

## Appendix "B" - Salaries FY2025-FY2027

### Appendix B - Salaries

Effective July 1, 2024 through and including June 30, 2027, the salary for employees covered by this Agreement determined herein and represented in both annual and hourly rates (based upon 2,080 hours per year for all employees) shall be as described below.

Traffic Signal Technician II w/ Urbana License		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		43.0271	89,496.41	44.6140	92,797.02	46.3700	96,449.70
Base		43.3156	90,096.41	44.9024	93,397.02	46.6585	97,049.70
After 4	3.0%	44.6150	92,799.30	46.2495	96,198.93	48.0583	99,961.19
After 6	5.0%	45.4814	94,601.23	47.1475	98,066.87	48.9914	101,902.19
After 8	6.0%	45.9145	95,502.19	47.5965	99,000.84	49.4580	102,872.68
After 10	7.0%	46.3476	96,403.15	48.0456	99,934.81	49.9246	103,843.18
After 13	9.0%	47.2140	98,205.08	48.9436	101,802.75	50.8578	105,784.18
After 15	11.0%	48.0803	100,007.01	49.8416	103,670.69	51.7910	107,725.17
After 20	15.0%	49.8129	103,610.87	51.6378	107,406.57	53.6573	111,607.16
After 25	17.0%	50.6793	105,412.79	52.5359	109,274.51	54.5905	113,548.15

The base rate for the Traffic Signal Technician II with Urbana Licensure is \$1 per hour higher than the Traffic Signal Technician II. Longevity pay will be calculated per Appendix "C" - Longevity Pay (reflected in chart above)

Traffic Signal Technician II		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		42.0271	87,416.41	43.6140	90,717.02	45.3700	94,369.70
Base		42.3156	88,016.41	43.9024	91,317.02	45.6585	94,969.70
After 4	3.0%	43.5850	90,656.90	45.2195	94,056.53	47.0283	97,818.79
After 6	5.0%	44.4314	92,417.23	46.0975	95,882.87	47.9414	99,718.19
After 8	6.0%	44.8545	93,297.39	46.5365	96,796.04	48.3980	100,667.88
After 10	7.0%	45.2776	94,177.55	46.9756	97,709.21	48.8546	101,617.58
After 13	9.0%	46.1240	95,937.88	47.8536	99,535.55	49.7678	103,516.98
After 15	11.0%	46.9703	97,698.21	48.7316	101,361.89	50.6810	105,416.37
After 20	15.0%	48.6629	101,218.87	50.4878	105,014.57	52.5073	109,215.16
After 25	17.0%	49.5093	102,979.19	51.3659	106,840.91	53.4205	111,114.55

Electrician II w/Urbana License		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual

Probationary		37.7898	78,602.60	39.1801	81,494.70	40.7189	84,695.29
Base		38.0781	79,202.60	39.4686	82,094.70	41.0074	85,295.29
After 4	3.0%	39.2205	81,578.68	40.6526	84,557.54	42.2376	87,854.15
After 6	5.0%	39.9821	83,162.73	41.4420	86,199.44	43.0578	89,560.05
After 8	6.0%	40.3629	83,954.76	41.8368	87,020.38	43.4678	90,413.01
After 10	7.0%	40.7436	84,746.79	42.2314	87,841.33	43.8779	91,265.96
After 13	9.0%	41.5053	86,330.84	43.0208	89,483.22	44.6980	92,971.87
After 15	11.0%	42.2668	87,914.89	43.8101	91,125.12	45.5181	94,677.77
After 20	15.0%	43.7899	91,082.99	45.3889	94,408.91	47.1585	98,089.58
After 25	17.0%	44.5515	92,667.05	46.1783	96,050.80	47.9786	99,795.49

The base rate for the Electrician II with Urbana Licensure is \$1 per hour higher than the Electrician II. Longevity pay will be calculated per Appendix "C" - Longevity Pay (reflected in chart above)

Traffic Signal Technician I		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual

Probationary		36.8396	76,626.41	38.2319	79,522.40	39.7728	82,727.29
Base		37.1281	77,226.41	38.5204	80,122.40	40.0613	83,327.29
After 4	3.0%	38.2419	79,543.20	39.6760	82,526.07	41.2630	85,827.11
After 6	5.0%	38.9845	81,087.73	40.4464	84,128.52	42.0643	87,493.66
After 8	6.0%	39.3558	81,859.99	40.8316	84,929.74	42.4649	88,326.93
After 10	7.0%	39.7270	82,632.25	41.2168	85,730.96	42.8655	89,160.20
After 13	9.0%	40.4696	84,176.78	41.9873	87,333.41	43.6668	90,826.75
After 15	11.0%	41.2121	85,721.31	42.7576	88,935.86	44.4679	92,493.29
After 20	15.0%	42.6973	88,810.37	44.2985	92,140.76	46.0704	95,826.39
After 25	17.0%	43.4399	90,354.89	45.0689	93,743.20	46.8716	97,492.93

Electrician II		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual

Probationary		36.7898	76,522.60	38.1801	79,414.70	39.7189	82,615.29
Base		37.0781	77,122.60	38.4686	80,014.70	40.0074	83,215.29
After 4	3.0%	38.1905	79,436.28	39.6226	82,415.14	41.2076	85,711.75
After 6	5.0%	38.9321	80,978.73	40.3920	84,015.44	42.0078	87,376.05
After 8	6.0%	39.3029	81,749.96	40.7768	84,815.58	42.4078	88,208.21
After 10	7.0%	39.6736	82,521.19	41.1614	85,615.73	42.8079	89,040.36
After 13	9.0%	40.4153	84,063.64	41.9308	87,216.02	43.6080	90,704.67
After 15	11.0%	41.1568	85,606.09	42.7001	88,816.32	44.4081	92,368.97
After 20	15.0%	42.6399	88,690.99	44.2389	92,016.91	46.0085	95,697.58
After 25	17.0%	43.3815	90,233.45	45.0083	93,617.20	46.8086	97,361.89

Certified Mechanic with EVT Certification		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		32.6023	67,812.62	33.7981	70,300.10	35.1216	73,052.90
Base		32.8906	68,412.62	34.0866	70,900.10	35.4100	73,652.90
After 4	3.0%	33.8774	70,465.00	35.1091	73,027.10	36.4724	75,862.49
After 6	5.0%	34.5353	71,833.25	35.7909	74,445.10	37.1805	77,335.54
After 8	6.0%	34.8641	72,517.38	36.1318	75,154.10	37.5346	78,072.07
After 10	7.0%	35.1930	73,201.51	36.4726	75,863.10	37.8888	78,808.60
After 13	9.0%	35.8509	74,569.76	37.1544	77,281.10	38.5970	80,281.66
After 15	11.0%	36.5086	75,938.01	37.8361	78,699.11	39.3051	81,754.72
After 20	15.0%	37.8243	78,674.52	39.1996	81,535.11	40.7215	84,700.83
After 25	17.0%	38.4821	80,042.77	39.8813	82,953.11	41.4298	86,173.89

The base rate for the Certified Mechanic with EVT Certification is \$1 per hour higher than the Certified Mechanic. Longevity pay will be calculated per Appendix "C" - Longevity Pay (reflected in chart above)

Operations Crew Leader and Landscaping/Arbor Crew		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		31.7875	66,117.87	32.9903	68,619.79	34.3214	71,388.58
Base		32.0759	66,717.87	33.2788	69,219.79	34.6099	71,988.58
After 4	3.0%	33.0381	68,719.40	34.2771	71,296.38	35.6483	74,148.24
After 6	5.0%	33.6798	70,053.76	34.9426	72,680.78	36.3404	75,588.01
After 8	6.0%	34.0005	70,720.94	35.2755	73,372.97	36.6865	76,307.89
After 10	7.0%	34.3213	71,388.12	35.6083	74,065.17	37.0326	77,027.78
After 13	9.0%	34.9628	72,722.47	36.2739	75,449.57	37.7248	78,467.55
After 15	11.0%	35.6043	74,056.83	36.9394	76,833.96	38.4170	79,907.32
After 20	15.0%	36.8873	76,725.55	38.2705	79,602.75	39.8014	82,786.86
After 25	17.0%	37.5288	78,059.90	38.9361	80,987.15	40.4936	84,226.64

Certified Mechanic and others listed below [*]		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		31.6023	65,732.62	32.7981	68,220.10	34.1216	70,972.90
Base		31.8906	66,332.62	33.0866	68,820.10	34.4100	71,572.90
After 4	3.0%	32.8474	68,322.60	34.0791	70,884.70	35.4424	73,720.09
After 6	5.0%	33.4853	69,649.25	34.7409	72,261.10	36.1305	75,151.54
After 8	6.0%	33.8041	70,312.58	35.0718	72,949.30	36.4746	75,867.27
After 10	7.0%	34.1230	70,975.91	35.4026	73,637.50	36.8188	76,583.00
After 13	9.0%	34.7609	72,302.56	36.0644	75,013.90	37.5070	78,014.46
After 15	11.0%	35.3986	73,629.21	36.7261	76,390.31	38.1951	79,445.92
After 20	15.0%	36.6743	76,282.52	38.0496	79,143.11	39.5715	82,308.83
After 25	17.0%	37.3121	77,609.17	38.7113	80,519.51	40.2598	83,740.29

\* Also includes Electrician I

Mechanic and others listed below [*]		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		30.2583	62,937.03	31.4038	65,319.67	32.6714	67,956.46
Base		30.5466	63,537.03	31.6921	65,919.67	32.9599	68,556.46
After 4	3.0%	31.4630	65,443.14	32.6429	67,897.26	33.9486	70,613.15
After 6	5.0%	32.0740	66,713.89	33.2768	69,215.66	34.6079	71,984.28
After 8	6.0%	32.3795	67,349.26	33.5936	69,874.85	34.9374	72,669.85
After 10	7.0%	32.6849	67,984.63	33.9106	70,534.05	35.2670	73,355.41
After 13	9.0%	33.2959	69,255.37	34.5445	71,852.44	35.9263	74,726.54
After 15	11.0%	33.9068	70,526.11	35.1783	73,170.84	36.5854	76,097.67
After 20	15.0%	35.1286	73,067.59	36.4460	75,807.62	37.9038	78,839.93
After 25	17.0%	35.7396	74,338.33	37.0799	77,126.02	38.5630	80,211.06

\*Also includes Evidence Technician

Equipment Operator & Others Listed Below (*)		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		28.0416	58,326.63	29.1040	60,536.38	30.2798	62,981.84
Base		28.3301	58,926.63	29.3925	61,136.38	30.5683	63,581.84
After 4	3.0%	29.1800	60,694.43	30.2743	62,970.47	31.4853	65,489.29
After 6	5.0%	29.7466	61,872.96	30.8621	64,193.20	32.0966	66,760.93
After 8	6.0%	30.0299	62,462.23	31.1560	64,804.56	32.4023	67,396.75
After 10	7.0%	30.3133	63,051.50	31.4500	65,415.93	32.7080	68,032.57
After 13	9.0%	30.8799	64,230.03	32.0379	66,638.66	33.3194	69,304.20
After 15	11.0%	31.4464	65,408.56	32.6256	67,861.38	33.9308	70,575.84
After 20	15.0%	32.5796	67,765.63	33.8014	70,306.84	35.1534	73,119.11
After 25	17.0%	33.1463	68,944.16	34.3893	71,529.57	35.7648	74,390.75

\* Also includes Auto Service Person, Arbor Technician, Landscape Technician, Building Maintenance Person, Meter Maintenance Technician II

Police Services Representative Coordinator		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		26.8774	55,905.02	27.8961	58,023.96	29.0235	60,368.91
Base		27.1659	56,505.02	28.1846	58,623.96	29.3120	60,968.91
After 4	3.0%	27.9809	58,200.17	29.0301	60,382.68	30.1914	62,797.98
After 6	5.0%	28.5241	59,330.27	29.5939	61,555.15	30.7776	64,017.36
After 8	6.0%	28.7959	59,895.32	29.8756	62,141.39	31.0708	64,627.05
After 10	7.0%	29.0675	60,460.37	30.1575	62,727.63	31.3639	65,236.74
After 13	9.0%	29.6108	61,590.47	30.7213	63,900.11	31.9500	66,456.12
After 15	11.0%	30.1541	62,720.57	31.2849	65,072.59	32.5363	67,675.50
After 20	15.0%	31.2408	64,980.77	32.4123	67,417.55	33.7088	70,114.25
After 25	17.0%	31.7841	66,110.87	32.9760	68,590.03	34.2950	71,333.63

Maintenance Worker and Other Listed Below (*)		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		26.4485	55,012.92	27.4511	57,098.40	28.5608	59,406.34
Base		26.7370	55,612.92	27.7396	57,698.40	28.8493	60,006.34
After 4	3.0%	27.5391	57,281.30	28.5718	59,429.35	29.7146	61,806.53
After 6	5.0%	28.0739	58,393.56	29.1266	60,583.32	30.2916	63,006.65
After 8	6.0%	28.3413	58,949.69	29.4040	61,160.30	30.5801	63,606.72
After 10	7.0%	28.6086	59,505.82	29.6814	61,737.29	30.8686	64,206.78
After 13	9.0%	29.1433	60,618.08	30.2361	62,891.26	31.4456	65,406.91
After 15	11.0%	29.6780	61,730.34	30.7910	64,045.22	32.0226	66,607.03
After 20	15.0%	30.7475	63,954.85	31.9005	66,353.16	33.1766	69,007.29
After 25	17.0%	31.2823	65,067.11	32.4554	67,507.13	33.7536	70,207.41

\* Also includes Landscape Maintenance Worker, Arbor Maintenance Worker, Landscape Recycling Center Aide, Materials Collector and Meter Maintenance Person

Animal Control Warden		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		26.3966	54,905.01	27.3974	56,986.45	28.5048	59,289.91
Base		26.6851	55,505.01	27.6858	57,586.45	28.7933	59,889.91
After 4	3.0%	27.4856	57,170.17	28.5164	59,314.05	29.6570	61,686.61
After 6	5.0%	28.0194	58,280.27	29.0701	60,465.78	30.2329	62,884.41
After 8	6.0%	28.2863	58,835.32	29.3470	61,041.64	30.5209	63,483.31
After 10	7.0%	28.5530	59,390.37	29.6238	61,617.50	30.8088	64,082.20
After 13	9.0%	29.0868	60,500.47	30.1775	62,769.23	31.3846	65,280.00
After 15	11.0%	29.6205	61,610.57	30.7313	63,920.96	31.9605	66,477.80
After 20	15.0%	30.6879	63,830.77	31.8386	66,224.42	33.1123	68,873.40
After 25	17.0%	31.2216	64,940.87	32.3924	67,376.15	33.6881	70,071.20

Police Services Representative		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		24.7449	51,469.23	25.6836	53,421.82	26.7225	55,582.70
Base		25.0333	52,069.23	25.9720	54,021.82	27.0109	56,182.70
After 4	3.0%	25.7843	53,631.30	26.7513	55,642.48	27.8213	57,868.18
After 6	5.0%	26.2850	54,672.69	27.2706	56,722.91	28.3615	58,991.83
After 8	6.0%	26.5353	55,193.38	27.5304	57,263.13	28.6316	59,553.66
After 10	7.0%	26.7856	55,714.07	27.7901	57,803.35	28.9016	60,115.48
After 13	9.0%	27.2863	56,755.46	28.3095	58,883.79	29.4419	61,239.14
After 15	11.0%	27.7870	57,796.84	28.8290	59,964.22	29.9821	62,362.79
After 20	15.0%	28.7883	59,879.61	29.8679	62,125.10	31.0625	64,610.10
After 25	17.0%	29.2890	60,921.00	30.3873	63,205.53	31.6028	65,733.75

Public Works Clerk		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		22.9439	47,723.27	23.8151	49,535.40	24.7793	51,540.81
Base		23.2324	48,323.27	24.1035	50,135.40	25.0678	52,140.81
After 4	3.0%	23.9294	49,772.97	24.8266	51,639.46	25.8198	53,705.04
After 6	5.0%	24.3940	50,739.44	25.3088	52,642.17	26.3211	54,747.85
After 8	6.0%	24.6263	51,222.67	25.5498	53,143.52	26.5718	55,269.26
After 10	7.0%	24.8586	51,705.90	25.7908	53,644.88	26.8225	55,790.67
After 13	9.0%	25.3233	52,672.37	26.2729	54,647.58	27.3238	56,833.49
After 15	11.0%	25.7879	53,638.83	26.7550	55,650.29	27.8251	57,876.30
After 20	15.0%	26.7173	55,571.77	27.7191	57,655.71	28.8279	59,961.94
After 25	17.0%	27.1819	56,538.23	28.2011	58,658.42	29.3293	61,004.75

Parking Enforcement Officer II		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		22.4345	46,663.72	23.2866	48,436.11	24.2296	50,397.56
Base		22.7230	47,263.72	23.5750	49,036.11	24.5180	50,997.56
After 4	3.0%	23.4046	48,681.64	24.2823	50,507.20	25.2536	52,527.48
After 6	5.0%	23.8591	49,626.91	24.7538	51,487.92	25.7440	53,547.44
After 8	6.0%	24.0864	50,099.55	24.9895	51,978.28	25.9891	54,057.41
After 10	7.0%	24.3135	50,572.18	25.2253	52,468.64	26.2344	54,567.39
After 13	9.0%	24.7680	51,517.46	25.6968	53,449.36	26.7246	55,587.34
After 15	11.0%	25.2225	52,462.73	26.1683	54,430.09	27.2150	56,607.29
After 20	15.0%	26.1314	54,353.28	27.1114	56,391.53	28.1958	58,647.19
After 25	17.0%	26.5859	55,298.56	27.5829	57,372.25	28.6861	59,667.14

Custodian		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		22.3205	46,426.59	23.1684	48,190.09	24.1066	50,141.69
Base		22.6090	47,026.59	23.4568	48,790.09	24.3950	50,741.69
After 4	3.0%	23.2873	48,437.39	24.1605	50,253.79	25.1269	52,263.94
After 6	5.0%	23.7394	49,377.92	24.6296	51,229.59	25.6148	53,278.78
After 8	6.0%	23.9655	49,848.19	24.8641	51,717.49	25.8588	53,786.19
After 10	7.0%	24.1916	50,318.45	25.0988	52,205.39	26.1028	54,293.61
After 13	9.0%	24.6438	51,258.98	25.5679	53,181.20	26.5906	55,308.44
After 15	11.0%	25.0959	52,199.52	26.0370	54,157.00	27.0785	56,323.28
After 20	15.0%	26.0003	54,080.58	26.9753	56,108.60	28.0543	58,352.94
After 25	17.0%	26.4525	55,021.11	27.4444	57,084.40	28.5423	59,367.78

Parking Enforcement Officer I		7/1/2024 - 6/30/2025		7/1/2025 - 6/30/2026		7/1/2026 - 7/1/2027	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Probationary		21.9850	45,728.77	22.8203	47,466.10	23.7446	49,388.75
Base		22.2735	46,328.77	23.1088	48,066.10	24.0330	49,988.75
After 4	3.0%	22.9416	47,718.64	23.8020	49,508.08	24.7540	51,488.41
After 6	5.0%	23.3871	48,645.21	24.2641	50,469.41	25.2348	52,488.18
After 8	6.0%	23.6099	49,108.50	24.4953	50,950.07	25.4750	52,988.07
After 10	7.0%	23.8326	49,571.79	24.7263	51,430.73	25.7154	53,487.96
After 13	9.0%	24.2780	50,498.36	25.1885	52,392.05	26.1960	54,487.73
After 15	11.0%	24.7235	51,424.94	25.6506	53,353.37	26.6766	55,487.51
After 20	15.0%	25.6145	53,278.09	26.5750	55,276.02	27.6380	57,487.06
After 25	17.0%	26.0599	54,204.66	27.0371	56,237.34	28.1186	58,486.83

This table reflects a 3.75% increase effective 7/1/2024, a 3.75% increase effective 7/1/2025, a 4% increase effective 7/1/2026. For the increases which are effective before ratification of this agreement, pay shall be retroactive. This table shall not be used to reduce the rate of any current employees.

Any Certified Mechanic in the Fleet Division who maintains a valid certification as an Emergency Vehicle Technician (EVT) will receive a pay differential of one dollar (\$1 .00) per hour. Such differential will be effective upon receipt of documentation and confirmation of certification by the Fleet Manager or designee. Failure to maintain such certification shall disqualify the employee unless/until (s)he is recertified.

The base salary for a probationary employee as defined in Section 7.2 of this Agreement shall be \$600 less than the annual salary as herein established for permanent, full-time positions.