

AGREEMENT

THIS AGREEMENT, entered into this 10th day of November, 2023, between Curry County, hereinafter referred to as the "Employer", and TEAMSTERS LOCAL UNION NO. 206 affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union".

WITNESSETH

WHEREAS the parties hereto agree to enter into a mutual welfare agreement for the benefit for the employees of the Employer, now therefore

IT IS MUTUALLY AGREED AS FOLLOWS:

I

Effective the first of the month after the date of ratification, the County agrees to pay their contribution to the Teamsters 206 Employers Plan AAVR to a maximum of \$1,400 per month for all eligible employees in the bargaining unit. Any amount above the \$1,400 will be paid by payroll deduction from the employee.

Effective January 1, 2024, the County agrees to pay their contribution to the Teamsters 206 Employers Plan AAVR to a maximum of \$1,450 per month for all eligible employees in the bargaining unit. Any amount above the \$1,450 will be paid by payroll deduction from the employee.

Effective January 1, 2025, the County agrees to pay their contribution to the Teamsters 206 Employers Plan AAVR to a maximum of \$1,525 per month for all eligible employees in the bargaining unit. Any amount above the \$1,525 will be paid by payroll deduction from the employee.

Effective January 1, 2026, the County agrees to pay their contribution to the Teamsters 206 Employers Plan AAVR to a maximum of \$1,600 per month for all eligible employees in the bargaining unit. Any amount above the \$1,600 will be paid by payroll deduction from the employee.

All employees covered by this agreement must be compensated for eighty (80) hours per month to establish eligibility for the following month. The Employer accepts as its lawful representatives on the Board of Trustees of the Trust, the Employer Trustees and the Employer further agrees that it is bound by the terms of the Trust Agreement for the Teamsters 206 Employers Plan including any existing and future amendment thereto, which documents are hereby incorporated by reference.

II

CT 2023-360
Curry County Clerk, Shelley Denney
Filed Date 12 / 1 / 23
Time 11:06 AM - 29 pgs
Deputy S. Lindsey Harris

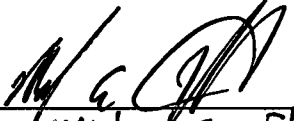
The Employer hereby grants Power of Attorney to Dona Piercy, et al, as Trustee to administer said fund as representatives in the administration of said fund, or their successors.

III

Failure to make all payments herein provided for, within the time herein specified, shall be a breach of the Labor Agreement.

Curry County

Teamsters Local Union No. 206

By 
Name: Michael E. Fitzgerald
Title: Director of County Operations

By 
Geoff Stewart
Secretary Treasurer

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

TEAMSTERS LOCAL NO. 206

AND

CURRY COUNTY

2023 - 2026

Table of Contents

Preamble	3
Article 1 – Recognition.....	3
Article 2 – Dues Checkoff and Union Security	3
Article 3 – Management Rights.....	4
Article 4 – Non-Discrimination	4
Article 5 – Union Rights	4
Article 6 – Holidays.....	5
Article 7 – Vacation.....	6
Article 8 – Sick Leave.....	7
Article 9 – Leaves of Absence	8
Article 10 – Probationary Period.....	9
Article 11 – Personnel Records	10
Article 12 – Counseling, Discipline and Discharge.....	10
Article 13 – Settlement of Disputes	12
Article 14 – Savings.....	13
Article 15 – Funding.....	13
Article 16 – Retirement.....	13
Article 17 – Classifications.....	14
Article 18 – Job Sharing.....	15
Article 19 – Career Development/Training	16
Article 20 – Hours of Work/Overtime.....	16
Article 21 – Health and Safety.....	18
Article 22 – Travel Expenses	18
Article 23 – Miscellaneous	18
Article 24 – Seniority.....	19
Article 25 – Layoff and Recall	20
Article 26 – Health and Welfare Insurance Benefits	21
Article 27 – Compensation.....	22
Article 28 – Duration	22
Appendix A Classifications and Salary Ranges.....	23
Appendix B Salary Range and Steps.....	24

PREAMBLE

This Agreement is entered into by and between Curry County, Oregon (hereinafter called the "County") and Teamsters Local 206, affiliated with the Joint Council Teamsters No. 37 of Portland, Oregon (hereinafter referred to as the "Union"). The Union and the County acknowledge that pursuant to their statutory obligations to bargain in good faith, they have had the opportunity to present and discuss proposals.

ARTICLE 1 – RECOGNITION

Curry County recognizes the Union as the sole and exclusive collective bargaining representative for all full-time and regular part-time employees of Curry County, excluding all employees who are elected officials, supervisory and confidential employees as defined by ORS 243.650 (23) and (6), employees currently represented by any other labor organizations, Deputy District Attorneys, seasonal or project employees who are employed less than one hundred eighty (180) days, regular part-time employees who work less than sixty (60) hours per month, irregular employees (as defined by policy), Veterans Service Officer, and Elections Administrator/Chief Deputy.

ARTICLE 2 - DUES CHECKOFF AND UNION SECURITY

Section 1. The County will deduct Union dues and regular initiation fees from the wages of a member of the bargaining unit with authorization as provided herein. Any authorization for payroll deductions may be made by a member of the bargaining unit upon written notice to the County and the Union prior to the fifteenth day of any month, to be effective on the first day of the following month. Any revocation to an authorization must be pursuant to the terms of the authorization. The services of deductions of dues and fees and transmittal of the same to the Union will be done without expense to the Union.

Section 2. In the event the employee fails to pay the amounts as described in Section 1 above, the County shall, upon written request by the union, deduct said amounts from the employee's pay and submit the amount to the Union each month. The Union shall indemnify, defend and hold the County harmless against any claims made and against any suit instituted against the County as a result of the County's enforcement of the above provisions as a result of any check-off errors.

Section 3. The County shall notify the Union of all new hires within fourteen (14) days after the start date, furnishing the Union with the employee's name, social security numbers, mailing address, available phone numbers, and job for which he was hired.

ARTICLE 3 – MANAGEMENT RIGHTS

In addition to rights specified elsewhere in this Agreement, the County shall have all legal and customary rights including, but not limited to: the exclusive right to determine the mission of its constituent departments and divisions, boards and commissions; set standards, types and frequency of services; exercise complete control and discretion over its organization, operations, and the technology of performing its work; determine the procedures and standards of selection for employment and promotion; direct and supervise employees; discipline, suspend, demote or terminate a non-probationary employee with just cause; hire, promote, transfer, layoff or retain employees as addressed in this agreement; implement new, and revise or discard wholly or in part, old methods, procedures, materials, equipment, facilities, and standards; establish and administer the fiscal budget; evaluate employee performance; determine the content of job classifications; assume all necessary actions to carry out its mission in emergencies and other situations of unusual or temporary circumstances; maintain the efficiency of its operation and determine the means, methods, and personnel by which such operations are to be conducted; determine and assign duties, schedules and hours of work; and continue to subcontract the types of work it has historically subcontracted.

The rights of employees in the bargaining unit and of the Union are limited to those specifically set forth in this Agreement, and the County retains all authority, powers, privileges and rights not specifically limited by the terms of this Agreement, and those granted by ORS 243.650(7)(g). In the event of a conflict between the provisions of the Agreement and any rule or regulation heretofore existing, the provisions of this Agreement shall control.

ARTICLE 4 - NON-DISCRIMINATION

Section 1. The County and the Union agree not to discriminate against any employees as a result of their membership or non-membership status or activities on behalf of the union or because of an employee's age, race, religion, sex, sexual orientation, national origin, or disability as provided by applicable federal and/or state statutes.

Section 2. All references to gender used in this agreement designate all sexes and when gender is used, it shall be construed to include all employees covered by this Agreement.

ARTICLE 5 – UNION RIGHTS

Section 1. The Union shall notify the Employer of its designated representatives or union stewards who shall be entitled to receive reasonable paid time, without loss of compensation, seniority, leave accrual, or any other benefits, in order to perform the following duties: investigate and process grievances and other workplace related complaints; attend investigatory meetings and due process hearings involving represented employees; participate in or prepare for proceedings under ORS 243.650 to 243.806, or that arise from a dispute involving a collective bargaining agreement, including arbitration proceedings, administrative hearings and

proceedings before the Employment Relations Board; participate on the bargaining team for the Union; attend labor-management committee meetings; meet with newly hired employees at employee orientations or at any other meeting that may be arranged for new employees; testify in a legal proceeding in which the public employee has been subpoenaed as a witness.

To the extent reasonably possible, above noted activities should not interfere with normal performance of duties. If such activities must take place during employees' work time, advance notice to the supervisor is required. The Employer shall not reduce an employee's work hours in order to comply with this article except to prevent an employee from working unauthorized overtime.

Section 2. The County agrees to furnish bulletin board space in convenient places within the County facilities, for use by the Union in communicating meeting announcements and other Union business information to bargaining unit members. All items so posted will bear the signature of the official of the Union person responsible for the posting and the date thereof.

Section 3. The Employer's facilities may be used for Union activities free of charge and according to current building use policies, so long as the facility is available and proper scheduling has been arranged. The Union has the right to conduct meetings without undue interference and can place reasonable rules on the conduct of attendees. Official Union paid staff representatives shall be allowed reasonable contact with bargaining unit members as long as there is no interference in the normal performance of duties. Union representatives and Teamsters-represented employees may use the Employer's email messaging system to communicate about Union business.

Section 4. At least thirty (30) minutes shall be granted for a representative of the Union to make a presentation to new employees on the employees' first day of work for the purpose of identifying the organization's representation status, organizational benefits, facilities, related information, and distributing and collecting membership applications. This time is not to be used for discussion of labor-management disputes. If the Union representative is an employee of the County, the employee shall be given time off with pay for the time required to make the presentation. If - either because of the Union's or the Employer's operational needs - it is not possible for the presentation to take place on the new employee's first day of work the presentation will be scheduled for a mutually agreed time no later than fourteen (14) days from the date of hire. The Union agrees that temporary employees will not make presentations at new employee orientations.

ARTICLE 6 – HOLIDAYS

Section 1. For the term of this Agreement, employees in the bargaining unit shall receive paid holidays as follows:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January

Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	Fourth of July
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Christmas Day	December 25

Section 2. An employee shall be paid one (1) day's pay, based on his regular scheduled hours for each of the above-named holidays. Should a holiday fall on a Saturday, the preceding work day shall be considered the holiday for pay purposes and if it falls on a Sunday, the succeeding Monday shall be considered the holiday for pay purposes.

Section 3. When any of the above holidays occur on an employee's regularly scheduled work day, qualified employees who are required to work on such holiday shall receive holiday pay for such day plus time and a half for all hours worked.

Section 4. If any listed holiday shall occur during the vacation of any employee, the employee shall receive an additional day's paid vacation in lieu thereof.

Section 5. All full-time employees will receive twenty (20) hours of Floating Holiday time. This time must be scheduled by mutual consent. The time must be taken in the fiscal year (July 1 – June 30) when earned or it is lost. Unused holiday time shall not be paid at termination. Floating holiday time will be credited to new employees after serving three (3) months of continuous service. Part-time employees shall accrue floating holiday time on a pro-rated basis based on full time equivalent status.

ARTICLE 7 – VACATION

Full-time employees, after having served in County service for six (6) consecutive months, shall be credited with six (6) months' accrued (48 hours) vacation leave and thereafter vacation leave shall be credited as follows:

Hours of Accumulation per Month

<u>Year of Service</u>	<u>Monthly Vacation Accrual (Hours)</u>
After 6 months of continuous service through 2 nd year	8.0
After 2nd year of continuous service through 5th year	10.0

After 5th year of continuous service through 10th year	12.0
After 10 th year of continuous service through 15 th year	14.0
After 15 th year of continuous service through 20 th year	16.0

Employees shall not accumulate vacation leave in excess of two hundred (200) hours. Part time employees shall accrue vacation time on a pro-rated basis based on full time equivalent status. The Department Head may authorize payoff of excess vacation time at the employee's applicable rate of pay, when an employee is about to lose vacation credit because of accrual limitations, when such pending loss is caused by the insistence that the employee be at work, this prohibiting a scheduled vacation period.

ARTICLE 8 – SICK LEAVE

Section 1. Each regular full-time employee shall accumulate paid sick leave at the rate of eight (8) hours for each full month of active employment with the County. Employees may accrue a maximum of 180 days (1440 hours) of sick leave. Part-time employees shall accrue sick leave on a pro-rated basis based on full-time equivalent status.

Section 2. An employee may use accrued sick leave when unable to perform by reason of: illness or injury; necessity for medical or dental care; serious illness, injury or death in their immediate family (immediate family is defined as spouse, same-sex domestic partner, child, foster child, grandchild, sister, brother, parents, step-parents, grandparents, aunt, uncle, niece, nephew as well as mother-in-law, father-in-law, sister-in-law, and brother-in-law. Absence to attend seriously ill or injured family member shall be limited to the time the employee's presence is actually required); and childbirth – the spouse may use sick leave to be present for the birth of their child.

Section 3. Any employee requiring the use of sick leave shall notify the immediate supervisor no less than thirty (30) minutes prior to the reporting time if reasonably possible. In the case of a continuing illness of three (3) or more days, the employee or responsible household member shall contact the immediate supervisor on no less than a weekly basis to keep the supervisor apprised of the approximate date of the ability to return to work.

A physician's statement regarding the nature of the illness or injury, the need for the employee's absence and the duration of the absence may be required by the County in the event of absences of three (3) days or more.

Section 4. Employees who are granted a leave of absence with pay for any purpose shall

continue to accrue sick leave at the regularly prescribed rate. Sick leave shall not accrue during a leave of absence without pay.

Section 5. Salary paid for a period of sick leave resulting from a compensable injury shall be equal to the difference between the Worker's Compensation for lost time and the employee's regular gross salary rate subject to mandatory payroll withholding. The employee may choose to use other forms of accrued leave if sick leave is exhausted.

Section 6. Employees will be granted credit for accumulated sick leave in the form of increased retirement benefits upon service or disability retirement in accordance with PERS regulations.

Section 7. An employee who exhausts sick leave and is unable to return to work may be placed on leave without pay with approval of the appointing power.

Section 8. Transfer of Sick Leave. Employees who have exhausted their accrued leave benefits may obtain sick leave from other County employees (with their written consent) if they require extended time off for a qualified FMLA/OFLA leave. Only employees who have accumulated more than one hundred and forty (140) hours sick leave may make sick leave contributions, and no employee may contribute more than forty (40) hours sick leave per year to any other employee. The exception is if an employee has more than five hundred (500) hours of sick time they may donate up to a cumulative total of two hundred and forty (240) hours per year to one or more employee(s). No employee can receive more than two hundred and forty (240) hours of contributed sick leave in any one calendar year. Once an employee has authorized transfer of sick leave to another employee, that transfer is final.

ARTICLE 9 – LEAVES OF ABSENCE

Section 1. Subject to approval by the Department Head, the County may grant a leave of absence without pay, not to exceed ninety (90) calendar days, if County business would not be jeopardized. Request for such leave must be in writing to the Department Head and must establish reasonable justification. Such leave will not be approved for an employee who is accepting employment outside the County service. An employee who is granted a leave of absence without pay, shall first be scheduled for any vacation leave, comp time and floating holidays that have accrued, before the employee is placed on leave without pay. Such leaves may be extended by mutual agreement of the County and the employee.

Section 2. Employees on jury duty shall receive their full regular pay, provided they turn over any jury duty pay they receive from the court to the County.

Section 3. In the event an employee is subpoenaed to appear as a witness in a trial or other proceedings not related to work, the employee shall be granted, at the employee's option, either accrued vacation time, accrued comp time or leave without pay for such appearance for

time actually lost from work. Employees shall be granted leave with pay at the regular rate any time they are required to appear in court or other proceedings relative to matters resulting from the performance of their official duties or for jury duty; provided, however, that any money received for jury duty or witness fees be returned to the County.

Section 4. Military and Peace Corps leave shall be in accordance with the applicable federal and state law.

Section 5. An employee affected by pregnancy, childbirth, or related medical conditions shall be afforded rights provided by applicable state and federal statutes. Since duties will be tailored based on a physician's statement of types of light or limited duties, these duties may overlap other classifications and may change the essential duties performed by other employees who suffer no economic change due to these temporary work changes.

Section 6. Employees may take up to five days of paid bereavement leave in the event of a death of a family member. Days off do not have to be consecutive, but must be used within one year of death and may be extended by mutual agreement.

An employee may use accrued bereavement leave when a death occurs in their immediate family as defined in County Personnel Rules, Article 3. Additional bereavement leave shall be granted consistent with guidelines established by the Oregon Family Leave Act (OFLA) and shall be deducted from the employee's sick leave. Any bereavement leave authorized under OFLA shall be concurrent to the above-described leave.

Section 7. Family/Medical leave shall be granted in accordance with FMLA and OFLA regulations.

ARTICLE 10 - PROBATIONARY PERIOD

Section 1. Every person appointed to a position with the County shall serve a probationary period of nine (9) months. Employees in the County Clerk's office, the Treasurer's office, the Assessor's office and the Road Department shall serve a probationary period of twelve (12) months, due to seasonal workload fluctuations.

Section 2. An employee who is transferred to another position within the bargaining unit prior to the completion of the probationary period, shall complete the probationary period in the latter position by adding thereto service in the former position unless the transfer was to a different department, in which case an additional probationary period of not less than six (6) months is required.

Section 3. An employee who voluntarily transfers to another position within the bargaining unit in a different department after completing the probationary period shall serve an additional trial service period of three (3) months. At any time during this trial service period, if the employee chooses to return to their previous position or if it is determined by the

supervisor that the employee is not capable of performing the duties of the position to which transferred, the employee shall have the right to return to their previous position or to a comparable vacant position.

Section 4. At any time during the probationary period following new hire status, an employee may be terminated without cause.

Section 5. Probationary employees shall have no recourse to the grievance procedure.

Section 6. Every person promoted to a position within the bargaining unit shall serve a trial service period of six (6) months. At any time during this trial service period, if the employee chooses to return to their previous position or if it is determined by the supervisor that the employee is not capable of performing the duties of the position to which promoted, the employee shall have the right to return to their previous position or to a comparable vacant position.

ARTICLE 11 - PERSONNEL RECORDS

Section 1. An employee shall have the right to view only their personnel file. An employee shall be entitled to a copy of any material found in their personnel file.

Section 2. Except as otherwise provided below, no information or material reflecting critically upon an employee shall be placed in the employee's personnel file that does not bear the signature of the employee. The employee's signature confirms only that the supervisor has discussed and given a copy of the material to the employee. The signature does not indicate the employee's agreement or disagreement with the content of this material. If the employee refuses to sign, the material may be placed in the file provided a statement has been signed by two (2) management representatives and a copy of the document was mailed certified to the employee at their address of record.

Section 3. Employees shall be entitled to prepare a written explanation or opinion regarding any critical material or job related matter placed in their file. This employee explanation or opinion shall be attached to the critical material and shall be included as part of the employee's personnel record.

Section 4. An employee may include in their official personnel file a reasonable amount of relevant material such as letters of commendation, licenses, certificates, college course credits and other material which relates creditably on the employee. This material shall be retained for a minimum of three (3) years except that licenses, certificates or college credit information may be retained so long as they remain valid and relevant to the employee's work.

ARTICLE 12 – COUNSELING, DISCIPLINE AND DISCHARGE

Section 1. The primary purpose of discipline is to correct performance or conduct rather than be punitive in nature, therefore discipline shall generally be progressive. Disciplinary actions include, but are not limited to: written reprimands, suspensions without pay, demotion, and

discharge.

A. COUNSELING

Counseling is not discipline. The County may need to counsel employees regarding work place performance and behavior. In the event the County needs to take corrective action and counseling, the County will provide any written notice of such with clear notice that the matter is counseling and not formal discipline. The written notice will be maintained in a yearly file only for the purposes of yearly evaluations and will not be placed in the personnel file.

B. DISCIPLINE AND DISCHARGE

The County may reprimand, suspend, demote, or discharge a non-probationary employee for just cause. No employee shall be discharged unless a written reprimand and suspension (or demotion) in effect concerning the same type of misconduct has been given to such employee. No such prior written reprimand and suspension (or demotion) shall be necessary if the cause for suspension, demotion, or discharge is dishonesty, drinking related to employment, the carrying of unauthorized passengers, willful, wanton or malicious damage to the County's property, or other such misconduct so serious in nature as to justify immediate suspension, demotion, or discharge. When the County issues a disciplinary action it must be within ten (10) calendar days of the day the County first has knowledge of the complaint giving rise to the disciplinary action, otherwise it will be disallowed. A copy of such disciplinary action shall be given to the Union and employee involved.

No disciplinary action shall remain in effect for a period of more than one (1) year.

Each of the following disciplinary actions may be imposed:

1. Written Reprimand. A written reprimand is a formal warning action and places the employee on official notice that failure to correct conduct will result in more severe discipline. This will be placed in the employee's personnel file.
2. Suspension without Pay. A suspension without pay may be imposed. A suspension without pay shall not exceed thirty (30) days at any one time.
3. Demotion. Demotion, both in pay and class, may be used as a final disciplinary action prior to discharge. The County will create a plan to return the demoted employee to their prior pay and class within a reasonable time, and if the plan cannot be completed, the employee and management will negotiate next steps.
4. Discharge. Except as described above, an employee shall not be discharged unless prior discipline has been imposed.

Section 2. If an employee disagrees with the County's imposition of disciplinary action, they may move to the Settlement of Disputes in Article 13.

ARTICLE 13 - SETTLEMENT OF DISPUTES

Section 1. For purposes of this Agreement, a grievance is defined as a dispute about the meaning and interpretation of this Agreement or about an alleged violation of this Agreement. Grievances shall be settled in the following manner:

Step 1. The affected employee or employee representative shall submit the grievance in writing to their Supervisor within ten (10) calendar days of the occurrence of the grievance or the employee's reasonable knowledge of the same, whichever shall occur later. The Supervisor shall have ten (10) calendar days in which to respond in writing to the grievance.

Step 2. If the grievance remains unresolved, it may, within ten (10) calendar days of completion of action at Step 1 thereof, be submitted to the Department Head by submission of all memoranda and materials submitted or received at Step 1 of this grievance procedure. The Department Head shall have ten (10) calendar days in which to respond in writing to the grievance.

Step 3. If the Union and the grievant wish to appeal the Department Head's decision at Step 2, the Union must, within ten (10) calendar days of receipt of the Department Head's response, file written notice with the Director of County Operations of their intent to appeal the decision. The Director of County Operations shall have ten (10) calendar days in which to respond in writing to the grievance.

Step 4. If the grievance remains unresolved by the Director of County Operations, the Union must within ten (10) calendar days of the receipt of the Director's written response, file written notice of their intent to arbitrate the grievance. The County and the Union shall then jointly request that a list of seven (7) arbitrators be furnished to the parties by the Employment Relations Board. Upon receipt of said list, the County and the Union shall each alternately strike three (3) names from the list. The party requesting arbitration shall strike the first name and the other party shall then strike one name. The process shall be repeated and the remaining person shall be the arbitrator. The designated arbitrator shall set a time and place for the hearing which is agreeable to both parties.

Expenses of the arbitrator shall be borne equally by the parties, however, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim recording of the proceedings, it may cause such a record to be made provided it pays for the record and makes a copy available without charge to the arbitrator. If the other party desires a copy, both parties shall jointly share the cost of the transcript and all copies.

The arbitrator shall have authority to consider only a claim based upon a specific provision of this Agreement and shall have no authority to add to, modify or detract from this Agreement. Any decision of the arbitrator within the scope of this Agreement shall be final and binding

upon the parties.

Section 2. The time periods specified in this Article may be extended or modified only by mutual consent. Failure by the Union to comply with a specified time period shall constitute acceptance of the County's position at the preceding step. Failure by the County to comply with a specified time period shall constitute rejection of the grievance.

ARTICLE 14 – SAVINGS

In the event that any words or sections of this Agreement are declared to be invalid by any court of competent jurisdiction, by ruling by the Employment Relations Board, by statute or constitutional amendment or by inability of the Employer or the employees to perform to the term of the Agreement, then upon request by either party the invalid words or sections of the collective bargaining agreement shall be open for negotiation. All other portions of the Agreement shall remain in full force and effect.

ARTICLE 15 – FUNDING

Section 1. The parties recognize that revenue needed to fund the wages and benefits provided by the Agreement must be approved annually by established budget procedures. The County shall not cut the wages and benefits specified in this Agreement because of budgetary limitations, but cannot and do not guarantee any level of employment in the bargaining unit covered by this Agreement. The County agrees to include in its annual budget request amounts sufficient to fund the wages and benefits provided by this Agreement, but makes no guarantee as to the passage of such budget requests pursuant to established budget procedures. This Article and County action hereunder shall not be subject to the provisions of the Article 13 - Settlement of Disputes; however, the method of implementation of any layoff shall be subject to the provisions of Article 24 - Seniority, Article 25 - Layoff and Recall, and Article 13 - Settlement of Disputes.

Section 2. Where economic conditions prevent the County from funding this Agreement at the current level of employment, either party may, by written letter, open the economic provisions of this contract for replacement by negotiations.

ARTICLE 16 - RETIREMENT

The County will continue to participate in the Oregon Public Employees Retirement System or its successor as determined by the State of Oregon. The employee's contribution to the System will be paid by a pretax deduction from the employee (Member Paid Pre Tax).

ARTICLE 17 - CLASSIFICATIONS

Section 1. The Union agrees to the process of salary recommendation by the Salary Evaluation Process. The County shall so notify the Union and provide the Union with a copy of the job description for the new classification and the wage scale assigned thereto.

In the event the Union and the County agree that the newly created job classification appropriately belongs in the bargaining unit, and if the Union serves written notice of its desire to bargain over the wage rate assigned the classification, the Union and the County shall enter into negotiations for wages and those issues unique only to the newly created classification.

In the event the County disagrees with the Union's contention that the newly created classification appropriately belongs in the bargaining unit, the Union has the option to petition the Employment Relations Board for a unit clarification.

Section 2. The County shall maintain classification specifications for each classification included in the bargaining unit. Upon request, the County shall provide a copy of the current written job description on file with the Personnel Office to employees in the bargaining unit.

Section 3. For purposes of this Article, reclassification means a change in allocation of an individual position by raising it to a higher class, reducing it to a lower class, or moving it to another class, at the same level on the basis of significant changes in the kind, difficulty or responsibility of the work performed in such position.

If an employee considers their position to be improperly classified, the employee may process a reclassification request through their Department Head. When an employee files a reclassification request, the employee should attach the most recent copy of their job description to the request. Upon review, the Department Head shall, within fourteen (14) calendar days, forward the request to the Salary Evaluation Committee for review.

Once the request for a reclassification is received by the Salary Evaluation Process, the County will have forty-five (45) calendar days in which to respond to the request.

In the event the Salary Evaluation Committee is reformed, it shall include two (2) members of each group covered by the salary study. The Union retains the right to select the members that will represent it on the committee.

When an employee is promoted to a higher level classification, the employee shall be compensated at the first step of the higher pay grade or five percent (5%), whichever is greater.

Section 4. Every employee shall receive a performance evaluation prior to the end of a probationary period and at least annually thereafter within sixty (60) days after the employee's eligibility date even if the employee is at the maximum rate for their classification.

The supervisor shall discuss the performance evaluation with the employee. The employee shall have the opportunity to provide their comments to be attached to the performance

evaluation. The employee shall sign the evaluation and that signature shall only indicate that the employee has read the evaluation. A copy shall be provided to the employee at this time.

If there are any changes or recommendations to be made in the evaluation after the supervisor has discussed it with the employee, the evaluation shall be returned to the rater for discussion with the employee before these changes are made. The employee shall have the opportunity to comment on these changes. Performance evaluations are not grievable nor arbitrable under this Agreement unless such evaluation has an economic impact nor shall they be used for purposes of disciplinary action, layoff and annual eligibility date performance pay increases. They will only be used to assist in the evaluation of an employee's performance. However, nothing included herein shall preclude the use of constructive criticism.

ARTICLE 18 - JOB SHARING

Section 1. Job sharing positions means a full-time position that may be held by more than one (1) individual on a shared time basis, whereby each of the individuals holding the position works less than full-time.

Section 2. Job sharing is a voluntary program. All bargaining unit employees who wish to participate in job sharing may submit a written request to the County to be considered for job share positions. The County shall determine if job sharing is appropriate.

Section 3. Job sharing employees shall accrue vacation leave, sick leave and holiday pay based on a prorate of hours worked in the month during which the employee has worked thirty-two (32) hours or more. Individual salary review dates will be established for job share employees.

Section 4. Job sharing employees shall be entitled to share the full Employer-paid insurance benefits for one (1) full-time position based on a prorate of regular hours scheduled per week or per month, whichever is appropriate. In any event, the Employer contribution for insurance benefits in a job share position is limited to the amount authorized for one (1) full-time employee. Each job share employee shall have the right to pay the difference between the Employer-paid insurance benefits and full premium amount through payroll deduction.

Section 5. If one (1) job-sharing partner in a job sharing position is removed, dismissed, resigns or otherwise is separated from County service, the County has the right to determine if job sharing is still appropriate for the position. If the County determines that job sharing is not appropriate for the position or the County is unable to recruit qualified employees for the job share position, the remaining employee shall have the right to assume the position on a full-time basis. Upon approval of the County, the remaining employee may elect to transfer to a vacant part-time position in the same classification or to voluntarily demote to a vacant position for which the employee is qualified. If the above conditions are not available or acceptable, the employee agrees to resign.

ARTICLE 19 - CAREER DEVELOPMENT / TRAINING

Section 1. Ongoing schooling, training, and professional improvement are recognized as essential elements in maintaining and upgrading the duties and services of the County employees, and each employee is encouraged to work towards furtherance of this goal.

When a school or training class is authorized in advance by the supervisor or Department Head, including required training for a CPR card, and is attended during regularly scheduled work hours, the employee will be compensated at their regular rate of pay.

Time spent in County required training classes, outside of an employee's normal schedule, shall be treated as time worked for overtime purposes. Employer and employee may mutually agree to flex time for the purposes of training classes.

The time spent by an employee in traveling to and from schools in excess of the regular workday hours for training purposes shall be administered in accordance with established practice and applicable law.

Notice of training opportunities will be posted to the extent possible.

ARTICLE 20 - HOURS OF WORK / OVERTIME

Section 1. A workweek shall consist of five (5) consecutive eight (8) hour workdays or four (4) consecutive ten (10) hour workdays in a pre-established work schedule. The workweek shall begin on Sunday and end on Saturday. Each employee shall have at least two (2) consecutive days off, except in those departments which require rotating weekend coverage.

Section 2. A work schedule is defined as the time of day and the days of the week the employee is assigned to work. A regular work schedule is a work schedule with the same starting and stopping time. An example is a 5-8 work schedule that is a five (5) day work schedule with the same starting and stopping times.

The Union and the County mutually support the use of flexible work schedules when special circumstances warrant accommodating an employee's individual needs. A flexible work schedule is meant to be short-term to accommodate the unique circumstance and is not intended to define a new work schedule. An employee requesting authorization to work a flexible schedule shall have that request accommodated, provided such a schedule meets the operational requirements of the department and does not result in an office having 50% or less of its staff working five (5) days a week.

Work schedules may be changed only after ten (10) work days' notice in advance, except in the situations beyond the control of the department head.

The Road Crew workday is 7:00 a.m. - 5:30 p.m.

Section 3. Each employee shall be permitted to have a rest period of not more than fifteen (15) minutes with pay during every four (4) consecutive work hours in each work day. Such rest periods shall be taken by the employee in the approximate middle of each four (4) hour work period. Each employee who works a full work day shall also receive an unpaid meal period of up to one (1) hour in duration in the approximate middle of each work day.

Section 4: On-call definition: On-call is time spent other than the regularly scheduled County-designated work days, when an employee is required by job description to be available for response to perform work. An on-call schedule will be provided to affected employees. On-call employees are required to be available to be contacted and to respond to calls within a maximum of fifteen (15) minutes and be able to be at a worksite within thirty (30) minutes. On-call is performed in a twenty-four (24)-hour or more time period.

On-call employees in the Juvenile Department shall be limited to no more than three (3) on-call periods of seven (7) calendar days in an eight (8) week time period; in addition, there should be a minimum of a two (2) week interval between on-call assignments.

The Juvenile Department and Director will meet to discuss and resolve scheduling on-call shifts that exceed contract restrictions when mutually agreed to between the employee and supervisor.

Employees scheduled for on-call shall be paid two (2) hours of pay at the regular straight time rate for each calendar day between Monday and Friday and four (4) hours of pay at the regular straight time rate per calendar day for Saturday, Sunday, and holidays.

Section 5. A separate call out list will be provided to the Road Department. Road Department employees will receive a minimum of two (2) hours of overtime for any call out work.

Section 6. Call back hours shall be defined as all work performed outside of the scheduled work day, or work week that is not continuous with the scheduled work hours. An employee called back to work after completing regular daily work assignments shall receive a minimum of two (2) hours overtime.

Section 7. When an employee responds to a telephone call at home outside normal working hours, which does not necessitate the employee leaving their home, compensation for the work activity should be dependent on whether: it is a stated responsibility of the employee to respond to such calls; the employee is eligible for overtime; the phone call is of at least fifteen (15) minutes duration; and, a record of the call is maintained on a standard log format and is certified correct by the employee.

If all the above conditions within this section six are met, compensation shall be for fifteen (15) minutes and to the nearest quarter-hour thereafter. Individual calls will be combined when they represent a part of a single service.

Section 8. All time worked or compensated in excess of eight (8) or ten (10) hours in any 24 hour period based on the employee's regular scheduled workday shall be paid at the overtime rate of time and one-half (1 1/2) the employee's regular rate of pay. All time worked or

compensated, with the exception of compensatory time taken, will be used to calculate overtime. Overtime shall be computed to the nearest quarter hour. The employee may choose to take compensatory time at the rate of time and one-half (1 1/2) instead of overtime, to be put in a compensatory time bank. The employee shall be allowed to accumulate a maximum of eighty (80) hours of compensatory time.

ARTICLE 21 - HEALTH AND SAFETY

Section 1. Employees who reasonably believe that a particular piece of equipment or workplace condition poses an immediate threat to any employee's health or safety shall have the right to report the perceived threat to the Supervisor, Lead Operator or Foreman as appropriate. The Supervisor, Lead Operator or Foreman will investigate such report promptly. The employee shall not be obligated to operate the equipment or be exposed to the work place condition until the Supervisor, Lead Operator or Foreman has determined the equipment or work place condition in question does not pose an immediate threat to health or safety. The Department Head or Roadmaster will resolve disputes if they are not resolved by the Supervisor, Lead Operator or Foreman.

Section 2. The Drug and Alcohol policy in the Curry County Personnel Rules as revised in September 2022 will apply to all bargaining unit employees.

ARTICLE 22 - TRAVEL EXPENSES

Travel, meal and lodging reimbursement and advances shall be in accordance with current County personnel rules. Unauthorized use of personal vehicle will not be reimbursed. The County will reimburse an employee for authorized use of their personal vehicle on official County business at thirty cents (\$.30) per mile. However, the IRS business rate will be reimbursed if there are no County vehicles available and employee is required to use their personal vehicle. All requests for reimbursement must be submitted to the supervisor within thirty (30) days of the end of the month of the occurrence.

ARTICLE 23 – MISCELLANEOUS

Section 1. County work rules promulgated after the effective date of this agreement shall be submitted in writing to the Union for its review at least two (2) weeks prior to the adoption of said rules.

Section 2. The County will reimburse all employees for the cost of their CDL renewal if job related. The County will also reimburse all employees no more than once annually for that portion of the CDL physical not covered by the employee's medical insurance if job related to a

maximum of \$200.

Section 3. Effective or retroactive, if applicable, to July 1, 2023 and July of each year of this Agreement, payment of \$200 will be issued to all bargaining unit employees who work in the field or shop, for the purchase of work boots. Boots must be worn for safety.

Bargaining unit employees in the following job classifications are eligible for the work boot benefit:

- Appraiser/Analyst
- Building Inspector
- Cartographer/Appraiser
- Custodian
- Deputy Code Enforcement Officer
- Facilities Maintenance Worker
- Juvenile Crew Supervisor and Parks Coordinator
- Juvenile Prevention Specialist/Maintenance Worker/Parks
- Property Appraiser
- Road Department employees (excluding office staff not eligible to work in the field or shop)
- Other employees may be added at the discretion of Curry County Human Resources

ARTICLE 24 – SENIORITY

Section 1. Seniority is defined as an employee's length of continuous service in a current bargaining unit position with the County. Seniority shall be computed from the first day of work except that a new employee on probationary status (first year of employment) shall not have any seniority rights. Separate seniority lists will be maintained for each department within the bargaining unit.

Employees rehired within one (1) year shall retain previously accrued sick leave and seniority but shall not receive credit for the period of absence.

Part-time employees shall accrue seniority proportionate to FTE status.

In the event two (2) or more employees are hired on the same date, seniority ranking shall be determined by the flip of a coin.

Section 2. The County shall provide the Union with copies of a seniority list on July 1 of each year.

Section 3. When any vacancy covered by this agreement occurs, except foreman, the County

agrees to give a preference to its employees on a basis of seniority so long as the senior employee's qualifications are otherwise equal. The County shall make the final decision.

The hiring for any foreman vacancy shall be made on the basis of ability and demonstrated merit. Foremen shall be members of the bargaining unit who perform bargaining unit work. Foremen shall evaluate but not discipline other employees.

Section 4. The County shall post an internal notice on the Union's bulletin board as well as notify union stewards by email one (1) week prior to posting any such vacancy to the public. The notice shall have a job description, rate of pay, and the minimum requirements to qualify for the position.

The County will not post an external vacancy covered by this agreement if they receive an application from a member of the bargaining unit that meets the minimum requirements of the position. The County shall interview all internal applicants and hire the most qualified. Seniority preference will be given if all other qualifications are equal.

At any time during the first thirty (30) days following a promotion, an employee has the right to return to their previous position as follows: (a) at the employee's discretion for any reason, or (b) if it is determined by the supervisor that the employee is not capable of performing the duties of the position.

Section 5. Seniority shall apply to layoff and recall.

Section 6. An employee's seniority may be terminated for any one of the following: quits; is discharged for just cause; is laid off and fails to respond to a written notice of recall; is laid off for a period of time greater than one (1) year; fails to report to work at the termination of leave of absence; or retires.

Section 7. An employee transferred out of the bargaining unit to another position of employment with the County shall retain, but not accumulate, seniority. Such employee may return to a position within the bargaining unit only upon County approval of a written request for such return filed within six (6) months after the transfer.

ARTICLE 25 - LAYOFF AND RECALL

Section 1. The County shall lay off employees in the bargaining unit by the inverse order of seniority after all probationary employees have been laid off first and provided the employees remaining in the affected jobs are qualified in the County's judgment to perform the work.

Employees laid off shall retain rights to recall from the layoff for one (1) calendar year from the date of the layoff.

Section 2. No new employees shall be hired until all employees on layoff status have had an opportunity to return to work provided that the recalled employee retains the minimum

qualifications for the position. Such recall from layoff shall be accomplished in the inverse order of the layoff. Employees with recall rights shall be notified by certified mail, return receipt request, at their last known address of County record and they shall have ten (10) calendar days after the receipt of the notice to notify the County of their acceptance of the recall to work. Employees not responding within the ten (10) day limit or employees who refuse the recall request shall forfeit all rights to recall under this section.

ARTICLE 26 - HEALTH AND WELFARE INSURANCE BENEFITS

Section 1. Insurance. Effective the first of the month after the date of ratification, the County agrees to pay their contribution to the Teamsters 206 Employers Plan AAVR to a maximum of \$1,400 per month for all eligible employees in the bargaining unit. Any amount above the \$1,400 will be paid by payroll deduction from the employee.

Effective January 1, 2024, the County agrees to pay their contribution to the Teamsters 206 Employers Plan AAVR to a maximum of \$1,450 per month for all eligible employees in the bargaining unit. Any amount above the \$1,450 will be paid by payroll deduction from the employee.

Effective January 1, 2025, the County agrees to pay their contribution to the Teamsters 206 Employers Plan AAVR to a maximum of \$1,525 per month for all eligible employees in the bargaining unit. Any amount above the \$1,525 will be paid by payroll deduction from the employee.

Effective January 1, 2026, the County agrees to pay their contribution to the Teamsters 206 Employers Plan AAVR to a maximum of \$1,600 per month for all eligible employees in the bargaining unit. Any amount above the \$1,600 will be paid by payroll deduction from the employee.

All employees covered by this agreement must be compensated for eighty (80) hours per month to establish eligibility for the following month. The Employer accepts as its lawful representatives on the Board of Trustees of the Trust, the Employer Trustees and the Employer further agrees that it is bound by the terms of the Trust Agreement for the Teamsters 206 Employers Plan including any existing and future amendment thereto, which documents are hereby incorporated by reference.

Section 2. Life Insurance. The County shall provide term life insurance and accidental death and dismemberment benefit to all bargaining unit employees. The amount of life insurance shall be \$10,000. The County shall assume the entire premium for such coverage.

Section 3. Voluntary Employee Benefits Association (VEBA). Effective the first of the month the day after ratification, the County shall contribute seventy-five dollars (\$75) per month on behalf of each full-time employee to the established HRA VEBA for bargaining unit employees.

ARTICLE 27 – COMPENSATION

Rates of pay: Each employee shall be paid at one of the rates in the salary scale in which the employee is employed. Retroactive and effective July 1, 2023 all steps of the salary scale shall be increased by five percent (5%) for all bargaining unit employees. Effective July 1, 2024 all steps of the salary scale shall be increased by four percent (4%) for all bargaining unit employees. Effective July 1, 2025 all steps of the salary scale shall be increased by four percent (4%) for all bargaining unit employees.

Steps will be unfrozen during the term of this Agreement.

The Salary Range and Steps integrates longevity pay.

Longevity Pay

Steps 7-10 (3.25%) (one-time increase at Step 7)
Step 11+ (3.5%) (one-time increase at Step 11)
Step 20+ (5.0%) (one-time increase at Step 20)

All pay increases shall be effective on the first full pay period after eligibility.

ARTICLE 28 - DURATION

This agreement shall be effective on July 1, 2023 and, except as amended or modified, shall remain in full force and effect through June 30, 2026. It shall remain in full force from year to year thereafter unless either party shall serve written notice of its desire to modify the agreement upon the other no less than one hundred eighty (180) days prior to the expiration.

CURRY COUNTY

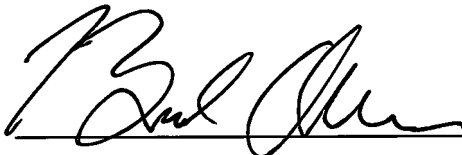
TEAMSTERS LOCAL 206



John Herzog, Chair Date

 11/6/2023

Geoff Stewart, Secretary-Treasurer Date



Brad Alcorn, Vice Chair Date

 11/14/23

Jay Trost, Commissioner Date

APPENDIX A - TEAMSTERS 206 Classifications and Salary Ranges

TITLE	RANGE
Accounting Clerk - Accounts Payable	D
Accounting Clerk - AP and PR	E
Administrative Assistant/Secretary	D
Appraiser I	E
Appraiser II	I
Appraiser Trainee	D
Appraiser/Analyst	L
Assistant Finance Director	J
Assistant Veterans Services Officer	G
Building Inspector I	D
Building Inspector II	I
Chief Office Deputy	K
Community Development Assistant	C
Custodian	A
Department Specialist II	B
Deputy Clerk I	D
Deputy Clerk II	E
Deputy Treasurer	E
Economic Development Assistant	D
Facilities Maintenance Worker	B
Juvenile Counselor I/Comm Service	E
Juvenile Counselor II	K
Juvenile Victim Advocate	E
Legal Assistant/Secretary	G
Office Manager	J
Operations Manager	F
Operations Manager - Juv/Parks	G
Parks and Community Service Coordinator	I
Permit Tech I	D
Permit Tech II	E
Planner	E
Prevention Specialist	E
Sr. Accounting Clerk	F
Sr. Department Specialist	C
Sr. Planner	K
Victims Assistance Program Director	E
Accounting Clerk - Road	D

Cost Accountant - Road	L
Drainage/Vegetation Maint Worker	E
Engineering Tech II	I
Mechanic	E
Office Manager - Road	J
Road Maintenance/Construction Foreman	K
Road Maintenance/Construction Worker I	B
Road Maintenance/Construction Worker II	C
Road Maintenance/Construction Worker III	E
Shop Foreman	I
Sr. Accounting Clerk - Road	F

APPENDIX B - Salary Range and Steps

CURRY COUNTY ROAD DEPARTMENT SALARY RANGES AND STEP

FISCAL
YEAR
2023-2024

	1	2	3	4	5	6	7-10	11-19	20+
Grade									
R-A	17.9391	18.4773	19.0316	19.6026	20.1907	20.7964	21.4723	22.2238	23.3350
R-B	19.2733	19.8515	20.4470	21.0604	21.6922	22.3430	23.0692	23.8766	25.0704
R-C	21.2651	21.9031	22.5602	23.2370	23.9341	24.6521	25.4533	26.3442	27.6614
R-D	22.5930	23.2707	23.9689	24.6879	25.4286	26.1914	27.0426	27.9891	29.3886
R-E	23.9209	24.6385	25.3777	26.1390	26.9232	27.7309	28.6321	29.6342	31.1160
R-F	24.5848	25.3223	26.0820	26.8645	27.6704	28.5005	29.4268	30.4567	31.9796
R-G	24.8541	25.5998	26.3677	27.1588	27.9735	28.8127	29.7492	30.7904	32.3299
R-H	25.5870	26.3546	27.1453	27.9596	28.7984	29.6624	30.6264	31.6983	33.2832
R-I	25.9190	26.6966	27.4975	28.3224	29.1721	30.0473	31.0238	32.1096	33.7151
R-J	26.5830	27.3804	28.2019	29.0479	29.9194	30.8169	31.8185	32.9321	34.5787
R-K	27.2469	28.0643	28.9062	29.7734	30.6666	31.5866	32.6132	33.7546	35.4423
R-L	27.5789	28.4062	29.2584	30.1362	31.0403	31.9715	33.0106	34.1659	35.8742

**CURRY COUNTY NON-REPRESENTED
SALARY RANGES AND STEP**

FISCAL YEAR 2023-
2024

	1	2	3	4	5	6	7-10	11-19	20+
Grade									
A	3097	3190	3286	3385	3486	3591	3707	3837	4029
	17.8697	18.4058	18.9580	19.5267	20.1125	20.7159	21.3892	22.1378	23.2447
B	3328	3428	3530	3636	3745	3858	3983	4123	4329
	19.1987	19.7747	20.3679	20.9790	21.6083	22.2566	22.9799	23.7842	24.9734
C	3672	3782	3895	4012	4133	4256	4395	4549	4776
	21.1828	21.8183	22.4728	23.1470	23.8414	24.5567	25.3548	26.2422	27.5543
D	3901	4018	4139	4263	4391	4522	4669	4833	5074
	22.5056	23.1808	23.8762	24.5925	25.3302	26.0902	26.9381	27.8809	29.2750
E	4130	4254	4382	4513	4649	4788	4944	5117	5373
	23.8284	24.5432	25.2795	26.0379	26.8191	27.6236	28.5214	29.5196	30.9956
F	4245	4372	4503	4639	4778	4921	5081	5259	5522
	24.4898	25.2245	25.9812	26.7606	27.5635	28.3904	29.3131	30.3390	31.8560
G	4291	4420	4553	4689	4830	4975	5137	5316	5582
	24.7581	25.5008	26.2658	27.0538	27.8654	28.7014	29.6342	30.6714	32.2049
H	4418	4550	4687	4828	4972	5122	5288	5473	5747
	25.4880	26.2527	27.0402	27.8514	28.6870	29.5476	30.5079	31.5757	33.1545
I	4475	4610	4748	4890	5037	5188	5357	5544	5821
	25.8188	26.5933	27.3911	28.2129	29.0592	29.9310	30.9038	31.9854	33.5847
J	4590	4728	4869	5016	5166	5321	5494	5686	5970
	26.4802	27.2746	28.0928	28.9356	29.8037	30.6978	31.6954	32.8048	34.4450
K	4705	4846	4991	5141	5295	5454	5631	5828	6120
	27.1415	27.9557	28.7944	29.6582	30.5479	31.4644	32.4870	33.6240	35.3052
L	4762	4905	5052	5203	5360	5520	5700	5899	6194
	27.4722	28.2964	29.1453	30.0196	30.9202	31.8478	32.8829	34.0338	35.7355
M	4819	4964	5113	5266	5424	5587	5768	5970	6269
	27.8028	28.6369	29.4960	30.3809	31.2923	32.2311	33.2786	34.4434	36.1655
N	5048	5200	5356	5517	5682	5853	6043	6254	6567
	29.1256	29.9994	30.8994	31.8264	32.7812	33.7646	34.8619	36.0821	37.8862
O	5278	5436	5599	5767	5940	6118	6317	6538	6865
	30.4484	31.3619	32.3027	33.2718	34.2700	35.2981	36.4453	37.7208	39.6069
P	5507	5672	5842	6018	6198	6384	6592	6822	7163
	31.7711	32.7242	33.7060	34.7171	35.7587	36.8314	38.0284	39.3594	41.3274
Q	5737	5909	6087	6269	6457	6651	6867	7108	7463
	33.1001	34.0931	35.1159	36.1694	37.2544	38.3721	39.6192	41.0058	43.0561
R	5967	6146	6330	6520	6715	6917	7142	7392	7761
	34.4229	35.4556	36.5192	37.6148	38.7433	39.9056	41.2025	42.6446	44.7768
S	6196	6382	6573	6770	6974	7183	7416	7676	8060

	35.7457	36.8180	37.9226	39.0603	40.2321	41.4390	42.7858	44.2833	46.4975
T	6425	6618	6816	7021	7232	7449	7691	7960	8358
	37.0685	38.1805	39.3259	40.5057	41.7209	42.9725	44.3691	45.9220	48.2181
U	6654	6854	7060	7272	7490	7714	7965	8244	8656
	38.3912	39.5429	40.7292	41.9510	43.2096	44.5059	45.9523	47.5606	49.9387
V	6884	7090	7303	7522	7748	7980	8240	8528	8954
	39.7139	40.9054	42.1325	43.3965	44.6984	46.0393	47.5356	49.1994	51.6593
W	6998	7208	7425	7647	7877	8113	8377	8670	9103
	40.3753	41.5866	42.8342	44.1192	45.4428	46.8061	48.3273	50.0187	52.5197
X	7114	7328	7547	7774	8007	8247	8515	8813	9254
	41.0429	42.2742	43.5424	44.8487	46.1942	47.5800	49.1263	50.8458	53.3881
Y	7343	7564	7791	8024	8265	8513	8790	9097	9552
	42.3657	43.6367	44.9458	46.2942	47.6830	49.1135	50.7097	52.4845	55.1087
Z	7573	7800	8034	8275	8523	8779	9064	9381	9850
	43.6884	44.9991	46.3490	47.7395	49.1717	50.6468	52.2929	54.1231	56.8293
	7802	8036	8277	8525	8781	9045	9339	9665	10149
AA	45.0112	46.3615	47.7524	49.1849	50.6605	52.1803	53.8762	55.7618	58.5499
	8031	8272	8520	8776	9039	9310	9613	9949	10447
BB	46.3340	47.7240	49.1557	50.6304	52.1493	53.7138	55.4595	57.4006	60.2706
	9283	9561	9848	10143	10448	10761	11111	11500	12075
CC	53.5529	55.1595	56.8143	58.5187	60.2743	62.0825	64.1002	66.3437	69.6609
	12740	13122	13516	13921	14339	14769	15249	15783	16572
IT-A	73.5000	75.7050	77.9762	80.3154	82.7249	85.2066	87.9759	91.0550	95.6078

**CURRY COUNTY ASSESSOR'S OFFICE
SALARY RANGES AND STEP**

FISCAL YEAR
2023-2024

	1	2	3	4	5	6	7-10	11-19	20+
Grade									
A-A	3407	3509	3615	3723	3835	3950	4078	4221	4432
	19.6573	20.2470	20.8544	21.4800	22.1244	22.7882	23.5288	24.3523	25.5699
A-B	3660	3770	3883	4000	4120	4243	4381	4534	4761
	21.1166	21.7500	22.4025	23.0746	23.7669	24.4799	25.2755	26.1601	27.4681
A-C	4039	4160	4285	4414	4546	4682	4835	5004	5254
	23.3021	24.0012	24.7212	25.4629	26.2267	27.0135	27.8915	28.8677	30.3111
A-D	4291	4420	4552	4689	4829	4974	5136	5316	5581
	24.7548	25.4974	26.2624	27.0502	27.8617	28.6976	29.6303	30.6673	32.2007
A-E	4544	4680	4820	4965	5114	5267	5439	5629	5910
	26.2141	27.0005	27.8105	28.6448	29.5042	30.3893	31.3770	32.4752	34.0989
A-F	4670	4810	4954	5103	5256	5413	5589	5785	6074

	26.9404	27.7486	28.5810	29.4385	30.3216	31.2313	32.2463	33.3749	35.0437
A-G	4720	4862	5008	5158	5313	5472	5650	5848	6140
	27.2335	28.0505	28.8921	29.7588	30.6516	31.5711	32.5972	33.7381	35.4250
A-H	4860	5006	5156	5311	5470	5634	5817	6021	6322
	28.0398	28.8810	29.7475	30.6399	31.5591	32.5058	33.5623	34.7370	36.4738
A-I	4923	5070	5222	5379	5540	5707	5892	6098	6403
	28.3997	29.2517	30.1292	31.0331	31.9641	32.9230	33.9930	35.1827	36.9419
A-J	5048	5200	5356	5517	5682	5853	6043	6254	6567
	29.1260	29.9997	30.8997	31.8267	32.7815	33.7650	34.8623	36.0825	37.8866
A-K	5176	5331	5491	5655	5825	6000	6195	6412	6732
	29.8590	30.7547	31.6774	32.6277	33.6065	34.6147	35.7397	36.9906	38.8401
A-L	5238	5395	5557	5724	5895	6072	6270	6489	6813
	30.2188	31.1254	32.0591	33.0209	34.0115	35.0319	36.1704	37.4364	39.3082
A-M	5301	5460	5624	5793	5967	6146	6346	6568	6896
	30.5852	31.5028	32.4479	33.4213	34.4240	35.4567	36.6090	37.8903	39.7849
A-N	5553	5720	5891	6068	6250	6438	6647	6880	7224
	32.0379	32.9991	33.9890	35.0087	36.0590	37.1407	38.3478	39.6900	41.6745
A-O	5805	5979	6159	6343	6534	6730	6948	7192	7551
	33.4906	34.4953	35.5302	36.5961	37.6940	38.8248	40.0866	41.4896	43.5641
A-P	6058	6240	6427	6620	6818	7023	7251	7505	7880
	34.9499	35.9984	37.0783	38.1907	39.3364	40.5165	41.8333	43.2974	45.4623
A-Q	6311	6500	6695	6896	7103	7316	7554	7818	8209
	36.4092	37.5014	38.6265	39.7853	40.9788	42.2082	43.5800	45.1053	47.3605
A-R	6564	6761	6964	7173	7388	7609	7857	8132	8538
	37.8685	39.0045	40.1746	41.3799	42.6213	43.8999	45.3267	46.9131	49.2588
A-S	6816	7020	7231	7448	7671	7901	8158	8444	8866
	39.3211	40.5008	41.7158	42.9673	44.2563	45.5840	47.0655	48.7127	51.1484
A-T	7067	7279	7498	7723	7954	8193	8459	8755	9193
	40.7737	41.9969	43.2568	44.5545	45.8912	47.2679	48.8041	50.5122	53.0379
A-U	7320	7540	7766	7999	8239	8486	8762	9069	9522
	42.2330	43.5000	44.8050	46.1491	47.5336	48.9596	50.5508	52.3201	54.9361
A-V	7572	7799	8033	8274	8523	8778	9064	9381	9850
	43.6857	44.9962	46.3461	47.7365	49.1686	50.6437	52.2896	54.1197	56.8257
A-W	7698	7929	8167	8412	8664	8924	9214	9537	10014
	44.4120	45.7443	47.1166	48.5301	49.9860	51.4856	53.1589	55.0195	57.7704
A-X	7825	8060	8302	8551	8807	9071	9366	9694	10179
	45.1450	46.4993	47.8943	49.3311	50.8111	52.3354	54.0363	55.9276	58.7239
A-Y	8078	8320	8570	8827	9092	9365	9669	10007	10508
	46.6043	48.0024	49.4424	50.9257	52.4535	54.0271	55.7830	57.7354	60.6222
A-Z	8330	8580	8837	9102	9375	9657	9970	10319	10835
	48.0569	49.4986	50.9836	52.5131	54.0885	55.7111	57.5218	59.5350	62.5118