

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE TOWN OF MAMMOTH LAKES
AND
THE MAMMOTH LAKES GENERAL EMPLOYEES' ASSOCIATION
July 1, 2019 to June 30, 2022

PREAMBLE

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500 et seq). The parties to this Memorandum of Understanding are the Town of Mammoth Lakes, State of California, which hereinafter shall be referred to as "Town" and the Mammoth Lakes General Employees' Association, in its affiliation with AFSCME Local 3291, which hereinafter shall be referred to as "Association." The parties have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of the employees represented by the Association and have exchanged freely information, opinions, and proposals and have endeavored to reach agreement on all matters relating to the employment, conditions, and employee relations of such employees.

This Memorandum of Understanding has been presented to the Town Council as a joint recommendation of the undersigned for salary, fringe benefits, and other working conditions for the period beginning July 1, 2019 to June 30, 2022, and was ratified by the Town Council on, August 7, 2019 and the terms and conditions herein are in full force and effect for affected members of the Mammoth Lakes General Employees' Association, in its affiliation with AFSCME Local 3291.

TOWN OF MAMMOTH LAKES



Daniel C. Holler
Town Manager

Date

8-12-19

Jamie Gray
Town Clerk

Date

8/12/19

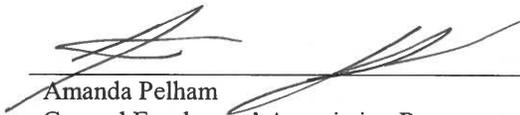
MAMMOTH LAKES GENERAL EMPLOYEES'
ASSOCIATION



Danny Earls
General Employees' Association Representative

Date

August 12, 2019



Amanda Pelham
General Employees' Association Representative

Date

08/12/2019

Table of Contents

ARTICLE 1: Agreement4
ARTICLE 2: Recognition4
ARTICLE 3: Non-Discrimination4
ARTICLE 4: Association Rights4
ARTICLE 5: Town Rights5
ARTICLE 6: Negotiation Procedure5
ARTICLE 7: Personnel Rules and Grievance and Disciplinary Procedures6
ARTICLE 8: Comprehensive and Other Leave6
 8.1 Comprehensive Leave6
 8.2 Scheduling/Notification6
 8.3 Comprehensive Leave at Termination7
 8.4 Comprehensive Carryover/Pay-Outs.....7
 8.5 Comprehensive Leave Accruals.....8
 8.6 Parental Leave8
 8.7 Family and Medical Leave8
 8.8 Military Leave9
 8.9 Jury Duty9
 8.10 Leave Without Pay9
 8.11 Unpaid Leave of Absence9
 8.12 Catastrophic Leave9
ARTICLE 9: Workers' Compensation.....10
 9.1 Industrial Accident and Illness Leave10
 9.2 On-the-Job Injury10
ARTICLE 10: Health Insurance Benefits.....10
 10.1 Health Insurance Benefits10
 10.2 Flexible Benefit Section 125 Program and Benefit Stipend10
 10.3 Vision and Dental Health Reimbursement Arrangement (HRA) Plan11
ARTICLE 11: Deferred Compensation12
ARTICLE 12: Retirement Contribution12
ARTICLE 13: State Disability Insurance.....13
ARTICLE 14: Dues Deductions13
ARTICLE 15: Life Insurance14
ARTICLE 16: Wellness14
ARTICLE 17: Education Reimbursement15
 17.1 Education and Training15
 17.2 Educational Reimbursement Policy15
ARTICLE 18: Anniversary Awards15
ARTICLE 19: Work Schedule.....16
ARTICLE 20: Salaries and Wages.....16

20.1 Salary Scales16

20.2 Base Annual Salaries.....16

20.3 Bilingual Pay17

20.4 Special Function Pay17

20.5 Bonus.....17

ARTICLE 21: Paid Municipal Holidays18

ARTICLE 22: Overtime.....18

22.1 Overtime Policy - Definition.....18

22.2 Overtime Compensation.....19

22.3 Maximum Accumulation of Compensatory Time19

22.4 Usage of Compensatory Time.....19

22.5 Compensatory Leave at Termination19

ARTICLE 23: Compensation for Municipal Holidays/Holiday Overtime.....19

ARTICLE 24: Severance.....20

ARTICLE 25: Effect of Agreement.....20

28.1 Complete Understanding.....20

28.2 Improvement in Benefits.....20

28.3 Savings20

ARTICLE 26: Severability.....20

ARTICLE 27: Duration21

Exhibit A: List of Classifications.....22

Exhibit B: Compensation Schedules23

ARTICLE 1: Agreement

The Articles and provisions contained herein constitute a bilateral and binding agreement (“Agreement”) by and between the Town Council of the Town of Mammoth Lakes, California (“Town”) and the Mammoth Lakes General Employees’ Association (“Association”) in its affiliation with AFSCME Local 3291.

ARTICLE 2: Recognition

The Town recognizes the Association as the exclusive representative of all regular employees whose job classifications are listed in attached Exhibit A.

ARTICLE 3: Non-Discrimination

There shall be no discrimination based on an employee’s race, religious creed, color, national origin, ancestry, sex, age, physical or mental disability, medical condition, sexual orientation, marital status, gender identity, gender expression, genetic characteristics or information, military or veteran’s status, and/or any other category protected by federal and/or state law. In addition, Town policy prohibits retaliation because of the employee’s opposition to a practice the employee reasonably believes to constitute employment discrimination or harassment or because of the employee’s participation in an employment investigation, proceeding, hearing, or legitimate employee organization activities. Employees who believe they have been harassed, discriminated against, or retaliated against, should report that conduct to the Town, and the Town will investigate those complaints.

ARTICLE 4: Association Rights

- 4.1 The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards located at Town facilities and to use the Town email, meeting rooms, equipment, and supplies to notice and conduct meetings. Use of space must not interfere with any Town needs or use.
- 4.2 The Town Manager may authorize up to forty (40) hours annually, not to exceed five (5) days per year, for the Association President or their designee to conduct Association business or attend state or national conferences sponsored by employee associations, exclusive of activities directly related to negotiations affecting this MOU. Public agencies shall allow a reasonable number of public agency employee representatives of recognized employee organizations reasonable time off without loss of compensation or other benefits when formally meeting and conferring with representatives of the public agency on matters within the scope of representation. Association members shall provide their supervisors with reasonable notification requesting release time to conduct association business outside of formal negotiations.
- 4.3 Within thirty (30) days of the ratification of this Agreement, or any subsequent modification thereof, by both parties, the employer agrees to provide an executed copy to

the Association and an electronic copy for distribution and placement on the Town's website.

- 4.4 A representative from the Association shall have the right and the opportunity during normal business hours to speak to a new employee for the purposes of explaining the new employee's contractual rights and introducing them to the Association. No employee is required to attend such meeting.
- 4.5 The Town agrees to notify the Association at least thirty (30) days prior to the elimination of any position and/or implementing an employee layoff which would impact Association-represented employees. The Association may then request to meet and confer.

ARTICLE 5: Town Rights

It is understood and agreed that the Town Council retains all of its powers and authority to direct, manage, and control the operation of the Town to the full extent of the law. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Town, the adoption of ordinances, policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

Included in these Town duties and powers are the exclusive rights to: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; establish its departmental policies, goals, and objectives; insure the rights and privileges of citizens; determine staffing patterns; determine the number and kind of personnel required; maintain the efficiency of Town operations; build, move, or modify facilities; establish budget procedure and determine budgetary allocation; determine the methods of raising revenue; enter into contracts for supplies and services; and take appropriate action in the event of an emergency. In addition, the Town retains the right to hire, classify, assign, transfer, evaluate, promote, demote, suspend, and terminate employees. These rights will be in conformance with the provisions of state and federal laws.

The Town retains its right to waive, for the duration of the cause, pertinent policies and practices referred to in this Agreement in cases of civil defense, natural disasters, epidemics, or acts of God. All rights, powers, and privileges of the Town shall be exercised by the Town Council and the operation of the Town shall be administered by the Town Manager or any other person properly designated by the Town Council or the Town Manager.

ARTICLE 6: Negotiation Procedure

- 6.1 Either party may utilize the services of outside consultants.

- 6.2 The Town Council and the Association will discharge their respective duties required by this agreement in compliance with the Meyers-Milias-Brown Act (Government Code, Section 3500-3511).
- 6.3 Negotiations shall take place at mutually agreeable times and places, provided that meetings be held within ten (10) days after receipt of a written request.
- 6.4 The Association shall designate a minimum of two (2) representatives to meet with the Town Council's representatives.
- 6.5 The Town agrees to share with the Association all fiscal information necessary to facilitate the negotiation process, and the Town shall provide to the Association one copy of such other county and state financial reports as the Association may request.
- 6.6 The Town agrees to provide the Association with one copy of documents or materials used or relied upon in the negotiation process or pertaining to matters within the scope of representation, and/or other documents within the meaning of the Public Records Act of the State of California at no charge. The Association agrees to provide Town with one copy of any document pertaining to matters within the scope of representation and the negotiation process at no charge. Neither party is obligated to provide documents subject to legal privilege.

ARTICLE 7: Personnel Rules and Grievance and Disciplinary Procedures

- 7.1 The Personnel Rules established pursuant to Town Council Resolution, or as subsequently modified by Town Council Resolution, are incorporated herein by reference, as are the Grievance and Disciplinary procedures and provisions established pursuant to said Resolution.
- 7.2 In the event that the Town intends to revise disciplinary and grievance procedures in the Town's Personnel Rules, the Town will meet and confer with the Association.

ARTICLE 8: Comprehensive and Other Leave

8.1 Comprehensive Leave

Comprehensive leave combines several types of leaves, including vacation leave, sick leave, personal leave, and bereavement leave.

8.2 Scheduling/Notification

The scheduling of comprehensive leave for vacation and personal leave purposes and the amount to be taken at any one time shall be determined by the Department Head in accordance with the department's rules and with regard for the needs of the Town primarily and the preferences of the employee secondarily.

In the event an employee finds it necessary to take comprehensive leave which has not been scheduled in advance, such as for illness, bereavement, emergencies, etc., it is the responsibility of the employee to make documented attempt to contact (i.e. by phone, in person, or email) their supervisor at least one (1) hour prior to the beginning of their work day to inform the supervisor of the unexpected need to utilize comprehensive leave.

It is the responsibility of the employee to maintain an appropriate level of leave sufficient to cover time lost in case of an unforeseeable event. If an employee does not have enough leave left, they will have their benefits prorated accordingly for time missed from work. More than one occurrence of missing work without having enough leave to cover time lost may result in disciplinary action.

8.3 Comprehensive Leave at Termination

At separation of service from the Town, employees with accrued comprehensive leave shall be paid out for the balance at the date of termination. Payment for accrued comprehensive leave shall be at the employee's current regular rate of pay, or as required by law, and shall occur at the next regular pay date following the date of termination. The Town Manager, at their discretion, shall have the ability to approve other terms and conditions affecting payout of comprehensive leave at termination for any employee leaving municipal service.

8.4 Comprehensive Carryover/Pay-Outs

No employee shall be able to accrue comprehensive leave in excess of eight hundred and fifty (850) hours. When an employee reaches a comprehensive leave balance of eight hundred and fifty (850) hours, their accrual shall stop until which time their balance falls below eight hundred and fifty (850). Employees who currently have a comprehensive leave balance of eight hundred and fifty (850) hours or more will be paid out in FY 2019/20 for their leave hours down to seven hundred and eighty-two (782) hours at their regular rate of pay. These employees may elect to take their payout as cash or may elect to deposit their payout through payroll into an eligible 457 plan, or other pre-tax account plan, pursuant to applicable state and federal laws.

In the event an employee is not permitted to schedule and take leave as caused by the Town, which would result in the employee exceeding the accumulation limit, the employee may request the Town Manager to consider the reasons for exceeding the cap and may be granted a ninety (90) day extension of time, in which leave time will be scheduled that will bring the employee's accrued time below the eight hundred and fifty (850) limit. One additional ninety (90) day extension may be granted.

Employees may request a payout of comprehensive leave twice annually, not to exceed a combined total of two hundred (200) hours, once during the second quarter of the calendar year and again during the fourth quarter of the calendar year. All such requests will be processed and pay-outs made in accordance with a schedule established by the Town Manager, or designee. Employees will be provided ample advance notification of the schedule. Members requesting a pay-out must retain an accrued comprehensive leave balance of not less than two hundred and forty (240) hours. Pay-outs will be made at the employee's current regular rate of pay.

Employees may elect to take their payout as cash or may elect to deposit their payout through payroll into an eligible 457b Plan, or other pre-tax account plan, pursuant to applicable state and federal laws.

The Town Manager may authorize pay-outs at other times upon the specific written request of an employee, but only in the event that extraordinary circumstances warrant such consideration.

8.5 Comprehensive Leave Accruals

Employees accrue comprehensive leave based upon their length of continuous service as determined by their anniversary date according to the following schedule:

Date of hire in full-time status until two-year anniversary	16.6667 hrs/month
Two year anniversary	18.6667 hrs/month
Five year anniversary	20.6667 hrs/month
Ten year anniversary	22.6667 hrs/month

8.6 Parental Leave

The Town and the Association acknowledge that the California Government Code provides a number of employee benefits for pregnancy, childbirth, and related conditions. The Town provides parental leave in accordance with applicable state and federal law. The Town will provide up to date and current information on the benefits provided and shall make all such information available to an employee upon request. Such information will be available from the Human Resources Department.

The requirement for integrated use of leave time to coordinate with the Family and Medical Leave Act (FLMA), the California Family Rights Act (CFRA), or other qualifying event may be limited to allow the employee to retain not more than a combined total of eighty (80) hours of paid leave in their banks.

8.7 Family and Medical Leave

The Town and the Association acknowledge that state and federal law requires employers to grant family and medical leave under specified circumstances. The Town provides family and medical leave in accordance with applicable state and federal law. The Town will provide up to date and current information on the benefits provided and shall make all such information available to an employee upon request. Such information will be available from the Human Resources Department.

Employees that have a FMLA or CFRA-qualifying event will receive FMLA or CFRA benefits. Those who are also eligible for other benefits such as State Disability Insurance (SDI) or Paid Family Leave benefits must utilize paid leave in accordance with state and federal law on a prorated basis to supplement their additional payments and continue to receive the benefits provided under the FMLA and CFRA laws.

The requirement for integrated use of leave time to coordinate with FMLA, CFRA, or other qualifying event may be limited to allow the employee to retain not more than a combined total of eighty (80) hours of paid leave in their banks.

8.8 Military Leave

The Town and the Association acknowledge that both state and federal law requires an employer to grant an employee leave for specified military service. The Town and the employees in the unit of representation agree to absolute compliance with the law.

8.9 Jury Duty

Employees shall receive full compensation for serving on Jury Duty, provided that Juror Pay (not including mileage) received by the employee is paid to the Town.

8.10 Leave Without Pay

The Department Head may approve an employee's request for up to forty (40) cumulative hours of leave without pay per calendar year. Leave without pay may be granted only after all accrued leave has been exhausted. All benefits, including but not limited to, leave accrual, health insurance, and retirement shall be reduced proportionally to the reduction in work hours.

8.11 Unpaid Leave of Absence

The Town Manager may approve an employee's request for up to a six (6) month unpaid leave that will guarantee that the member shall retain permanent status upon return. Requests for a leave of absence will be made in writing to the Town Manager and shall contain all relevant facts and circumstances in support of the request. The Town Manager's approval of a leave of absence is discretionary; however, the primary consideration in reaching a decision to grant or deny a leave of absence shall be the efficient and orderly operation of the Town and the affected department. All benefits, including but not limited to, leave accrual, health insurance, and retirement shall be terminated for the duration of the leave of absence, except as otherwise required by law. All accrued leave balances must be exhausted before the employee may go onto an unpaid leave of absence.

8.12 Catastrophic Leave

The Town has a policy that allows employees to donate their leave to other employees that have suffered a catastrophic event and have exhausted all types of leave at their disposal. An employee who is eligible to receive other benefits such as (SDI) or Workers' Compensation benefits may receive Catastrophic Leave on a pro-rated basis not to exceed the employee's normal rate of pay. Information related to Catastrophic Leave shall be available from the Human Resources Department.

ARTICLE 9: Worker's Compensation

9.1 Industrial Accident and Illness Leave

Industrial accident leave shall be granted as required by law.

9.2 On-the-Job Injury

Whenever an employee is absent due to an illness or injury arising out of and in the course of employment, the unit member shall receive full compensation, less any Workers' Compensation insurance benefits received, during the first fifteen (15) working days of such absence without deduction from accrued comprehensive leave. Thereafter, if the employee is still properly absent from duty, they may receive, from accrued comprehensive leave, if any, an amount equal to the difference between the amount the member receives as Workers' Compensation insurance benefits and the amount of their regular compensation until the unit member returns to work or accrued leave is exhausted. If comprehensive leave is exhausted, then the unit member will be compensated at the statutory rate under the current Workers' Compensation regulations by the Town's Workers' Compensation Insurance carrier. All benefits, including but not limited to, leave accrual, health insurance, and retirement, shall be reduced proportionally to the reduction in work hours; exceptions to the pro-ration may be considered by the Town Manager.

ARTICLE 10: Health Insurance Benefits

10.1 Health Insurance Benefits

Employees and their dependents shall be eligible for coverage under the Town's health plan, subject to the plan's terms and conditions.

10.2 Flexible Benefit Section 125 Program and Benefit Stipend

The Town will contract with CalPERS for health insurance for the period of this Agreement. The Town will maintain a flexible benefit program.

- a. Employees and their dependents shall be able to participate in the CalPERS Health Program.
- b. The Town shall contribute the minimum amount required by state law per month per employee as the "employer contribution" to the cost of the premium for the health program, should the employee elect to participate in the plan. This is otherwise known as the PEMCHA minimum.
- c. The Town will provide a monthly contribution to each employee in an amount equal to the cost of coverage under the CalPERS Health Insurance Plan based upon the employee's dependent status definition under the CalPERS Health Benefit Program as "employee," "employee plus one," or "employee plus two" for the employee's

flexible (cafeteria) account. This amount is inclusive of the “employer contribution” for the CalPERS Health Program premium.

- d. Employees hired before September 1, 2016 may elect to receive cash in lieu of all or a portion of the Town’s monthly contribution to the employee’s flexible benefit (cafeteria) account (with the exception of the employer contribution for employee health insurance premiums provided to employees electing to participate in the CalPERS Health Program). The stipend amount shall be based on the employee’s rate as calculated for 2019.
- e. Employees hired after September 1, 2016 shall not be eligible to receive a partial benefit stipend. Employees who are currently receiving a partial benefit stipend shall have their stipend reduced to three hundred dollars (\$300) per month beginning July 1, 2019 and two hundred and twenty-five dollars (\$225) per month beginning July 1, 2020. Beginning July 1, 2021, employees shall no longer be eligible for a partial benefit stipend.
- f. Employees who do not elect to take the Town’s health insurance must provide proof of health coverage provided by their spouse or domestic partner’s employer (or other group coverage in accordance with applicable state and federal law) and shall be eligible to receive a benefit stipend of six hundred dollars (\$600) per month. Payments from the Town that the employee receives in lieu of the contribution to the flexible spending (cafeteria) account, shall not be considered an increase in base compensation and shall be taxable pursuant to IRS regulations.

10.3 Vision and Dental Health Reimbursement Arrangement (HRA) Plan

Employees may participate in the Health Reimbursement Arrangement (HRA) Plan as established by the Town to reimburse employees for vision and dental expenses as defined by IRS Publication 502 and the Town’s Vision and Dental Policy. Employees who participate shall be eligible for reimbursement up to a total of \$1,500 for employees and eight hundred dollars (\$800.00) for each dependent (as defined by HRA guidelines specified in IRS Publication 969) per fiscal year, which total may be combined for the use of either the employee or any of their dependents. When two Town employees are considered to be an eligible dependent of one another, they shall not be covered by each other and their dependent children may only be covered by one parent. New employees not employed by the Town for the full fiscal year shall be entitled to a pro-rata reimbursement amount upon hire. Up to eighty percent (80%) of the unused portion of the total benefit, (not to exceed \$2,000 per year for employees with less than one year of service with the Town) may be “rolled over” from one fiscal year to the next, for a total of not more than three fiscal years. For purposes of identifying the unused portion, receipts for services performed in the previous fiscal year must be submitted within sixty (60) days of the beginning of the new fiscal year. Employee must have been in regular, full-time status with the Town at the time the vision/dental services were performed.

For employees hired prior to July 1, 2019, requests for any prior fiscal year’s qualified vision/dental expense submitted after sixty (60) days after the close of the fiscal year will be paid

out of the current fiscal year's benefit amount. Beginning June 30, 2022, no employee shall be eligible for reimbursement for vision/dental services performed in years prior to the immediately preceding fiscal year.

For employees hired after July 1, 2019, vision/dental services performed in the immediately preceding fiscal year shall be considered reimbursable. Requests for reimbursement for vision/dental services performed in years prior to the immediately preceding fiscal year shall not be eligible.

The current fiscal year benefit amount will be used to pay all reimbursement requests. Once the current fiscal year benefit amount is exhausted, rollover benefit amounts from previous years will be used to fund the reimbursement requests. "Rollover Year 1" benefit will be accessed first for reimbursement requests. Then, "Rollover Year 2" benefit amount will be accessed for reimbursement requests. Finally, if current fiscal year and Rollover Year's one and two benefits have been exhausted, "Rollover Year 3" will be accessed for reimbursement requests. Any amount remaining in "Rollover Year 3" sixty (60) days after the close of a fiscal year will no longer be available to fund reimbursement requests. Employees may elect to not participate in the reimbursement program by notifying the Human Resources Department with a written request to opt out of the plan. Eligibility for reimbursement ends at the end of the month of termination of employment for expenses incurred prior to permanent separation from service. Exceptions to reimbursement are subject to HRA guidelines and Town Manager approval.

ARTICLE 11: Deferred Compensation

The Town shall maintain a deferred compensation plan (IRC 457b Plan) in good standing and shall make voluntary participation in the plan available to employees.

The Town shall contribute to the Town's Section 457(b) deferred compensation plan for the benefit of the employees. Beginning July 1, 2019, the Town shall contribute twenty-three dollars (\$23.00) per pay period for twenty-four (24) pay periods per year into an approved deferred compensation plan. Beginning on the first full pay period in July, 2020, the Town shall contribute fifty dollars (\$50.00) per pay period for twenty four (24) pay periods per year into an approved deferred compensation plan. Deposits shall occur as part of the first and second payrolls of each month.

ARTICLE 12: Retirement Contribution

- 12.1 Employees covered by this Agreement will participate in the California Public Employees Retirement System (CalPERS). The Town shall maintain the employer contribution to CalPERS for the term of this Agreement.

Employees participate in CalPERS as follows:

- a. Employees hired before January 1, 2013, or "Classic Members" as defined by CalPERS (not new members per CCR 579.1(b)), shall receive the 2.7% @ age 55 retirement formula, highest thirty-six (36) month average final compensation period, the Fourth Level of the 1959 Survivor's Benefit, and a two percent (2.0%) retirement

Cost of Living Adjustment (COLA). These employees shall pay the entire eight percent (8%) of the CalPERS employee's contribution on a pre-tax basis.

- b. Non-Classic employees (New Members - CCR 579.1(a)) hired after January 1, 2013 will pay the full CalPERS required amount to this plan in accordance with the Public Employee Pension Reform Act (PEPRA) employee's contribution on a pre-tax basis. Both parties recognize that this contribution will change from time to time and will be adjusted on the first full pay period of each fiscal year. New miscellaneous members will receive the 2% @ age 62 retirement formula, highest thirty-six (36) month average final compensation period, the Fourth Level of the 1959 Survivor's Benefit, and a two percent (2.0%) retirement COLA.

- 12.2 The Town agrees to maintain the employer portion of the contribution to CalPERS.
- 12.3 Participation in the CalPERS plan discontinues employee participation in the Social Security System related to Town employment.
- 12.4 All participation in CalPERS is subject to the contract between the Town and CalPERS and the interpretation of rules, regulations, and contract by CalPERS.
- 12.5 Employee "member contributions" shall be made pursuant to Internal Revenue Code (414)(h)(2).

ARTICLE 13: State Disability Insurance

Employees participate in State Disability Insurance (SDI). Under the California Unemployment Insurance Code, "disability" includes any illness or injury, either physical or mental, including pregnancy, childbirth, or related medical condition that prevents a member from doing their regular or customary work. Employee contributions shall be made via payroll on a pre-tax basis.

Employees who are eligible to receive SDI shall utilize paid leave on a prorated basis to supplement their SDI payments, in accordance with the Town's Family and Medical Leave Policy and applicable state and federal law. All benefits shall be reduced proportionally to the reduction in paid leave hours utilized in accordance with the Town's Family and Medical Leave Policy and applicable state and federal law.

ARTICLE 14: Dues Deductions

Employees may sign up for payroll deductions of Association dues with the Association. The Association will certify to the Town any new members of the Association.

Town agrees to deduct dues as established by the Association. The sum so withheld shall be remitted by the Town, without delay, directly to the Association along with a list of employees who have had such amounts deducted. As periodically requested by the Town, association agrees to provide a listing of all additions or deletions of membership or requested changes to establish payroll deductions of its members, to the Town.

The employee's earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-paid status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions have priority over Association dues.

It shall be the sole responsibility of the Association to procure and enforce payroll deduction of dues.

The Association agrees to indemnify, defend, and hold harmless the Town, its officers, employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments, and other forms of liability arising out of the application or enforcement of this section. In no event shall the Town be required to pay from its own funds Association dues which the employee was obligated to pay, but failed to pay regardless of the reasons.

Any Association member who notifies the Town of their desire to discontinue dues deductions or otherwise withdraw from Association membership shall be referred back to the Association. The Town agrees to continue all dues deductions until notified of a deduction change by the Association.

ARTICLE 15: Life Insurance

The Town will provide a term life insurance policy for employees in the amount of \$50,000, dropping to \$25,000 at age seventy (70). Dependents shall be eligible for coverage under the group life insurance policy in the amount of \$5,000; premiums will be paid by the Town.

ARTICLE 16: Wellness Program

- 16.1 For fiscal year 2019-20, each employee shall be entitled to a wellness benefit of \$650 annually to be used for wellness expenses that support physical activities, nutritional services, and general wellness, including but not limited to fees for a gym membership, personal training, ski pass, race entrance fees, massage, health and fitness classes, smoking cessation programs, weight loss programs, and team fees. Purchases for equipment are limited to similar types of gym equipment such as treadmills, bikes, and other cardiovascular or home-gym equipment. Consumables such as personal gear, parts, accessories, and equipment "ad-ons" are not included. The funds shall be distributed via a reimbursement program. Unused funds shall not carry over to the next fiscal year and will expire unless the employee elects to have the funds distributed to a Town-administered 457 Plan at the end of each fiscal year. Employees not employed by the Town for the full fiscal year shall be entitled to a pro-rata reimbursement amount. Wellness activities shall not be considered employer-sponsored events. All wellness purchases shall be reimbursed subject to Administrative Services/Finance Director approval. Beginning July 1, 2020, employees shall not be eligible to receive a wellness reimbursement.

16.2 The Town shall maintain a corporate membership at an athletic/health club, if available, within the Town limits.

ARTICLE 17: Education Reimbursement

17.1 Education and Training

Continuing Education: Funding for continuing education may be available to employees on a case-by-case basis and is subject to Department Head approval and budget.

Licenses, Certifications, and Professional Development: The Town recognizes the importance of having highly skilled employees and encourages employees to take educational and training courses each year. Management will make every effort to assure that Town funds are provided annually in each budget for these purposes.

17.2 Educational Reimbursement Policy

Education reimbursement will be provided in accordance with the Town's Educational Reimbursement Policy.

ARTICLE 18: Anniversary Awards

The Town Council recognizes the important contribution made by valued long-term employees and wishes to reward their service to the Town. Productive, long-term employees are the Town's most valuable asset and are to be commended for their skill, talent, dedication, and service.

The Town shall award employees for every five (5) years of service to the Town according to the schedule herein provided. The following schedule of awards is intended to accompany a certificate of appreciation from the Town Council:

Years of Service	Award
5 years	Council recognition and 20 hours of paid administrative leave
10 years	Council recognition and 28 hours of paid administrative leave
15 years	Council recognition and 36 hours of paid administrative leave
20 years	Council recognition and 44 hours of paid administrative leave
25 years	Council recognition and 84 hours of paid administrative leave
30 years	Council recognition and 88 hours of paid administrative leave

***For each following five-year increment, Council recognition and 88 hours of administrative leave.*

Paid administrative leave shall have no cash value and must be used within twelve (12) months of the employee's anniversary date.

ARTICLE 19: Work Schedule

- 19.1 The normal workweek for employees is forty (40) hours. The standard workweek begins at 12:00 a.m. midnight on Monday and ends at 11:59 p.m. on Sunday, unless an alternative work schedule is approved according to the Alternative Work Schedule Policy. Alternative work schedules and work weeks may be established on a departmental basis with the approval of the Town Manager, with the needs of the department and the Town being the primary consideration and the preferences of the employee being a secondary consideration.
- 19.2 The normal workday for employees is eight (8) hours per day.
- 19.3 The Town Manager may designate other normal working hours as required by the needs of the Town. This may include what are referred to as “9-80” or “4-10” work schedules.
- 19.4 If an employee is required to work overtime because of an emergency declared by the Town Manager or designee, that employee’s regular work schedule (other than during the period of emergency) shall remain unchanged. Any such overtime shall be treated as compensatory time and shall be used by the employee at the employee’s discretion subject to approval by the employee’s supervisor or Department Head. In the event the Town is reimbursed by the State or Federal emergency management systems for overtime earned during an emergency, members may, on their individual discretion, request to exchange earned compensatory time for paid time up to the amount of unused compensatory time earned during the emergency. Should reimbursement be in an amount less than required to totally compensate all eligible employees, the funds shall be used as a pool and all employees requesting reimbursement will receive a pro rata share against total overtime hours worked.

ARTICLE 20: Salaries and Wages

20.1 Salary Scales

The salary scale shall consist of eight (8) steps, attached as Exhibit B.

20.2 Base Annual Salaries

Employees shall receive the following adjustments to base salary effective on the dates as shown. Increases will go into effect on the first full pay period of the month..

- July, 20192.0% equity adjustment
- January, 20202.0% pay adjustment
- July, 20202.5% pay adjustment
- July, 20212.5% pay adjustment

20.3 Bilingual Pay

The Town acknowledges that bilingual speaking ability may enhance an employee's ability to contribute to the Town. As such, employees who meet bilingual proficiency qualifications may receive a pay differential of five percent (5.0%) of their base salary. Approval of bilingual pay shall be tied into demonstrated enhancements from an employee's ability to speak dual languages. The Town Manager and Human Resources Manager shall determine the appropriateness of bilingual pay, designate language and testing requirements, including periodic re-examination of proficiency as deemed appropriate, and which will determine the qualifications for and maintenance of this incentive.

20.4 Special Function Pay

The Town and the Association agree that an employee's possession of certain appropriate certifications, licenses, degrees, and skills which are not a part of the required qualifications for a position (as outlined in the position's job description) may be of value to the Town, and, when utilized, increase the employee's value. Department Heads and/or employees may identify such certifications, licenses, degrees, and skills that could merit special function pay. Employees must actively and regularly utilize certifications, licenses, degrees, and skills that benefit the Town in order to qualify and maintain special function pay status. Special function pay shall be two and one-half percent (2.5%) of an employee's base salary. Final approval of Special Function Pay status shall be determined by the employee's Department Head and Human Resources Manager.

Special function pay may include, but is not limited to:

- Notary
- Special license or certification applicable to job
- Driver's license used but not required for position

20.5 Bonus

Employees shall be eligible for an annual contingent payment based upon Transient Occupancy Tax (TOT) revenues received during the previous fiscal year, in order to allow them to share in the success of the Town. No individual payment shall exceed \$4,000. The amount, will be based on eight percent (8%) of the TOT revenues that are greater than the amount budgeted to be received and retained by the Town (i.e., the amount does not include TOT allocated to outside agencies (Tourism, Housing, and Transit). The revenue sharing payment shall be calculated based on the total year end Town's share of TOT revenues above the original fiscal year TOT budget. This amount shall be divided by the number of all eligible, miscellaneous regular employees at the time of the payment to determine the amount per employee. In order to be eligible for this contingent revenue sharing payment, an employee must be (a) employed with the Town for some part of the fiscal year on which the calculation is based, and (b) be employed with the Town at the time the payment is made. Eligibility for this payment is not complete, and no right to this payment is earned, unless both of these criteria are satisfied. New employees who join Town service during any year who are not employed by the Town for the full fiscal year, but who are employed when the payments are calculated and paid, are eligible for a pro-rata payment based on regular hours worked, including part-time employment for employees that subsequently

became full-time prior to the start of the fiscal year. Payments shall be subject to applicable state and federal tax withholdings. Payments shall not be subject to retirement.

ARTICLE 21: Paid Municipal Holidays

All holidays are considered one eight (8)-hour work day. The following are recognized as paid municipal holidays:

- January 1st (New Year's Day);
- The third Monday in January (Martin Luther King Jr. Day);
- The third Monday in February (Presidents Day);
- The last Monday in May (Memorial Day);
- July 4th (Independence Day);
- The first Monday in September (Labor Day);
- November 11th (Veterans Day);
- Thanksgiving Day;
- Friday following Thanksgiving Day;
- December 24th (Christmas Eve);
- December 25th (Christmas Day);
- December 31st (New Year's Eve).
- Floating Holiday (one per fiscal year)

If New Year's Day, New Year's Eve, Independence Day, Christmas Eve or Christmas Day fall upon a Sunday, the Monday following will be considered the holiday. If said holidays fall upon a Saturday, the Friday preceding will be considered the holiday. If the alternative Monday or Friday is already a different holiday (i.e. in the case of Christmas Eve and Christmas Day), the holiday will be observed on whichever day, Monday or Friday, is not already a holiday.

If Veterans Day falls upon a Saturday and/or Sunday, the observed holiday shall correspond with the observed Federal Veterans Day holiday.

Floating holidays shall be taken at the discretion of the employee's supervisor, provided they are not taken in conjunction with another paid municipal holiday, unless the employee is required to work on a paid municipal holiday. The procedure for taking a floating holiday shall be the same as the procedure for using comprehensive leave as outlined in section 8.2 "Scheduling/Notification". The floating holiday shall not roll over to the following fiscal year.

ARTICLE 22: Overtime

22.1 Overtime Policy – Definition

It is the policy of the Town that overtime work is to be kept at a minimum consistent with the protection of the lives and property of Mammoth Lakes citizens and the efficient operation of the Departments and operations of the Town. Overtime must be authorized in advance by both the

supervisor and Department Head and is subject to such other rules and procedures as the Town Manager may prescribe.

Overtime shall be defined as time actually worked beyond forty (40) hours per work week. "Time actually worked" is defined as all time during which an employee is necessarily required by the employer to be on the employer's premises, on duty, or at a prescribed work place. Properly-approved travel time for work purposes will be compensated as "hours worked" in compliance with applicable FLSA regulations. Town-paid leaves (e.g. comprehensive leave, holidays, etc.), meal periods, other state or federal paid leaves and release time for Association business, are not considered "time actually worked".

22.2 Overtime Compensation

For hours worked in excess of forty (40) hours in any workweek, one of the following shall occur at the discretion of the Department Head, and in consultation with the employee.

Employee shall accrue compensatory time-off on a time-and-one-half basis; or,

Overtime shall be paid at time-and-one-half the regular hourly rate of pay.

22.3 Maximum Accumulation of Compensatory Time

Employees may accumulate up to one hundred (100) hours of compensatory time. Time off for compensatory time must be approved in advance by the Department Head, or their designee. In the event of a separation from service, the employee shall be entitled to a cash payment of all their accumulated compensatory time, regardless of cause or reason.

22.4 Usage of Compensatory Time

Compensatory time earned shall be used at the employee's discretion with the prior approval of the employee's supervisor or their designee. The employee must be permitted to use the compensatory time off within a reasonable period after making a request if the employee's use of the compensatory time does not unduly disrupt the operation of the department.

22.5 Compensatory Leave at Termination

Upon separation from the Town, employee shall receive payment for all accrued compensatory leave at the employee's current regular rate of pay, or as required by law.

ARTICLE 23: Compensation for Municipal Holidays/Holiday Overtime

23.1 An employee on a leave-of-absence without pay shall not receive any compensation for holidays occurring during such leave.

23.2 An employee must be in a pay status on the workday preceding a holiday to be eligible to be compensated for the holiday.

23.3 All time worked on a paid municipal holiday as defined by the Town, except personal leave, shall be paid at the rate of one and one-half (1.5) times the employee's regular rate of pay or shift differential rate, whichever is applicable. The employee will also receive time off in an amount equal to the hours worked on the paid municipal holiday within a reasonable period of time with the approval of the Department Head.

ARTICLE 24: Severance

If an employee is laid off by the Town without cause, upon separation agreement approved by the Town which releases all claims against the Town, Town employees, and Town officials, the employee shall be eligible to receive severance payment in accordance with the schedule below. All payments under this section are subject to applicable payroll taxes and withholdings.

Five years of continuous service	Two weeks (80 hours)
Ten or more years of continuous service	Four weeks (160 hours)

ARTICLE 25: Effect of Agreement

25.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of the Agreement.

25.2 Improvements in Benefits

Improvements in member benefits contained in this Agreement which are brought about by the amendment or addition of statutory mandated guarantees now provided in California law shall be incorporated into this Agreement.

25.3 Savings

If any provision of this Agreement or any application thereof to any member is held by a court of competent jurisdiction to be contrary to law, then such provision or application shall be deemed invalid, to the extent required by such court decision, but all other provisions or applications shall continue in full force and effect.

ARTICLE 26: Severability

Should any section, clause, or provision of this Memorandum of Understanding be declared illegal by final judgment of a court of competent jurisdiction, such invalidation of such section, clause, or provision shall not invalidate the remaining portions thereof, and such remaining portions shall remain in full force and effect.

Upon such invalidation, the parties agree to meet and confer immediately on substitute provisions for such parts or provisions rendered or declared illegal or an unfair labor practice.

ARTICLE 27: Duration

The provisions set forth herein are final. Except as otherwise provided herein, no changes or modifications shall be offered, urged, or otherwise presented by the General Employees Association or the Town of Mammoth Lakes for the duration of this Agreement, provided, however, that nothing herein shall prevent the parties from meeting and conferring and making modifications herein by mutual consent. The provisions herein shall be from July 1, 2019 to June 30 2022.

EXHIBIT A

List of Classifications Represented by the General Employees' Association

Assistant Clerk
Assistant Engineer
Assistant Planner
Associate Planner
Code Compliance Officer
Engineering Assistant
Payroll/Human Resources Specialist
Permit Technician I
Permit Technician II
Planning Technician
Plans Examiner/Engineer
Program & Facilities Coordinator
Records Supervisor
Recreation Supervisor
Revenue Accountant
Revenue Specialist
Senior Accounting Assistant
Senior Community Service Officer
Senior Public Works Inspector

EXHIBIT B

Compensation Schedules

GEA Pay Ranges Effective July 1, 2019

Pay Range	ANNUAL								MONTHLY								HOURLY										
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H			
G/100	23,492	30,757	32,515	34,141	35,848	37,640	39,522	41,498	G/100	1,958	2,581	2,710	2,845	2,987	3,137	3,294	3,458	G/100	14,788	14,800	15,322	16,439	17,236	18,062	19,010	19,110	
G/101	29,787	31,276	32,840	34,482	36,206	38,016	39,917	41,913	G/101	2,482	2,606	2,737	2,874	3,017	3,168	3,326	3,493	G/101	14,320	14,335	15,085	15,788	16,577	17,406	18,269	19,190	19,150
G/102	30,085	31,589	33,168	34,826	36,567	38,395	40,315	42,331	G/102	2,507	2,632	2,764	2,902	3,047	3,200	3,360	3,528	G/102	14,463	14,478	15,246	16,033	16,853	17,708	18,591	19,522	19,482
G/103	30,386	31,905	33,500	35,175	36,934	38,781	40,720	42,756	G/103	2,532	2,657	2,792	2,931	3,078	3,232	3,393	3,563	G/103	14,608	14,623	15,408	16,216	17,057	17,934	18,847	19,789	19,749
G/104	30,690	32,225	33,836	35,528	37,304	39,169	41,127	43,183	G/104	2,558	2,685	2,820	2,961	3,109	3,264	3,427	3,599	G/104	14,758	14,773	15,578	16,403	17,257	18,142	19,059	19,997	19,957
G/105	30,997	32,547	34,174	35,883	37,677	39,561	41,539	43,616	G/105	2,583	2,712	2,848	2,990	3,140	3,297	3,462	3,635	G/105	14,904	14,919	15,743	16,587	17,461	18,376	19,323	20,292	20,252
G/106	31,307	32,871	34,514	36,242	38,054	39,957	41,945	44,033	G/106	2,609	2,739	2,876	3,020	3,171	3,330	3,496	3,671	G/106	15,051	15,066	15,908	16,771	17,675	18,619	19,604	20,621	20,581
G/107	31,620	33,201	34,861	36,600	38,434	40,356	42,374	44,493	G/107	2,635	2,767	2,905	3,050	3,203	3,331	3,508	G/107	15,209	15,224	16,081	16,964	17,897	18,876	19,899	20,956	20,916	
G/108	31,936	33,533	35,210	37,001	38,820	40,761	42,799	44,939	G/108	2,661	2,794	2,934	3,081	3,235	3,397	3,567	G/108	15,358	15,373	16,249	17,152	18,105	19,108	20,151	21,234	21,194	
G/109	32,255	33,868	35,561	37,339	39,206	41,166	43,224	45,385	G/109	2,688	2,822	2,963	3,112	3,267	3,431	3,602	3,782	G/109	15,507	15,522	16,416	17,339	18,302	19,315	20,368	21,461	21,421
G/110	32,578	34,207	35,917	37,713	39,599	41,579	43,658	45,841	G/110	2,715	2,851	2,993	3,143	3,300	3,465	3,638	3,820	G/110	15,652	15,667	16,581	17,524	18,517	19,560	20,653	21,786	21,746
G/111	32,904	34,549	36,276	38,090	39,995	41,995	44,005	46,300	G/111	2,742	2,879	3,023	3,174	3,333	3,500	3,675	3,858	G/111	15,812	15,827	16,761	17,724	18,747	19,820	20,953	22,126	22,086
G/112	33,233	34,895	36,640	38,472	40,396	42,416	44,537	46,764	G/112	2,769	2,908	3,053	3,206	3,366	3,535	3,713	3,897	G/112	15,974	15,989	16,943	17,926	18,969	20,072	21,235	22,448	22,408
G/113	33,566	35,243	37,035	38,955	40,908	42,988	45,169	47,450	G/113	2,797	2,937	3,084	3,238	3,400	3,570	3,749	3,936	G/113	16,137	16,152	17,127	18,130	19,183	20,296	21,469	22,722	22,682
G/114	33,901	35,596	37,376	39,245	41,207	43,267	45,430	47,702	G/114	2,825	2,966	3,115	3,270	3,434	3,606	3,786	3,975	G/114	16,298	16,313	17,307	18,330	19,403	20,536	21,729	23,002	22,962
G/115	34,240	35,952	37,750	39,638	41,620	43,701	45,886	48,180	G/115	2,853	2,996	3,146	3,303	3,468	3,642	3,824	4,015	G/115	16,461	16,476	17,486	18,529	19,622	20,775	22,008	23,351	23,311
G/116	34,582	36,311	38,127	40,033	42,035	44,137	46,344	48,661	G/116	2,882	3,026	3,177	3,336	3,503	3,678	3,862	4,055	G/116	16,626	16,641	17,666	18,729	19,842	21,015	22,358	23,761	23,721
G/117	34,928	36,674	38,508	40,433	42,455	44,578	46,807	49,147	G/117	2,911	3,056	3,209	3,369	3,538	3,713	3,901	4,096	G/117	16,793	16,808	17,843	18,936	20,079	21,282	22,545	23,968	23,928
G/118	35,277	37,041	38,893	40,838	42,880	45,024	47,275	49,639	G/118	2,940	3,087	3,241	3,403	3,573	3,752	3,940	4,137	G/118	16,960	16,975	18,025	19,138	20,301	21,534	22,837	24,280	24,240
G/119	35,630	37,412	39,283	41,247	43,309	45,474	47,748	50,135	G/119	2,969	3,118	3,274	3,437	3,609	3,790	3,979	4,178	G/119	17,128	17,143	18,207	19,340	20,543	21,826	23,239	24,782	24,742
G/120	35,986	37,785	39,674	41,658	43,741	45,928	48,224	50,635	G/120	2,999	3,149	3,306	3,472	3,645	3,827	4,019	4,220	G/120	17,301	17,316	18,389	19,542	20,775	22,098	23,511	25,054	25,014
G/121	36,346	38,163	40,071	42,075	44,179	46,388	48,707	51,142	G/121	3,029	3,180	3,339	3,506	3,682	3,866	4,059	4,262	G/121	17,474	17,489	18,571	19,744	20,997	22,350	23,803	25,356	25,316
G/122	36,709	38,544	40,471	42,495	44,620	46,851	49,194	51,654	G/122	3,059	3,212	3,373	3,541	3,718	3,904	4,100	4,305	G/122	17,648	17,663	18,755	19,948	21,221	22,604	24,157	25,710	25,670
G/123	37,076	38,930	40,877	42,921	45,067	47,320	49,686	52,170	G/123	3,090	3,244	3,406	3,577	3,756	3,943	4,141	4,348	G/123	17,825	17,840	18,941	20,154	21,447	22,930	24,583	26,136	26,096
G/124	37,447	39,319	41,285	43,349	45,516	47,792	50,182	52,691	G/124	3,121	3,277	3,440	3,612	3,793	3,983	4,182	4,391	G/124	18,004	18,019	19,131	20,364	21,677	23,260	25,013	26,566	26,526
G/125	37,821	39,712	41,698	43,783	45,972	48,271	50,685	53,219	G/125	3,152	3,309	3,475	3,649	3,831	4,023	4,224	4,435	G/125	18,188	18,203	19,325	20,578	21,971	23,614	25,527	27,080	27,040
G/126	38,199	40,109	42,114	44,220	46,431	48,753	51,191	53,751	G/126	3,183	3,342	3,510	3,685	3,869	4,063	4,266	4,479	G/126	18,374	18,389	19,521	20,794	22,217	23,900	25,943	27,596	27,556
G/127	38,581	40,510	42,536	44,663	46,896	49,241	51,703	54,288	G/127	3,215	3,376	3,545	3,722	3,908	4,103	4,309	4,524	G/127	18,564	18,579	19,721	21,014	22,457	24,260	26,403	28,156	28,116
G/128	38,967	40,915	42,961	45,109	47,364	49,732	52,129	54,630	G/128	3,247	3,410	3,580	3,759	3,947	4,144	4,352	4,569	G/128	18,754	18,769	19,921	21,234	22,717	24,580	26,823	29,176	29,136
G/129	39,357	41,325	43,391	45,561	47,839	50,231	52,743	55,380	G/129	3,280	3,444	3,616	3,797	3,987	4,186	4,395	4,615	G/129	18,946	18,961	20,129	21,472	23,005	24,908	27,261	29,714	29,674
G/130	39,751	41,739	43,826	46,017	48,318	50,734	53,271	55,935	G/130	3,313	3,478	3,652	3,835	4,027	4,228	4,439	4,661	G/130	19,141	19,156	20,333	21,696	23,259	25,212	27,665	30,218	30,178
G/131	40,149	42,156	44,264	46,477	48,801	51,241	53,803	56,493	G/131	3,346	3,513	3,689	3,873	4,067	4,270	4,484	4,708	G/131	19,342	19,357	20,543	21,936	23,529	25,522	28,075	30,628	30,588
G/132	40,550	42,578	44,707	46,942	49,391	51,953	54,541	57,058	G/132	3,379	3,548	3,726	3,912	4,107	4,313	4,528	4,754	G/132	19,545	19,560	20,759	22,172	23,805	25,838	28,391	31,044	30,994
G/133	40,956	43,004	45,154	47,412	49,783	52,272	54,886	57,630	G/133	3,413	3,584	3,763	3,951	4,149	4,356	4,574	4,803	G/133	19,750	19,765	20,973	22,406	24,079	26,142	28,705	31,358	31,308
G/134	41,366	43,434	45,606	47,886	50,280	52,794	55,434	58,206	G/134	3,447	3,620	3,801	3,991	4,190	4,400	4,620	4,851	G/134	19,956	19,971	21,189	22,642	24,345	26,428	29,091	31,844	31,794
G/135	41,780	43,869	46,062	48,365	50,783	53,322	55,988	58,787	G/135	3,482	3,656	3,839	4,030	4,232	4,444	4,666	4,899	G/135	20,163	20,178	21,405	22,878	24,621	26,744	29,407	32,260	32,210
G/136	42,198	44,308	46,523	48,849	51,291	53,856	56,549	59,376	G/136	3,517	3,692	3,877	4,071	4,274	4,488	4,712	4,948	G/136	20,372	20,387	21,624	23,117	24,890	27,053	29,806	32,759	32,709
G/137	42,620	44,751	46,989	49,338	51,805	54,395	57,115	59,971	G/137	3,552	3,729	3,916	4,112	4,317	4,533	4,760	4,998	G/137	20,584	20,599	21,845	23,358	25,171	27,374	30,227	33,280	33,230
G/138	43,046	45,198	47,458	49,831	52,333	54,939	57,686	60,570	G/138	3,587	3,767	3,955	4,153	4,360	4,578	4,807	5,048	G/138	20,797	20,812	22,067	23,590	25,433	27,676	30,629	33,782	33,732
G/139	43,476	45,650	47,933	50,330	52,847	55,489	58,263	61,176	G/139	3,623	3,804	3,994	4,194	4,404	4,624	4,855	5,098	G/139	21,011	21,026	22,284	23,827	25,700	27,973	31,026	34,179	34,129
G/140	43,911	46,107	48,412	50,833	53,375	56,044	58,846	61,788	G/140	3,659	3,842	4,034	4,236	4,448	4,670	4,90											

GEA Pay Ranges Effective January 1, 2020

Pay Range	ANNUAL								MONTHLY								HOURLY									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
G/100	30,082	31,386	33,165	34,823	36,564	38,393	40,312	42,328	G/100	2,507	2,632	2,764	2,902	3,047	3,199	3,359	3,527	G/100	14,4625	15,2856	16,1447	17,0418	17,9788	18,9577	19,9808	20,0000
G/101	30,383	31,902	33,497	35,172	36,931	38,778	40,717	42,753	G/101	2,532	2,659	2,791	2,931	3,078	3,232	3,393	3,563	G/101	14,6072	15,3375	16,1043	16,9096	17,7553	18,6433	19,5755	20,5543
G/102	30,687	32,211	33,832	35,524	37,300	39,165	41,123	43,179	G/102	2,557	2,685	2,819	2,960	3,108	3,264	3,427	3,598	G/102	14,7534	15,4909	16,2654	17,0788	17,9327	18,8293	19,7707	20,7591
G/103	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	G/103	2,583	2,712	2,848	2,990	3,140	3,297	3,461	3,634	G/103	14,9010	15,6462	16,4284	17,2500	18,1125	19,0183	19,9692	20,9678
G/104	31,304	32,869	34,512	36,238	38,050	39,953	41,951	44,049	G/104	2,609	2,739	2,876	3,020	3,171	3,329	3,496	3,671	G/104	15,0500	15,8024	16,5923	17,4221	18,2933	19,2008	20,1488	21,1374
G/105	31,617	33,198	34,858	36,601	38,431	40,353	42,371	44,490	G/105	2,635	2,767	2,905	3,050	3,203	3,363	3,531	3,708	G/105	15,2005	15,9606	16,7857	17,5966	18,4764	19,4005	20,3707	21,3894
G/106	31,933	33,526	35,198	36,954	38,815	40,794	42,894	45,024	G/106	2,661	2,794	2,934	3,081	3,235	3,396	3,566	3,745	G/106	15,3524	16,1202	16,9264	17,7726	18,6611	19,5942	20,5740	21,6029
G/107	32,253	33,855	35,538	37,336	39,253	41,163	43,221	45,382	G/107	2,688	2,821	2,963	3,111	3,267	3,430	3,602	3,782	G/107	15,5058	16,2813	17,0953	17,9521	18,8476	19,7896	20,7793	21,8183
G/108	32,575	34,204	35,914	37,710	39,596	41,565	43,655	45,838	G/108	2,715	2,850	2,993	3,143	3,300	3,465	3,638	3,820	G/108	15,6611	16,4442	17,2663	18,1298	19,0365	19,9885	20,9800	22,0375
G/109	32,901	34,546	36,273	38,073	39,991	41,991	44,091	46,296	G/109	2,742	2,879	3,023	3,174	3,333	3,499	3,674	3,858	G/109	15,8178	16,6087	17,4389	18,3111	19,2264	20,1880	21,1976	22,2577
G/110	33,230	34,892	36,637	38,469	40,392	42,412	44,533	46,760	G/110	2,769	2,908	3,053	3,206	3,366	3,534	3,711	3,897	G/110	15,9760	16,7750	17,6139	18,4947	19,4192	20,3904	21,4101	22,4808
G/111	33,562	35,240	37,002	38,852	40,795	42,835	44,977	47,226	G/111	2,797	2,937	3,084	3,238	3,400	3,570	3,748	3,936	G/111	16,1356	16,9423	17,7894	18,6788	19,6130	20,5938	21,6236	22,7048
G/112	33,898	35,593	37,373	39,242	41,204	43,264	45,427	47,698	G/112	2,825	2,966	3,114	3,270	3,434	3,605	3,786	3,975	G/112	16,2971	17,1120	17,9678	18,8663	19,8096	20,8000	21,8399	22,9317
G/113	34,237	35,949	37,746	39,633	41,615	43,699	45,874	48,174	G/113	2,853	2,995	3,146	3,303	3,468	3,641	3,823	4,015	G/113	16,4601	17,2832	18,1471	19,0543	20,0072	21,0077	22,0582	23,1611
G/114	34,579	36,308	38,123	40,029	42,030	44,132	46,339	48,656	G/114	2,882	3,026	3,177	3,336	3,503	3,678	3,862	4,055	G/114	16,6245	17,4558	18,3284	19,2447	20,2067	21,2173	22,2784	23,3923
G/115	34,925	36,671	38,505	40,430	42,452	44,575	46,804	49,144	G/115	2,910	3,056	3,209	3,369	3,538	3,715	3,900	4,095	G/115	16,7909	17,6303	18,5120	19,4375	20,4096	21,4303	22,5019	23,6269
G/116	35,274	37,038	38,890	40,835	42,877	45,021	47,272	49,636	G/116	2,940	3,087	3,241	3,403	3,573	3,752	3,939	4,136	G/116	16,9587	17,8067	18,6971	19,6322	20,6139	21,6447	22,7269	23,8635
G/117	35,627	37,408	39,278	41,242	43,304	45,469	47,742	50,129	G/117	2,969	3,117	3,273	3,437	3,609	3,789	3,979	4,177	G/117	17,1284	17,9846	18,8837	19,8179	20,8192	21,8601	22,9529	24,1005
G/118	35,983	37,782	39,671	41,655	43,738	45,925	48,221	50,632	G/118	2,999	3,149	3,306	3,471	3,645	3,827	4,018	4,219	G/118	17,2995	18,1644	19,0726	20,0264	21,0279	22,0793	23,1832	24,3423
G/119	36,343	38,160	40,068	42,071	44,175	46,389	48,714	51,158	G/119	3,029	3,180	3,339	3,506	3,681	3,865	4,059	4,262	G/119	17,4726	18,3462	19,2635	20,2264	21,2380	22,3000	23,4149	24,5856
G/120	36,706	38,541	40,468	42,491	44,616	46,847	49,189	51,648	G/120	3,059	3,211	3,372	3,541	3,718	3,904	4,099	4,300	G/120	17,6471	18,5293	19,4558	20,4284	21,4500	22,5226	23,6486	24,8308
G/121	37,073	38,927	40,873	42,917	45,063	47,316	49,682	52,166	G/121	3,089	3,244	3,406	3,576	3,755	3,943	4,140	4,347	G/121	17,8236	18,7149	19,6505	20,6332	21,6649	22,7481	23,8856	25,0798
G/122	37,444	39,316	41,282	43,346	45,513	47,789	50,178	52,687	G/122	3,120	3,276	3,440	3,612	3,793	3,982	4,182	4,391	G/122	18,0019	18,9019	19,8471	20,8394	21,8813	22,9755	24,1240	25,3303
G/123	37,818	39,709	41,694	43,779	45,968	48,266	50,679	53,213	G/123	3,152	3,309	3,475	3,648	3,831	4,022	4,223	4,434	G/123	18,1817	19,0909	20,0452	21,0476	22,1000	23,2048	24,3649	25,5832
G/124	38,196	40,106	42,111	44,217	46,428	48,749	51,186	53,745	G/124	3,183	3,342	3,509	3,685	3,869	4,062	4,266	4,479	G/124	18,3635	19,2817	20,2457	21,2582	22,3212	23,4370	24,6087	25,8399
G/125	38,578	40,507	42,532	44,659	46,892	49,237	51,699	54,284	G/125	3,215	3,376	3,544	3,722	3,908	4,103	4,308	4,524	G/125	18,5471	19,4745	20,4481	21,4707	22,5442	23,6716	24,8553	26,0981
G/126	38,964	40,912	42,958	45,107	47,361	49,725	52,215	54,826	G/126	3,247	3,409	3,580	3,759	3,947	4,144	4,351	4,569	G/126	18,7327	19,6692	20,6529	21,6856	22,7697	23,9082	25,1034	26,3587
G/127	39,354	41,322	43,388	45,567	47,855	50,227	52,738	55,375	G/127	3,280	3,444	3,616	3,796	3,986	4,186	4,395	4,615	G/127	18,9202	19,8663	20,8596	21,9024	22,9976	24,1476	25,3548	26,6226
G/128	39,748	41,735	43,822	46,013	48,314	50,730	53,267	55,930	G/128	3,312	3,478	3,652	3,834	4,026	4,228	4,439	4,661	G/128	19,1096	20,0649	21,0683	22,1216	23,2279	24,3894	25,6091	26,8894
G/129	40,145	42,152	44,260	46,473	48,797	51,237	53,799	56,489	G/129	3,345	3,513	3,688	3,873	4,066	4,270	4,483	4,707	G/129	19,3005	20,2654	21,2788	22,3428	23,4601	24,6332	25,8649	27,1582
G/130	40,546	42,573	44,702	46,937	49,284	51,748	54,335	57,052	G/130	3,379	3,548	3,725	3,911	4,107	4,312	4,528	4,754	G/130	19,4933	20,4678	21,4913	22,5659	23,6942	24,8788	26,1226	27,4288
G/131	40,951	42,999	45,149	47,406	49,776	52,265	54,878	57,622	G/131	3,413	3,583	3,762	3,951	4,148	4,355	4,573	4,802	G/131	19,6880	20,6726	21,7063	22,7913	23,9308	25,1274	26,3837	27,7029
G/132	41,361	43,429	45,600	47,880	50,274	52,788	55,427	58,198	G/132	3,447	3,619	3,800	3,990	4,190	4,399	4,619	4,850	G/132	19,8851	20,8792	21,9121	23,0192	24,1900	25,4378	26,7476	28,1298
G/133	41,775	43,864	46,057	48,360	50,778	53,317	55,983	58,782	G/133	3,481	3,655	3,838	4,030	4,232	4,443	4,665	4,899	G/133	20,0841	21,0885	22,1428	23,2500	24,4123	25,6332	26,9149	28,2606
G/134	42,193	44,303	46,518	48,844	51,286	53,850	56,543	59,370	G/134	3,516	3,692	3,877	4,070	4,274	4,488	4,712	4,948	G/134	20,2851	21,2995	22,3644	23,4827	24,6567	25,8894	27,1841	28,5433
G/135	42,615	44,746	46,983	49,332	51,799	54,389	57,108	59,963	G/135	3,551	3,729	3,915	4,111	4,317	4,532	4,759	4,997	G/135	20,4880	21,5125	22,5880	23,7173	24,9034	26,1486	27,4558	28,8284
G/136	43,041	45,193	47,453	49,826	52,317	54,933	57,680	60,564	G/136	3,587	3,766	3,954	4,152	4,360	4,578	4,807	5,047	G/136	20,6928	21,7274	22,8139	23,9548	25,1524	26,4101	27,7309	29,1173
G/137	43,471	45,645	47,927	50,333	52,839	55,461	58,255	61,168	G/137	3,623	3,804	3,994	4,194	4,403	4,623	4,855	5,097	G/137	20,8995	21,9447	23,0418	24,1938	25,4034	26,6736	28,0077	29,4077
G/138	43,906	46,101	48,406	50,826	53,367	56,035	58,837	61,779	G/138	3,659	3,842	4,034	4,236	4,447	4,670	4,909	5,158	G/138	21,1087	22,1639	23,2721	24,4356	25,6572	26,9399	28,2870	29,7014
G/139	44,345	46,562	48,890	51,335	53,902	56,597	59,427	62,398	G/139	3,695	3,880	4,074	4,278	4,492	4,716	4,952	5,200	G/139	21,3197	22,3850	23,5048	24,6803	25,9144	27,2101	28,5707	29,9990
G/140	44,788	47,027	49,378	51,847	54,439	57,161	60,019	63,020	G/140	3,732	3,919	4,115	4,321	4,537	4,763	5,002	5,252	G/140	21,5327	22,6091	23,7394	24,9264	26,1726	27,4		

GEA Pay Ranges Effective July, 2020

Pay Range	ANNUAL								MONTHLY								HOURLY									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
G/100	30,834	32,376	33,995	35,695	37,480	39,354	41,322	43,388	G/100	2,570	2,698	2,833	2,975	3,125	3,280	3,444	3,616	G/100	14,824.00	15,354	15,848	16,348	16,811	17,261	17,663	18,096
G/101	31,142	32,699	34,334	36,051	37,854	39,747	41,734	43,821	G/101	2,595	2,725	2,861	3,004	3,155	3,312	3,478	3,652	G/101	14,972.11	15,507	16,007	16,507	17,012	17,522	18,038	18,571
G/102	31,453	33,026	34,677	36,411	38,232	40,144	42,151	44,259	G/102	2,621	2,752	2,890	3,034	3,186	3,345	3,513	3,688	G/102	15,121.16	15,679	16,179	16,679	17,185	17,696	18,213	18,747
G/103	31,768	33,356	35,024	36,775	38,614	40,545	42,572	44,701	G/103	2,647	2,780	2,919	3,065	3,218	3,379	3,548	3,725	G/103	15,273.11	15,835	16,335	16,835	17,342	17,854	18,372	18,907
G/104	32,086	33,690	35,375	37,144	39,001	40,951	42,999	45,149	G/104	2,674	2,808	2,948	3,095	3,250	3,413	3,583	3,762	G/104	15,426.16	16,001	16,501	17,001	17,507	18,020	18,539	19,074
G/105	32,407	34,027	35,728	37,514	39,390	41,360	43,428	45,599	G/105	2,701	2,836	2,977	3,126	3,283	3,447	3,619	3,800	G/105	15,580.21	16,169	16,669	17,169	17,676	18,191	18,714	19,244
G/106	32,731	34,364	36,082	37,890	39,785	41,774	43,863	46,056	G/106	2,728	2,864	3,007	3,158	3,315	3,481	3,655	3,838	G/106	15,736.26	16,335	16,835	17,335	17,842	18,357	18,879	19,417
G/107	33,058	34,711	36,447	38,269	40,182	42,191	44,301	46,516	G/107	2,755	2,893	3,037	3,189	3,349	3,516	3,692	3,876	G/107	15,893.31	16,492	16,992	17,492	18,000	18,515	19,038	19,569
G/108	33,389	35,058	36,811	38,652	40,585	42,614	44,745	46,982	G/108	2,782	2,922	3,068	3,221	3,382	3,551	3,729	3,915	G/108	16,052.36	16,651	17,151	17,651	18,160	18,676	19,199	19,729
G/109	33,723	35,409	37,179	39,038	40,990	43,040	45,192	47,452	G/109	2,810	2,951	3,098	3,253	3,416	3,587	3,766	3,954	G/109	16,213.41	16,812	17,312	17,812	18,321	18,837	19,359	19,887
G/110	34,060	35,763	37,551	39,429	41,400	43,470	45,644	47,926	G/110	2,838	2,980	3,129	3,286	3,450	3,623	3,804	3,994	G/110	16,370.46	16,969	17,469	17,969	18,480	18,996	19,518	20,046
G/111	34,401	36,121	37,927	39,823	41,814	43,905	46,100	48,405	G/111	2,867	3,010	3,161	3,319	3,485	3,659	3,842	4,034	G/111	16,530.51	17,129	17,629	18,129	18,640	19,156	19,678	20,206
G/112	34,745	36,482	38,306	40,221	42,232	44,344	46,561	48,889	G/112	2,895	3,040	3,192	3,352	3,519	3,695	3,880	4,074	G/112	16,690.56	17,289	17,789	18,289	18,800	19,316	19,838	20,366
G/113	35,092	36,847	38,699	40,623	42,654	44,791	47,026	49,377	G/113	2,924	3,071	3,224	3,385	3,555	3,732	3,919	4,115	G/113	16,852.61	17,451	17,951	18,451	18,963	19,480	19,999	20,523
G/114	35,443	37,215	39,076	41,030	43,082	45,236	47,498	49,873	G/114	2,954	3,101	3,256	3,419	3,590	3,770	3,958	4,156	G/114	17,016.66	17,615	18,115	18,615	19,127	19,642	20,162	20,687
G/115	35,797	37,587	39,466	41,439	43,511	45,687	47,971	50,370	G/115	2,983	3,132	3,289	3,453	3,626	3,807	3,998	4,198	G/115	17,179.71	17,778	18,278	18,778	19,291	19,807	20,327	20,852
G/116	36,155	37,963	39,861	41,854	43,947	46,144	48,451	50,874	G/116	3,013	3,164	3,322	3,488	3,662	3,845	4,038	4,240	G/116	17,344.76	17,943	18,443	18,943	19,457	19,973	20,493	21,018
G/117	36,517	38,343	40,260	42,273	44,387	46,606	48,936	51,383	G/117	3,043	3,195	3,355	3,523	3,699	3,884	4,078	4,282	G/117	17,512.81	18,111	18,611	19,111	19,625	20,141	20,661	21,186
G/118	36,882	38,726	40,662	42,695	44,830	47,072	49,426	51,897	G/118	3,074	3,227	3,389	3,558	3,736	3,923	4,119	4,325	G/118	17,683.86	18,282	18,782	19,282	19,797	20,313	20,831	21,352
G/119	37,251	39,114	41,070	43,124	45,280	47,544	49,921	52,417	G/119	3,104	3,260	3,423	3,594	3,773	3,962	4,160	4,368	G/119	17,857.91	18,456	18,956	19,456	19,971	20,487	21,005	21,526
G/120	37,624	39,505	41,480	43,554	45,732	48,019	50,420	52,941	G/120	3,135	3,297	3,467	3,640	3,821	4,012	4,202	4,412	G/120	18,034.96	18,633	19,133	19,633	20,148	20,664	21,182	21,703
G/121	38,000	39,900	41,835	43,900	46,190	48,500	50,925	53,471	G/121	3,167	3,335	3,511	3,696	3,891	4,084	4,284	4,496	G/121	18,215.01	18,814	19,314	19,814	20,329	20,845	21,363	21,884
G/122	38,380	40,299	42,244	44,300	46,462	48,885	51,434	54,006	G/122	3,198	3,378	3,566	3,763	3,968	4,172	4,384	4,601	G/122	18,398.06	18,997	19,497	20,000	20,515	21,031	21,549	22,069
G/123	38,764	40,702	42,737	44,874	47,118	49,474	51,948	54,545	G/123	3,230	3,392	3,561	3,740	3,927	4,123	4,329	4,545	G/123	18,583.11	19,182	19,682	20,182	20,697	21,213	21,729	22,247
G/124	39,152	41,110	43,166	45,324	47,590	49,970	52,469	55,092	G/124	3,263	3,426	3,597	3,777	3,966	4,164	4,372	4,591	G/124	18,770.16	19,369	19,869	20,369	20,884	21,399	21,915	22,432
G/125	39,544	41,521	43,597	45,777	48,066	50,469	52,992	55,642	G/125	3,295	3,460	3,633	3,815	4,006	4,206	4,416	4,637	G/125	18,959.21	19,558	20,058	20,558	21,073	21,588	22,104	22,621
G/126	39,939	41,936	44,033	46,235	48,547	50,974	53,523	56,199	G/126	3,328	3,495	3,669	3,853	4,046	4,246	4,460	4,683	G/126	19,150.26	19,749	20,249	20,749	21,264	21,779	22,294	22,811
G/127	40,338	42,355	44,473	46,697	49,032	51,484	54,058	56,761	G/127	3,362	3,530	3,706	3,891	4,086	4,290	4,505	4,730	G/127	19,343.31	19,942	20,442	20,942	21,457	21,972	22,487	23,004
G/128	40,741	42,778	44,917	47,163	49,521	51,997	54,597	57,327	G/128	3,395	3,565	3,743	3,930	4,127	4,333	4,550	4,777	G/128	19,538.36	20,137	20,637	21,137	21,642	22,147	22,652	23,157
G/129	41,148	43,205	45,365	47,633	50,015	52,516	55,142	57,899	G/129	3,429	3,600	3,780	3,969	4,168	4,376	4,595	4,825	G/129	19,734.41	20,333	20,833	21,333	21,838	22,343	22,848	23,353
G/130	41,559	43,637	45,819	48,110	50,516	53,042	55,694	58,473	G/130	3,463	3,636	3,818	4,009	4,210	4,420	4,641	4,873	G/130	19,931.46	20,530	21,030	21,530	22,035	22,540	23,045	23,550
G/131	41,975	44,074	46,278	48,592	51,022	53,573	56,252	59,065	G/131	3,498	3,673	3,857	4,049	4,252	4,464	4,688	4,922	G/131	20,133.51	20,732	21,232	21,732	22,237	22,742	23,247	23,752
G/132	42,395	44,515	46,741	49,078	51,532	54,109	56,814	59,655	G/132	3,533	3,710	3,895	4,090	4,294	4,509	4,735	4,971	G/132	20,337.56	20,936	21,436	21,936	22,441	22,946	23,451	23,956
G/133	42,819	44,960	47,208	49,568	52,046	54,648	57,380	60,249	G/133	3,568	3,747	3,934	4,131	4,337	4,554	4,782	5,021	G/133	20,543.61	21,142	21,642	22,142	22,647	23,152	23,657	24,162
G/134	43,247	45,409	47,679	50,063	52,566	55,194	57,940	60,825	G/134	3,604	3,784	3,973	4,172	4,381	4,600	4,830	5,071	G/134	20,750.66	21,349	21,849	22,349	22,854	23,359	23,864	24,369
G/135	43,679	45,863	48,156	50,564	53,092	55,747	58,534	61,461	G/135	3,640	3,822	4,013	4,214	4,424	4,646	4,878	5,122	G/135	20,959.71	21,558	22,058	22,558	23,063	23,568	24,073	24,578
G/136	44,116	46,322	48,638	51,070	53,624	56,305	59,120	62,076	G/136	3,676	3,860	4,053	4,256	4,469	4,692	4,927	5,173	G/136	21,170.76	21,769	22,269	22,769	23,274	23,779	24,284	24,789
G/137	44,557	46,785	49,124	51,580	54,159	56,867	59,710	62,696	G/137	3,713	3,899	4,094	4,298	4,513	4,739	4,976	5,225	G/137	21,383.81	21,982	22,482	22,982	23,487	23,992	24,497	25,002
G/138	44,995	47,247	49,616	52,097	54,702	57,437	60,309	63,324	G/138	3,750	3,938	4,135	4,341	4,559	4,786	5,026	5,271	G/138	21,596.86	22,195	22,695	23,195	23,699	24,204	24,709	25,214
G/139	45,439	47,726	50,112	52,618	55,249	58,011	60,912	63,958	G/139	3,788	3,977	4,176	4,385	4,604	4,834	5,076	5,323	G/139	21,811.91	22,410	22,910	23,410	23,914	24,419	24,924	25,429
G/140	45,880	48,203	50,613	53,144	55,801	58,591	61,521	64,597	G/140	3,826	4,017	4,218	4,429	4,650	4,883	5,127	5,383	G/140	22,028.96	22,627	23,127	23,627	24,131	24,636	25,141	25,646
G/141	46,327	48,685	51,119	53,735	56,489	59,377	62,406	65,482	G/141	3,864	4,057	4,260	4,473	4,697	4,931	5,17										

GEA Pay Ranges Effective July, 2021

Pay Range	ANNUAL								MONTHLY								HOURLY									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
G/100	31,605	33,185	34,844	36,586	38,415	40,336	42,353	44,471	G/100	2,624	2,763	2,904	3,049	3,201	3,361	3,529	3,706	G/100	15,1947	15,843	16,519	17,224	17,959	18,724	19,520	20,347
G/101	31,921	33,517	35,193	36,953	38,801	40,741	42,778	44,917	G/101	2,660	2,795	2,933	3,079	3,233	3,395	3,565	3,743	G/101	15,3466	16,139	16,9197	17,7659	18,6543	19,5870	20,5663	21,5947
G/102	32,240	33,852	35,545	37,322	39,188	41,147	43,204	45,364	G/102	2,687	2,821	2,962	3,110	3,266	3,429	3,600	3,780	G/102	15,5000	16,2750	17,0889	17,9433	18,8404	19,7822	20,7712	21,8096
G/103	32,562	34,190	35,900	37,695	39,580	41,559	43,637	45,819	G/103	2,714	2,849	2,992	3,141	3,298	3,463	3,636	3,818	G/103	15,6548	16,4750	17,2596	18,1226	19,0288	19,9803	20,9793	22,0284
G/104	32,888	34,532	36,259	38,072	39,976	41,975	44,074	46,278	G/104	2,741	2,878	3,022	3,173	3,331	3,498	3,673	3,857	G/104	15,8115	16,6190	17,4322	18,3038	19,2127	20,1802	21,1944	22,2490
G/105	33,217	34,878	36,622	38,453	40,376	42,395	44,515	46,741	G/105	2,768	2,907	3,052	3,204	3,365	3,533	3,710	3,895	G/105	15,9697	16,7833	17,6067	18,4870	19,4145	20,3823	21,4042	22,4716
G/106	33,549	35,228	37,036	38,886	40,778	42,713	44,694	46,708	G/106	2,796	2,936	3,082	3,236	3,398	3,568	3,747	3,934	G/106	16,1293	16,9556	17,7822	18,6712	19,6048	20,5851	21,6144	22,6952
G/107	33,884	35,578	37,371	39,215	41,105	43,045	45,027	47,053	G/107	2,824	2,965	3,113	3,269	3,432	3,603	3,784	3,973	G/107	16,2904	17,1288	17,9601	18,8611	19,8010	20,7809	21,8020	22,8659
G/108	34,223	35,934	37,731	39,578	41,469	43,409	45,393	47,413	G/108	2,852	2,995	3,144	3,302	3,467	3,640	3,822	4,013	G/108	16,4534	17,2760	18,1399	19,0471	19,9955	20,9995	22,0495	23,1519
G/109	34,565	36,293	38,108	40,013	42,014	44,115	46,311	48,637	G/109	2,880	3,024	3,176	3,334	3,501	3,676	3,860	4,053	G/109	16,6178	17,4486	18,3121	19,2370	20,1990	21,2091	22,2697	23,3832
G/110	34,911	36,657	38,490	40,415	42,436	44,558	46,786	49,125	G/110	2,909	3,055	3,208	3,368	3,536	3,713	3,899	4,094	G/110	16,7841	17,6236	18,5048	19,4303	20,4019	21,4221	22,4933	23,6178
G/111	35,260	37,023	38,874	40,818	42,859	45,002	47,252	49,615	G/111	2,938	3,085	3,240	3,402	3,572	3,750	3,938	4,135	G/111	16,9519	17,7995	18,6894	19,6240	20,6053	21,6356	22,7173	23,8534
G/112	35,613	37,394	39,264	41,227	43,288	45,462	47,725	50,111	G/112	2,968	3,116	3,272	3,436	3,608	3,788	3,977	4,176	G/112	17,1216	17,9779	18,8769	19,8207	20,8115	21,8519	22,9447	24,0918
G/113	35,969	37,767	39,655	41,638	43,720	45,906	48,201	50,621	G/113	2,997	3,147	3,305	3,470	3,643	3,826	4,017	4,218	G/113	17,2928	18,1572	19,0649	20,0183	21,0191	22,0702	23,1736	24,3322
G/114	36,329	38,145	40,052	42,055	44,158	46,366	48,684	51,118	G/114	3,027	3,179	3,338	3,505	3,680	3,864	4,057	4,260	G/114	17,4659	18,3389	19,2558	20,2188	21,2298	22,2913	23,4058	24,5760
G/115	36,692	38,527	40,453	42,476	44,600	46,830	49,172	51,631	G/115	3,058	3,211	3,371	3,540	3,717	3,903	4,098	4,303	G/115	17,6404	18,5226	19,4486	20,4212	21,4423	22,5144	23,6408	24,8226
G/116	37,059	38,912	40,858	42,901	45,046	47,298	49,663	52,146	G/116	3,088	3,243	3,405	3,575	3,754	3,942	4,139	4,346	G/116	17,8168	18,7077	19,6433	20,6255	21,6567	22,7394	23,8764	25,0702
G/117	37,430	39,302	41,267	43,330	45,497	47,772	50,161	52,669	G/117	3,119	3,275	3,439	3,611	3,791	3,981	4,180	4,389	G/117	17,9952	18,8952	19,8399	20,8317	21,8726	22,9673	24,1159	25,3216
G/118	37,804	39,694	41,679	43,763	45,951	48,249	50,661	53,194	G/118	3,150	3,308	3,473	3,647	3,829	4,021	4,222	4,433	G/118	18,1750	19,0837	20,0380	21,0399	22,0918	23,1966	24,3563	25,5740
G/119	38,182	40,088	42,096	44,219	46,452	48,797	51,261	53,749	G/119	3,182	3,341	3,508	3,683	3,868	4,061	4,264	4,477	G/119	18,3567	19,2745	20,2385	21,2505	22,3130	23,4288	24,6005	25,8303
G/120	38,564	40,492	42,517	44,643	46,875	49,219	51,680	54,264	G/120	3,214	3,374	3,543	3,720	3,906	4,102	4,307	4,522	G/120	18,5404	19,4673	20,4409	21,4630	22,5361	23,6636	24,8462	26,0885
G/121	38,950	40,898	42,943	45,090	47,345	49,702	52,198	54,808	G/121	3,246	3,408	3,579	3,758	3,945	4,143	4,350	4,567	G/121	18,7260	19,6625	20,6457	21,6779	22,7620	23,9000	25,0952	26,3500
G/122	39,340	41,307	43,372	45,541	47,818	50,219	52,749	55,355	G/122	3,278	3,442	3,614	3,795	3,985	4,184	4,393	4,613	G/122	18,9135	19,8591	20,8519	21,8947	22,9894	24,1389	25,3457	26,6130
G/123	39,733	41,720	43,806	45,996	48,296	50,711	53,247	55,909	G/123	3,311	3,477	3,651	3,833	4,025	4,226	4,437	4,659	G/123	19,1024	20,0577	21,0602	22,1135	23,2192	24,3803	25,5995	26,8793
G/124	40,130	42,137	44,244	46,456	48,779	51,218	53,779	56,468	G/124	3,344	3,511	3,687	3,871	4,065	4,268	4,482	4,706	G/124	19,2933	20,2572	21,2712	22,3346	23,4514	24,6240	25,8553	27,1481
G/125	40,531	42,558	44,686	46,920	49,265	51,729	54,313	57,021	G/125	3,378	3,547	3,724	3,910	4,106	4,313	4,526	4,753	G/125	19,4861	20,4606	21,4837	22,5577	23,6856	24,8697	26,1130	27,4168
G/126	40,936	42,983	45,132	47,389	49,755	52,246	54,858	57,601	G/126	3,411	3,582	3,761	3,949	4,147	4,354	4,572	4,800	G/126	19,6808	20,6649	21,6981	22,7832	23,9221	25,1183	26,3740	27,6928
G/127	41,345	43,415	45,583	47,862	50,255	52,768	55,406	58,176	G/127	3,445	3,618	3,799	3,989	4,188	4,397	4,617	4,848	G/127	19,8774	20,8712	21,9149	23,0106	24,1611	25,3692	26,6375	27,9692
G/128	41,758	43,846	46,038	48,340	50,757	53,295	55,960	58,758	G/128	3,480	3,654	3,837	4,028	4,230	4,441	4,663	4,897	G/128	20,0760	21,0798	22,1337	23,2404	24,4024	25,6226	26,9038	28,2490
G/129	42,176	44,285	46,499	48,824	51,265	53,828	56,519	59,345	G/129	3,515	3,690	3,875	4,069	4,272	4,486	4,710	4,945	G/129	20,2769	21,2909	22,3553	23,4731	24,6466	25,8788	27,1726	28,5313
G/130	42,598	44,728	46,964	49,312	51,778	54,367	57,085	59,939	G/130	3,550	3,727	3,914	4,109	4,315	4,531	4,757	4,995	G/130	20,4798	21,5038	22,5788	23,7077	24,8933	26,1380	27,4447	28,8168
G/131	43,024	45,175	47,434	49,806	52,296	54,911	57,657	60,540	G/131	3,585	3,765	3,953	4,151	4,358	4,576	4,805	5,045	G/131	20,6846	21,7188	22,8048	23,9452	25,1423	26,3995	27,7197	29,1058
G/132	43,454	45,627	47,908	50,303	52,818	55,459	58,232	61,144	G/132	3,621	3,802	3,992	4,192	4,402	4,622	4,853	5,095	G/132	20,8913	21,9363	23,0372	24,1841	25,3929	26,6660	27,9962	29,3962
G/133	43,889	46,083	48,387	50,806	53,346	56,013	58,814	61,755	G/133	3,657	3,840	4,032	4,234	4,446	4,668	4,901	5,146	G/133	21,1005	22,1553	23,2630	24,4260	25,6471	26,9293	28,2760	29,6899
G/134	44,328	46,544	48,871	51,315	53,881	56,575	59,404	62,374	G/134	3,694	3,879	4,073	4,276	4,490	4,715	4,950	5,198	G/134	21,3115	22,3769	23,4957	24,6707	25,9043	27,1995	28,5960	29,9875
G/135	44,771	47,010	49,361	51,829	54,420	57,141	59,998	62,998	G/135	3,731	3,918	4,113	4,319	4,535	4,762	5,000	5,250	G/135	21,5245	22,6010	23,7313	24,9178	26,1635	27,4716	28,8452	30,2875
G/136	45,219	47,480	49,854	52,347	54,964	57,712	60,598	63,628	G/136	3,768	3,957	4,155	4,362	4,580	4,809	5,050	5,302	G/136	21,7399	22,8269	23,9683	25,1668	26,4250	27,7462	29,1337	30,5904
G/137	45,671	47,955	50,353	52,871	55,515	58,291	61,206	64,266	G/137	3,806	3,996	4,196	4,406	4,626	4,858	5,101	5,356	G/137	21,9572	23,0553	24,2082	25,4188	26,6899	28,0245	29,4260	30,8971
G/138	46,128	48,434	50,859	53,509	56,293	59,218	62,186	65,300	G/138	3,844	4,036	4,238	4,450	4,672	4,906	5,151	5,409	G/138	22,1769	23,2856	24,4495	25,6726	26,9563	28,3038	29,7192	31,2053
G/139	46,589	48,918	51,364	53,932	56,629	59,460	62,433	65,555	G/139	3,882	4,077	4,280	4,494	4,719	4,955	5,203	5,463	G/139	22,3986	23,5183	24,6922	25,9288	27,2255	28,5865	30,0159	31,5188
G/140	47,055	49,408	51,878	54,472	57,196	60,056	63,059	66,212	G/140	3,921	4,117	4,323	4,539	4,766	5,005	5,255	5,518	G/140	22,6226	23,7538	24,9413	26,1885	27,4981	28,8731	30	