Effective Date: This schedule implements special pay. These increases are effective July 10, 2005. When rates as set forth below are being paid, no other additional compensation is payable.

UNLICENSED PERSONNEL (All Departments)
Classes of positions as noted in the schedules below are as follows:

Class  a = those ratings receiving $7.74 penalty rate  
       b = those ratings receiving $9.99 penalty rate  
       c = those ratings receiving $10.21 penalty rate

I. Tank Cleaning
   
   A. Fresh Water Tanks
      
      Between the hours of 8:00 a.m. and 5:00 p.m.  
      Monday through Friday (TC 16, Suffix 1)  
      
      All classes = penalty rate  
      
      Between the hours of 5:00 p.m and 8:00 a.m.  
      Monday through Friday (TC 16, Suffix 2)  
      
      All classes = 1.5 times the penalty rate  
      
      When such work is performed on Saturdays, Sundays, or holidays, or in excess of 8 hours a day,  
      
      All classes = the applicable overtime rate OR one and one half times the penalty rate, whichever is greater.

   B. Oil Tanks or Oil Products Tanks
      
      During regular hours  
      
      Class  a = $9.62 per hour (TC 16, Suffix 5)  
             b = $9.99 per hour (TC 16, Suffix 5)  
             c = $10.21 per hour (TC 16, Suffix 5)
During overtime hours

1) Employees off watch

   All classes = overtime rate (TC 21)

2) Employees on watch

   Class  a = $9.62 per hour plus overtime rate  
            (TC 16, Suffix 5 plus TC 21)
   b = $9.99 per hour plus overtime rate  
      (TC 16, Suffix 5 plus TC 21)
   c = $10.21 per hour plus overtime rate  
      (TC 16, Suffix 5 plus TC 21)

C. **Bonus**

For employees engaged in tank cleaning under B above, a bonus of 3 hours will be paid upon completion of tank work at the following rates:

   Class  a = $9.62 per hour (TC 16, Suffix 5)
            b = $9.99 per hour (TC 16, Suffix 5)
            c = $10.21 per hour (TC 16, Suffix 5)

II. **Dirty Work**

   A. During regular work hours

      $10.84 per hour (TC 16, Suffix 8)

   B. During overtime hours

      $24.65 or overtime rate if higher (TC 16, Suffix 9 or TC 21)

III. **Scuba Diving**

   A. During regular work hours

      $39.08 per hour (TC 16, Suffix 3)

   B. During overtime hours

      $39.08 plus overtime rate (TC 16, Suffix 3 plus TC 21)

Effective Date: July 10, 2005