

## Article 20. <sup>1</sup> Job Classifications and Compensation

### Section 1. Job Classifications

The job classifications covered by this Agreement and their respective wages and salaries during the term of this Agreement shall be set forth in Appendix A.

Employees initially shall be placed in steps in their respective wage/salary grades directly corresponding to their years of service at the Museum as of July 1, 2023 based on the table below or at the step which provides at least a ten percent (10%) wage increase over current wages, whichever is higher. Any employee whose current salary or wage rate is such that no placement on the associated pay scale equals at least a ten percent (10%) pay increase will receive a ten percent (10%) increase to their current salary or wage rate.

Table 1. Wage Scale Placement	
Years of Service	Step
0, 1 and 2	1
3 and 4	2
5 and 6	3
7 to 10	4
11 to 15	5
16 +	6

### Section 2. Job Classifications

There shall be two groups of Employees for purposes of determining status and associated pay.

1. Group 1: Hourly, non-exempt Employees covered by this Agreement.
2. Group 2: Salaried, exempt Employees covered by this Agreement.

### Section 3. Wage and Salary Adjustments

1. Step Increase: On the anniversary date of their date of hire, beginning in 2025, Employees shall be placed on the next higher step in their current wage/salary grade after the following years of service:
  - a. Three (3) years of service
  - b. Five (5) years of service
  - c. Seven (7) years of service
  - d. Eleven (11) years of service
  - e. Sixteen (16) years of service

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<sup>1</sup> The list in this proposal is based on the union's best information about current job classifications and pay rates. The union reserves the right to make corrections, clarifications, or additions if other job classifications not listed here are or become part of the bargaining unit and the right to negotiate over the placement of any new positions.

1. Annual Wage Adjustments: Effective on the first day of the pay period following the ratification of this Agreement, Employees covered by this Agreement shall receive the respective pay as outlined in Appendix A retroactive to July 1, 2023.
  - a. Group 1 Employees covered by this Agreement shall receive the following general wage increases on the following dates:
    - i. July 1, 2024 – \$1.10 per hour
    - ii. July 1, 2025 - \$1.15 per hour
  - b. Group 2 Employees covered by this Agreement shall receive the following general salary increases on the following dates:
    - i. July 1, 2024 – four percent (4.0%)
    - ii. July 1, 2025 – four percent (4.0%)

## Appendix A. Job Classifications and Compensation

Group 1 – Wage Scale			
Grade A			
Step	2023	2024	2025
1	19.75	20.85	22.00
2	20.19	21.29	22.44
3	20.65	21.75	22.90
4	21.11	22.21	23.36
5	21.59	22.69	23.84
6	22.07	23.17	24.32
Grade B			
Step	2023	2024	2025
1	22.71	23.81	24.96
2	23.22	24.32	25.47
3	23.75	24.85	26.00
4	24.28	25.38	26.53
5	24.83	25.93	27.08
6	25.39	26.49	27.64

Group 2 – Salary Scale			
Grade A			
Step	2023	2024	2025
1	47,500	49,400	51,376
2	48,569	50,512	52,532
3	49,662	51,648	53,714
4	50,779	52,810	54,922
5	51,921	53,998	56,158
6	53,090	55,213	57,422
Grade B			
Step	2023	2024	2025
1	54,150	56,316	58,569
2	55,368	57,583	59,886
3	56,614	58,879	61,234
4	57,888	60,204	62,612
5	59,190	61,558	64,020
6	60,522	62,943	65,461
Grade C			
Step	2023	2024	2025

1	60,107	62,511	65,011
2	61,459	63,917	66,474
3	62,842	65,355	67,970
4	64,256	66,826	69,499
5	65,701	68,329	71,063
6	67,180	69,867	72,662
<b>Grade D</b>			
<b>Step</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
1	66,718	69,387	72,162
2	68,219	70,948	73,786
3	69,754	72,544	75,446
4	71,324	74,177	77,144
5	72,929	75,846	78,880
6	74,569	77,552	80,654
<b>Grade E</b>			
<b>Step</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
1	73,390	76,326	79,379
2	75,041	78,043	81,165
3	76,730	79,799	82,991
4	78,456	81,594	84,858
5	80,221	83,430	86,767
6	82,026	85,307	88,720
<b>Grade F</b>			
<b>Step</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
1	80,729	83,958	87,317
2	82,545	85,847	89,281
3	84,403	87,779	91,290
4	86,302	89,754	93,344
5	88,244	91,773	95,444
6	90,229	93,838	97,592