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6$1)5$1&,6&2 &20081,7< &2//(*(',675,&7

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3XUVXDQW WR WKH SURYLVLRQV RI 6HFWLRQ %³RDUG RI 7UXVWHHV´ RI WKH 6RXWKHUQ &RPPX
'LVWULFW ³KHUHLQDIWHU ³'LVWULFW´ WKH 6RXWKHUQ &RPPXQLW\ %XLOGLQJ
$1' &216758&7,25$'(&281&,/ 81,21)%&7&8´ DVDQG WKH [RONH
UHSUHVHQWDWLYH RI D FUDIWV XQLW FRQVLVWLQJ RI HPS
$ EHORZ

- 1RUWKHUQ &DOLIRUQLD &DUSHQWHUV 5HJLRQDO &RXQF
- 'LVWULFW &RXQFLO RI 3DFLILF
- 7HDPVWHUV /RFDO :HVW %D\ 'LYLVLRQ ,QWHUQDWL
- ,QWHUQDWLRQDO %URWKHUKRRG RI (OHFWULFDO :RUNH

JFrF ,QWR[LFDWLRQ RU WKH XVH RI QRQ

LLL

H 7KH DGYLVRU\ %RDUG RI WKH DUELWUDWRU V
EH LPSOHPHQWHG E\ WKH SDUWLHV RU XQGHU
UHFHLSW RI WKH DUELWUDWRU¶V UHSRUW PDGH
$VVRFLDWH 9LFH &KDQFHOORU7&+8XPEHQ5HVRXU
DSSHDOHG LQ ZULWLQJ WKH DUELWUDWRU¶V UH
WKH %RDUG $Q\ DSSHDO VXEPLWWHG WR WKH
EH LQ ZULWLQJ DQG VKDOO VWDWH WKH JURXQG
DSSHDOLQJ DQG VKDOO WKH %RDUG WR FRQVLGHU

I 7KH %RDUG RI 7UXVWHHV PD\ VXVWDLQ PRG
UHFRPPHQGDWLRQ RI WKH DUELWUDWRU

J 7KH GHFLVLRQ RI WKH %RDUG RI 7UXVWHHV LV

K 1RWKLQJ KHUHLQ SUHYHQWV WKH SDUWLHV IUR
FDVHEDVLV WR H[SHGLWHG DGYLVRU\ DUELWUDW
GXUDWLRQ

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'HILQLWLRQ RI *ULHYDQFH

$ IRUPDO ZULWWHQ DOOHJDWLRQ WKDW WKH JULH
'LVWULFW¶V SROLFLHV RU DSSOLFDWLRQ RI SRO
$JUHHPHQW RU D ZULWWHQ 'LVWULFW SROLF\ RU
KRXUV RU WHUPV DQG FRQGLWLRQV RI HPSOR\PH
DSSOLFDEOH WR 'LVWULFW XQLW HPSOR\HHV DQG
7KLV JULHYDQFH SURFHGXUH LV QRW DSSOLFDEOH
SURFHVV UHPHG\ RU SURFHGXUH LV SURYLGHG XQ
PDWWHUV DQG PDWWHUV DULVLQJ IURP WKH HPSR
WKLV JULHYDQFH SURFHGXUH

'HILQLWLRQ RI *ULHYDQW

6)%&7&8 DQ\ XQLW PHPEHU RU DQ\ JURXS RI XQ
JULHYDQFH

'HILQLWLRQ RI :RUNGD\

$ ³ZRUNGD\´ IRU SXUSRVHV RI WKLV JULHYDQFH S
FHUWDLQ DGPLQLVWUDWLRQ RIILFH RI WKH 'LVWULFW

E 3URFHVV

L ,PPHGLDWH 6XSHUYLVRU

,QIRUPDWLRQ ZRUNGD\V RI WKH WLPH
RU UHDVRQDEOë " 1 #…1Sa''Yb 7S 1. …1Sa''Yb 7S 1. …1Sa

D 7KH JUHDWHU RU &KDQFHOORU $SSRLQWHG PD\ UHTXHVW D SHUVRQDO UHSUHVHQWDWLRQ FRQIHUHQFH EHWZHHQ WKHPVHOYHV DQG KHOG LQ ZRUNGD\V RI UHFHLSW RI WKH UHTXHVW

E 7KH &KDQFHOORU $SSRLQWHG RU &RQYHQHG &RXUW PD\ GHFLGH WR FRQGXFW LWV FRQIHUHQFH RU ZKHUH QR FRQIHUHQFH ZRUNGDHVF HRLSW

$UELWUDWLRQ

D $SSHDO

:LWKLQ WZHQW\ ZRUNGD\V RI WKH GHFLVLRQ RI &KDQFHOORU $SSRLQWHG 2IILFHU 'HVLJQDWHG WKH WKH $VVRFLDWH 9LFH &KDQFHOOHU +XPDQLWLHV DUELWUDWLRQ WKLRQQ ZRUNGD\V RI WKH ILOLQJ RI VDLG U WLPH DV WKH SDUWLHV PD\ PXWXDOO\ DJUHH RU WKH 5HVRXUFHV GHSXWLJQ WR UHDFK DJUHHPHQW,IXSRQ WKH SDUWLHV DUH XQDEOH WR DJUHH WLPH SSHUXLVRG DQ\ PXWXDOO\ DJUHHG XSRQ H[HQVL VXEPLW WKH $SSRFLDWLRQ SDQHO IRU WKH VXE UHSUHVHQWDWLYHV RI WKH SDUWLHV$RUEDWUDWRU 7KH SDPDJHV UHTXHVWHG WKH &DOLIRUQLD &RQFLOLDWLRQ 6HUYLFH SURQDWWKHH $SSOLV DOWHUQDWHO\ VWKUHH QDPHV RQ WKH GHVLJQDWHG $$ UXOHV JRY DUELWUDWLRQ PD\ EH XWLOL]HG

E 3RZHUV RI WKH $UELWUDWRU

L ,W WKDOO EH WKH IXQFWLRQ RI WKH $UELWUDWRU H[FHSW DV RWKHUZLVH SURYLGHG LQ WKLV UXOH RU E\ DJUHHPHQW RI WKH SDUWLHV WR GHFLVLRQ LQ FDVHV WKDW DOO VSHFLILF DUWLFOHV DQG VHFWLRQV RI WKL

LL 7KH DUELWUDWRU VKDOO GHWHUPLQH ZKHWKHU GLVUHJDUG DOWHU RU PRGLI\ DQ\ DFWLRQ RU GHFLVLRQ DQ\ PDWWHU UHIHUUHG WR KLP RU KHU DQG FRPSOLDQFH SURFHGXUH UXOH RQ WKH IDLOXUH WR HPSOR\HH

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$FFHVV WR SODZHHV

7KH 'LVWULFW VKDOO SURYLGH WKH 8QLRQ ZULWWH
RQERDUGHLQJ LQDIWHU 1(2V DUH DGGHG RU GHOHWHG
LQWHQW WKDW 1(2V DUH DEOH WR DFFHVV DOO QHZO
DV SURPSWO\ DV SRVVLEOH DIWHU WKH ILUVW GD\ L
GXULQJ DQ HPSOR\HH¶V UHJXODU\ VFKHGXOHG SI

D 'HILQLWLRQ $ QHZ HPSOR\HH LVWRHWLKHGLDWUL
LQFOXGLQJ EXW QRW OLPLWHG WR SRVLWLRQV
WLPH WSLDPHWRU VHDVRQDO

E $FFHVV DQG 3UHVHQWDWLRQ $W DOO 1(2V 8QL
PLQXWHV WR PHUHVSUZLWKQWEGQHZ HPSOR\HHV
7KH ULJKW RI HDFK UHSHFWLYH 8QLRQ WR PH

*HQHUDO &RQGLWLRQV

D (DFK VLJQDWRU\ 6)%&7&8 8QLRQ DQG 'LVWULFW VKDOO SURYLGH WKH 'LVWULFW D FXUUHQW VW VKDOO EH DPHQGHG DV QHFHVVDU\ 7KH 'LVWU WKH GDWH RI UHFHLSW RI WKH RPHQGHG WR LP FKDQJHV 7KH 'LVWULFW VKDOO PDNH UHTXLU HPSOR\HHV LQ WKH 6)%&7&8 EDUJDLQLQJ XQLW DXWKRUL]HG LQ WKH SURFHGXUHV DERYH

E 'LVWULFW DQG 6)%&7&8 DJUHHPHQWV\ HFRQRPLF DQG 6)%& HQVXULQJ WKDW DOO SURYLVLRQV RI WKLV $UW FRPSUHKHQVLYH PDQQHU E\ 'LVWULFW DQG 6)%

F 7KH 'LVWULFW VKDOO SURYLGH DSSURSULDWH DQG GXH FRQVLG LQFOXGLQJ FODVVLILFDWLRQV RI HPSOR\HHV

G 7KH DSSURSULDWH 6)%&7&8 8QLRQ RUJDQL]DWLRQDO RQJRLQJ SDSHUZRUN WUDQVDFWLRQV FRUUH DVVRFLDWHG ZLWK WKH PDLQWHQDQFH RI VKDOO EH LQYROYHPHQW RI 'LVWULFW H[FHSW DV SURYL HQXPHUDWHG KHUHLQ

H (DFK VLJQDWRU\ 6)%&7&8 8QLRQ DJUHHV LW VKDOO LQGH KDUPOHVV IURP DQ\ ORVV GDPDJH RU OLDELOL GHPDQGV ODZVXLWV RU DQ\ RWKHU DFWLRQV FRPSOLD VH ZLWK WKLV #WLFOH RU UHVXOWLQJ IURP DXWKRUL]DWLR 8QLRQ

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'LVFULPLQDWLRQ 3URKLELWHG

7KHDQ)UDQ&RPPXQLW\ &RORVKHJHO'LSORPDWH DQ HGXF
HPSOR\PHQW HQYLURQPHQW LQ ZKLFK QR SHUVRQ
HTXDO DFFHVV WR WKH EHQHILWVGLVFULRRQQEWKQODZ
EDVLWKRH IROORZLQJ

HWKQLF JURXS LGHQWLILFDWLRQ
QDWLRQDOLWUQJLQ
UHOLJLRQ
DJH
UDFH
FRORU
DQFHVWU\
PDULWDO VWDWXV
QREQLQDU\
VH[
JHQGHU
JHQGHU LGHQWLW\
JHQGHU H[SUHVVLRQ
VH[XDO RULHQWDWLRQ
SK\VLFDOGLVDELOLW\
PHQWDO GLVDELOLW\
PHGLFDO FRQGLWLRQ RU JHQHWLF LQIRUPDWL
PLOLWDU\ GYQGWKWHUDRQ\SHUWKRQEDVLV RI WK
FKDUDFWHULVWLFV RU EDVHG RQ DVVRFLDWLR
PRUH RI WKHVH DFWXDO RU SHUFHLYHG FKDUDF
WKDW LV DGPLQLVWHUHGUEWKDXQGHFHGLYHVF WQ
DVVLVWDQFH W Hp3D\ `X a%áÂ!ñLQD€RU €U CI

:LWK WSKUHRYDSO RI WKHLU VXSHUYLVRU DQ HPSOR\
UHOHYDQW WR SHUIRUPDQFH FRPPHQGDWLRQV WU
EH LQFOXGHG LQ WKH SHUVRQQHO ILOH

) &2175$&7,1* 287

7KH 'LVWULFW VKDOO QRWLI\ 6)%&7&8 DQG ZLWKGUDZ IXQGLQJ DW
HIIHFWLYH GDWH RI WKH SURSRVHG DFWLRQ WR FRQV
EHOLHYHV ZLOO UHVXOW LQ WKH HOLPLQDWLRQ RI D E
UHGXFWLRQ LQ WKH KRXUVHZRUNHG E\ D PHPEHU RI W

8SRQ UHTXHVW WKH 'LVWULFW VKDOO PHHW ZLWK WKH
QHJRWLDEOH HIIHFWV RI FRQWUDFWLQJ RXW RI DQ\ Z
FRQWUDFWLQJ RXW UHVXOWV LQ WKHDHIIHFWLYHQHVV RI
UHGXFWLRQ LQ WKH KRXUV ZRUNHG EHWWHU WKDQ PHHWV RI
6)%&7&8 LQ DGYDQFH DQG SURYLGH DQ RSSRUWXQLW\
'LVWULFW FRQWHPSODWHV LQFUHDVLQJ ZRUNXDOLW\ SHU
UHJXODU\ E\ XQLW SHUVRQQHO 1RWKLQJ LQ WKLV VH
FRPPLWPHQW QRW WR OD\RII RU IXUORXJK XQLW SHUV

7KH 'LVWULFW ZLOO QRW DVVLJQ ZRUXNQGXHUUWRQLVW\$JUHH
WR 'LVWULFW HPSOR\HHV LQ RWKHU EDUJDLQLQJ XQLW

7KH 'LVWULFW ZLOO HPDLO HDFK %RDUG DJHQGD WR
³&RQVWUXFWLRQ 0DQDJHU $W 5LVN´ RSG RYHUDOO SWDQHRSD
RI QRWQILFDWLR

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7KH VDODU\ VFKHGXOHV JRYHUQLQJ WKH UDWH RI SD\ DQG UHODWHG DGGLWLRQDO FRPSHQVDWLRQ RI -XO\ WKURXJK -XQH -XO\ WKURXJK -XQH DSSHDU RQ WKH DSSOLFDEOH $ UHVSHFWLYHO\

:DJHV VKDOO EH LQFUHDVHG GXULQJ WKH WHUP RI

D (IIHFWLYH -XO\ WRWDO LQFUHDVH W

E (IIHFWLYH -XO\ WRWDO LQFUHDVH WR

F (IIHFWLYH -XO\ WRWDO LQFUHDVH WR

7KH IRUHJRLQJ SURYLVLRQ VKDOO QRW EH VXEMHFW DFFRUGDQFH ZLWK $UWLFOH 9, % IRU WKH FRQVHQW DJUHHPHQW

% $''7,21$/ &203(16$7,21

&DOO %DFN

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/RQJHYLW\

D (PSOR\HHV VKDOO UHFHLYH DQ DGGLWLRQDO IL
\HDUV RI FRQWLQXRXV VHUYLFH
&RXQW\ RI 6DQ)UDQFLVFR

E (PSOR\HHV VKDOO UHFHLYH DQ DGGLWLRQDO IL
\HDUV RI FRQWLQXRXV VHUYLFH
&RXQW\ RI 6DQ)UDQFLVFR

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UHGXFH WKHLU DWWRUQHH&RXQVHOWLPHKRXUV E
WKHLU QHZ FDS 6XFK HPSOR\HHV VKDOO C
XQWLO WKH\ DUH EHORZ WKH FDS

LY (PSOR\HHV VKDOO EH DOORZHG WR WDNH D
XSRQ UHTXHVW WR WKHLU VXSHUYLVRU
FRPPHQVDWRU\ WLPH RII VKDOO QRW EH XQU

3DRXW RI &RPSHQVDWRU\ 7LPH DW 7HUPLQDWLO

$Q\ FRPSHQVDWRU\ WLPH HDUQHG EXW QRW XV
WHUPLQDWLRQ RI HPSOR\PHQW VKDOO EH SI
UHTXLUHPHQWV RI WKH)DLU /DERU 6WDQGDUG

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7KUHH)ORDWLQJ +ROLGD\V

,I DQ\ +RLRGQD6WDMXOWKDH\ SUHFHGLQJ)UL GDY\HVGKDOWKH K
,I DQ\ +ROLGD\ IDOOV RQ D 6XQGDH RUHRHGDY\IRWKOHR

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6XEMHFW WR WKH DSSURYDQLRWWKHHBDUSSHRSULDWLQ
VKDOO EH VFKHGXOHG SPEH\QRWXWDQGH WHKPSLOR\VXHS HUYLVR
SRVVLQEOWHKH HYHQW RI D FRQHPSLHWW\HKWULQ WWZKRH RUDPHRUF
RU SHUIRUPLQJ WKH VDPH IXQFWRLORQGDHVVLWKHWKXSMDU
PDNH HYHUWRHJUDQWW WKH SUHVHQLFHRUFHHRSOVRKHHPRUWHU
DFFRXQHWQHHGV R7KWHKHLVLWWUWLFLWWKDOOHQRWWDQJLOWRUDW
KROLGD\ S$UQD\FWKLDFQHJHV LQ IORDWVLKDOCKORULGDX\LVHKSHUGLXRC
WKH DIIHFWHGPSHPSRORHVHVXWWL[FRPSHQWKQWLQXRXV VH
'LVWULFW &LW\ EHIRUH EHFRPLQJDRHDWLJHRLGDWRDF
EH WDNHQ LQ KR1XRUFRPSHQVDWQWQ RI DQ\ NLQG VKDOO
IORDWLQJ KROLGD\V QRW WDNHQ RII

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%DUJDLQHLPSOXRQHWV VKDOO EH JUDQHGG\VDEHSWDZLHGG&\K
WRU B Q WR!ð \V À1` ƒ Q WR!ð \@ PÖWW\ \@ @ Ä U 0%•Ð €0 p0I p

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,I DQ HPSOR\HH GRHV QRW WKH RXWVLGH LRHQZR UWLRQH WR XY
PD\ UHTXHVW D UHDVRQDEOH DPRXQW RI WLPH RII DV Z
WKH 6WDWH (OHFWLRQ &RGH

. 0(7+2'6 2) &$/&8/$7,21 (/(&7521,& 3$<52//

$Q P(SOR\HH VKDOO EH HQWLWOHG WR D UHDVRQDEOH SHULRG RI WLPH DQG SURO DFF
'LVWULFW &OHUN\V WDEOH IRU WKHLU FODVVLILFDWLRQ\ IRU
SD\UROO SHULRG 7KHUH VKDOO EH QR FRPSHQVDWLRQ
DXWKRUL]HG WLPH RII ZLWK SD\

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/HDYHV DEVHQFH LQFOXGLQJ VLFN OHDYH KROLGD\V
SHUVRQDO OHDYH IDPLO\ PHGLFDO OHDYH HWF VKDO
5XOH LQ HIIHFW DV RI -DQXDU\ FHV DV &KDSWHU
'LVWULFW SROLF\ DQG SURFHGXUHV IRU DOO XQLW PH
&LYLO 6HUYLFH 5XOH DV LW UHDG RQ -DQXDU\
([KLELW % DQG LV QRW WR
SURYLVLRQ LV QRW VXEMHFW WR WKH JULHYDQFH SURF
VKDOO DSSO\

%DUJDLQLQJ XQLW HPSOR\HHV UHJXODUO\ DVVLJQ
VKLIW VKDOO
RQ EHKDOI RI WKH 'LVWULFW

9DFDWLRQ /HDYH

D 9DFDWLRQ OHDYH VKDOO EH LQ DFFRUGDQFH Z
&KDSWHU 6DQ)UDQFLVFR $GPLQLVWUDWLYH
-XQH WKH PD[LPXP YDFDWLRQ DFFUXDO VKD

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%HQHILWV :KLOH RQ 8QSDLG /HDYH RI $EVHQFH

7KH 'LVWULFW ZLOO GLVFRQWLQXH SD\PHQW RI DQ
KHDOWK DQG GHQWDO EHQHILWV ZKLOH RQ XQS
LQ H[FHVV RI WZHOYH FRQWLQXRXV ZHHNV ZL
OHDYH ZRUNHUV¶ FRPSHQVDWLRQ OHDYH IDPLO\ F
OHDYH

$IIHFWHG HPSOR\HHV PXVW ZRUN WKHLU UHJXODU VFKHGXOHV
SD\PHQW RI EHQHILW SUHPLXPV ZLWKLQ WZHQW\
DSSURYDO OHWWHUV EHDU VHQRW PDNLQJ VXFK DUUDQJHPH
ZRUNLQJ GD\V IROORZLQJ QRWLFH RI DSSURYDO SD\PH
XQWLO WKH\ UHWXUQ IURP OHDYH

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$OO HPSOR\HHV VKDOO SD\ WKHLU RZQ HPSOR\HH U
HTXDO WR VHYHQW\ SHUFHQW RI FRYHUHG JURVV
ZKR EHFRPH PHPEHUV RI 6)(5 SULRU &RQWULEXWRU\ PE
$ 0LVFHOODQHRXV 3ODQ WKH 'LVWULFW VKDO
SHUFHQW RI WKH WRWDO HLJKW SHUFHQW

5XOH FKDQJHV 7KH &RQWULEXWRU\ %RDUG UHJDUGLQJ WK
VLFN OHDYH IRU UHWLUHPHQW SXUSRVHV VKDOO E
VXFK UXOH (PSOR\HU KDQJH KRZHYHU VKDOO QRWDQ`5H€ î

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,I W$KJLUHHPHQW IDLOV WR DIIRUG HPSOR\HHV WKH RYHU
WR ZKLFK HQWLWOHG XQGHU WKH)DLU /DERU 6WDQGD
UHTXHVW RI HLWKHU SDUW\ WR PHHW IRU WKH SXUSRV
LQYDOLGDWHG RU VWDWXWRULO\ FKDQJHG DUHD DQG
UHTXLUHG WR FRUUHFW WKH H[LVWLQJ SUDFWLFH

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&XUUHQW WR\HH SDUNLQJ SUDFWLFHV DW IDFLOLWLHV RS
FRVW WR WKH 'LVWULFW ZLOO FRQWLQXH VXEMHFW WR

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5HSUHVHQWHG HPSOR\HHV VKDOO EH JUDQWHG SDLG
FRQIHUHQFHV RI IRXU KRXUV SHU ILVFDO \HDU IRU
,Q DGGLWLRQ VXEMHFW WR WKH DSSURYDO RI WKH
IORDWLQJ KROLGD\ KRXUV RU FRPSHQVDWRU\ WLPH
'RFXPHQWDWLRQ RI WKH SXUSRVH RI WKH FRQIHU
$GPLQLVWUDWRU RU WKHLU GHVLJQHH SULRU WR WKH

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$Q\ HPSOR\HH ZKR LV WR EH ODLG RII GXH WR WK
QRWLILHG LQ ZULWLQJ ZLWK DV PXFK DGYDQFH QR
WKLUW\ FDOHQGDU GD\V EXW LQ QR FDVH OHV
GDWH RI WKH OD\RII 7KLV PLQLPXP DGYDQFH QRWL
OD\RII LQ D VKRUWHU SHULRG EH EH\RQG WKH FRQ
UHFHLYH FRSLHV RI DQ\ OD\RII QRWLFH 7KH SURY
WR QDPHG´ HPSOR\HHV IRU DPSOHV RI
WKH GXUDWLRQ RI D VSHFLILF SURMHFW RU HPSOR\

7KH OD\RII DQG UHFDOO RI 'LVWULFW &LYLO 6HUYI
ZLWK &LYLO 6HUYLFH UXOHV DQG UHJXODWLRQV LQ HIIHF
5XOH DV LW UHDG -XO\ LV DWWDFKHG IRU
LV QRW WR EH LQFOXGHG DV SDUW RI WKLV $JUHHP

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'LVWULFW 5HVSRQVLELOLW\

7KH 'LVWULFW RZOHGJHV LWV UHVSRQVLELOLW\ WR
HQYLURQPHQWV IRU HPSOR\HHV 7KH 'LVWULFW DJU
DOO VDIHW\ UHTXLUHPHQWV LQFOXGLQJ UHTXLUH
H[DPLQDWLRQV DVVHVVPHQWV DQG UHSRUWLQJ U
&DOLIRUQLD 2FFXSDWLRQDO 6DIHW\ DQG +HDOWK $

(PSOR\HH 5LJKWV DQG 5HVSRQVLELOLWLHV

D (PSOR\HHV DFNQRZOHGJH WKHLU &D0 DFNPRT

7UX'FUNLYHUV

- SDLUV RI JORYHV
- VKLUWV
- SDQWV
- 6DIHW\ ZRUN ERRWV LQ FRPSOLDQFH ZLWK &DO 26+

,Q DGGLWLRQ DOO EDUJDLQLQJ XQLW PHPEHUV ZLOO E
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6$1)5$1&,6&2 %8,/',1* &216758&7,21 75$'(&281&,/ 81,216

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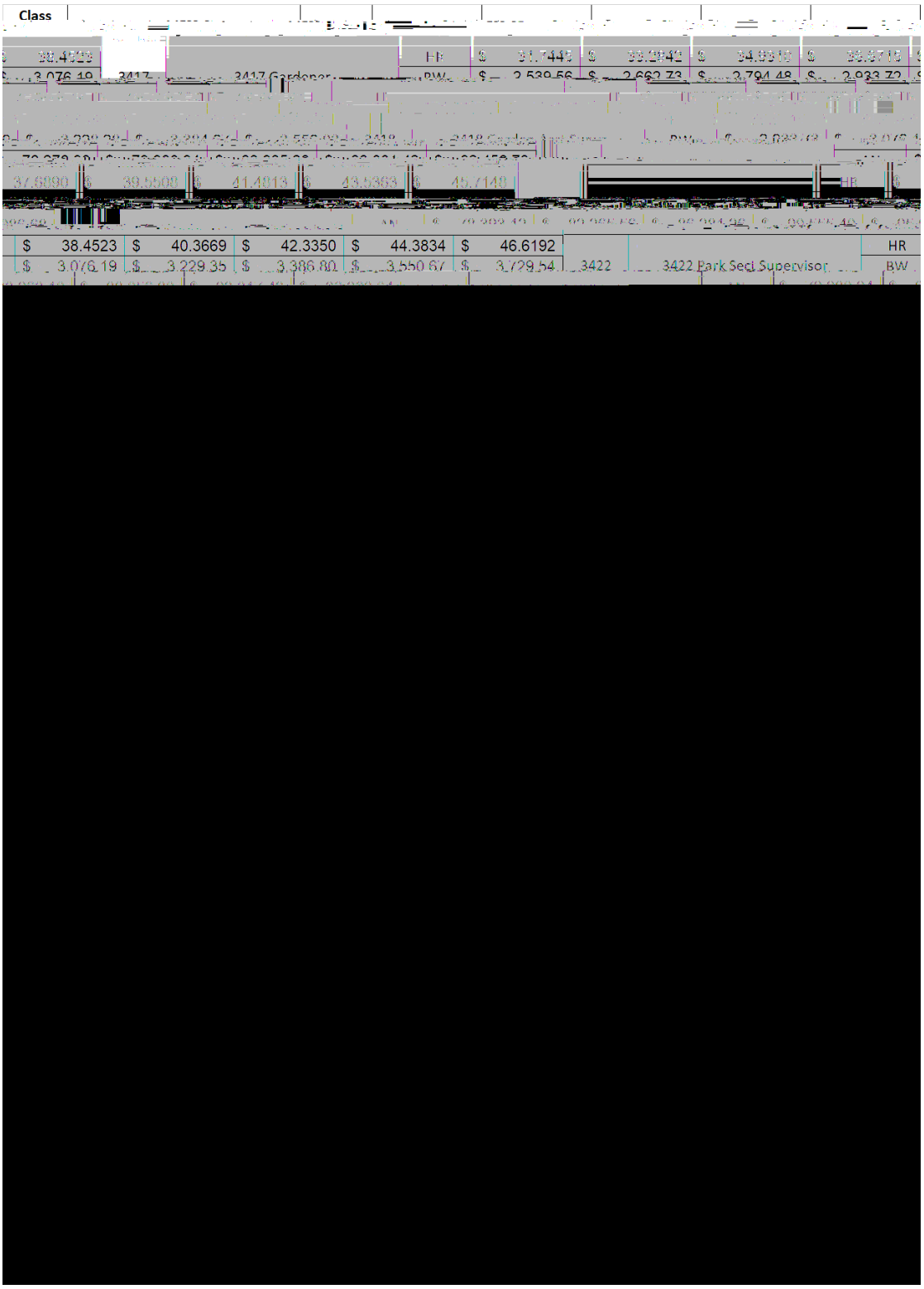
6,'(/(77(5 5HVHUYDWLRQ UH 3RVVLEOH 6XSHUYLVRU

,W LV WKH 'HSDUWPHQW RI &RUUHFWLRQV WKDW HPSOR\HHV XQGHUVWDQG WKDW 6)&&
H[SHFWHG WR SHUIRUP WKH UROH RI D ERQD ILGH VXSHUYL
SHUVRQQHO DQG WKDW VXFK VXSHUYLVRU\ ZRUN LQ WKH DEVH
0DLQWHQDQFH 6XSHULQWHQGHQW ZLOO EH SHUIRUPHG E\

Class Number	Class Title		Step #1	Step #2	Step #3	Step #4	Step #5	
		HR	$ 30.5236	$ 32.0040	$ 33.5875	$ 35.2611	$ 36.9734	
3417	3417 Gardener	BW	$ 2,441.89	$ 2,560.32	$ 2,687.00	$ 2,820.89	$ 2,957.87	
			$ 63,489.14	$ 66,568.32	$ 69,862.00	$ 73,343.14	$ 76,904.62	AN
			$ 35.2612	$ 36.9734	$ 38.8015	$ 40.6811	$ 42.7469	HR
		HR	$ 36.2394	$ 38.0296	$ 39.8859	$ 41.8618	$ 43.9565	
3419	3419 Muni. Stadium Groundskpr	BW	$ 2,899.15	$ 3,042.37	$ 3,190.87	$ 3,348.94	$ 3,516.52	3419
			$ 75,377.95	$ 79,101.60	$ 82,962.70	$ 87,072.54	$ 91,429.52	
3428	3428 Nursery Specialist	BW	$ 2,900.00	$ 3,042.37	$ 3,191.00	$ 3,348.94	$ 3,516.52	3428
			$ 75,400.00	$ 79,101.60	$ 82,966.00	$ 87,072.54	$ 91,429.52	



Class							
							HR
$ 38.4523	$ 40.3669	$ 42.3350	$ 44.3834	$ 46.6192			HR
$ 3,076.19	$ 3,229.35	$ 3,386.80	$ 3,550.67	$ 3,729.54	3422	3422 Park Sect Supervisor	BW

(;+,%,7 % 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI 6DQ)UDQFLVFR±&RPPLVVLRQ 5XOHV

,Q (IIHFW DV RI

/HDYHV RI $EVHQFH

$SSOLFDEOH5XOHW\VKDOO WDRSRQILFHUPSODQHV LQ

(;+,%,7 % 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI 6DQ)UDQFLVFR &RPPLVVLRQ 5XOHV

,Q (IIHFW DV RI

VHYHQ FDOHQGDU GD\V WKHUHDIWHU SDVW WKHVH SURSRVHG HOVHZKHUH LQ WKLV 5XOH VKDOO EH UHTXLUHG RQ DQ EDVHG XSRQ DQ HYDOXDWLRQ RI WKH RLQGLYLSXDO\HDW HPSOR\HHV WDNLQJ VLFN OHDYH SXUVXDQW WR $GPLQL &LW\ PD\ WDNH UHDVRQDEOH PHDVXUHV WR YHULI\ RU G RI VLFN OHDYH LV WDNHQ LQ DFFRUGDQFH ZLWK $GPLQL

7KH +XPDQ 5HVRXUFHV 'LUHFWRU PD\ GLUHFW WKDW OH GHSDUWPHQW DQG PDLQWDLQHG LQ D PDQQHU VR DV W UHYLHZ RU DQDO\VLV E\ 'HSDUWPHQW RI +XPDQ 5HVR 6WDQGDUGV (QIRUFHPHQW

([FHSW DV RWKHUZLVH SURYLGHG LQ WKHVH 5XOHV OH

(;+,%,7 % 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI 6DQ)UDQFLVFR &RPPLVVLRQ 5XOHV

,Q (IIHFW DV RI

/HDYHV JUDQWHG XQGHU WKLV 5XOH VKDOO EH LQGLFDW
WKH &RQWUROOHU

$Q DXWKRUL]HG OHDYH JUDQWHG XQGHU WKLV 5XOH VK
WKH FRQWLQXRXV VHUYLFH RI DQ HPSOR\HH

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD &RPPLVVLRQ 5XO
,Q (IIHFW DV RI

$UWLFOH ,, 6LFN /HDYH

6HF 9HULILFDWLRQ RI 6LFN /HDYH

7KH DSSRLQWLQJ RIILFHU ZKR RE HDVSLSJQLFHD WLPH RQ GRD\VLFN OH
PDNH XFK LQGHSHQGHQW WLQYHVWLQDWLRQV DV LRU VLFN
GHHPHG SURSHU DQG PD\ UHTXLUH SHFHULWGIRFDWLRQOHDY
WKDWHPSKOR\HEHKDQV SUHYLRXVOLQWLIHKGDWQVXFKRWLRQ
DEVHQFH RI OHVV WKDQ ILYH ZRUNLQJ SOWDHKQJO EH
VLFNOHDYH SXWRXGPLQLVWUDWLYH &RG &LWKHDNH
UHDVRQDEOHYXUHV WRGRYHXUHLQWUVWKDW DQ HPSOHDYHH¶V XV
LV WDNHQ LQ DFFRUGDQFH ZLWK $GPLQLVWUDWLYH &RG

7KH+XPDQ 5HVRXUFHV 'LUHFWRU PDVXDFWLQHQGHSHQGHQWP
LQYHVWLJDWPDWHULDOHQGHHPHGUHJRSHULQJWKHDQ\ SHUVRQ RQ VL
OHDYH

6HF 5HWLUHPHQW $XWRPDWLFDOO\ 7HUPLQDWHV 6LFN /HDYH

6LFN OHDYH VKDOO DXWRPDWLFDOO\ WHUPLQDWH RQ WK
UHWLUHPHQW

6HF $EULGJPHQW RI 6LFN /HDYH

6LFN OHDYHV HJUFHQWHRI LLQYH ZRUENLQJGLDGWWRGD\
HPSOR\HH SWHRWKHQWDSSRLQWLQJGHOHYPLHGGLFDHO RI
FDSDELOLW\ WR UHVXPH DOO WKH GXWLHV RI WKH SRVL

6HF 'HILQLWLRQ RI 6LFN /HDYH

$ OHDYH JUDQWHG XQGHURWKLVH5XOHORRZLQJ UHDVRQV V
NQRZQ DV VLFN OHDYH

(;+,%,7% 58/(±/($9(6 2) $%6(1&(

(;+,%,7 % 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD 6DQ)UDQFLVFR &RPPLVVLRQ 5XO
,Q (IIHFW DV RI

6LFN /HDYH

$EVHQFH GXH WR WKH HPSOR\HH V SUHJQDQF\ RU FR
FKLOGELUWK VKDOO QRW EH [FHHG VL[PRQWKV SURYL
PD\ EH H[WHQGHG IRU SHUPDQHQW HPSOR\HHV LI D SK\
FRQYDOHVFHQFH SHULRG LV UHTXLUHG 6XFK H[WHQV
SURYLVLRQV RI WKLV 5XOH VKDOO QRW DSSO\ VLFN OHDYH

6LFN /HDYH

$EVHQFH GXH WR KHDOWK FRQGLWLRQV RU WKH
HPSOR\HH¶V SDUWLFLSDWLRQ RU DVVRFLDWLRQ ZLWK
UHDULQJ UHVSRQVLELOLWLHV

6LFN /HDYH

$EVHQFH EHFDXVH RI WKH LOOQHVV LQMXU\ RU PHGL
ELRORJLFDO RU DGRSWLYH PDWWHUV RI D SHUVRQ
UHDULQJ UHVSRQVLELOLWLHV $EVHQFH EHFDXVH R
DSSRLQWPHQWV RI WKH HPSOR\HH¶V SDUHQW VSRXVH

6LFN /HDYH 3XUVXDQW WR $GPLQLVWUDWLYH &RGH &KD

$EVHQFH GXH WR WKH LOOQHVV LQMXU\ PHGLFDO
PHGLFDO DSSRLQWPHQWV RI WKH HPSOR\HH¶V GHSHQGHQW GDLO\ DFU
ZDUG VLEOLQJ JUDQGSDUHQW JUDQGFKLOG DQG VSR
XQGHUWDNHQ RU ODZ RUSHGHVRLQQDWHG

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD 6HQDWH &RQVWLWXWLRQ 5XO
,Q (IIHFW DV RI

7KH DIRUHPHQWLRQHG FKLOG SDUHQW VLEOLQJ J
UHODWLRQVKLSV LQFOXGH QRW RQO\ ELRORJLFDO UH
UHVXOWLQJ IURP DGRSWLRQ VWHSSDUHQW &KLOGUH
LQFOXGHV D FKLOG RI D GRPHVWLF SDUWQHU DQG D F
SDUHQWLV

)RU WKH SXUSRVHV RI WKLV GHILQLWLRQ RI ³GHVLJQDWHG S
SHUVRQ GHVLJQDWHG E\ DQ HPSOR\HH ZKR PHDQV QR VSI
SDUWQHU DV WKH SHUVRQ IRU ZKRP WKH HPSOR\HH PD
FDUH IRU XQGHU WKLV VHFWLRQ 7KH RSSRUWXQLW\ WR
H[WHQGHG WR WKH HPSOR\HH QR ODWHU WKDW WKH GDW
WKLUWKRXUV DIWHU SDLG VLFN OHDYH EHJLQV WR DFFU
WHQ EXVLQHVV GD\V IRU WKH HPSOR\HH WR PDNH WK
RSSRUWXQLW\ WR PDNH VXFK D GHVLJQDWLRQ LQFOXGL
D GHVLJQDWLRQ DIWHU RXV\ PDGH VKDOO EH H[WHQGHG WR WK
EDVLV ZLWK D ZLQGRZ RI WHQ 5G 5G RO\ PDGH VK QI

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOO 6HQWLQHO &RPPLVVLRQ 5X
,Q (IIHFW DV RI

$UWLFOH ,,, 6LFN /HDYH ZLWK 3D\

$SSOLFDEOLOLW\ VKDOO DSSO\ WR RIILFHUV DQG HPSOR\HHV LQ D
5DQNV R3IRVLWLRQV HH DQG)LUH 'HSDUWPHQW &RQWUDFW 0F6D6HUYL
QRWHG RU DV VSHFLILFDOO\ H[FOXGHG RU H[FHSW DV P
EDUJDLQLQJ DJUHHPHQW IRU WKRVH HPSOR\HHV VXEMH
+RZHYHU DOO GXWLHV LPSRVHG RQ DQG DSSOLFDEOH WR HPSOR\H
H[FOXGLQJ RQO\ WKH 8QLIRUPHG 5DQNV RI WKH 3ROLFH
07$ 6HUYLFH FODVVHV DV FRYHUHG LQ 9ROXPHV ,,

6HF 6LFN /HDYH ZLWK 3D\ (OLJLELOLW\

6LFN OHDYH ZLWK SD\ PD\ EH JUDQWHG WR HPSOR\HHV ZK
SD\ FUHGLWV DQG ZKR KDYH VHUYHG D WRWDO RI VL[
VFKHGXOHG S’ë€ P y.ì°Â WR B W_@ /H

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI&6DQO)UHQFLVFR&RPPLVVLRQ 5XO
,Q (IIHFW DV RI

6HF 6LFN /HDYH ZLWK 3D\ (OLJLELOLW\ 3XUVXDQW WR $GPLQ
: $SSOLFDEOH WR (PSOR\HHV 1RW 2WKHUZLVH 4XDOLIL

)RU HPSOR\HHV EHJLQ SDLG VWDWXV DIWHU)HEUXDU\
PD\ EH JUDQWHG WR VDLG HPSOR\HHV ZKR KDYH HDUQ
XQGHU WKLV VHFWLRQ QLQHW\ GD\V IROORZLQJ WKH

6HF 6LFN /HDYH ZLWK 3D\ (OLJLELOLW\ 3XUVXDQW WR $GPLQLVWUDWL
: $SSOLFDEOH WR (PSOR\HHV 1RW 2WKHUZLVH 4XDOLIL

(PSOR\HHV KLUHG RQ RU EHIRUH)HEUXDU\ VKDOO

(;+,%,7 58/(/(6 9(2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD &HUWLILFDWH RI &RPPLVVLRQ 5X
,Q (IIHFW DV RI
DOORZDQFHV SURSRVHG 6XFK RPPSOHWH KDYH DOO VXFK
UHVWRUHG XSRQ FRQGLWLRQ SURYLVLRQ HQDFWHG KDOHZRU

0D[LPXP &RPPXQLW\ &UHGLWV 3XUVXDQW WR $GPLQ
&KDSWHU :

6LFNOH DYH ZLWK SD\ FUHGLWV VKDOO EH FXPXODWLYH EX
XQXVHGOHDYH ZLWK SD\ FUHGLWV VWDWH QRW H[FHHG V

6HF 6LFN /HDYH ZLWK 3D\ &UHGLWV

6LFN OHDYH ZLWK SD\ VKDOO EH JUDQWHG E\ &KDUWHU DQ
%RDUG 6XSHUYLVRUV UHTXLUHV DQ HPSOR\HH WR XVH
DEVHQFH EHFDXVH KLV FKLOG VSRXVH RU SDUHQW LV
RI GXWLHV RU DV RWKHUZLVH GHILQHG LQ WKLV 5XOH

$Q DSSRLQWLQJ RIILFHU UHTXHVWLQJ DQ HPSOR\HH
JUDQWLQJ VLFN OHDYH ZLWK SD\ VKDOO PDLQWDLQ ID
WR VXEPLW VXFK SURRI HVWDEOLVKHG E\ UHJXOD
ZULWLQJ VSHFLILHV RWKHUZLVH 6LFN OHDYH ZLWK
GD\V

7KH DSSRLQWLQJ DXWKRULW\ PD\ UHTXLUH DQ HPSOR\HH
IRU XLWHV XQGHU VHFWLRQ LQ KLV RU KHU GLVFUHWLRQ
RIFHU WR HVWDEOLVK VWDQGDUGV RI DWWHQGDQFH

6HF 3URKLELWLRQ $JDLQVW (PSOR\PHQW :KLOH RQ 6LFN /H

(PSOR\HHV UHTXLUHG IURP ZRUNLQJ LQ KLJK
OHDYH SXUVXDQW WKLV 5XOH VKDOO EH SURKLELWHG
SD\ WKH SRLQWLQJ RIILFHU RU RWKHU FRQVLGHUDWLRQ
RIFHU WR HVWDEOLVK VWDQGDUGV RI DWWHQGDQFH

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOO)RUQLD &RPPLVVLRQ 5XO
,Q (IIHFW DV RI
JUDQWV SHUPLVVLRQ IRU WKH HPSOR\HH WR HQJDJH LQ
WR WKH SURYLVLRQV RI WKHVH 5XOHV JRYHUQLQJ VXFK

9LRODWRUV RI WKLV VHFWLRQ DUH VXEMHFW WR GLVFLS
&KDUWHU

6HF &DOFXODWLRQ RI 6LFN /HDYH ZLWK 3D\ &UHGLWV

8QOHVV RWKHUZLVH SURYLGHG LQ WKLV 5XOH RU E\ RUG
VKDOO EH HDUQHG DW WKH UDWH RI KRXUV IRU HDFK
VHUYLFH H[FOXGLQJ RYHUWLPH H[FHHGLQJ IRUW\ K
H[FHSW WKDW DQ HPSOR\HH RQ GLVDELOLW\ OHDYH VKD
DW WKH UDWH RI KRXUV IRU HDFK SD\ SHULRG

6LFN OHDYH ZLWK SD\ FUHGLWV HDUQHG SXUVXDQW WR
VKDOO DFFUXH DW WKH UDWH RI KRXU IRU HYHU\ WKLU

:KHQ SURYLGHG LQ D 0HPRUDQGXP RI 8QGHUVWDQGLQ
1XUVHV DUH UHJXODUO\ VFKHGXOHG WR ZRUN WZR
ZHHNHQG GD\V SHU SD\ SHULRG SURMHFW VKDOO HDUQ VLFN OH
KRXUV IRU HDFK KRXU RI UHJXODUO\ VFKHGXOHG SDLG
KHU KLV UHJXOD

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD &RPPLVVLRQ 5XO
,Q (IIHFW DV RI
$XWKRUL]HG VLFN OHDYH XQGHU WKLV VHFWLRQ VKDOO
OHDYH ZLWK SD\ FUHGLWV

6HF $SSHDO RI 'HQLDO RI 6LFN /HDYH ZLWK 3D\

'HQLDO RI VLFN OHDYH ZLWK SD\ WR DQ DSSRLQWHH ZKI
VXFK OHDYH LV DSSHDODEOH DV SURYLGHG HOVHZKHUH

6HF 5HLPEXUVHPHQW RI 9HVWHG DQG 8QXVHG $FFXPXODWHG
&UHGLWV %DODQFH

$Q HPSOR\HH ZKR KDG DFFXPXODWHG XQXVHG VLFN OHDY
FRPSHQVDWHG WKH VHUYLFH UHTXLUHPHQW RQ RU EHIRUH 'HFHI
HIIHFWLYH GDWH RI UHWLUHPHQW IRU VHUYLFH RU GLVD

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOO 6HQWLQHO &RPPLVVLRQ 5XO
,Q (IIHFW DV RI

$UWLFOH ,9 6LFN /HDYH ZLWKRXW 3D\

$SSOLFDEOH WR DOO HPSOR\HHV LQ DOO FODVVH
5DQNV RI WKH 3ROLFH DQG)LUH 'HSDUWPHQWV
QRWHG RU DV VSHFLILFDOO\ H[FOXGHG RU H[FHSW DV P

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD &RPPLVVLRQ 5XO
,Q (IIHFW DV RI

,I WKH SK\VLFLDQ GHVLJQDWHG E\ WKH +XPDQ 5HVRXUFH
LV QR UHDVRQDEOH SURE

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD 6HQDWH &RQVWLWXWLRQ 5XO
,Q (IIHFW DV RI

6XSHPHQWDO GLVDELOLW\ FUHGLWV VKDOO EH XVHG D
KRXU

7KH HPSOR\HH V GHSDUWPHQW VKDOO VXEPLW VHSDUDW
RQO\ DIWHU WKH 5HWLUHPHQW 6\VWHP FHUWLILHV WK
SD\PHQW LI DQ\ IRU WKH SHULRG

6DODU\ PD\ EH SDLG RQ UHJXODU WLPHURROV DQG FKDU
ZLWK SD\ FUHGLW EDODQFH GXULQJ DQ\ SHULRG SULR
GHWHUPLQDWLRQ RI HYLJLEHPQWW\IRSD\EHQDELZOLWK RXW
VLJQHG RSWLRQ E\ WKH HPSOR\HH

:KHQ DQ HPSOR\HH KDV XVHG VLFN OHDYH ZLWK SD\ F
6\VWHP VXEVHTXHQWO\ GHWHUPLQHV WKDW WKH HPSO
LQGHPQLW\ SD\PHQW RU EHQHILWV SURYLVLRQ VKDOO
WKH HPSOR\HH V VLFN OHDYH ZLWK SD\ FUHGLW EDO
DSSURSULDWH &LW\ IXQG IRU WKH DPRXQW RI VLFN OH
SDLG

$Q HPSOR\HH ZKR SXUVXHV GLVDELOLW\ FUHGLWV W
LQGHPQLW\ SD\PHQWV VKDOO ZKLOH RQ GLVDELOLW\ C
FUHGLWV DW WKH VDPH UDWH DV VLFN OHDYH ZLWK SD\

6$1)5$1&,6&2,'1* &216758&7,21 75$'(&281&,/ 81,216 &%$
6,'(/(77(56 $1' (;+,%,76 ())(&7,9(-8/81(

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD 6HQDWH &RPPLVVLRQ 5XO
,Q (IIHFW DV RI

8SRQ UHWXUQ WR GXW\ DQ HPSOR\HH VKDOO GLVDEHG
VKDOO HDUQ VLFN OHDYH ZLWK SD\ FUHGLWV DW WKH QR
GLVDELOLW\ FUHGLWV DW WZLFH WKH UDWH WKDW VLFN
VXFK WLPH DV WKH WRWDO KRXUV

6KRXOG DQ HPSOR\HH VXIIHU D UHFXUUHQFH RU D QHZ
GLVDELOLW\ FUHGLWV DUH UHJDLQHG WKH VXSSOHPHQ

(;+,%,7% 58/(±/($9(6 2) $%6(1&(

(;+,%,7% 58/(±/($9(6 20DSQ6F1a&(5 € (0UD/P@0
&LW\ DQG &RXQW\ RI 6DQ)UDQFLVFR

(;+,%,7% 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI 6DQ)UDQFLVFR

(;+,%,7% 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &S’à0(1&(

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD &RPPLVVLRQ 5XOH
,Q (IIHFW DV RI

'HQLDO RI HGXFDWLRQDO OHDYH LV DSSHDODEOH DV SU
5XOH

$Q HPSOR\HH RQ HGXFDWLRQDO OHDYH VKDOO QRW DFF
DSSURYDO RI WKH DSSRLQWLQJ RIILFHU DQG WKH +XPD
HPSOR\PHQW LQ YDFDQW SRVLWLRQV ZLWK WKH &LW\ D
YDFDWLRQV

$V VRRQ DV UHFRUGV DUH DYDLODEOH WKH HPSOR\HH
DSSRLQWLQJ RIILFHU D UHFRUG RI FRPSOHWHG HGXFDW
PDLQWDLQHG LQ VXFK D PDQQHU DV WR EH UHDGLO\ DY
+XPDQ 5HVRXUFHV 'LUHFWRU WR VXEPLW DQ DFFHSWDEOH U
HGXFDWLRQDO ZRUN VKDOO VXEMHFW WKH HPSOR\HH W
WKH &KDUWHU

(;+,%,7 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI &DOLIRUQLD &RPPLVVLRQ 5XO
,Q (IIHFW DV RI

6HF /HDYH IRU &LYLOLDQ 6HUYLFH LQ WKH 1DWLRQDO ,QWHU

&LYLOLDQ VHUYLFH LQ WKH QDWLRQDO LQWHUHVW LV G
VWDWH RU RWKHU SXEOLF WRHQJDJH LQ D SURJUD
ZKLFK WKH +XPDQ 5HVRXUFHV 'LUHFWRU GHHPV WR EH LQ W
LQWHUHVW

6XFK OHDYH PD\ EH DSSURYHG IRU SHUPDQHQW DSSRLQ

(;+,%,7% 58/(±/($9(6 2) $%6(1&(

&LW\ DQG &RXQW\ RI 6DQ)UDQFLVFR

(;+,%,7& &/$66,),&$7,216 (17(5,1* $7),)7+ 67(3

&/$66,),&$7,216 (17(5,1* $7),)7+ 67(3

&DUSHQWHU 6XSHUYLVRU	<(6
(OHFWULFLDQ 6XSHUYLVRU	<(6
3DLQWHU 6XSHUYLVRU	<(6
/RFNVPLWK	<(6
&DUSHQWHU	<(6
(OHFWULFLDQ	<(6
3DLQWHU	<(6
3OXPEHU	<(6
6WHDPILWWHU	<(6

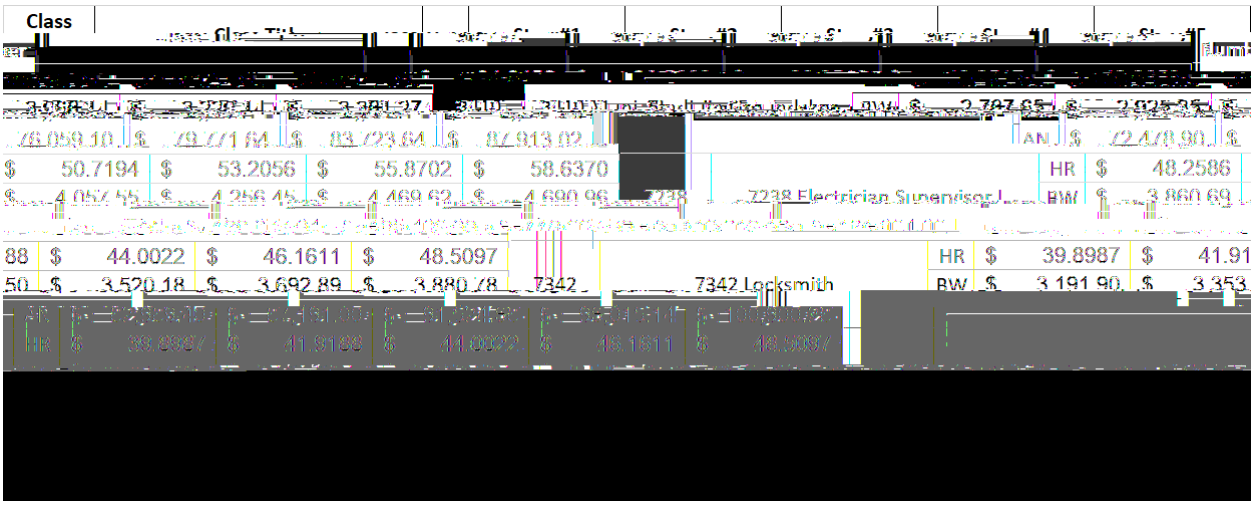
,Q DGGLWLRQ LI WKH 'LVWULFW HPSOR\V HPSOR\HHV LQ WKH FO
HPSOR\HHV VKDOO HQWHU DW WKH ILIWK VWHS

(;+,%,7 ,17(51$/ $'-8670(176

(IIHFWLYH -DQXDU\ HPSOR\HHV LQ FODVVHV (OHFWULF
UHFHLYH WLPH RQH HDJH DGMXVWPHQW RI DQ DGGLWLRQDO WKUHH SHU

(IIHFWLYH -DQXDU\ HPSOR\HHV LQ FODVVHV &DUSHQWH
WLPH ZDJH DGMXVWPHQW RI DQ DGGLWLRQDO WZR SHUFHQW

(IIHFWLYH -DQXDU\ HPSOR\HHV LQ FODVVHV
UHFHLYH WLPH RQH HDJH DGMXVWPHQW RI DQ DGGLWLRQDO WKUHH SHU

*This agreement is considered tentative and shall not be considered final or binding until ratified by union members and approved by the Board of Trustees. This document sets forth the full agreements of the parties reached during these negotiations. Anything not included in this document is not part of the Tentative Agreement.

(;+,%,7 ',QWHUQDO $GMXVWPHQW 6DODU\ 7DEOH (II