

**Addendum B—AFSCME Local 1935 Parks and Recreation**

**Classification and Compensation Modernization**

**SALARY PLAN 123Z**

Steps	1	2	3	4	5	6	7	8	9	10	11
6	26.052277	26.634278	27.216279	27.798280	28.380281	28.96228	29.544284	30.126285	30.708286	31.290287	31.872290
7	30.378882	31.053095	31.727308	32.401521	33.075734	33.74947	34.424160	35.098373	35.772586	36.446799	37.121012

**JOB CLASSIFICATIONS & ASSIGNED GRADES**

Current Salary Plan/ Grade	Job Classifications	New Salary Plan/ Grade	New Job Classification
23Z/02	Maintenance & Operation Wkr 1	123Z/06	Maintenance & Operation Wkr
23Z/03	Maintenance & Services Wkr	123Z/07	Maintenance & Services Wkr
23Z/04	Maintenance & Operations Wkr 2	123Z/06	Maintenance & Operation Wkr
23Z/04	Purchasing & Equip Spec	123Z/07	Purchasing & Equip Spec

**STEP PROGRESSION**

**Effective January 1, 2025**

Step Advancement		Service Requirements	
From Step	To Step	Full-Time	PT Hours
1	2	0.5 years	1,040
2	3	0.5 years	1,040
3	4	1 year	2,080
4	5	1 year	2,080
5	6	1 year	2,080
6	7	1 year	2,080
7	8	2 years	4,160
8	9	2 years	4,160
9	10	2 years	4,160
10	11	2 years	4,160
11		MAX	

**PLACEMENT**

Placement and movement for impacted Local 1935 Parks and Recreation bargaining unit members will occur as follows:

- Those employees with twenty (20) or more years of continuous county service on December 31, 2024 shall be placed on Step 10 in 2025. Those employees will then move to Step 11 on the employee’s job classification anniversary date (also known as “merit date”) in 2026.
- Those employees with thirteen (13) years or more but less than twenty (20) years of continuous county service on December 31, 2024 shall be placed at Step 9 in 2025. Those employees will then move to Step 10 on the employee’s job classification anniversary date (also known as “merit date”) in 2026, and to Step 11 on the employee’s job classification anniversary date (also known as “merit date”) in 2027.
- Those employees with ten (10) years or more years but less than thirteen (13) of continuous county service on December 31, 2024 shall be placed on Step 8 in 2025. Those employees will then move to Step 9 on the employee’s job classification anniversary date (also known as “merit date”) in 2026, and to Step 10 on the employee’s job classification anniversary date (also known as “merit date”) in 2027.