

ARTICLE 22
WAGE SCALES

Bargaining unit employees pay shall be determined in accordance with the schedule listed below.

Wage Schedule FY16, FY17, FY18 and FY19

<u>Classification</u>	<u>7/1/2015</u>	<u>7/1/2016</u>	<u>7/1/2017</u>	<u>7/1/2018</u>
<u>Toll Collector</u>				
Entry	\$13.38	\$13.65	\$14.03	\$14.49
Toll Collector 1	\$14.75**	\$15.04**	\$15.44**	\$15.93**
<u>Maintenance/Fee Collectors</u>				
Entry	\$14.26	\$14.55	\$14.95	\$15.44
<u>Parking Enforcement Officer</u>				
Entry	\$14.97	\$15.27	\$15.69	\$16.20
PEO 1	\$16.03*	\$16.35*	\$16.79*	\$17.33*
PEO 2	\$19.08**	\$19.45**	\$19.97**	\$20.60**

Association members shall receive an additional \$.25/hr after eight (8) years of employment and an additional \$.50/hr after twenty (20) years of employment.

*Includes additional \$.25 per hour for 8 years of service

**Includes additional \$.50 per hour for 20 years of service

Parking Commission employees shall be granted longevity pay at the rate of four and no/100 dollars (\$4.00) per month for each full year of service with the City. A Parking Commission employee shall not be entitled to earn longevity pay until he/she has completed one (1) continuous full year of employment service with the Employer. Longevity shall be effective the first working day following the employee's respective anniversary date. No credit shall be allowed toward longevity for a leave of absence or time not worked during a break in continuous employment service.

Whenever a new Parking Enforcement Officer is employed, the Parking Services Director shall select a Field Training Officer (FTO) from among the existing Parking Enforcement Officers (PEO) who have at least five years of experience as a PEO with the Missoula Parking Commission, for the purpose of training new Parking Enforcement Officers, unless the Parking Services Director does not believe a qualified trainer exists among the current PEO's. In this event, the City and the Association will meet to determine an alternate field training plan for the new PEO. If more than one PEO is eligible to be the FTO and merit and ability are equal, the most senior PEO will be offered the FTO assignment first.

The FTO shall be responsible for reporting the progress of the training to the Parking Services Director on a weekly basis, which will include written documentation. The Director

and the FTO shall work together to formulate the training plan and topics. If the training or the reporting process is not satisfactory, the Director may make adjustments in the training schedule.

The Field Training Officer shall be entitled to \$.25/hour in addition to their regular pay for hours actually worked in the FTO capacity (not for hours accounted for by leave time) and this training pay shall be limited to the three (3) month period beginning with the new PEO's hire date.