

CITY OF WILLIAMSPORT, PA RESOLUTION

RESOLUTION # 9226

DATE 12-9-21

TITLE

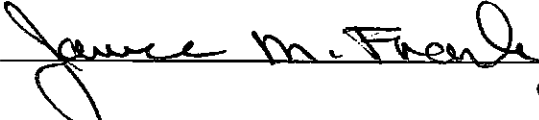
MEMORANDUM OF UNDERSTANDING

BETWEEN RIVER VALLEY TRANSIT AND AMALGAMATED
TRANSIT UNION (ATU) LOCAL 1496

NOW, THEREFORE BE IT RESOLVED that the City Council of the City of Williamsport authorizes River Valley Transit to enter into this Memorandum of Understanding to amend and add job classifications to the current 1/1/2020-12/31/2024 Labor Agreement Contract.

FURTHER, BE IT RESOLVED that the following positions be added to the current ATU contract: Maintenance Assistant, Cleaner/Laborer, Information Specialist, Information Technology Trainee and Information Technology Technician.

HEREBY, the appropriate City Officials are hereby authorized to execute any agreement between River Valley Transit and the Amalgamated Transit Union (ATU) Local 1496 and any documents necessary to accept and amend this Memorandum of Understanding.



City Clerk

Approved



President



COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA LABOR RELATIONS BOARD
651 BOAS STREET, ROOM 418
HARRISBURG, PA 17121-0750
(717) 787-1091

June 30, 2021

ACKNOWLEDGEMENT AND NOTICE OF FILING

CITY OF WILLIAMSPORT
Case Number: PERA-R-21-97-E

You are a party to the above case filed with the Pennsylvania Labor Relations Board. For proper identification and prompt handling, inquiries or correspondence must refer to this case number.

Section 91.2, Chapter 34 of the Pennsylvania Code provides that any attorney or other representative desiring to participate in the proceedings and who wishes to be served with all papers shall file an appearance with the Board. An appearance form is enclosed for your convenience to be filed with the Board immediately so that appropriate persons not already of record in the case will be informed as the case proceeds.

The Board will inform you of further action in regard to this matter.

cc: ✓ ADAM L. WINDER
DEREK SLAUGHTER (Certified)
FLORIAN F. PERCHINSKI
CHRISTOPHER BANGS, ESQUIRE

COMMONWEALTH OF PENNSYLVANIA
Pennsylvania Labor Relations Board

IN THE MATTER OF THE EMPLOYEES OF :
: :
: :
: :
: :
CITY OF WILLIAMSPORT : Case No. PERA-R-21-97-E

ORDER FOR APPEARANCE

TO: SECRETARY of the PENNSYLVANIA LABOR RELATIONS BOARD

In the above-entitled case enter the appearance of:

NAME _____

LAW FIRM _____

ADDRESS _____

as counsel of record for _____
(Petitioner - Employer - Union or Intervenor)

Area Code and telephone number

Email Address

Signature



COMMONWEALTH OF PENNSYLVANIA

July 2, 2021

✓ Adam L. Winder, General Manager
City of Williamsport
1500 West Third Street
Williamsport, PA 17701

CITY OF WILLIAMSPORT
Case No. PERA-R-21-97-E

Enclosed is a copy of the CERTIFICATION OF REPRESENTATIVE in the above-captioned matter. You are directed to post this order for a period of five (5) days on the bulletin boards at all work locations of employees in the appropriate unit. You may duplicate this Order in whatever quantity is necessary for posting.

Please file an affidavit of compliance of the required posting with this office.

Also enclosed is a copy of the Mediation Notice form (LIMS-103) with instructions thereon as set forth in Article VIII, Section 801 of the Public Employe Relations Act.

Sincerely,

/s/ Warren R. Mowery, Jr.

WARREN R. MOWERY, JR.
Board Representative

jg

Enclosures: 1 Copy of Certification
1 Copy of LIMS-103

cc: Christopher Bangs (Certified)
Florian Perchinski

COMMONWEALTH OF PENNSYLVANIA
Pennsylvania Labor Relations Board

IN THE MATTER OF THE EMPLOYES OF :
: :
: Case No. PERA-R-21-97-E
: :
CITY OF WILLIAMSPORT :

CERTIFICATION OF REPRESENTATIVE

WHEREAS, a Joint Request for Certification was filed with the Pennsylvania Labor Relations Board by Amalgamated Transit Union Local 1496 (Union) and City of Williamsport (Employer), and

WHEREAS, the Board Representative has found the unit appropriate, and the Employer has posted the Joint Request for Certification at the work location of the employes in question for a period of five (5) days, and

WHEREAS, no objections having been filed to the Joint Request for Certification, the Board Representative hereby

CERTIFIES

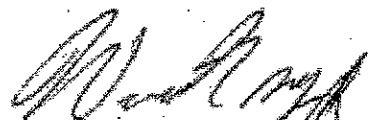
that AMALGAMATED TRANSIT UNION LOCAL 1496

is the EXCLUSIVE REPRESENTATIVE of the employes of the above-named Employer in the unit described below for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment.

UNIT: A subdivision of the employer unit comprised of full-time and regular part-time transit department employes including drivers, shop foremen, assistant shop foremen, inventory parts specialists, diesel mechanics, diesel mechanics B, mechanic helpers, laborers and laborer/cleaners; and excluding management level employes, supervisory employes, confidential employes and guards as defined in the Act.

SIGNED, DATED and MAILED this second day of July, 2021, pursuant to 34 Pa. Code § 95.11(d).

PENNSYLVANIA LABOR RELATIONS BOARD


WARREN R. MOWERY, JR.
Board Representative



Amalgamated Transit Union

10000 New Hampshire Avenue, Silver Spring, MD 20903-1706
(301) 431-7100 Fax (301) 431-7117

Office of the International President

July 9, 2021

Dear ATU Transit Agencies and Providers:

I am writing regarding emergency preparedness at transit systems on behalf of the more than 200,000 members of the Amalgamated Transit Union who serve our communities every day. The tragic May 26, 2021, mass shooting at the Santa Clara Valley Transportation Authority in San Jose, California demonstrates the urgent need for the industry to develop emergency action plans to ensure that transit workers are able to protect themselves, their coworkers, and the riding public when emergencies strike.

Unfortunately, San Jose is not a completely unique tragedy. On April 6, 1999, a mass shooting occurred at OC Transpo in Ottawa, Ontario, leaving four dead and one injured. More recently, on February 3, 2020, a gunman killed one passenger and injured five others on a Greyhound Lines bus north of Los Angeles, California.

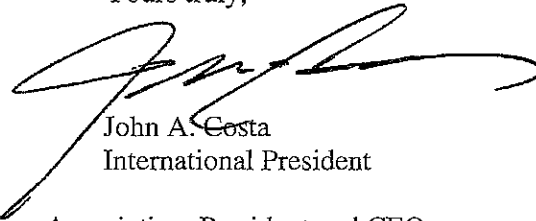
Our transit systems will continue to experience mass shootings, along with other acts of violence, civil disruptions, power outages, fires, and natural disasters. We will experience these emergencies acutely because transit services will continue to bring together large numbers of people. Transit workers will be expected to continue operations as emergencies occur and are ongoing. The same transit workers will also have a critical role in responding to many and all kinds of emergencies.

Despite the pressing need for the development of emergency action plans and the training of transit personnel, **a survey we conducted in the wake of the San Jose mass shooting revealed that only 7% of our local union presidents believed that their employers had an emergency action plan covering an active shooting situation.** It is clear that we need to do better at developing emergency action plans and training transit personnel on executing those plans.

The ATU is calling on all transit agencies and providers to develop emergency preparedness programs that address the full scope of emergencies, including active shooter situations. Such programs must involve the development of emergency action plans, training of transit workers, periodic refreshers, and drills to ensure that workers can execute those plans under challenging circumstances.

We must ensure, as an industry, that we are prepared for future emergencies. I look forward to the industry's renewed focus on emergency preparedness for the sake of transit personnel, our passengers, and the communities we serve.

Yours truly,



John A. Costa
International President

cc: Paul Skoutelas, American Public Transportation Association, President and CEO



River Valley Transit Job Description

Job Title: Maintenance Assistant
Department: River Valley Transit
Reports to: Fleet Manager
FLSA Status: Non-Exempt / Hourly
Position Type: Full-time/ Union position

Position Summary: The purpose of this position to perform a variety of duties such as order and receive parts and maintain parts inventory as well as assist Shop Foreman in daily duties.

Essential Functions:

- Orders parts for all vehicles.
- Receives parts and enters them into an inventory system.
- Maintains records for ICE forms from procurement officer.
- Keeps record of tire mileage and inventory.
- Maintains oil sample records.
- Assists with mechanics assignments.
- Assists with vendors.
- Updates inventory when parts are removed.
- Assists with PM records for bus and other vehicle maintenance.
- Assists with keepings fuel sheet up to date.
- Assists with mechanic timesheets when Shop Foreman is out.
- Performs Underground storage tank monthly inspection.
- Assists with annual inventory.
- Assists Shop Foreman with daily duties.
- Other related duties as assigned.

Required Knowledge, Skills, and Abilities:

- Possess strong organizational and time management skills.
- Able to communicate, read, write and understand the English language at a level necessary for efficient job performance.
- Able to interact with vendors in a professional manner.
- Able to work in a constant state of alertness and safe manner.

Education and Experience:

- High school diploma or GED required.
- Must be proficient in Microsoft Excel and Word.
- Must be detailed oriented, with accurate data entry skills.

Physical Requirements:

- Must be able to sit at a desk for prolonged periods of time using a PC work station.
- Must be able to bend, stoop, squat, kneel, reach above shoulder level and twist body periodically throughout the day.
- Must possess sight/ hearing sense, or use prosthetics that will enable these senses to function adequately so that the requirements of the position can be fully met.
- Ability to utilize hands for repetitive actions.

Working Conditions:

- Will work alone, with others and around others
- Will work mostly in a garage setting.

Acknowledgment:

I have read this job description (or had it read to me) and received a copy for my records. I fully understand the requirements set forth and accept the position of Maintenance Assistant for the City of Williamsport. I agree to abide by the requirements set forth and will perform all duties and responsibilities to the best of my ability. I further understand that my job may change on a temporary or regular basis according to the needs of the city without it being specifically included in this job description. If I have questions about job duties not specified in this job description and am asked to perform, I should discuss them with my immediate supervisor or Human Resources. I have discussed any questions I may have about this job description prior to signing this form.

Employee Signature

Date

Employee Name (print)



River Valley Transit Job Description

Job Title: Cleaner/Laborer
Department: River Valley Transit
Reports to: Fleet Manager
FLSA Status: Non-Exempt / Hourly
Position Type: Full-time/ Union position

Position Summary: The purpose of this position to perform a variety of duties include, but not limited to, the following: janitorial work, washing, cleaning, grounds keeping, minor building maintenance such as painting and running errands. The Cleaner/Laborer shall not be required to perform any mechanical duties.

They shall possess a valid PA driver's license. Any maintenance employee required to perform a task listed in a lower classification will not be paid a lesser rate than their current classification. Employees required to perform a task in a higher classification may request the standard rate established for that classification. A current employee that cannot meet the above provisions specific to their classification will not be subject to another classification without full consideration of proper training.

Essential Functions:

- Janitorial work
- General washing and cleaning of facility.
- Maintains facility grounds.
- Ability to operate and use grounds keeping equipment. I.e., lawn mower, weed trimmer etc.
- Minor building maintenance. I.e., painting
- Ability to run errands.
- Other related duties as assigned.

Required Knowledge, Skills, and Abilities:

- Possess strong organizational and time management skills.
- Able to communicate, read, write and understand the English language at a level necessary for efficient job performance.
- Able to interact with co-workers/vendors and other employees in a professional manner.
- Able to work in a constant state of alertness and safe manner.

Education and Experience:

- High school diploma or GED required.
- Must be detailed oriented.

Physical Requirements:

- Must be able to sit/stand for prolonged periods of time.
- Must be able to bend, stoop, squat, kneel, reach above shoulder level and twist body periodically throughout the day.
- Must possess sight/ hearing sense, or use prosthetics that will enable these senses to function adequately so that the requirements of the position can be fully met.
- Ability to utilize hands for repetitive actions.

Working Conditions:

- Will work alone, with others and around others
- Will work mostly in a garage setting.

Acknowledgment:

I have read this job description (or had it read to me) and received a copy for my records. I fully understand the requirements set forth and accept the position of Maintenance Assistant for the City of Williamsport. I agree to abide by the requirements set forth and will perform all duties and responsibilities to the best of my ability. I further understand that my job may change on a temporary or regular basis according to the needs of the city without it being specifically included in this job description. If I have questions about job duties not specified in this job description and am asked to perform, I should discuss them with my immediate supervisor or Human Resources. I have discussed any questions I may have about this job description prior to signing this form.

Employee Signature

Date

Employee Name (print)



River Valley Transit Job Description

Job Title: Information Specialist
Department: River Valley Transit
Classification: Level 1
Reports to: Operations Supervisor
Last Updated: November 26, 2021
FLSA Designation: Non-Exempt/hourly
Position Type: Full-time/Union position

Position Summary: The staff position responsible for general administrative duties within the RVT office, answering consumer information calls, selling tickets, and completing basic clerical type work as assigned.

Essential Functions:

- Responsible for answering and routing phone calls to appropriate departments, providing route and fare information to passengers, receiving complaint information and answering general inquiries as needed.
- Communicate with Customer Service to supply schedules and service disruption alerts when needed.
- Sells multiride bus passes, maintains free fare Senior Citizen Pass and reduced transit pass inventory.
- Complete daily transport of bank deposits, and interdepartmental mail to RVT and City Facilities as needed.
- Generate City Departmental ID and City Facility Access badges as needed.
- As needed work at Trade and Transit Center information desk.
- Answer various questions from bus patrons regarding schedules and routes.
- Keep a current log of lost and found items recovered from busses.
- Perform other duties as assigned.

Required Knowledge, Skills, and Abilities:

- Possess strong organizational and time management skills.
- Able to communicate, read, write and understand the English language at a level necessary for efficient job performance.
- Able to interact with vendors in a professional manner.
- Able to work in a constant state of alertness and safe manner.

Qualifications:

- High school diploma or GED Equivalent.
- General computer skills
- Ability to communicate effectively
- Valid Class C Driver's License

Physical Requirements:

- Must be able to sit at a desk for prolonged periods of time using a PC work station.
- Must be able to lift up to fifty (50) pounds.
- Must be able to bend, stoop, squat, kneel, reach above shoulder level and twist body periodically throughout the day.
- Must possess sight/hearing sense so that the requirements of the position can be fully met.
- Ability to utilize hands for repetitive action.
- Reasonable accommodations will be made to achieve essential functions of this position.

ACKNOWLEDGEMENT

I have read this job description (or had it read to me) and received a copy for my records. I fully understand the requirements set forth and accept the position of Information Specialist for the City of Williamsport/River Valley Transit. I agree to abide by the requirements set forth and will perform all duties and responsibilities to the best of my ability. I further understand that my job may change on a temporary or regular basis to meet the needs of the City/River Valley Transit without it being specifically included in this job description. If I have any questions about job duties not specified in this job description and am asked to perform, I should discuss with my immediate supervisor or Human Resources. I have discussed any questions I may have about this job description prior to signing this form.

Employee Signature

Date

Employee Name (Print)



River Valley Transit Job Description

Job Title: Information Technology Trainee
Department: River Valley Transit
Classification: Level 1
Reports to: Information Technology Manger
FLSA Designation: Non-Exempt/hourly
Position Type: Full-time/Union position

Position Summary:

This is structured and specialized trainee work in a program serving as entrance to information technology occupations in a local government agency. Technical areas served may include network administration and support, applications development, or a variety of computer support services. Training consists of formal workshops, on-the-job work experiences, and lectures from academicians, consultants, industry specialists, and local, Federal and state specialists.

Definition:

An employee in this job participates in projects that treat in-depth problems of concern to local government information technology resources and methods, and practical work assignments in the area of specialization. As training progresses, employees will be involved in projects of greater difficulty and complexity. Training and development activities are directed by the supervisor or the agency training coordinator who assures that trainee progress is monitored, and that scheduled activities serve to develop competence in information technology in general and in the area of specialization.

Essential Functions:

- Participates in seminars, performs training assignments, and observes technicians, supervisors and information technology managers performing a variety of duties as part of an overall training and development program.
- Attends training sessions and participates in formal and on-the-job training designed to develop and sharpen trainee skills in information technology.
- Receives guidance and counseling to acquaint the individual with the various specialized functions of information technology including network administration and support, applications development, and a variety of user support services.
- Performs a variety of individual or group training assignments to aid in the development of analytical and communicative skills.
- Assists technicians, specialists, developers, generalists, and administrators in on-the-job training assignments, and is assigned more difficult and complex analytical work as the training period nears completion.

- Prepares detailed and comprehensive reports and develops recommendations on projects completed.
- Presents orally the results of studies and analyses, and explains rationale and judgments used in arriving at conclusions.
- Participates in a variety of assignments designed to broaden experience in the local government organization, functions, and information technology resources and methods.
- Performs related work as required.

Required Knowledge, Skills, and Abilities:

- Knowledge of the concepts, characteristics, and capabilities of information technology.
- Knowledge of the concepts of modern computer science.
- Knowledge of information technology as it applies to network administration and support, applications development, and a variety of user support services.
- Knowledge of the use and functionality of industry standard software application programs such as word processing, spreadsheet, e-mail, and data base.
- Knowledge of the process of installing and configuring software on PC's and peripheral hardware.
- Ability to learn to apply the principles and techniques of information technology.
- Ability to install and configure PC's and peripheral hardware.
- Ability to install and configure software on PC's and peripheral hardware.
- Ability to prepare clear and comprehensive written reports.
- Ability to read and comprehend technical information technology manuals, reports, procedures and specifications.
- Ability to analyze equipment and systems malfunctions identified by users and initiate corrective measures.
- Ability to establish and maintain effective working relationships.
- Ability to communicate effectively both orally and in writing.

Minimum Experience and Training:

An associate's degree in computer science; management, computer or business information systems; microcomputer technology, information technology, desktop technology or closely related field;

or

Two years of experience providing information technology user support services including 6 credits in computer science course work or equivalent clock hours.

or

Any equivalent combination of experience and training including 6 credits in computer science course work or equivalent clock hours.

Physical Requirements:

- Must be able to sit at a desk for prolonged periods of time using a PC work station.
- Must be able to lift up to fifty (50) pounds.
- Must be able to bend, stoop, squat, kneel, reach above shoulder level and twist body periodically throughout the day.
- Must possess sight/hearing sense so that the requirements of the position can be fully met.
- Ability to utilize hands for repetitive action.
- Reasonable accommodations will be made to achieve essential functions of this position.

ACKNOWLEDGEMENT

I have read this job description (or had it read to me) and received a copy for my records. I fully understand the requirements set forth and accept the position of Information Specialist for the City of Williamsport/River Valley Transit. I agree to abide by the requirements set forth and will perform all duties and responsibilities to the best of my ability. I further understand that my job may change on a temporary or regular basis to meet the needs of the City/River Valley Transit without it being specifically included in this job description. If I have any questions about job duties not specified in this job description and am asked to perform, I should discuss with my immediate supervisor or Human Resources. I have discussed any questions I may have about this job description prior to signing this form.

Employee Signature

Date

Employee Name (Print)



River Valley Transit Job Description

Job Title: Information Technology Technician
Department: River Valley Transit
Classification: Level 1
Reports to: Information Technology Manger
FLSA Designation: Non-Exempt/hourly
Position Type: Full-time/Union position

Definition:

This is limited technical information technology (IT) work in the installation, operation, and maintenance of IT hardware and software, or the provision of technical assistance in support of IT hardware and software users.

An employee in this job performs a variety of technical duties providing IT workstation and user support services. Work involves receiving calls for assistance, documenting problems, and diagnosing, troubleshooting, and resolving hardware and software problems or referring the caller to the next level of service; setting up and installing personal computers (PCs) and associated peripheral hardware such as printers, scanners, and desktop hardware components; installing and configuring operating systems, applications, and other software on PCs and peripheral hardware; providing assistance and support in the use of software application programs, network utilities, and hardware devices; providing training for users; automating processes within desktop applications using macros and other basic maintenance programming; and reviewing commercially available hardware and software in order to make recommendations regarding the purchase or use of IT to meet the automation needs of employees. Work may involve responsibility for the provision of technical assistance in support of IT hardware and software through a centralized help desk. Work also involves providing assistance in establishing new users, and in the installation, troubleshooting, and use of applications and network systems. Work is differentiated from the Network Specialist 1 (LG) job by the emphasis on providing support to IT users on desktop PCs, peripheral hardware, and operational network matters without responsibility for central network operating systems. Work is performed independently using initiative and judgment to resolve user technical problems in the use of IT. Work is directed by a technical or administrative supervisor and is reviewed for conformity to operating procedures and overall customer satisfaction.

Essential Functions:

- Receives calls for assistance, elicits information, and performs hardware and software diagnostic procedures including the use of software utility programs in the diagnosis and troubleshooting of IT hardware and software problems; and resolves, refers to technical staff, or arranges for vendor service follow-up to ensure that the work is completed appropriately.

- Documents the problem and all troubleshooting steps taken for each incident for tracking purposes and future reference.
- Performs hardware and software diagnostics to isolate and correct functional problems.
- Utilizes remote control software to troubleshoot desktop issues from a central location.
- Provides technical assistance and support to employees in the use of a wide variety of IT software and hardware devices.
- Determines user training needs, prepares training materials, and conducts training for users.
- Installs and configures IT hardware and software on new workstations and installs and configures hardware and software upgrades for new or existing workstations.
- Conducts tests on proposed and existing system hardware and software, and recommends or performs minor repairs and adjustments or refers to the appropriate service personnel for resolution.
- Utilizes various techniques to test, troubleshoot, and identify reported network connectivity and resource access problems.
- Assists in monitoring the network and problems as they arise, and alerts higher level specialists to network problems.
- Diagnoses and troubleshoots localized IT hardware, software, and network connectivity problems.
- Installs, tests, and maintains network cabling found in a network environment.
- Assists in the physical installation of network servers, including racking and cabling the servers, and labeling and documenting servers for inventory purposes.
- Performs limited troubleshooting and resolution of server problems within instructions, such as server reboots.
- Sets up shared resources on the network, such as printers and access to file servers within established procedures.
- Resets passwords and unlocks user accounts for network users.
- Works with users to recover local resources on the desktop, such as individual files, or to restore user data lost on a server.
- Instructs users on the process of backing up files.
- Prepares simple batch files, macros, and other automated procedures for users as needed.
- Installs and runs anti-virus software programs to detect and eliminate computer viruses.
- Researches the market for new hardware and software releases, determines benefits or liabilities of use in a particular environment, and makes recommendations to supervisor on the best available hardware and software to meet their individual needs.
- Reviews technical manuals and other literature, attends seminars, conferences, and training classes to maintain currency with new information services, products, and IT developments.
- Monitors contractor performance in providing services and equipment in accordance with specifications.
- Maintains inventory of office IT resources for maintenance contract purposes, prepares the necessary orders for repair, and monitors contractor performance.

- Executes test plans for system and system components, analyzes outputs, and ensures compatibility with requirements before implementation.
- Participates in IT continuity of government tests and in risk assessment analysis for systems and applications.
- Troubleshoots telephone, voice mail, and other telecommunications related problems.
- Assists in installing and configuring videoconferencing systems within established instructions and provides maintenance and operations support.
- Performs related work as required.

Required Knowledges, Skills, and Abilities:

- Knowledge of the component parts of a PC and their associated functionality.
- Knowledge of peripheral hardware devices such as printers, modems, and scanners, and their associated functionality.
- Knowledge of the concepts of networking.
- Knowledge of the process of installing and configuring PCs and peripheral hardware.
- Knowledge of the process of installing and configuring software on PCs.
- Knowledge of system fundamentals.
- Knowledge of desktop computer operating systems.
- Knowledge of the use and functionality of industry standard software application programs such as word processing, spreadsheet, e-mail, and database.
- Knowledge of the use and interpretation of diagnostic utility programs used in troubleshooting problems.
- Knowledge of PC troubleshooting techniques in a network environment.
- Ability to read and interpret technical computer manuals, procedures, and specifications.
- Ability to communicate effectively orally.
- Ability to communicate effectively in writing.
- Ability to establish and maintain effective working relationships.

Minimum Experience and Trainings:

An associate's degree in any information technology field;

or

Two years of experience providing information technology support services involving hardware and software installation, operation, and maintenance;

or

An equivalent combination of experience and training, including but not limited to 12 months as an Information Technology Trainee.

Physical Requirements:

- Must be able to sit at a desk for prolonged periods of time using a PC work station.
- Must be able to lift up to fifty (50) pounds.
- Must be able to bend, stoop, squat, kneel, reach above shoulder level and twist body periodically throughout the day.
- Must possess sight/hearing sense so that the requirements of the position can be fully met.
- Ability to utilize hands for repetitive action.
- Reasonable accommodations will be made to achieve essential functions of this position.

ACKNOWLEDGEMENT

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Employee Signature

Date

Employee Name (Print)

Classifications

Maintenance Assistant

Hourly Rate	2020	2021	2022	2023	2024
	NA	17.75	18.28	18.74	19.21

Cleaner/Laborer

Hourly Rate	2020	2021	2022	2023	2024
	NA	16.41	16.9	17.32	17.75

Information Specialist

Hourly Rate	2020	2021	2022	2023	2024
	NA	16	16.48	16.89	17.31

Information Technology Trainee

Hourly Rate	2020	2021	2022	2023	2024
	NA	17.75	18.28	17.74	19.21

Information Technology Technician

Hourly Rate	2020	2021	2022	2023	2024
	NA	NA	19	19.47	19.95

Classifications

Maintenance Assistant

Year	2020	2021	2022	2023	2024
Hourly Rate	NA	\$17.75	\$18.28	\$18.74	\$19.21

Cleaner/Laborer

Year	2020	2021	2022	2023	2024
Hourly Rate	NA	\$16.41	\$16.90	\$17.32	\$17.75

Information Specialist

Year	2020	2021	2022	2023	2024
Hourly Rate	NA	\$16.00	\$16.48	\$16.89	\$17.31

Information Technology Trainee

Year	2020	2021	2022	2023	2024
Hourly Rate	NA	\$17.75	\$18.28	\$18.74	\$19.21

Information Technology Technician

Year	2020	2021	2022	2023	2024
Hourly Rate	NA	NA	\$19.00	\$19.48	\$19.97