ 37.21	\$ 40.23
68	\$ 38.83	\$ 42.01
69	\$ 40.54	\$ 43.85
70	\$ 42.34	\$ 45.79

11% increase
before \$1,000
bonus

\$3,906.43
annual
per
increase

Member on Grade 11

- 2021-2022 Scale Placement (A2) Step 31
- 7/1/2022: Restructured Scale Placement (A5) Step 32 (\$28.22 hourly rate), will be paid \$1,904.85 biweekly (base pay)
- 12/2022: Scale Placement (A5) Step 32 (\$29.92 hourly rate), will be paid \$2,019.60 biweekly (base pay) and receive approximately \$860.63 differential of new scale from 8/22-12/2/2022.
- Spring 2023: At least \$1,000 bonus

Appendix A-5

Hourly Base Pay Scale for Non-Exempt Interpreters Represented by ESPBC

Effective January 1, 2023 retroactive to July 1, 2022

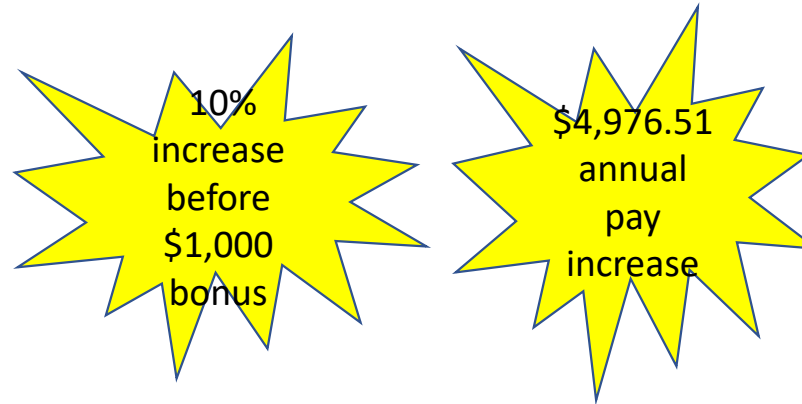
Step	Grade 11 Hourly	Grade 13 Hourly
High School Diploma		
01	27.13	29.35
02	28.47	30.81
03	29.92	32.38
04	31.42	33.98
05	32.96	35.69
06	34.44	37.25
07	35.96	38.88
08	37.54	40.59
09	39.18	42.39
10	41.36	44.75
HS Diploma +30 Credits		
31	28.47	30.81
32	29.92	32.38
33	31.42	33.98
34	32.96	35.69
35	34.44	37.25
36	35.96	38.88
37	37.54	40.59
38	39.18	42.39
39	40.90	44.24
40	43.18	46.70
HS Diploma +60 Credits		
61	29.92	32.38
62	31.42	33.98
63	32.96	35.69
64	34.44	37.25
65	35.96	38.88
66	37.54	40.59
67	39.18	42.39
68	40.90	44.24
69	42.72	46.20
70	45.10	48.77

Sample Interpreter Compensation

Interpreter Scale (A2)

Effective Through 12/31/2022

Step	Grade 11 Hourly	Grade 13 Hourly
1	\$ 25.62	\$ 27.72
2	\$ 26.89	\$ 29.09
3	\$ 28.22	\$ 30.54
4	\$ 29.65	\$ 32.09
5	\$ 31.14	\$ 33.68
6	\$ 32.67	\$ 35.37
7	\$ 34.13	\$ 36.92
8	\$ 35.64	\$ 38.53
9	\$ 37.21	\$ 40.23
10	\$ 38.83	\$ 42.01
31	\$ 26.89	\$ 29.09
32	\$ 28.22	\$ 30.54
33	\$ 29.65	\$ 32.09
34	\$ 31.14	\$ 33.68
35	\$ 32.67	\$ 35.37
36	\$ 34.13	\$ 36.92
37	\$ 35.64	\$ 38.53
38	\$ 37.21	\$ 40.23
39	\$ 38.83	\$ 42.01
40	\$ 40.54	\$ 43.85
61	\$ 28.22	\$ 30.54
62	\$ 29.65	\$ 32.09
63	\$ 31.14	\$ 33.68
64	\$ 32.67	\$ 35.37
65	\$ 34.13	\$ 36.92
66	\$ 35.64	\$ 38.53
67	\$ 37.21	\$ 40.23
68	\$ 38.83	\$ 42.01
69	\$ 40.54	\$ 43.85
70	\$ 42.34	\$ 45.79



Member on Grade 13

- 2021-2022 Scale Placement (A2) Step 37, (\$40.23 hourly rate), will be paid \$2,715.53 biweekly (base pay)
- 7/1/2022: Scale Placement (A5) Step 38 (\$42.39 hourly rate), will be paid \$2,861.33 biweekly (base pay) and receive approximately \$1,093.50 differential of new scale from 8/22-12/2/2022.
- Spring 2023: At least \$1,000 bonus

Appendix A-5

Hourly Base Pay Scale for Non-Exempt Interpreters Represented by ESPBC

Effective January 1, 2023 retroactive to July 1, 2022

Step	Grade 11 Hourly	Grade 13 Hourly
High School Diploma		
01	27.13	29.35
02	28.47	30.81
03	29.92	32.38
04	31.42	33.98
05	32.96	35.69
06	34.44	37.25
07	35.96	38.88
08	37.54	40.59
09	39.18	42.39
10	41.36	44.75
HS Diploma +30 Credits		
31	28.47	30.81
32	29.92	32.38
33	31.42	33.98
34	32.96	35.69
35	34.44	37.25
36	35.96	38.88
37	37.54	40.59
38	39.18	42.39
39	40.90	44.24
40	43.18	46.70
HS Diploma +60 Credits		
61	29.92	32.38
62	31.42	33.98
63	32.96	35.69
64	34.44	37.25
65	35.96	38.88
66	37.54	40.59
67	39.18	42.39
68	40.90	44.24
69	42.72	46.20
70	45.10	48.77

Sample Interpreter Compensation

Interpreter Scale (A2)

Effective Through 12/31/2022

Step	Grade 11 Hourly	Grade 13 Hourly
1	\$ 25.62	\$ 27.72
2	\$ 26.89	\$ 29.09
3	\$ 28.22	\$ 30.54
4	\$ 29.65	\$ 32.09
5	\$ 31.14	\$ 33.68
6	\$ 32.67	\$ 35.37
7	\$ 34.13	\$ 36.92
8	\$ 35.64	\$ 38.53
9	\$ 37.21	\$ 40.23
10	\$ 38.83	\$ 42.01
31	\$ 26.89	\$ 29.09
32	\$ 28.22	\$ 30.54
33	\$ 29.65	\$ 32.09
34	\$ 31.14	\$ 33.68
35	\$ 32.67	\$ 35.37
36	\$ 34.13	\$ 36.92
37	\$ 35.64	\$ 38.53
38	\$ 37.21	\$ 40.23
39	\$ 38.83	\$ 42.01
40	\$ 40.54	\$ 43.85
61	\$ 28.22	\$ 30.54
62	\$ 29.65	\$ 32.09
63	\$ 31.14	\$ 33.68
64	\$ 32.67	\$ 35.37
65	\$ 34.13	\$ 36.92
66	\$ 35.64	\$ 38.53
67	\$ 37.21	\$ 40.23
68	\$ 38.83	\$ 42.01
69	\$ 40.54	\$ 43.85
70	\$ 42.34	\$ 45.79

7% increase
before \$3,500
bonuses

\$3,674.37
annual pay
increase

Member on Grade 13

- 2021-2022 Scale Placement (A1) Step 40
- 7/1/2022: Scale Placement (A1) Step 40 (\$43.85 hourly rate) will be paid \$2,959.88 biweekly (base pay)
- 12/2022: Restructured Scale Placement (A5) Step 40 (\$46.70 hourly rate), will be paid \$3, 152.25 biweekly (base pay) and receive approximately **\$1,442.81** differential of new scale from 8/22-12/2/2022.
- 12/2022: \$2,500 top of scale bonus
- Spring 2023: At least \$1,000 bonus

Appendix A-5

Hourly Base Pay Scale for Non-Exempt Interpreters
Represented by ESPBC

Effective January 1, 2023 retroactive to July 1, 2022

Step	Grade 11 Hourly	Grade 13 Hourly
High School Diploma		
01	27.13	29.35
02	28.47	30.81
03	29.92	32.38
04	31.42	33.98
05	32.96	35.69
06	34.44	37.25
07	35.96	38.88
08	37.54	40.59
09	39.18	42.39
10	41.36	44.75
HS Diploma +30 Credits		
31	28.47	30.81
32	29.92	32.38
33	31.42	33.98
34	32.96	35.69
35	34.44	37.25
36	35.96	38.88
37	37.54	40.59
38	39.18	42.39
39	40.90	44.24
40	43.18	46.70
HS Diploma +60 Credits		
61	29.92	32.38
62	31.42	33.98
63	32.96	35.69
64	34.44	37.25
65	35.96	38.88
66	37.54	40.59
67	39.18	42.39
68	40.90	44.24
69	42.72	46.20
70	45.10	48.77

Sample Office Professional Compensation

Office Professional Scale (A3)

Effective Through 12/31/2022

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
1	\$ 16.83	\$ 17.66	\$ 18.52	\$ 19.34	\$ 20.16	\$ 21.06	\$ 21.92	\$ 22.83	\$ 23.75	\$ 24.66	\$ 25.62	\$ 26.64	\$ 27.25
2	\$ 17.67	\$ 18.54	\$ 19.44	\$ 20.30	\$ 21.19	\$ 22.09	\$ 23.02	\$ 23.97	\$ 24.94	\$ 25.91	\$ 26.89	\$ 27.96	\$ 29.09
3	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
4	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
5	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.69
6	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.37
7	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
8	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
9	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
10	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
31	\$ 17.67	\$ 18.54	\$ 19.44	\$ 20.30	\$ 21.19	\$ 22.09	\$ 23.02	\$ 23.97	\$ 24.94	\$ 25.91	\$ 26.89	\$ 27.96	\$ 29.09
32	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
33	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
34	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.69
35	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.37
36	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
37	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
38	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
39	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
40	\$ 26.64	\$ 27.95	\$ 29.28	\$ 30.63	\$ 31.93	\$ 33.34	\$ 34.70	\$ 36.16	\$ 37.55	\$ 39.05	\$ 40.54	\$ 42.18	\$ 43.85
61	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
62	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
63	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.69
64	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.37
65	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
66	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
67	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
68	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
69	\$ 26.64	\$ 27.95	\$ 29.28	\$ 30.63	\$ 31.93	\$ 33.34	\$ 34.70	\$ 36.16	\$ 37.55	\$ 39.05	\$ 40.54	\$ 42.18	\$ 43.85
70	\$ 27.82	\$ 29.19	\$ 30.57	\$ 31.96	\$ 33.34	\$ 34.80	\$ 36.24	\$ 37.74	\$ 39.21	\$ 40.76	\$ 42.34	\$ 44.04	\$ 45.79

11%
increase
before
\$1,000
bonus

\$115.50
increase
per pay

Appendix A-6

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2022-2023 Effective January 1, 2023 retroactive to July 1, 2022

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	17.83	18.71	19.61	20.48	21.38	22.29	23.23	24.19	25.16	26.14	27.13	28.21	29.35
2	18.72	19.66	20.59	21.50	22.45	23.41	24.38	25.40	26.43	27.44	28.47	29.61	30.81
3	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
4	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
5	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
6	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
7	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
8	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
9	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
10	27.18	28.53	29.88	31.23	32.59	34.01	35.41	36.90	38.30	39.83	41.36	43.04	44.75
HS Diploma +30 Credits													
31	18.72	19.66	20.59	21.50	22.45	23.41	24.38	25.40	26.43	27.44	28.47	29.61	30.81
32	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
33	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
34	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
35	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
36	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
37	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
38	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
39	26.88	28.20	29.54	30.91	32.22	33.64	35.01	36.49	37.89	39.40	40.90	42.56	44.24
40	28.38	29.77	31.19	32.63	34.01	35.51	36.96	38.52	40.00	41.59	43.18	44.93	46.70
HS Diploma +60 Credits													
61	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
62	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
63	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
64	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
65	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
66	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
67	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
68	26.88	28.20	29.54	30.91	32.22	33.64	35.01	36.49	37.89	39.40	40.90	42.56	44.24
69	28.07	29.45	30.85	32.25	33.64	35.11	36.57	38.08	39.56	41.13	42.72	44.44	46.20
70	29.63	31.09	32.57	34.05	35.51	37.07	38.61	40.20	41.76	43.42	45.10	46.92	48.77

Member on Grade 9

- 2021-2022 Scale Placement (A1) Step 31
- 7/1/2022: Scale Placement (A1) Step **32** (\$26.19 hourly rate) will be paid \$1,964.25 biweekly (base pay)
- 12/2022: Restructured Scale Placement (A6) Step **32** (\$27.73 hourly rate), will be paid \$2,079.75 biweekly (base pay) and receive approximately **\$866.25 (10-month)** and **\$1,282.05 (12-month)** differential of new scale from 8/22-12/2/2022.
- Spring 2023: At least \$1,000 bonus



Sample Office Professional Compensation

Office Professional Scale (A3)

Effective Through 12/31/2022

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
1	\$ 16.83	\$ 17.66	\$ 18.52	\$ 19.34	\$ 20.16	\$ 21.06	\$ 21.92	\$ 22.83	\$ 23.75	\$ 24.66	\$ 25.62	\$ 26.64	\$ 27.71
2	\$ 17.67	\$ 18.54	\$ 19.44	\$ 20.30	\$ 21.19	\$ 22.09	\$ 23.02	\$ 23.97	\$ 24.94	\$ 25.91	\$ 26.89	\$ 27.96	\$ 29.09
3	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
4	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
5	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.68
6	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.37
7	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
8	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
9	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
10	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
31	\$ 17.67	\$ 18.54	\$ 19.44	\$ 20.30	\$ 21.19	\$ 22.09	\$ 23.02	\$ 23.97	\$ 24.94	\$ 25.91	\$ 26.89	\$ 27.96	\$ 29.09
32	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
33	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
34	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.68
35	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.37
36	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
37	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
38	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
39	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
40	\$ 26.64	\$ 27.95	\$ 29.28	\$ 30.63	\$ 31.93	\$ 33.34	\$ 34.70	\$ 36.16	\$ 37.55	\$ 39.05	\$ 40.54	\$ 42.18	\$ 43.85
61	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
62	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
63	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.68
64	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.37
65	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
66	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
67	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
68	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
69	\$ 26.64	\$ 27.95	\$ 29.28	\$ 30.63	\$ 31.93	\$ 33.34	\$ 34.70	\$ 36.16	\$ 37.55	\$ 39.05	\$ 40.54	\$ 42.18	\$ 43.85
70	\$ 27.82	\$ 29.19	\$ 30.57	\$ 31.96	\$ 33.34	\$ 34.80	\$ 36.24	\$ 37.74	\$ 39.21	\$ 40.76	\$ 42.34	\$ 44.04	\$ 45.79

11%
increase
before
\$1,000
bonus

\$96
increase
per pay



Appendix A-6

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2022-2023 Effective January 1, 2023 retroactive to July 1, 2022

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	17.83	18.71	19.61	20.48	21.38	22.29	23.23	24.19	25.16	26.14	27.13	28.21	29.35
2	18.72	19.66	20.59	21.50	22.45	23.41	24.38	25.40	26.43	27.44	28.47	29.61	30.81
3	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
4	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
5	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
6	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
7	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
8	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
9	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
10	27.18	28.53	29.88	31.23	32.59	34.01	35.41	36.90	38.30	39.83	41.36	43.04	44.75
HS Diploma +30 Credits													
31	18.72	19.66	20.59	21.50	22.45	23.41	24.38	25.40	26.43	27.44	28.47	29.61	30.81
32	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
33	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
34	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
35	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
36	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
37	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
38	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
39	26.88	28.20	29.54	30.91	32.22	33.64	35.01	36.49	37.89	39.40	40.90	42.56	44.24
40	28.38	29.77	31.19	32.63	34.01	35.51	36.96	38.52	40.00	41.59	43.18	44.93	46.70
HS Diploma +60 Credits													
61	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
62	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
63	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
64	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
65	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
66	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
67	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
68	26.88	28.20	29.54	30.91	32.22	33.64	35.01	36.49	37.89	39.40	40.90	42.56	44.24
69	28.07	29.45	30.85	32.25	33.64	35.11	36.57	38.08	39.56	41.13	42.72	44.44	46.20
70	29.63	31.09	32.57	34.05	35.51	37.07	38.61	40.20	41.76	43.42	45.10	46.92	48.77

Member on Grade 4

- 2021-2022 Scale Placement (A1) Step 2
- 7/1/2022: Scale Placement (A1) Step **3** (\$21.31 hourly rate) will be paid \$1,598.25 biweekly (base pay)
- 12/2022: Restructured Scale Placement (A6) Step **3** (\$22.59 hourly rate), will be paid \$1,694.25 biweekly (base pay) and receive approximately **\$720 (10-month)** and **\$1,065.60 (12-month)** differential of new scale from 8/22-12/2/2022.
- Spring 2023: At least \$1,000 bonus

Sample Office Professional Compensation

Office Professional Scale (A3)

Effective Through 12/31/2022

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
1	\$ 16.83	\$ 17.66	\$ 18.52	\$ 19.34	\$ 20.16	\$ 21.06	\$ 21.92	\$ 22.83	\$ 23.75	\$ 24.66	\$ 25.62	\$ 26.64	\$ 27.72
2	\$ 17.67	\$ 18.54	\$ 19.44	\$ 20.30	\$ 21.19	\$ 22.09	\$ 23.02	\$ 23.97	\$ 24.94	\$ 25.91	\$ 26.89	\$ 27.96	\$ 29.09
3	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
4	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
5	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.69
6	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.42
7	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
8	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
9	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
10	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
31	\$ 17.67	\$ 18.54	\$ 19.44	\$ 20.30	\$ 21.19	\$ 22.09	\$ 23.02	\$ 23.97	\$ 24.94	\$ 25.91	\$ 26.89	\$ 27.96	\$ 29.09
32	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
33	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
34	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.69
35	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.37
36	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
37	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
38	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
39	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
40	\$ 26.64	\$ 27.95	\$ 29.28	\$ 30.63	\$ 31.93	\$ 33.34	\$ 34.70	\$ 36.16	\$ 37.55	\$ 39.05	\$ 40.54	\$ 42.18	\$ 43.85
61	\$ 18.55	\$ 19.48	\$ 20.41	\$ 21.31	\$ 22.25	\$ 23.20	\$ 24.16	\$ 25.17	\$ 26.19	\$ 27.20	\$ 28.22	\$ 29.35	\$ 30.54
62	\$ 19.49	\$ 20.45	\$ 21.45	\$ 22.39	\$ 23.37	\$ 24.38	\$ 25.37	\$ 26.42	\$ 27.48	\$ 28.57	\$ 29.65	\$ 30.84	\$ 32.09
63	\$ 20.46	\$ 21.48	\$ 22.49	\$ 23.50	\$ 24.53	\$ 25.60	\$ 26.66	\$ 27.77	\$ 28.87	\$ 29.98	\$ 31.14	\$ 32.39	\$ 33.69
64	\$ 21.49	\$ 22.53	\$ 23.62	\$ 24.68	\$ 25.75	\$ 26.88	\$ 27.98	\$ 29.16	\$ 30.28	\$ 31.47	\$ 32.67	\$ 34.02	\$ 35.42
65	\$ 22.41	\$ 23.53	\$ 24.65	\$ 25.77	\$ 26.88	\$ 28.07	\$ 29.22	\$ 30.43	\$ 31.60	\$ 32.88	\$ 34.13	\$ 35.49	\$ 36.92
66	\$ 23.41	\$ 24.57	\$ 25.74	\$ 26.91	\$ 28.07	\$ 29.29	\$ 30.49	\$ 31.78	\$ 33.01	\$ 34.31	\$ 35.64	\$ 37.05	\$ 38.53
67	\$ 24.45	\$ 25.65	\$ 26.86	\$ 28.10	\$ 29.29	\$ 30.59	\$ 31.85	\$ 33.18	\$ 34.46	\$ 35.82	\$ 37.21	\$ 38.71	\$ 40.23
68	\$ 25.52	\$ 26.78	\$ 28.05	\$ 29.32	\$ 30.59	\$ 31.93	\$ 33.24	\$ 34.64	\$ 35.96	\$ 37.39	\$ 38.83	\$ 40.41	\$ 42.01
69	\$ 26.64	\$ 27.95	\$ 29.28	\$ 30.63	\$ 31.93	\$ 33.34	\$ 34.70	\$ 36.16	\$ 37.55	\$ 39.05	\$ 40.54	\$ 42.18	\$ 43.85
70	\$ 27.82	\$ 29.19	\$ 30.57	\$ 31.96	\$ 33.34	\$ 34.80	\$ 36.24	\$ 37.74	\$ 39.21	\$ 40.76	\$ 42.34	\$ 44.04	\$ 45.79

7%
increase
before
\$3,500
bonuses

\$199.50
increase
per pay

Appendix A-6

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2022-2023

Effective January 1, 2023 retroactive to July 1, 2022

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	17.83	18.71	19.61	20.48	21.38	22.29	23.23	24.19	25.16	26.14	27.13	28.21	29.35
2	18.72	19.66	20.59	21.50	22.45	23.41	24.38	25.40	26.43	27.44	28.47	29.61	30.81
3	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
4	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
5	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
6	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
7	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
8	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
9	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
10	27.18	28.53	29.88	31.23	32.59	34.01	35.41	36.90	38.30	39.83	41.36	43.04	44.75
HS Diploma +30 Credits													
31	18.72	19.66	20.59	21.50	22.45	23.41	24.38	25.40	26.43	27.44	28.47	29.61	30.81
32	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
33	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
34	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
35	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
36	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
37	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
38	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
39	26.88	28.20	29.54	30.91	32.22	33.64	35.01	36.49	37.89	39.40	40.90	42.56	44.24
40	28.38	29.77	31.19	32.63	34.01	35.51	36.96	38.52	40.00	41.59	43.18	44.93	46.70
HS Diploma +60 Credits													
61	19.67	20.63	21.64	22.59	23.58	24.60	25.60	26.66	27.73	28.83	29.92	31.12	32.38
62	20.64	21.67	22.69	23.71	24.75	25.83	26.90	28.02	29.13	30.25	31.42	32.68	33.98
63	21.68	22.73	23.83	24.90	25.98	27.12	28.23	29.42	30.55	31.75	32.96	34.33	35.69
64	22.61	23.74	24.87	26.00	27.12	28.32	29.48	30.70	31.88	33.18	34.44	35.81	37.25
65	23.62	24.79	25.97	27.15	28.32	29.55	30.76	32.07	33.31	34.62	35.96	37.38	38.88
66	24.67	25.88	27.10	28.35	29.55	30.87	32.14	33.48	34.77	36.14	37.54	39.06	40.59
67	25.75	27.02	28.30	29.58	30.87	32.22	33.54	34.95	36.28	37.73	39.18	40.77	42.39
68	26.88	28.20	29.54	30.91	32.22	33.64	35.01	36.49	37.89	39.40	40.90	42.56	44.24
69	28.07	29.45	30.85	32.25	33.64	35.11	36.57	38.08	39.56	41.13	42.72	44.44	46.20
70	29.63	31.09	32.57	34.05	35.51	37.07	38.61	40.20	41.76	43.42	45.10	46.92	48.77



Member on Grade 10

- 2021-2022 Scale Placement (A1) Step 70
- 7/1/2022: Scale Placement (A1) Step 70 (\$40.76 hourly rate) will be paid \$3,057.00 biweekly (base pay)
- 12/2022: Restructured Scale Placement (A6) Step 70 (\$43.42 hourly rate), will be paid \$3,256.50 biweekly (base pay) and receive approximately \$1496.25 (10-month) and \$2,214.45 (12-month) differential of new scale from 8/22-12/2/2022.
- 12/2022: \$2,500 top of scale bonus
- Spring 2023: At least \$1,000 bonus



Compensation

- County Executive and County Council's commitment equal to 2 steps and 3% COLA
- Renegotiations around compensation was to ensure ALL bargaining unit members receive more money the current year than last year.
- If ESPBC had accepted the money allocated by the County Council as presented, over 40% of the bargaining unit would have ONLY received a 3% COLA.
- ESPBC fought for and BCPS agreed to a compensation plan that will afford meaningful pay increase for ALL bargaining unit members.

Compensation Explained



Steps do not represent years of service

- July 1, 2022
 - Steps were afforded to all eligible bargaining unit members (on A-1, A-2, A-3 scales in the Master Agreement)
 - Longevities afforded to all eligible bargaining unit members (based on their hire date)
- Effective mid December 2022
 - New scales are implemented (A-4, A-5, A-6 scales in the Master Agreement)
 - Members will remain on their current step of the new scale, at a range of 7-11% increase
 - Pay associated with new scale will be retroactive active to July 1, 2022
 - At least a \$1,000 retention bonus will be given to all employees
 - A \$2,500 bonus will be afforded to all employees who were on step 10, 40, or 70 June 30, 2022
 - ***Reminder: Steps do not represent years of service***

MOU Update



Effective November 1, if health assistants covers for the nurse for more than 10 days, they will be compensated \$20/hour in addition to their regular hourly rate.