

APPENDIX F

NON-CBA WAGE SCALE & INCENTIVES

**Table 1 – Wage Scale
Effective July 1, 2021 through December 31, 2021**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Specialist QA	Hourly Rate	\$18.80	\$19.94	\$21.08			
	OT rate	\$28.20	\$29.91	\$31.62			
Communications Supervisor	Salary	\$5,162.04	\$5,433.26	\$5,704.48	\$5,975.71		
	Hourly Rate	\$29.78	\$31.35	\$32.91	\$34.48		
	OT rate	\$44.67	\$47.02	\$49.37	\$51.71		
Business Manager	Salary	\$5,548.44	\$5,800.35	\$6,052.26	\$6,304.16		
	Hourly Rate	\$32.01	\$33.46	\$34.92	\$36.37		
	OT rate	\$48.02	\$50.20	\$52.38	\$54.56		
Operations Manager	Salary	\$5,463.07	\$5,696.94	\$5,930.80	\$6,164.66	\$6,398.53	\$6,632.39
	Hourly Rate	\$31.52	\$32.87	\$34.22	\$35.57	\$36.92	\$38.26
	OT rate	\$46.35	\$48.24	\$50.13	\$52.02	\$53.91	\$56.27
Executive Director	Salary	\$8,005.91	\$8,262.74	\$8,519.57	\$8,776.40	\$9,033.23	\$9,290.06
	Hourly Rate	\$46.19	\$47.67	\$49.15	\$50.63	\$52.12	\$53.60
	OT rate	\$67.92	\$70.07	\$72.21	\$74.35	\$76.50	\$78.82

NOTE: Wages effective July 1, 2021 and January 1, 2022 will be paid retroactively upon ratification of “Agreement Between Klamath 9-1-1 Emergency Communications District and Teamsters Local Union No. 223 July 1, 2021 – June 30,2024” and as described in Article 28 of that document.

Effective January 1, 2022, the wage scale shall be adjusted by the increase of 2%.

Effective July 1, 2022, the wage scale shall be adjusted by the increase of 2%.

Effective January 1, 2023, the wage scale shall be adjusted by the increase of 2%.

Effective July 1, 2023, the wage scale shall be adjusted by the increase of 2%.

Effective January 1, 2024, the wage scale shall be adjusted by the increase of 2%.

In all subsequent wage range and step tables for the remaining Non-CBA positions listed, new steps and ranges will be calculated by applying the percentage of change to the top and bottom steps. The intermediate steps will be recalculated so that each step is an equal dollar amount, dividing the span between the updated low and high ends of the range.

**Table 2 – Longevity
Effective April 18, 2018.**

Full time Non-CBA employees shall receive an additional one hundred dollars (\$100) per month as longevity pay on their tenth (10th), twentieth (20th) and thirtieth (30th) anniversaries of employment.

10 th Year	\$100
20 th Year	Increases to \$200
30 th Year	Increases to \$300

**Table 3 – Incentive Table
Effective April 18, 2018.**

Incentives: Upon completion of probation, the District shall pay incentives on the following certification or education achievement. The maximum incentive is 5%.

DPSST: Telecommunications Certification – Intermediate, Advanced, Supervisory, Management and Executive

APCO: RPL and CPR certifications

Nena: CMCP and ENP certification

Education: AA, BS/BA, MBA or higher (Course of study relevance requires Director, or Board of Director approval)

Executive Director	DPSST	APCO	NENA	Education
1%	Advanced			AA
3%	Management	RPL	CMCP	BS/BA
5%	Executive	CPE	ENP	MBA
OPS or BUS. Manager **	DPSST	APCO	NENA	Education
1%	Advanced			AA
3%	Supervisory	RPL	CMCP	BS/BA
5%	Management	CPE	ENP	MBA
Comm. Supervisor	DPSST	APCO	NENA	Education
1%	Intermediate			AA
3%	Advanced	RPL	CMCP	BS/BA
5%	Supervisory	CPE	ENP	MBA
AA ** or Support Specialist QA **	DPSST	APCO	NENA	Education
2.5%	N/A			AA
5.0%	N/A	RPL	CMCP	BS/BA

** For Positions that are not Certified through DPSST. Field related training, certification, or experience, similar in scope to DPSST, APCO or NENA certifications, and based upon the job description may be substituted at the discretion of the Executive Director.