

AWARD

The Union's grievance is granted in part and denied in part. The degree and points assigned in Personal Contacts should be adjusted to a degree 5 with a point factor assignment of 14 pts. In the category of Mental Demands the degree should be adjusted to a degree 4 with a point factor assignment of 10 points.

The current employees in the classification of Wildlife Inspector shall be placed at pay range 12, and made whole effective with the pay period that includes, April 21, 2016. The Grievants in this matter shall be made whole in-line with this ruling.

Pursuant to Article 29.09(3) (a), the arbitrator's fees and expenses shall be equally divided between the parties.

Respectfully submitted to the parties this 16th day of June 2018,


Robert G. Stein, Arbitrator