

BOARD MEETING DATE: March 1, 2024

AGENDA NO. 23

**PROPOSAL:** Approve 4-Year Labor Agreement for Professional Unit Bargaining Group

**SYNOPSIS:** This action is to present for Board approval a 4-year successor MOU with the South Coast AQMD Professional Employees Association, representing the Professional Unit employees bargaining group.

**COMMITTEE:** No Committee Review

**RECOMMENDED ACTIONS:**

1. Approve a 4-year agreement, January 1, 2024 – December 31, 2027, for a successor South Coast AQMD Professional Employees Association (SC-PEA) MOU, representing the Professional Unit bargaining group. Proposed changes to the current 2022-23 SC-PEA MOU are shown in Attachment A. All other provisions remain unchanged in the successor MOU; and
2. Appropriate \$2M into the FY 2023-24 Budget from the General Fund Undesignated (Unassigned) Fund Balance for the first six months of the 4-year successor MOU.

Wayne Natri  
Executive Officer

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**Background**

The 2022-23 MOU between South Coast AQMD and the SC-PEA, representing Professional Unit employees, expired December 31, 2023. SC-PEA bargaining unit members voted to ratify the proposed agreement on February 22, 2024. A successor MOU requires adoption by the Board to have full force and effect.

## **Proposal**

This action is to present the proposed 4-year successor SC-PEA MOU to the Board for approval. The primary changes for a successor MOU include:

- A 4-year term, from January 1, 2024 to December 31, 2027;
- Across-the-board increases to base salary in each year (7.25%, 2.5%, 2.5%, and 3%), effective as of pay periods encompassing January 1 of 2024, 2025, 2026, and 2027, respectively;
- 2.75% increases to Salary Steps 6, 7, and 8, implemented in phases over the term;
- Increases for South Coast AQMD's health insurance contribution, bilingual pay, safety shoe allowance, and Standby pay; and
- Changes to vacation sellback eligibility, work day schedule, Bereavement Leave, hazard pay, and group insurance provisions.

All provisions of the 2022-23 SC-PEA MOU are incorporated in the proposed successor MOU, unless indicated otherwise herein. The revised provisions for the proposed 2024-2027 SC-PEA MOU are shown in Attachment A.

## **Resource Impacts**

There is sufficient funding of \$2.0M available in the General Fund Undesignated (Unassigned) Fund Balance for the first six months of the 4-year successor MOU. Funding for the remaining term of the labor agreement will be requested in subsequent fiscal year budgets.

## **Attachment**

A. Proposed Terms for a Successor SC-PEA MOU

**SOUTH COAST AIR QUALITY  
MANAGEMENT DISTRICT**

**MEMORANDUM OF  
UNDERSTANDING**

**PROFESSIONAL UNIT**

**January 1, ~~2022~~2024 – December 31,  
~~2023~~2027**

ARTICLE 3

SALARIES

Section 1. Salaries during the term of this contract will be those in effect on the start of the pay period encompassing February 4<sup>th</sup> of 2022 and January 1<sup>st</sup> of 2023, as are listed in Appendix A. The salaries listed in Appendix A apply the following percentage increases and effective dates:

Beginning the pay period encompassing January 1, 2024, a 7.25% increase shall be applied to Salary Steps 1-8.

Beginning the pay period encompassing July 1, 2024, a 2.75% increase shall be applied to Salary Steps 6-8.

Beginning the pay period encompassing January 1, 2025, a 2.5% increase shall be applied to Salary Steps 1-8.

Beginning the pay period encompassing January 1, 2026, a 2.5% increase shall be applied to Salary Steps 1-8.

Beginning the pay period encompassing January 1, 2026, a 2.75% increase shall be applied to Salary Steps 7-8.

Beginning the pay period encompassing January 1, 2027, a 3% increase shall be applied to Salary Steps 1-8.

Beginning the pay period encompassing July 1, 2027, a 2.75% increase shall be applied to Salary Step 8.

ARTICLE 5

WORK WEEK

Section 1. The work week shall consist of four 10-hour days within a 7-calendar-day period. Work days will be Tuesday through Friday, ~~beginning May 1, 1996,~~ except that management may designate alternative work days for individual employees when operational needs require it. Nothing contained herein shall be construed as guaranteeing to any employee a minimum number of hours per day, days per week, weeks per year, or any other guarantee of work.

Employees may choose, subject to supervisory approval, to start work as early as ~~6:30 a.m.~~6:00 a.m. and to end work as late as ~~7:00 p.m.~~7:30 p.m. This work schedule shall be applied to all employees unless specifically exempted by management.

Section 2.

- a. ~~Employees exempted for a medical condition from the 4/10 work schedule referenced above will work a minimum of four 8-hour days per week. Management has the discretion, based on operational needs, to permit an employee to have a work schedule consisting of five 8-hour days within a 7-calendar-day period. Those working a 4/8 schedule may apply earned leave time (vacation, compensatory time, sick leave, etc.) to receive up to full pay for an 80-hour pay period. Nothing contained herein shall be construed as guaranteeing to any employee a minimum number of hours per day, days per week, weeks per year, or any other guarantee of work.~~
- b. Management has the discretion, based on operational needs, to permit an employee to have a work schedule consisting of five 8-hour days within a 7-calendar-day period.
- c. Nothing contained herein shall be construed as guaranteeing to any employee a minimum number of hours per day, days per week, weeks per year, or any other guarantee of work.

ARTICLE 9

*(Salary Resolution, Section 24, "Standby Pay")*

STANDBY PAY

Section 1. Standby Pay. When authorized, a \$32.00-per-hour payment may be paid to any person assigned regularly scheduled periods of standby service at off-duty times.

Employees who are required to stand by must be available to return to duty with minimal delay, which may or may not require travel to South Coast AQMD headquarters or another location. Employees on standby shall not be considered to be inconvenienced or have their normal activities restricted if they are required to be available to respond to phone calls or text messages by mobile phone, or are required to be available to respond to pages or emails.

When an employee on standby service is required to return to duty, the employee shall receive Call-Back pay, in accordance with Article 10.

ARTICLE 13

HAZARD PAY

Section 1. With the exceptions noted in Sections 3 and 4 below, employees who are assigned by management to assist in a specific hazardous assignment, as determined by management, shall receive a daily bonus for such work for the number of days actually assigned to the hazardous assignment during a pay period as follows:

	<u>Effective</u> <u>6/25/90</u>
1 day or any portion thereof	<del>\$20</del> 40.00
2 days	<del>\$40</del> 20.00
3 days	<del>\$60</del> 30.00
4 days	<del>\$80</del> 40.00
5 days	<del>\$100</del> 50.00
6 days	<del>\$120</del> 60.00
7 days	<del>\$140</del> 70.00
8 days	<del>\$160</del> 80.00
9 days	<del>\$180</del> 90.00
10 days	<del>\$200</del> 100.00

The hazard pay shall not constitute a part of the employee's base rate, but shall be a bonus for performing hazardous duties.

Section 2. The bonus in Section 1 will be applied only when: ~~inspections or sampling activity occurs in an area where the wearing of breathing apparatus is mandatory because concentrations of toxic materials may be at such a high level that there would be adverse health effects experienced by the employee without the use of such equipment.~~ inspections, sampling, maintenance, or waste disposal activity occurs in an area where the wearing of District-issued half-face or full-face air-purifying respirator is mandatory because concentrations of toxic materials may be at such a high level that there would be adverse health effects experienced by the employee without the use of such equipment.

Section 3. Employees in the Monitoring & Analysis Division assigned to a field source test team will receive \$20 per day those days that they actually participate in source tests.

Section 4. Employees participating on-scene in emergency response technical assistance activities during an Airborne Hazardous Materials Incident dispatched pursuant to the Governing Board-adopted policy will receive a \$20-per-day hazard pay bonus.

Section 5. Safety Committee

A joint Labor-Management Committee will meet on at least a quarterly basis for the purpose of reviewing safety-related policies and programs. If such a Committee, or one similarly set up that involves members of Management and SC-PEA, does not exist, one will be formed. Beginning at the next scheduled meeting, the Committee will discuss, but is not limited to, the following:

- a. Safety concerns relating to any and all South Coast AQMD locations where laboratory, monitoring, and instrumentation work occurs, including but not limited to laboratory rooms at South Coast AQMD headquarters, the Long Beach satellite office, and parking lots surrounding these locations;
- b. Safety concerns relating to SC-PEA members that must participate in field and laboratory work, including training and review of related policies;  
and
- c. Implementation of hazard pay policy for work performed at elevated heights or involving the use of ladders.

The committee will agree to begin meeting no later than May 1, 2024, and meet quarterly thereafter.



ARTICLE 15  
VACATIONS

Section 6. Time of Taking Vacations.

Vacations may be taken in the year in which they are earned or in subsequent years. An employee may have more than 360 hours of accrued vacation through the end of the last pay period beginning in December. Employees whose vacation accrual balances exceed 360 hours by the end of the last pay period beginning in December may not accrue additional vacation until balances are lowered to 360 hours. Vacation accrual will resume at the beginning of the pay period immediately following the pay period in which the balance falls to 360 or less. Employees will be paid for all accrued vacation time at termination.

A Professional employee who has 360 hours of current and deferred vacation will be allowed to sell back up to 40 hours of vacation providing the employee has taken off at least 80 hours of vacation in the prior 12 months. Once an employee has sold back vacation time, ~~he~~the employee may not do so again for another 26 biweekly pay periods. ~~Employees hired after January 1, 2006, are not eligible to sell back vacation.~~

ARTICLE 16  
FRINGE BENEFIT  
ADMINISTRATION

Section 5. Skill-Based Pay. Employees hired after January 1, 2006, are not eligible to receive monthly skill-based pay. They are, however, eligible for bilingual pay of \$25 per pay period, in accordance with ~~prevailing policy~~ the District's Skill-Based Pay Plan.

ARTICLE 17

GROUP INSURANCE  
(Health, Dental, Life, and  
Vision Insurance)

~~Section 2. Effective September 1, 2010, the total monthly contribution to be paid by South Coast AQMD for health, dental, vision, and \$10,000 life insurance shall be an amount not to exceed \$1,320.60~~\$1,912.00.

~~SCAQMD shall pay an additional amount of \$385.00 per month on behalf of each employee directly to the health insurance providers, resulting in a reduction of premiums paid by the employees.~~

Any amount necessary to fund insurance coverage in excess of amounts listed above for each contract year shall be the responsibility of the individual employee. SCAQMD is authorized to deduct any amount necessary to maintain coverage of health, dental, life, and vision insurance in excess of the amounts listed above for each contract year by deducting the difference from the employee's biweekly pay warrant.

Any unused portion of the monthly benefit amount remaining after premiums for medical, dental, life, and, if selected by the employee, vision insurance plans have been paid will be reimbursed as cash.

~~Section 6. The parties agree to establish a committee to explore having employees represented by the SC PEA participate in the Health Reimbursement Arrangement (HRA) adopted by the Governing Board on December 4, 2009. The committee will consist of four members of the bargaining unit, as well as representatives from Human Resources, Finance, and District Counsel. Any agreements regarding participation in the HRA will be incorporated into this MOU.~~

South Coast AQMD currently maintains a Health Reimbursement Arrangement (HRA) that qualifies as a "health reimbursement arrangement," as described in Internal Revenue Service (IRS) Notice 2002-45 and other guidance published by the IRS regarding HRAs. The HRA is designed as a post-employment HRA. Eligible expenses include but are not limited to, eligible insurance premiums, including COBRA premiums and IRC 213(d) Eligible expenses, pursuant to the South Coast AQMD HRA Adoption Agreement & Plan Document.

The South Coast AQMD District agrees to modify the HRA to allow all bargaining unit members to participate and make employee contributions, except for employees in the following job classifications: Assistant Air Quality Engineer, Air Quality Engineer I, and Air Quality Engineer II. The HRA shall be funded with deposits of 100% of the employee's eligible payout of both holiday earned leave and sick leave, upon termination of service or retirement from South Coast AQMD.

ARTICLE 17

GROUP INSURANCE  
(Health, Dental, Life,  
and Vision Insurance)

Section 7. No earlier than ~~September 10, 2022~~ August 1, 2024,  
August 1, 2025, August 1, 2026 and ~~September 10, 2023~~ August 1,  
2027, the parties agree to a reopener of Article 17, Section 2 of the  
MOU for purposes of discussing potential health insurance premium  
increases effective on or after January 1, ~~2023~~ 2025, January 1, 2026,  
January 1, 2027 and ~~2024~~ January 1, 2028, respectively.

ARTICLE 20

IRS SECTION 125  
PROGRAM

IRS Section 125.

South Coast AQMD will establish an IRS Section 125 Program,  
which permits employees, under existing law, to use pre-tax dollars  
for premium conversion, medical reimbursements, and/or dependent  
care expenses. ~~Effective calendar year 2013, the maximum amount of~~  
~~pay that can be redirected, tax free, to a flexible spending account for~~  
~~health care reimbursement is \$2,500; this amount is subject to change~~  
~~pursuant to federal law in calendar year 2014.~~ The maximum amount  
of pay that can be redirected, tax free, to a flexible spending account  
for health care reimbursement is the maximum allowed by federal law  
for each calendar year.

ARTICLE 23

OTHER LEAVES OF  
ABSENCE

Section 1. Bereavement Leave. Apart from full-pay sick leave provisions, any employee employed in a full-time permanent position who is compelled to be absent from duty because of the death of his or her father, mother, stepfather, stepmother, stepsiblings, mother-in-law, father-in-law, sister or sister-in-law, brother or brother-in-law, spouse, children or stepchildren, grandmother or grandmother-in-law, grandfather or grandfather-in-law, grandchildren, or domestic partner (subject to South Coast AQMD domestic partner certification requirements) shall in any fiscal year, for each occurrence, be allowed the time necessary to be absent from work up to five (5) days of bereavement leave, of which three (3) working days shall be paid at regular pay, for three working days; or for four consecutive working days. ~~If out-of-town travel is required, up to four (4) working days shall be paid at regular pay.~~ Any remaining bereavement leave taken shall be unpaid; however, the employee may choose to use any available leave hours for this time off.

Employees are not required to take bereavement leave on consecutive days. Any bereavement leave taken shall be completed within six (6) months of the family member's date of death.

South Coast AQMD may require ~~reasonable proof, satisfactory to South Coast AQMD, of such absence upon return and before payment is made, that the absence was due to such cause.~~ documentation of the family member's death within thirty (30) days of the first day of bereavement leave. Documentation of a family member's death may include, but is not limited to, a death certificate; a published obituary; or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency. South Coast AQMD shall maintain the confidentiality of any documentation of a family member's death.

ARTICLE 25

SAFETY AND HEALTH

Section 3. In accordance with law, South Coast AQMD will provide safety equipment where required by law or regulations for the safe performance of assigned duties. Employees to whom such equipment is issued will wear or use the equipment when required and each will be responsible for the equipment issued. Employees shall adhere to South Coast AQMD rules regarding the use, maintenance, and replacement of safety equipment. Employees requiring such equipment will notify South Coast AQMD and South Coast AQMD will provide the necessary equipment.

~~Effective January 1, 1992,~~ employees required to wear safety shoes will receive an allowance, of their choosing, of up to either: \$80110 per year, or \$155 per 2-year period.

ARTICLE 26

EMPLOYEE PARKING  
AND RIDESHARE

*(Administrative Code, Section 162, "Employee Parking")*

Section 1. South Coast AQMD shall, consistent with its present practice, provide free employee parking as far as practicable at all South Coast AQMD owned and leased facilities.

Section 2. Once a month, all bargaining unit employees are eligible for the telework rideshare stipend, which is currently \$45 per month under the South Coast AQMD Rideshare Program, who rideshare and who qualify under rules in effect in the 1988-1991 MOU, except those designated by management as ineligible because of their SCAQMD vehicle assignments, will be paid \$25. All employees, are eligible to receive either this payment or rideshare incentive payments.

ARTICLE 27

TRAINING

Section 2. Tuition Reimbursement. The objective of the program is to aid employees in career development within the scope of South Coast AQMD service.

The Executive Officer, or designee, shall administer South Coast AQMD's Tuition Reimbursement Program. Tuition reimbursement will apply to any class taken to qualify for a degree, if that degree is pursued to meet the minimum requirements for another classification for which the employee plans to apply. Classes that are job related or of benefit to South Coast AQMD will be reimbursed whether or not they apply to a degree.

Applications for tuition reimbursement must be reviewed and approved by the employee's Designated Deputy.

An employee of South Coast AQMD, who has been appointed to a full-time permanent position, is eligible to apply for tuition reimbursement. Employees must successfully pass courses with a grade of "C" or better (or a "pass", if a "pass/no pass" system) in order to be reimbursed. ~~Effective for classes beginning August 15, 1991, or later, e~~ Employees eligible for tuition reimbursement shall be entitled to receive a maximum of ~~\$1,000~~\$5,000 per calendar year. Under no condition will the amount exceed ~~\$1,000~~\$5,000 per calendar year.

The necessary financing for reimbursement of employees shall be determined by the South Coast AQMD Board in the annual budget.

ARTICLE 42

RENEGOTIATION

Section 1. The parties shall commence renegotiations under the terms of this Agreement beginning no later than ~~September~~July 1, 2023~~2027~~, except as provided for in Section 2 of this Article.

ARTICLE 44

TERM OF MOU

Section 1. The term of this MOU shall commence on January 1, ~~2022~~2024, and shall continue for the period through December 31, ~~2023~~2027.

## ARTICLE 46

### UNION SECURITY

Section 1. South Coast AQMD agrees to distribute during its New Employee Orientation process information materials provided by the Union.

Section 2. ~~Modified-Agency Shop.~~ The SC-PEA shall provide management with a certified list of union members to collect dues from. The list will be updated periodically by SC-PEA as needed. ~~All employees covered by this Agreement must, as a condition of employment, either become and remain members of the Union in good standing for the term of this Agreement or pay a monthly fee equal to Union dues to one of the charitable organizations listed below in Section 5 for the term of this Agreement. Unit members must authorize payroll deductions for their dues payment or charitable contribution.~~

~~Employees hired after June 30, 2002, must, as a condition of employment, within 30 days of their appointment, either become and remain members of the Union in good standing for the term of this Agreement or pay to the Union an agency fee equal to Union dues.~~

Section 3. ~~Dues and charitable fees shall be deducted by South Coast AQMD biweekly. Dues shall be remitted to the Union no later than 12 days from the pay date. Charitable deductions shall be remitted no later than the end of the month in which they are deducted. AQMD shall provide the Union with a biweekly statement of all charitable contributors that includes employees' names, charitable organization contributed to, and amount contributed.~~ South Coast AQMD shall provide the Union with a biweekly statement of all dues collected, including employee's names, and amount contributed. The amount of union dues to be collected shall be determined by SC-PEA.

Section 4. ~~The parties agree that the obligations herein are a condition of continued employment for unit members. The parties further agree that the failure of any unit member to authorize payroll deduction of dues or the equivalent of Union dues to one of the charitable organizations listed in Section 5 below during the term of this Agreement shall constitute, generally, just and reasonable cause for termination.~~

South Coast AQMD shall not be obligated to put into effect any new, changed, or discontinued deduction until the pay period commencing 15 work days or more after such submission.

~~Section 5.~~ No unit member shall be required to join the Union or to make an agency fee payment if the unit member is an actual verified member of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting employee organizations; this exemption shall not be granted unless and until such unit member has verified the specified circumstances to the Union. Such employee must, instead, arrange with the Union to satisfy his/her obligation by donating the equivalent amount to one of the following non-labor, non-religious charitable funds: American Lung Association, United Way, American Cancer Society, or City of Hope.

~~Section 6.~~ Except for collective bargaining, charitable contributors shall have no right to union representation or right to Union membership, although a charitable contributor may apply for Union membership during the term of the Agreement. In such case, the charitable contributor must become and remain a dues-paying member during the remaining term of the agreement. In the event a charitable contributor becomes a dues-paying member of the Union, full membership status will not exist unless and until the individual has (1) been a dues-paying member for 6 months, (2) paid an amount equal to 6 months of dues, or (3) paid the Union an amount equal to 6 months of dues through a combination of (1) and (2).

~~Section 75.~~ Whenever a unit member shall be delinquent in the payment of dues or fees, the Union shall give the unit member written notice thereof and 15 days to cure the delinquency; a copy of said notice shall be forwarded to the Designated Deputy over Administrative and Human Resources. In the event the unit member fails to cure said delinquency, the Union shall request, in writing, that AQMD initiate termination proceedings. The termination proceedings shall be governed by applicable State laws and are specifically excluded from the Grievance Procedure Agreement or termination procedures.

South Coast AQMD shall not deduct moneys specifically earmarked for a Political Action Committee or other political activities unless such deduction is affirmatively, separately and specifically authorized in writing by the unit member.

The Union will defend, indemnify, and hold harmless South Coast AQMD from any loss, liability, or cause of action arising out of the operation of this Article.

The indemnity obligation is more fully set forth as follows:



Union will defend, indemnify, and hold harmless South Coast AQMD from any loss, liability, or cause of action arising out of the operation of this Article. Upon commencement of any such legal action, South Coast AQMD shall have the right to decide and determine whether any claim, liability, suit, or judgment made or brought against South Coast AQMD because of such action shall or shall not be compromised, resisted, defended, tried, or appealed. Any such decision on the part of South Coast AQMD shall not diminish the Union's indemnification obligations under this Agreement.

South Coast AQMD, immediately upon receipt of notice of such legal action, shall inform the Union of such action; provide the Union with all information, documents, and assistance necessary for South Coast AQMD's defense or settlement of such action; and fully cooperate with the Union in providing all necessary witnesses, experts, and assistance necessary for said defense.

**ARTICLE 48**

TELECOMMUTING ——— A joint labor-management teleworking committee has been  
SUBCOMMITTEE ——— established. A teleworking program was established on January 1,  
2019 by the Executive Officer. Beginning 2021, the committee will  
meet to discuss potential changes to the Telework Program. The  
committee will make a recommendation to the Executive Officer on  
proposed changes to the Telework Program's requirements and  
procedures.

TELEWORK PROGRAM Section 1. The District will maintain a Telework Program that  
provides bargaining unit employees options to telework while  
performing their job duties.

As part of the Telework Program, a joint labor-management Telework  
Committee has been established to review the Telework Program's  
effectiveness and to consider changes to the Telework Program. The  
Union is entitled to 5 representatives on the Committee.

Section 2. Changes

Management agrees to provide at least 6 months written notice to  
employees prior to implementation of any changes that would reduce  
telework options. The Union does not waive its right to bargain over  
any such changes.

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
EFFECTIVE JANUARY 24, 2022

	Approximate Annual 1 <sup>st</sup> Step	Approximate Annual 2 <sup>nd</sup> Step	Approximate Annual 3 <sup>rd</sup> Step	Approximate Annual 4 <sup>th</sup> Step	Approximate Annual 5 <sup>th</sup> Step	Approximate Annual 6 <sup>th</sup> Step	Approximate Annual 7 <sup>th</sup> Step	Approximate Annual 8 <sup>th</sup> Step
AQ Analysis & Compliance Supv.	100,892	106,440	112,266	118,462	124,966	128,403	131,934	135,563
AQ Chemist	78,728	83,044	87,606	92,446	97,501	100,182	102,937	105,768
AQ Engineer I	78,728	83,044	87,606	92,446	97,501	100,182	102,937	105,768
AQ Engineer II	83,383	87,945	92,816	97,871	103,296	106,137	109,056	112,055
AQ Specialist	83,383	87,945	92,816	97,871	103,296	106,137	109,056	112,055
Asst. AQ Chemist	65,542	69,136	72,951	76,949	81,167	83,398	85,692	88,048
Asst. AQ Engineer	70,683	74,567	78,667	82,982	87,575	89,983	92,458	95,000
Asst. AQ Specialist	70,683	74,567	78,667	82,982	87,575	89,983	92,458	95,000
Meteorologist	82,150	86,650	91,428	96,453	101,755	104,553	107,428	110,382
Principal AQ Chemist	100,892	106,440	112,266	118,462	124,966	128,403	131,934	135,563
Program Supervisor	100,892	106,440	112,266	118,462	124,966	128,403	131,934	135,563
Public Affairs Specialist	62,083	65,504	69,111	72,902	76,971	79,088	81,262	83,497
Sr. AQ Chemist	85,479	90,165	95,128	100,368	105,886	108,798	111,790	114,864
Sr. AQ Engineer	91,721	96,740	102,098	107,659	113,626	116,750	119,961	123,260
Sr. Meteorologist	89,733	94,665	99,875	105,362	111,157	114,213	117,354	120,582
Sr. Staff Specialist	89,733	94,665	99,875	105,362	111,157	114,213	117,354	120,582
Sr. Transportation Specialist	89,733	94,665	99,875	105,362	111,157	114,213	117,354	120,582
Staff Specialist	83,383	87,945	92,816	97,871	103,296	106,137	109,056	112,055
Supv. AQ Engineer	100,892	106,440	112,266	118,462	124,966	128,403	131,934	135,563
Tech. Info Center Librarian	65,412	69,018	72,810	76,817	81,040	83,269	85,559	87,912

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
EFFECTIVE JANUARY 1, 2023

	Approximate Annual 1 <sup>st</sup> Step	Approximate Annual 2 <sup>nd</sup> Step	Approximate Annual 3 <sup>rd</sup> Step	Approximate Annual 4 <sup>th</sup> Step	Approximate Annual 5 <sup>th</sup> Step	Approximate Annual 6 <sup>th</sup> Step	Approximate Annual 7 <sup>th</sup> Step	Approximate Annual 8 <sup>th</sup> Step
AQ Analysis & Compliance Supv.	103,919	109,634	115,634	122,016	128,716	132,256	135,893	139,630
AQ Chemist	78,728	83,044	87,606	92,446	97,501	100,182	102,937	105,768
AQ Engineer I	81,090	85,535	90,234	95,219	100,426	103,188	106,025	108,941
AQ Engineer II	85,885	90,583	95,600	100,807	106,395	109,321	112,328	115,417
AQ Specialist	85,885	90,583	95,600	100,807	106,395	109,321	112,328	115,417
Asst. AQ Chemist	67,508	71,210	75,139	79,257	83,601	85,900	88,262	90,690
Asst. AQ Engineer	72,803	76,804	81,027	85,472	90,203	92,682	95,231	97,850
Asst. AQ Specialist	72,803	76,804	81,027	85,472	90,203	92,682	95,231	97,850
Meteorologist	84,614	89,250	94,171	99,347	104,808	107,690	110,651	113,694
Principal AQ Chemist	103,919	109,634	115,634	122,016	128,716	132,256	135,893	139,630
Program Supervisor	103,919	109,634	115,634	122,016	128,716	132,256	135,893	139,630
Public Affairs Specialist	63,945	67,469	71,184	75,089	79,281	81,460	83,700	86,002
Sr. AQ Chemist	88,044	92,869	97,981	103,379	109,062	112,062	115,144	118,310
Sr. AQ Engineer	94,472	99,642	105,160	110,889	117,035	120,253	123,560	126,957
Sr. Meteorologist	92,425	97,505	102,871	108,522	114,492	117,640	120,875	124,199
Sr. Staff Specialist	92,425	97,505	102,871	108,522	114,492	117,640	120,875	124,199
Sr. Transportation Specialist	92,425	97,505	102,871	108,522	114,492	117,640	120,875	124,199
Staff Specialist	85,885	90,583	95,600	100,807	106,395	109,321	112,328	115,417
Supv. AQ Engineer	103,919	109,634	115,634	122,016	128,716	132,256	135,893	139,630
Tech. Info Center Librarian	67,374	71,089	74,994	79,122	83,471	85,767	88,126	90,549

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2024

<u>Position Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Air Quality Analysis &amp; Compliance Supervisor</u>	<u>\$111,453</u>	<u>\$117,582</u>	<u>\$124,018</u>	<u>\$130,862</u>	<u>\$138,047</u>	<u>\$141,844</u>	<u>\$145,745</u>	<u>\$149,753</u>
<u>Air Quality Chemist</u>	<u>\$86,969</u>	<u>\$91,736</u>	<u>\$96,776</u>	<u>\$102,122</u>	<u>\$107,707</u>	<u>\$110,669</u>	<u>\$113,712</u>	<u>\$116,839</u>
<u>Air Quality Engineer I</u>	<u>\$86,969</u>	<u>\$91,736</u>	<u>\$96,776</u>	<u>\$102,122</u>	<u>\$107,707</u>	<u>\$110,669</u>	<u>\$113,712</u>	<u>\$116,839</u>
<u>Air Quality Engineer II</u>	<u>\$92,111</u>	<u>\$97,151</u>	<u>\$102,531</u>	<u>\$108,116</u>	<u>\$114,109</u>	<u>\$117,247</u>	<u>\$120,472</u>	<u>\$123,784</u>
<u>Air Quality Specialist</u>	<u>\$92,111</u>	<u>\$97,151</u>	<u>\$102,531</u>	<u>\$108,116</u>	<u>\$114,109</u>	<u>\$117,247</u>	<u>\$120,472</u>	<u>\$123,784</u>
<u>Assistant Air Quality Specialist</u>	<u>\$78,082</u>	<u>\$82,372</u>	<u>\$86,901</u>	<u>\$91,668</u>	<u>\$96,742</u>	<u>\$99,402</u>	<u>\$102,136</u>	<u>\$104,944</u>
<u>Assistant Air Quality Chemist</u>	<u>\$72,402</u>	<u>\$76,373</u>	<u>\$80,587</u>	<u>\$85,003</u>	<u>\$89,663</u>	<u>\$92,128</u>	<u>\$94,661</u>	<u>\$97,265</u>
<u>Assistant Air Quality Engineer</u>	<u>\$78,082</u>	<u>\$82,372</u>	<u>\$86,901</u>	<u>\$91,668</u>	<u>\$96,742</u>	<u>\$99,402</u>	<u>\$102,136</u>	<u>\$104,944</u>
<u>Meteorologist</u>	<u>\$90,749</u>	<u>\$95,721</u>	<u>\$100,999</u>	<u>\$106,549</u>	<u>\$112,406</u>	<u>\$115,497</u>	<u>\$118,673</u>	<u>\$121,937</u>
<u>Principal Air Quality Chemist</u>	<u>\$111,453</u>	<u>\$117,582</u>	<u>\$124,018</u>	<u>\$130,862</u>	<u>\$138,047</u>	<u>\$141,844</u>	<u>\$145,745</u>	<u>\$149,753</u>
<u>Program Supervisor</u>	<u>\$111,453</u>	<u>\$117,582</u>	<u>\$124,018</u>	<u>\$130,862</u>	<u>\$138,047</u>	<u>\$141,844</u>	<u>\$145,745</u>	<u>\$149,753</u>
<u>Public Affairs Specialist</u>	<u>\$68,581</u>	<u>\$72,361</u>	<u>\$76,345</u>	<u>\$80,533</u>	<u>\$85,028</u>	<u>\$87,366</u>	<u>\$89,769</u>	<u>\$92,237</u>
<u>Senior Air Quality Chemist</u>	<u>\$94,427</u>	<u>\$99,603</u>	<u>\$105,085</u>	<u>\$110,874</u>	<u>\$116,969</u>	<u>\$120,186</u>	<u>\$123,491</u>	<u>\$126,887</u>
<u>Senior Air Quality Engineer</u>	<u>\$101,322</u>	<u>\$106,866</u>	<u>\$112,785</u>	<u>\$118,928</u>	<u>\$125,520</u>	<u>\$128,971</u>	<u>\$132,518</u>	<u>\$136,162</u>
<u>Senior Meteorologist</u>	<u>\$99,126</u>	<u>\$104,574</u>	<u>\$110,329</u>	<u>\$116,390</u>	<u>\$122,792</u>	<u>\$126,169</u>	<u>\$129,638</u>	<u>\$133,203</u>
<u>Senior Staff Specialist</u>	<u>\$99,126</u>	<u>\$104,574</u>	<u>\$110,329</u>	<u>\$116,390</u>	<u>\$122,792</u>	<u>\$126,169</u>	<u>\$129,638</u>	<u>\$133,203</u>
<u>Senior Transportation Specialist</u>	<u>\$99,126</u>	<u>\$104,574</u>	<u>\$110,329</u>	<u>\$116,390</u>	<u>\$122,792</u>	<u>\$126,169</u>	<u>\$129,638</u>	<u>\$133,203</u>
<u>Staff Specialist</u>	<u>\$92,111</u>	<u>\$97,151</u>	<u>\$102,531</u>	<u>\$108,116</u>	<u>\$114,109</u>	<u>\$117,247</u>	<u>\$120,472</u>	<u>\$123,784</u>
<u>Supervising Air Quality Engineer</u>	<u>\$111,453</u>	<u>\$117,582</u>	<u>\$124,018</u>	<u>\$130,862</u>	<u>\$138,047</u>	<u>\$141,844</u>	<u>\$145,745</u>	<u>\$149,753</u>
<u>Tech Info Center Librarian</u>	<u>\$72,259</u>	<u>\$76,243</u>	<u>\$80,431</u>	<u>\$84,858</u>	<u>\$89,523</u>	<u>\$91,985</u>	<u>\$94,515</u>	<u>\$97,114</u>

**APPENDIX A**  
**PROFESSIONAL BARGAINING UNIT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2024**  
*(Increases to step 6-8)*

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<u>Air Quality Analysis &amp; Compliance Supervisor</u>	<u>\$111,453</u>	<u>\$117,582</u>	<u>\$124,018</u>	<u>\$130,862</u>	<u>\$138,047</u>	<u>\$145,745</u>	<u>\$149,753</u>	<u>\$153,871</u>
<u>Air Quality Chemist</u>	<u>\$86,969</u>	<u>\$91,736</u>	<u>\$96,776</u>	<u>\$102,122</u>	<u>\$107,707</u>	<u>\$113,712</u>	<u>\$116,839</u>	<u>\$120,052</u>
<u>Air Quality Engineer I</u>	<u>\$86,969</u>	<u>\$91,736</u>	<u>\$96,776</u>	<u>\$102,122</u>	<u>\$107,707</u>	<u>\$113,712</u>	<u>\$116,839</u>	<u>\$120,052</u>
<u>Air Quality Engineer II</u>	<u>\$92,111</u>	<u>\$97,151</u>	<u>\$102,531</u>	<u>\$108,116</u>	<u>\$114,109</u>	<u>\$120,472</u>	<u>\$123,784</u>	<u>\$127,189</u>
<u>Air Quality Specialist</u>	<u>\$92,111</u>	<u>\$97,151</u>	<u>\$102,531</u>	<u>\$108,116</u>	<u>\$114,109</u>	<u>\$120,472</u>	<u>\$123,784</u>	<u>\$127,189</u>
<u>Assistant Air Quality Specialist</u>	<u>\$78,082</u>	<u>\$82,372</u>	<u>\$86,901</u>	<u>\$91,668</u>	<u>\$96,742</u>	<u>\$102,136</u>	<u>\$104,944</u>	<u>\$107,830</u>
<u>Assistant Air Quality Chemist</u>	<u>\$72,402</u>	<u>\$76,373</u>	<u>\$80,587</u>	<u>\$85,003</u>	<u>\$89,663</u>	<u>\$94,661</u>	<u>\$97,265</u>	<u>\$99,939</u>
<u>Assistant Air Quality Engineer</u>	<u>\$78,082</u>	<u>\$82,372</u>	<u>\$86,901</u>	<u>\$91,668</u>	<u>\$96,742</u>	<u>\$102,136</u>	<u>\$104,944</u>	<u>\$107,830</u>
<u>Meteorologist</u>	<u>\$90,749</u>	<u>\$95,721</u>	<u>\$100,999</u>	<u>\$106,549</u>	<u>\$112,406</u>	<u>\$118,673</u>	<u>\$121,937</u>	<u>\$125,290</u>
<u>Principal Air Quality Chemist</u>	<u>\$111,453</u>	<u>\$117,582</u>	<u>\$124,018</u>	<u>\$130,862</u>	<u>\$138,047</u>	<u>\$145,745</u>	<u>\$149,753</u>	<u>\$153,871</u>
<u>Program Supervisor</u>	<u>\$111,453</u>	<u>\$117,582</u>	<u>\$124,018</u>	<u>\$130,862</u>	<u>\$138,047</u>	<u>\$145,745</u>	<u>\$149,753</u>	<u>\$153,871</u>
<u>Public Affairs Specialist</u>	<u>\$68,581</u>	<u>\$72,361</u>	<u>\$76,345</u>	<u>\$80,533</u>	<u>\$85,028</u>	<u>\$89,769</u>	<u>\$92,237</u>	<u>\$94,774</u>
<u>Senior Air Quality Chemist</u>	<u>\$94,427</u>	<u>\$99,603</u>	<u>\$105,085</u>	<u>\$110,874</u>	<u>\$116,969</u>	<u>\$123,491</u>	<u>\$126,887</u>	<u>\$130,377</u>
<u>Senior Air Quality Engineer</u>	<u>\$101,322</u>	<u>\$106,866</u>	<u>\$112,785</u>	<u>\$118,928</u>	<u>\$125,520</u>	<u>\$132,518</u>	<u>\$136,162</u>	<u>\$139,906</u>
<u>Senior Meteorologist</u>	<u>\$99,126</u>	<u>\$104,574</u>	<u>\$110,329</u>	<u>\$116,390</u>	<u>\$122,792</u>	<u>\$129,638</u>	<u>\$133,203</u>	<u>\$136,866</u>
<u>Senior Staff Specialist</u>	<u>\$99,126</u>	<u>\$104,574</u>	<u>\$110,329</u>	<u>\$116,390</u>	<u>\$122,792</u>	<u>\$129,638</u>	<u>\$133,203</u>	<u>\$136,866</u>
<u>Senior Transportation Specialist</u>	<u>\$99,126</u>	<u>\$104,574</u>	<u>\$110,329</u>	<u>\$116,390</u>	<u>\$122,792</u>	<u>\$129,638</u>	<u>\$133,203</u>	<u>\$136,866</u>
<u>Staff Specialist</u>	<u>\$92,111</u>	<u>\$97,151</u>	<u>\$102,531</u>	<u>\$108,116</u>	<u>\$114,109</u>	<u>\$120,472</u>	<u>\$123,784</u>	<u>\$127,189</u>
<u>Supervising Air Quality Engineer</u>	<u>\$111,453</u>	<u>\$117,582</u>	<u>\$124,018</u>	<u>\$130,862</u>	<u>\$138,047</u>	<u>\$145,745</u>	<u>\$149,753</u>	<u>\$153,871</u>
<u>Tech Info Center Librarian</u>	<u>\$72,259</u>	<u>\$76,243</u>	<u>\$80,431</u>	<u>\$84,858</u>	<u>\$89,523</u>	<u>\$94,515</u>	<u>\$97,114</u>	<u>\$99,785</u>

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2025

<u>Position Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Air Quality Analysis &amp; Compliance Supervisor</u>	<u>\$114,239</u>	<u>\$120,522</u>	<u>\$127,118</u>	<u>\$134,134</u>	<u>\$141,499</u>	<u>\$149,388</u>	<u>\$153,497</u>	<u>\$157,718</u>
<u>Air Quality Chemist</u>	<u>\$89,143</u>	<u>\$94,030</u>	<u>\$99,196</u>	<u>\$104,675</u>	<u>\$110,400</u>	<u>\$116,555</u>	<u>\$119,760</u>	<u>\$123,054</u>
<u>Air Quality Engineer I</u>	<u>\$89,143</u>	<u>\$94,030</u>	<u>\$99,196</u>	<u>\$104,675</u>	<u>\$110,400</u>	<u>\$116,555</u>	<u>\$119,760</u>	<u>\$123,054</u>
<u>Air Quality Engineer II</u>	<u>\$94,414</u>	<u>\$99,580</u>	<u>\$105,094</u>	<u>\$110,818</u>	<u>\$116,961</u>	<u>\$123,483</u>	<u>\$126,879</u>	<u>\$130,368</u>
<u>Air Quality Specialist</u>	<u>\$94,414</u>	<u>\$99,580</u>	<u>\$105,094</u>	<u>\$110,818</u>	<u>\$116,961</u>	<u>\$123,483</u>	<u>\$126,879</u>	<u>\$130,368</u>
<u>Assistant Air Quality Specialist</u>	<u>\$80,034</u>	<u>\$84,431</u>	<u>\$89,074</u>	<u>\$93,960</u>	<u>\$99,161</u>	<u>\$104,689</u>	<u>\$107,568</u>	<u>\$110,526</u>
<u>Assistant Air Quality Chemist</u>	<u>\$74,212</u>	<u>\$78,282</u>	<u>\$82,602</u>	<u>\$87,128</u>	<u>\$91,904</u>	<u>\$97,028</u>	<u>\$99,696</u>	<u>\$102,438</u>
<u>Assistant Air Quality Engineer</u>	<u>\$80,034</u>	<u>\$84,431</u>	<u>\$89,074</u>	<u>\$93,960</u>	<u>\$99,161</u>	<u>\$104,689</u>	<u>\$107,568</u>	<u>\$110,526</u>
<u>Meteorologist</u>	<u>\$93,018</u>	<u>\$98,114</u>	<u>\$103,524</u>	<u>\$109,213</u>	<u>\$115,216</u>	<u>\$121,640</u>	<u>\$124,985</u>	<u>\$128,422</u>
<u>Principal Air Quality Chemist</u>	<u>\$114,239</u>	<u>\$120,522</u>	<u>\$127,118</u>	<u>\$134,134</u>	<u>\$141,499</u>	<u>\$149,388</u>	<u>\$153,497</u>	<u>\$157,718</u>
<u>Program Supervisor</u>	<u>\$114,239</u>	<u>\$120,522</u>	<u>\$127,118</u>	<u>\$134,134</u>	<u>\$141,499</u>	<u>\$149,388</u>	<u>\$153,497</u>	<u>\$157,718</u>
<u>Public Affairs Specialist</u>	<u>\$70,296</u>	<u>\$74,170</u>	<u>\$78,254</u>	<u>\$82,547</u>	<u>\$87,154</u>	<u>\$92,013</u>	<u>\$94,543</u>	<u>\$97,143</u>
<u>Senior Air Quality Chemist</u>	<u>\$96,787</u>	<u>\$102,093</u>	<u>\$107,712</u>	<u>\$113,646</u>	<u>\$119,893</u>	<u>\$126,579</u>	<u>\$130,060</u>	<u>\$133,636</u>
<u>Senior Air Quality Engineer</u>	<u>\$103,855</u>	<u>\$109,538</u>	<u>\$115,604</u>	<u>\$121,901</u>	<u>\$128,658</u>	<u>\$135,831</u>	<u>\$139,566</u>	<u>\$143,404</u>
<u>Senior Meteorologist</u>	<u>\$101,604</u>	<u>\$107,188</u>	<u>\$113,087</u>	<u>\$119,300</u>	<u>\$125,862</u>	<u>\$132,879</u>	<u>\$136,533</u>	<u>\$140,288</u>
<u>Senior Staff Specialist</u>	<u>\$101,604</u>	<u>\$107,188</u>	<u>\$113,087</u>	<u>\$119,300</u>	<u>\$125,862</u>	<u>\$132,879</u>	<u>\$136,533</u>	<u>\$140,288</u>
<u>Senior Transportation Specialist</u>	<u>\$101,604</u>	<u>\$107,188</u>	<u>\$113,087</u>	<u>\$119,300</u>	<u>\$125,862</u>	<u>\$132,879</u>	<u>\$136,533</u>	<u>\$140,288</u>
<u>Staff Specialist</u>	<u>\$94,414</u>	<u>\$99,580</u>	<u>\$105,094</u>	<u>\$110,818</u>	<u>\$116,961</u>	<u>\$123,483</u>	<u>\$126,879</u>	<u>\$130,368</u>
<u>Supervising Air Quality Engineer</u>	<u>\$114,239</u>	<u>\$120,522</u>	<u>\$127,118</u>	<u>\$134,134</u>	<u>\$141,499</u>	<u>\$149,388</u>	<u>\$153,497</u>	<u>\$157,718</u>
<u>Tech Info Center Librarian</u>	<u>\$74,065</u>	<u>\$78,149</u>	<u>\$82,442</u>	<u>\$86,979</u>	<u>\$91,761</u>	<u>\$96,878</u>	<u>\$99,542</u>	<u>\$102,279</u>

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026

<u>Position Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Air Quality Analysis &amp; Compliance Supervisor</u>	<u>\$117,095</u>	<u>\$123,535</u>	<u>\$130,296</u>	<u>\$137,487</u>	<u>\$145,036</u>	<u>\$153,123</u>	<u>\$157,334</u>	<u>\$161,661</u>
<u>Air Quality Chemist</u>	<u>\$91,372</u>	<u>\$96,381</u>	<u>\$101,675</u>	<u>\$107,292</u>	<u>\$113,160</u>	<u>\$119,469</u>	<u>\$122,754</u>	<u>\$126,130</u>
<u>Air Quality Engineer I</u>	<u>\$91,372</u>	<u>\$96,381</u>	<u>\$101,675</u>	<u>\$107,292</u>	<u>\$113,160</u>	<u>\$119,469</u>	<u>\$122,754</u>	<u>\$126,130</u>
<u>Air Quality Engineer II</u>	<u>\$96,774</u>	<u>\$102,069</u>	<u>\$107,722</u>	<u>\$113,589</u>	<u>\$119,885</u>	<u>\$126,570</u>	<u>\$130,051</u>	<u>\$133,627</u>
<u>Air Quality Specialist</u>	<u>\$96,774</u>	<u>\$102,069</u>	<u>\$107,722</u>	<u>\$113,589</u>	<u>\$119,885</u>	<u>\$126,570</u>	<u>\$130,051</u>	<u>\$133,627</u>
<u>Assistant Air Quality Specialist</u>	<u>\$82,034</u>	<u>\$86,542</u>	<u>\$91,300</u>	<u>\$96,309</u>	<u>\$101,640</u>	<u>\$107,306</u>	<u>\$110,257</u>	<u>\$113,289</u>
<u>Assistant Air Quality Chemist</u>	<u>\$76,068</u>	<u>\$80,240</u>	<u>\$84,667</u>	<u>\$89,306</u>	<u>\$94,202</u>	<u>\$99,454</u>	<u>\$102,189</u>	<u>\$104,999</u>
<u>Assistant Air Quality Engineer</u>	<u>\$82,034</u>	<u>\$86,542</u>	<u>\$91,300</u>	<u>\$96,309</u>	<u>\$101,640</u>	<u>\$107,306</u>	<u>\$110,257</u>	<u>\$113,289</u>
<u>Meteorologist</u>	<u>\$95,343</u>	<u>\$100,566</u>	<u>\$106,112</u>	<u>\$111,943</u>	<u>\$118,097</u>	<u>\$124,681</u>	<u>\$128,110</u>	<u>\$131,633</u>
<u>Principal Air Quality Chemist</u>	<u>\$117,095</u>	<u>\$123,535</u>	<u>\$130,296</u>	<u>\$137,487</u>	<u>\$145,036</u>	<u>\$153,123</u>	<u>\$157,334</u>	<u>\$161,661</u>
<u>Program Supervisor</u>	<u>\$117,095</u>	<u>\$123,535</u>	<u>\$130,296</u>	<u>\$137,487</u>	<u>\$145,036</u>	<u>\$153,123</u>	<u>\$157,334</u>	<u>\$161,661</u>
<u>Public Affairs Specialist</u>	<u>\$72,053</u>	<u>\$76,024</u>	<u>\$80,210</u>	<u>\$84,610</u>	<u>\$89,333</u>	<u>\$94,313</u>	<u>\$96,907</u>	<u>\$99,572</u>
<u>Senior Air Quality Chemist</u>	<u>\$99,207</u>	<u>\$104,645</u>	<u>\$110,405</u>	<u>\$116,487</u>	<u>\$122,891</u>	<u>\$129,743</u>	<u>\$133,311</u>	<u>\$136,977</u>
<u>Senior Air Quality Engineer</u>	<u>\$106,451</u>	<u>\$112,276</u>	<u>\$118,494</u>	<u>\$124,949</u>	<u>\$131,874</u>	<u>\$139,226</u>	<u>\$143,055</u>	<u>\$146,989</u>
<u>Senior Meteorologist</u>	<u>\$104,144</u>	<u>\$109,868</u>	<u>\$115,914</u>	<u>\$122,282</u>	<u>\$129,008</u>	<u>\$136,201</u>	<u>\$139,947</u>	<u>\$143,795</u>
<u>Senior Staff Specialist</u>	<u>\$104,144</u>	<u>\$109,868</u>	<u>\$115,914</u>	<u>\$122,282</u>	<u>\$129,008</u>	<u>\$136,201</u>	<u>\$139,947</u>	<u>\$143,795</u>
<u>Senior Transportation Specialist</u>	<u>\$104,144</u>	<u>\$109,868</u>	<u>\$115,914</u>	<u>\$122,282</u>	<u>\$129,008</u>	<u>\$136,201</u>	<u>\$139,947</u>	<u>\$143,795</u>
<u>Staff Specialist</u>	<u>\$96,774</u>	<u>\$102,069</u>	<u>\$107,722</u>	<u>\$113,589</u>	<u>\$119,885</u>	<u>\$126,570</u>	<u>\$130,051</u>	<u>\$133,627</u>
<u>Supervising Air Quality Engineer</u>	<u>\$117,095</u>	<u>\$123,535</u>	<u>\$130,296</u>	<u>\$137,487</u>	<u>\$145,036</u>	<u>\$153,123</u>	<u>\$157,334</u>	<u>\$161,661</u>
<u>Tech Info Center Librarian</u>	<u>\$75,917</u>	<u>\$80,103</u>	<u>\$84,503</u>	<u>\$89,154</u>	<u>\$94,055</u>	<u>\$99,300</u>	<u>\$102,030</u>	<u>\$104,836</u>



APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026  
*(Increases to steps 7-8)*

<u>Position Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Air Quality Analysis &amp; Compliance Supervisor</u>	\$117,095	\$123,535	\$130,296	\$137,487	\$145,036	\$153,123	\$161,661	\$166,106
<u>Air Quality Chemist</u>	\$91,372	\$96,381	\$101,675	\$107,292	\$113,160	\$119,469	\$126,130	\$129,598
<u>Air Quality Engineer I</u>	\$91,372	\$96,381	\$101,675	\$107,292	\$113,160	\$119,469	\$126,130	\$129,598
<u>Air Quality Engineer II</u>	\$96,774	\$102,069	\$107,722	\$113,589	\$119,885	\$126,570	\$133,627	\$137,302
<u>Air Quality Specialist</u>	\$96,774	\$102,069	\$107,722	\$113,589	\$119,885	\$126,570	\$133,627	\$137,302
<u>Assistant Air Quality Specialist</u>	\$82,034	\$86,542	\$91,300	\$96,309	\$101,640	\$107,306	\$113,289	\$116,405
<u>Assistant Air Quality Chemist</u>	\$76,068	\$80,240	\$84,667	\$89,306	\$94,202	\$99,454	\$104,999	\$107,886
<u>Assistant Air Quality Engineer</u>	\$82,034	\$86,542	\$91,300	\$96,309	\$101,640	\$107,306	\$113,289	\$116,405
<u>Meteorologist</u>	\$95,343	\$100,566	\$106,112	\$111,943	\$118,097	\$124,681	\$131,633	\$135,253
<u>Principal Air Quality Chemist</u>	\$117,095	\$123,535	\$130,296	\$137,487	\$145,036	\$153,123	\$161,661	\$166,106
<u>Program Supervisor</u>	\$117,095	\$123,535	\$130,296	\$137,487	\$145,036	\$153,123	\$161,661	\$166,106
<u>Public Affairs Specialist</u>	\$72,053	\$76,024	\$80,210	\$84,610	\$89,333	\$94,313	\$99,572	\$102,310
<u>Senior Air Quality Chemist</u>	\$99,207	\$104,645	\$110,405	\$116,487	\$122,891	\$129,743	\$136,977	\$140,744
<u>Senior Air Quality Engineer</u>	\$106,451	\$112,276	\$118,494	\$124,949	\$131,874	\$139,226	\$146,989	\$151,031
<u>Senior Meteorologist</u>	\$104,144	\$109,868	\$115,914	\$122,282	\$129,008	\$136,201	\$143,795	\$147,750
<u>Senior Staff Specialist</u>	\$104,144	\$109,868	\$115,914	\$122,282	\$129,008	\$136,201	\$143,795	\$147,750
<u>Senior Transportation Specialist</u>	\$104,144	\$109,868	\$115,914	\$122,282	\$129,008	\$136,201	\$143,795	\$147,750
<u>Staff Specialist</u>	\$96,774	\$102,069	\$107,722	\$113,589	\$119,885	\$126,570	\$133,627	\$137,302
<u>Supervising Air Quality Engineer</u>	\$117,095	\$123,535	\$130,296	\$137,487	\$145,036	\$153,123	\$161,661	\$166,106
<u>Tech Info Center Librarian</u>	\$75,917	\$80,103	\$84,503	\$89,154	\$94,055	\$99,300	\$104,836	\$107,719

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2027

<u>Position Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Air Quality Analysis &amp; Compliance Supervisor</u>	<u>\$120,608</u>	<u>\$127,241</u>	<u>\$134,205</u>	<u>\$141,612</u>	<u>\$149,387</u>	<u>\$157,717</u>	<u>\$166,510</u>	<u>\$171,089</u>
<u>Air Quality Chemist</u>	<u>\$94,113</u>	<u>\$99,272</u>	<u>\$104,726</u>	<u>\$110,511</u>	<u>\$116,554</u>	<u>\$123,053</u>	<u>\$129,914</u>	<u>\$133,486</u>
<u>Air Quality Engineer I</u>	<u>\$94,113</u>	<u>\$99,272</u>	<u>\$104,726</u>	<u>\$110,511</u>	<u>\$116,554</u>	<u>\$123,053</u>	<u>\$129,914</u>	<u>\$133,486</u>
<u>Air Quality Engineer II</u>	<u>\$99,677</u>	<u>\$105,131</u>	<u>\$110,953</u>	<u>\$116,997</u>	<u>\$123,482</u>	<u>\$130,368</u>	<u>\$137,636</u>	<u>\$141,421</u>
<u>Air Quality Specialist</u>	<u>\$99,677</u>	<u>\$105,131</u>	<u>\$110,953</u>	<u>\$116,997</u>	<u>\$123,482</u>	<u>\$130,368</u>	<u>\$137,636</u>	<u>\$141,421</u>
<u>Assistant Air Quality Specialist</u>	<u>\$84,495</u>	<u>\$89,139</u>	<u>\$94,039</u>	<u>\$99,198</u>	<u>\$104,689</u>	<u>\$110,525</u>	<u>\$116,688</u>	<u>\$119,897</u>
<u>Assistant Air Quality Chemist</u>	<u>\$78,350</u>	<u>\$82,647</u>	<u>\$87,207</u>	<u>\$91,985</u>	<u>\$97,028</u>	<u>\$102,437</u>	<u>\$108,149</u>	<u>\$111,123</u>
<u>Assistant Air Quality Engineer</u>	<u>\$84,495</u>	<u>\$89,139</u>	<u>\$94,039</u>	<u>\$99,198</u>	<u>\$104,689</u>	<u>\$110,525</u>	<u>\$116,688</u>	<u>\$119,897</u>
<u>Meteorologist</u>	<u>\$98,203</u>	<u>\$103,583</u>	<u>\$109,295</u>	<u>\$115,302</u>	<u>\$121,640</u>	<u>\$128,422</u>	<u>\$135,582</u>	<u>\$139,310</u>
<u>Principal Air Quality Chemist</u>	<u>\$120,608</u>	<u>\$127,241</u>	<u>\$134,205</u>	<u>\$141,612</u>	<u>\$149,387</u>	<u>\$157,717</u>	<u>\$166,510</u>	<u>\$171,089</u>
<u>Program Supervisor</u>	<u>\$120,608</u>	<u>\$127,241</u>	<u>\$134,205</u>	<u>\$141,612</u>	<u>\$149,387</u>	<u>\$157,717</u>	<u>\$166,510</u>	<u>\$171,089</u>
<u>Public Affairs Specialist</u>	<u>\$74,215</u>	<u>\$78,305</u>	<u>\$82,616</u>	<u>\$87,149</u>	<u>\$92,013</u>	<u>\$97,143</u>	<u>\$102,559</u>	<u>\$105,379</u>
<u>Senior Air Quality Chemist</u>	<u>\$102,183</u>	<u>\$107,784</u>	<u>\$113,717</u>	<u>\$119,981</u>	<u>\$126,577</u>	<u>\$133,636</u>	<u>\$141,087</u>	<u>\$144,966</u>
<u>Senior Air Quality Engineer</u>	<u>\$109,645</u>	<u>\$115,645</u>	<u>\$122,049</u>	<u>\$128,697</u>	<u>\$135,830</u>	<u>\$143,403</u>	<u>\$151,399</u>	<u>\$155,562</u>
<u>Senior Meteorologist</u>	<u>\$107,268</u>	<u>\$113,164</u>	<u>\$119,392</u>	<u>\$125,951</u>	<u>\$132,879</u>	<u>\$140,287</u>	<u>\$148,109</u>	<u>\$152,182</u>
<u>Senior Staff Specialist</u>	<u>\$107,268</u>	<u>\$113,164</u>	<u>\$119,392</u>	<u>\$125,951</u>	<u>\$132,879</u>	<u>\$140,287</u>	<u>\$148,109</u>	<u>\$152,182</u>
<u>Senior Transportation Specialist</u>	<u>\$107,268</u>	<u>\$113,164</u>	<u>\$119,392</u>	<u>\$125,951</u>	<u>\$132,879</u>	<u>\$140,287</u>	<u>\$148,109</u>	<u>\$152,182</u>
<u>Staff Specialist</u>	<u>\$99,677</u>	<u>\$105,131</u>	<u>\$110,953</u>	<u>\$116,997</u>	<u>\$123,482</u>	<u>\$130,368</u>	<u>\$137,636</u>	<u>\$141,421</u>
<u>Supervising Air Quality Engineer</u>	<u>\$120,608</u>	<u>\$127,241</u>	<u>\$134,205</u>	<u>\$141,612</u>	<u>\$149,387</u>	<u>\$157,717</u>	<u>\$166,510</u>	<u>\$171,089</u>
<u>Tech Info Center Librarian</u>	<u>\$78,194</u>	<u>\$82,506</u>	<u>\$87,038</u>	<u>\$91,828</u>	<u>\$96,877</u>	<u>\$102,279</u>	<u>\$107,981</u>	<u>\$110,951</u>

**APPENDIX A**  
**PROFESSIONAL BARGAINING UNIT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2027**  
*(Increase to step 8)*

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<u>Air Quality Analysis &amp; Compliance Supervisor</u>	\$120,608	\$127,241	\$134,205	\$141,612	\$149,387	\$157,717	\$166,510	\$175,794
<u>Air Quality Chemist</u>	\$94,113	\$99,272	\$104,726	\$110,511	\$116,554	\$123,053	\$129,914	\$137,157
<u>Air Quality Engineer I</u>	\$94,113	\$99,272	\$104,726	\$110,511	\$116,554	\$123,053	\$129,914	\$137,157
<u>Air Quality Engineer II</u>	\$99,677	\$105,131	\$110,953	\$116,997	\$123,482	\$130,368	\$137,636	\$145,310
<u>Air Quality Specialist</u>	\$99,677	\$105,131	\$110,953	\$116,997	\$123,482	\$130,368	\$137,636	\$145,310
<u>Assistant Air Quality Specialist</u>	\$84,495	\$89,139	\$94,039	\$99,198	\$104,689	\$110,525	\$116,688	\$123,194
<u>Assistant Air Quality Chemist</u>	\$78,350	\$82,647	\$87,207	\$91,985	\$97,028	\$102,437	\$108,149	\$114,179
<u>Assistant Air Quality Engineer</u>	\$84,495	\$89,139	\$94,039	\$99,198	\$104,689	\$110,525	\$116,688	\$123,194
<u>Meteorologist</u>	\$98,203	\$103,583	\$109,295	\$115,302	\$121,640	\$128,422	\$135,582	\$143,141
<u>Principal Air Quality Chemist</u>	\$120,608	\$127,241	\$134,205	\$141,612	\$149,387	\$157,717	\$166,510	\$175,794
<u>Program Supervisor</u>	\$120,608	\$127,241	\$134,205	\$141,612	\$149,387	\$157,717	\$166,510	\$175,794
<u>Public Affairs Specialist</u>	\$74,215	\$78,305	\$82,616	\$87,149	\$92,013	\$97,143	\$102,559	\$108,277
<u>Senior Air Quality Chemist</u>	\$102,183	\$107,784	\$113,717	\$119,981	\$126,577	\$133,636	\$141,087	\$148,953
<u>Senior Air Quality Engineer</u>	\$109,645	\$115,645	\$122,049	\$128,697	\$135,830	\$143,403	\$151,399	\$159,840
<u>Senior Meteorologist</u>	\$107,268	\$113,164	\$119,392	\$125,951	\$132,879	\$140,287	\$148,109	\$156,367
<u>Senior Staff Specialist</u>	\$107,268	\$113,164	\$119,392	\$125,951	\$132,879	\$140,287	\$148,109	\$156,367
<u>Senior Transportation Specialist</u>	\$107,268	\$113,164	\$119,392	\$125,951	\$132,879	\$140,287	\$148,109	\$156,367
<u>Staff Specialist</u>	\$99,677	\$105,131	\$110,953	\$116,997	\$123,482	\$130,368	\$137,636	\$145,310
<u>Supervising Air Quality Engineer</u>	\$120,608	\$127,241	\$134,205	\$141,612	\$149,387	\$157,717	\$166,510	\$175,794
<u>Tech Info Center Librarian</u>	\$78,194	\$82,506	\$87,038	\$91,828	\$96,877	\$102,279	\$107,981	\$114,002