



Collective Bargaining Agreement

Between

Centerra, Group, LLC

And

**Professional Association of Court Security Officers
(PACSO - S/TX)**

For the

**United States Marshals Service, 5th Circuit
Southern District of Texas**

October 1, 2025 through September 30, 2028

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ARTICLE 1: GENERAL PROVISIONS

Section 1.1. Bargaining Unit

(a) This agreement is entered into between Centerra Group, LLC (“Company”) and Professional Association of Court Security Officers, Southern District of Texas (“Association”). The Company recognizes the Association as the sole and exclusive bargaining representative for the purpose of collective bargaining as defined in the National Labor Relations Act.

(b) The unit is defined as all full-time and shared-time position Court Security Officers (CSO) Senior Lead Court Security Officers (SLCSO), and Lead Court Security Officers (LCSO) employed by the Company in the 5th Judicial Circuit, Southern District of Texas in the Cities of Houston, Galveston, Victoria, Corpus Christi, Laredo, Brownsville, and McAllen excluding all other employees including Intermediate Supervisors, office clerical employees and professional employees as defined in the National Labor Relations Act. Members of the bargaining unit are hereafter referred to as “Bargaining Unit Employees.”

(c) This agreement shall be binding upon both parties, their successors, and assigns. In the event of a sale or transfer of the business of the Company, or any part thereof, the purchaser or transferee shall be bound by this agreement.

Section 1.2. Definitions

Agreement: This Collective Bargaining Agreement (CBA).

Agreement Term: CBA effective dates and any extensions thereto.

Association Dues: A prescribed amount of money to be paid by Association members per paycheck.

Break: A relief period provided to an on-duty employee.

Business Day(s): Monday through Friday excluding holidays, government directed changes, and/or closures.

Contract: The government contract between Centerra Group, a Constellis Company, and the United States Marshals Service to provide Court Security Officer services in the 5th Judicial Circuit.

Contract Manager: Senior Employer representative responsible for the management of the Employer’s contract with its client.

Employee: A Centerra Group employee.

Full-Time Employee: An employee who is designated as full-time by the Company.

Government-Directed Change: Any direction given to the Company by the United States Marshals Service or other U.S. Government agency which affects the staffing or scheduling of employees on the Contract. These changes include, but are not limited to, post closures, post start-ups or modifications, modified post staffing requirements, government-directed employee transfers or removals, final denial of Security Clearance, or any other changes.

Grievance: An action filed by the Association or an employee concerning the application, interpretation, or alleged violation of a portion of this Collective Bargaining Agreement.

Holdover: A situation where an officer is required to work additional hours, beyond those hours originally scheduled or agreed to in advance of standing post.

Holidays: Those days specifically designated in this Agreement.

Licenses and Permits: Documents issued by Federal, State, or Municipal authorities allowing an employee to perform security work within a certain jurisdiction.

Overtime: Wages paid at the rate of 1½ times the employee's regular rate for all hours worked in excess of forty (40) hours per workweek.

Seniority:

(a) **Contract Seniority:** Uninterrupted time an employee has been employed on the contract covered by this agreement, regardless of employer. And or, the total length of time an employee has been in the employer's service, both performing commercial work and performing on the federal contract covered by this agreement.

(b) **Association Seniority:** The continuous time an employee has been a member of the bargaining unit represented by PACSO-STX.

(c) **Job Site Seniority:** The continuous time an employee has been assigned to a specific work location covered by this agreement.

Shared-Time Employee: An employee who occupies a shared-time position

Probationary Employee: Newly hired employees will be considered probationary for ninety (90) calendar days after their hire date.

Security and Suitability Clearance: Appropriate personnel security clearance level granted by the U.S. Government to an employee to work on the Contract.

Straight-Time Hours: Straight-time hours include all hours paid at the straight-time hourly rate. Straight-time hours do not include hours paid at overtime, and/or double-time rates, or hours associated with vacation or personal/sick leave paid in lieu (e.g., cashed out).

Steward: An elected or appointed Association official representing bargaining unit employees.

Workday: Any day, Sunday through Saturday, including holidays, which an employee may be required to work.

Section 1.3. Negotiating Committee

The Company agrees to recognize a negotiating committee selected by the Association to represent the employees in collective bargaining negotiations. The committee may be comprised of up to three (3) members and one alternate from the Association. The Association will provide the names of individuals to the Company prior to the negotiations.

Section 1.4. Steward System

(a) The Company agrees to recognize a steward program.

(b) The Association agrees that Stewards and Association representatives will not conduct Association business while on-duty. The Association agrees that Stewards and Association representatives will not conduct Association business with any employee who is on duty unless the employee is on an official break.

(c) Aggrieved employees and/or Association representatives will be paid their regular rate of pay for time spent in grievance-related meetings with management only during scheduled working hours. The aggrieved employee and/or Association representative(s) will not be paid for time spent investigating grievances, preparing grievance documents, or for any time spent outside of meeting with management.

(d) If an employee, who is the subject of an investigation, and could as a result of the investigation be disciplined, requests a Steward to be present during investigatory process, the Company will allow the Steward to be present, provided the employee returns within one (1) business day with such Steward. If the Company uses an alternative medium, such as video, video teleconference, etc. to conduct formal investigative discussions with an employee who is the

subject of investigation, and the employee could be subject to discipline as a result of that investigative discussion, the Company agrees that the use of alternative medium methods will conform to Weingarten Law. The Company agrees that the Association shall be given the opportunity to be present during the alternative medium discussion and a notice of formal investigations will be provided at least one (1) business day in advance. The notice will include, at a minimum, the nature of the charges related to the disciplinary investigation.

Section 1.5. Managers & Salaried Personnel

Managerial and salaried employees shall not perform the duties of the employees in the bargaining unit, except in an emergency which includes the prevention of an open post.

Section 1.6. Dues Checkoff

(a) The Company agrees to deduct dues as designated by the Association on a per pay period basis, not to exceed two pay periods in any one month for each member of the Association. These deductions will be made only upon written authorization from the employee on a form provided by the Association. The employee, upon thirty (30) days written notice served upon the Company and the Association, may revoke such authorization. It is understood that such deductions will be made only so long as the Company may legally do so. The Association will advise the Company as to the dollar amount of the Association membership dues.

(b) The Company will remit all such deductions to the Association representative within ten (10) business days from the date that the deduction was made, via ACH direct deposit, if possible. All costs related to direct deposit will be borne by the Association. The Association agrees to furnish the Company with the current routing number for direct deposit. The Company shall furnish the Association representative with a deduction list, setting forth the name and amount of dues, within ten (10) business days of each remittance. The Association agrees to hold the Company harmless from any action or actions growing out of these deductions initiated by an employee against the Company and assumes full responsibility of the dispositions of the funds so deducted once they are paid over to the Association. Errors made by the Company in the deduction or remittance of monies shall not be considered by the Association as a violation of this provision, providing such errors are unintentional and corrected when brought to the Company's attention.

(c) The Company's responsibility under this Article terminates upon the expiration of this collective bargaining agreement.

Section 1.7. Intent of the Parties

The Association and the Company agree to work sincerely and wholeheartedly in that the provisions of this Agreement will be applied and interpreted fairly, conscientiously, and in the best interest of efficient security operations. The Association and the Company agree to use their best

efforts to cause the bargaining unit employees, individually and collectively, to perform and render loyal and efficient work and services on behalf of the Company. Neither the Company, nor the Association, their representatives, their members will intimidate, coerce, or discriminate in any manner against any person in its employ by reason of his/her membership and activity or non-membership or non-activity in the Association.

ARTICLE 2: SENIORITY

Section 2.1. Association Seniority Defined

(a) Association seniority shall be the length of continuous service from the employee's last date of hire as a full or shared-time CSO, SLCSO, and LCSO including any member assigned to the Courts, U.S. Probation Offices, and U.S. Attorney's Offices for the Company, past or present and/or any predecessor Company. Seniority shall not accrue until the employee has successfully completed the probationary period; at which time, the Seniority date will revert to date of hire. Seniority shall be applicable in determining the filling of vacancies, order of layoff and recall, vacation schedules, holidays, extra work, overtime, and other matters as provided for in this Agreement.

(b) For the purposes of vacation schedules, extra work, overtime, and filling vacancies, and shifts, job site seniority shall be used as the basis of seniority.

(c) Any employee who is granted an approved leave of absence will retain all seniority rights.

Section 2.2. Seniority Lists

Upon request by the Association, the Company using service credit information supplied by the Association will provide a seniority list to the Association.

Section 2.3. Personal Data

Employees shall notify the Company in writing, on a company provided form, of their proper mailing address to include e-mail and telephone number or of any change of name, address, or telephone number. Employees shall be required to update the Company if there is any change(s) within ten business days of the change(s) being made. The Company shall be entitled to rely upon the last known address in the Company's official records.

Section 2.4. Transfer Out of Unit

Any bargaining unit employee who is promoted to a non-bargaining unit position more than 90 days shall lose their Association seniority, unless extended by mutual agreement between the Company and the Association. Should the employee return to the bargaining unit at a later date their Association seniority will start on that return date.

Section 2.5. Probationary Employees

(a) The Company reserves the right to decide issues relating to transfers, suspensions, discipline, layoffs, or discharge of probationary employees without recourse to the grievance procedure contained in this Agreement.

(b) Probationary employees shall have no seniority until the completion of their probationary period, at which time seniority dates back to the date of hire. The probationary period can be extended by mutual agreement between the Company and the Association.

Section 2.6. Termination of Seniority

The seniority of an employee shall be terminated for any of the following reason(s):

(a) The employee quits or retires.

(b) The employee is discharged.

(c) A settlement with the employee has been made for total disability, or for any other reason if the settlement waives further employment rights with the Company.

(d) The employee is laid-off for a period of 180 calendar days.

(e) The U.S. Government revokes the employees' credentials. In the event the revocation is reversed, and the employee is re-credentialed by the U.S. Government, then his/her seniority is reinstated.

(f) The employee is transferred out of the bargaining unit under and subject to Section 2.4 above.

(g) The employee accepts a position outside of the bargaining unit and does not return to the bargaining unit for a period of 90 calendar days.

ARTICLE 3: JOB OPPORTUNITIES

Section 3.1. Filling Vacancies

3.1.1. Filling Full & Shared-Time Positions

If a vacancy occurs in a full time or shared-time position covered by this Agreement or a new position is added and the Company chooses to fill the position, the job will be posted for a period of five (5) working days (excluding Saturdays, Sundays, and holidays) at all locations within the District. At the end of the 5-day notice, the Company will submit the name of a transfer or a new applicant packet to USMS. In the event of a transfer which will create a subsequent vacancy, the Company will fill the subsequent vacancy with a transfer or a new applicant packet without issuing another 5-day notice.

3.1.2. Filling Other Vacancies

When a vacancy occurs, the Company will fill the position with the best qualified, most senior employee who has applied for the position in writing and will be trained (if required) to fill any

necessary special qualifications for the new position. In these situations, seniority is defined as an assignment to that particular building or site. This provision does not apply to Lead Court Security Officer vacancies. Employees awarded a position are not eligible to bid on another open position for a period of 365 days from the day they start working in their new position.

Once an employee has been awarded a bid for a vacancy, that bid may not be withdrawn unless agreed upon by the Company and the Association.

The employee having gone through the job bidding process and selected to fill the vacancy will be placed into the vacant position. This employee filling the vacant position cannot submit a bid request for his/her previous position for at least 365 days after leaving the position.

Section 3.2. Layoff, Reduced Positions, Reduced Hours of Work, & Recall

(a) In the event of layoffs, reduction of positions and recall, when full-time or shared-time positions are being reduced, probationary employees will be laid off first. Should it be necessary to further reduce the workforce, then all reductions shall be made in reverse seniority order and starting with the last hired. Employees will be retained on the basis of jobsite seniority. Recall of employees will be accomplished by recalling the last laid off employee first and so on.

(b) In the event of a reduction in work hours, the Company will reduce the number of hours equally among full-time and shared-time employees. The Company will provide the Association with as much advance notice as possible.

Section 3.3. Temporary Assignments

(a) In the interest of maintaining continuous operations, the Company may temporarily assign an employee to a vacant or new position or assign an employee to a temporary assignment directed by the USMS, including temporarily assigning an employee to a work site within or outside of the area defined by this Agreement. To the extent feasible the assignment shall be a voluntary selection based on seniority and qualification and shall not exceed ninety (90) days per employee, this may be extended with an agreement between the Company and the Association. In the absence of volunteers, assignments shall be made on a reverse seniority and qualifications basis.

(b) Employees assigned will receive the higher of the base hourly wage available to employees regularly assigned to the site to which the employee is being transferred, or their regular hourly wage they receive at their regular site under this Agreement, whichever is higher.

Section 3.4. Senior Lead CSO and Lead CSO Appointments

All appointments of Senior Lead CSOs, and Lead CSO's, will be made on the basis of suitability as determined solely by the Company. Suitability shall include an employee's skills, experience,

past performance, capabilities, and the needs of the operation. If the Company determines employees are equally qualified, seniority will prevail.

ARTICLE 4: MANAGEMENT RIGHTS

Section 4.1. Enumerated Rights

The Company reserves all rights which it heretofore had except to the extent that those rights are expressly limited by the provisions of this Agreement. Without limiting the foregoing reservations of rights, the parties consider it to be desirable, in order to avoid unnecessary misunderstanding or grievances in the future, to specify by way of illustration and without limitation some of the rights reserved exclusively to the Company, which it may exercise in its sole discretion, and which might otherwise be a source of potential controversy, including the rights to:

- (a) Hire.
- (b) Assign work and schedule.
- (c) Promote, demote.
- (d) Discharge, discipline, or suspend for just cause.
- (e) Determine the size and composition of the workforce, including the number of, if any, employees assigned to any particular shift and the number of full-time and shared-time employees.
- (f) Make and enforce work rules not inconsistent with the provisions of this Agreement.
- (g) Require employees to observe Company rules and regulations.
- (h) Determine whether an employee may take unpaid leave when all forms of paid leave have been exhausted.
- (i) Determine the qualifications of an employee to perform work.
- (j) Determine, direct, and change the work operations and work force of the Company.
- (k) Ensure adherence to performance standards, the type of services to be rendered, and the manner in which such services are to be performed.
- (l) Determine the type and quantity of machines, equipment, and supplies to be used and the purchase, control, and use of all materials, equipment, and supplies that are purchased, used, or handled by the Company.
- (m) Sell, lease, shut down, or otherwise dispose of all or part of the Company's assets or business operations.
- (n) Introduce changes in the methods of operations, jobs, or facilities, including the right to automate, totally or partially, any or all of its business operations, even though this operates to eliminate unit jobs.
- (o) Establish job descriptions and classifications and to require any employee covered by this Agreement to perform any job or task deemed necessary by the Company.
- (p) Schedule all work and hours of work, to determine the need for and amount of overtime, and to assign or require employees to work overtime.

Section 4.2. Retained Rights

Any of the rights, power, or authority the Company had prior to the signing of this Agreement are retained by the Company, except those specifically abridged or modified by this Agreement and any supplemental Agreements that may hereafter be made. The Company's failure to exercise any function reserved to it shall not be deemed a waiver of any such rights.

ARTICLE 5: GRIEVANCE & ARBITRATION PROCEDURE

Section 5.1. Timeliness & Probationary Employees

The number of business days outlined in this Agreement shall establish the maximum time allowed for the presentation and processing of a grievance. However, extensions of time may be granted in writing by mutual agreement between the Company and the Association. Furthermore:

(a) While it is the intent of the Company to respond to grievances in a timely manner, if the Company fails to respond within the time period allotted for a specific step, the grievance may be treated by the Association as denied at that step and the Association may proceed to the next step.

(b) If the Association fails initially to file a grievance or appeal a grievance to the next step in the process within the time period allotted for a specific step, the grievance will be treated by the Company, Association and the employee as withdrawn and removed from the grievance process.

The Association will represent probationary employees for matters concerning wages, hours, fringe benefits, allowances, and defined leave and working conditions. The Company reserves the right to decide questions relating to scheduling, transfers, layoffs, or discharge of probationary employees without recourse to the grievance process.

Section 5.2. General Provisions

All grievances shall contain, at a minimum:

- (a) The facts giving rise to the grievance.
- (b) The date and time the grievance allegedly occurred.
- (c) The provision(s) of the Agreement alleged to have been violated.
- (d) The name(s) of the aggrieved employee(s).
- (e) The remedy sought

All grievances shall be processed in accordance with the steps outlined below. Grievances shall be resolved or unresolved at each step.

The grievance timelines will begin once the Association has been furnished a copy of a discipline notice issued to an employee in accordance with Article 6, Section 6.2.

Any grievance involving the suspension or termination of an employee shall begin at Step 2 and must be filed within fifteen (15) business days after the action is imposed.

Section 5.3. Step One – Notice to Intermediate Supervisor

Within fifteen (15) business days after the occurrence of an event upon which a grievance is based, the grieving employee having a grievance and/or Steward will submit the grievance in writing to the Intermediate Supervisor or his designee. The Intermediate Supervisor or his designee shall respond in writing to the grievance within ten (10) business days after submission of the grievance. If the grievance is not settled, it may be appealed in writing to Step Two within fifteen (15) business days after receipt of the Intermediate Supervisors response.

Section 5.4. Step Two – Notice to Contract Manager

If the matter is appealed to Step Two, a meeting will be held between the grievant, Steward, and the Contract Manager or his designee within ten (10) business days of receipt of the appeal. It is agreed that this meeting shall be held telephonically. The Contract Manager or his designee shall render a written response within ten (10) business days after the meeting is held. If the grievance is not settled, it may be appealed in writing to Step Three within fifteen (15) business days after receipt of the Contract Manager's or his designee's response.

Section 5.5. Step Three – Notice to Director of Labor Relations

If the matter is appealed to Step Three, a meeting will be held between the grievant, Steward and Director of Labor Relations or his designee within fifteen (15) business days of receipt of the appeal. It is agreed that this meeting shall occur telephonically. The Director of Labor Relations or his designee shall render a written response within ten (10) business days after the meeting is held. If the grievance is not settled, it may be appealed in writing to arbitration.

It is agreed that service of appeal to the next step, or response(s) to a grievance may be made by either party via email.

It is agreed that each of the above step meetings maybe held via electronic means to include telephonic or internet-based conference calls (e.g., Teams)

Section 5.6. Arbitration Procedure

Grievances processed in accordance with the requirements of Section 5.2. that remain unsettled may be appealed to arbitration by the Association, giving the Company's Director of Labor Relations written notice of its desire to proceed to arbitration not later than fifteen (15) business

days after rejection of the grievance in Step Three. Failure to meet any timeline outlined in Section 5.2. or this Section, shall render a grievance ineligible for arbitration.

5.6.1. Selection of an Arbitrator

Within fifteen (15) business days of receipt of the Association's written notice to proceed with arbitration, the moving party shall request the Federal Mediation and Conciliation Service ("FMCS") to furnish a list of seven available arbitrators. The moving party shall be responsible for all associated costs. Each party shall have a one-time right to reject an arbitration panel. The party rejecting a panel shall be responsible for obtaining a new one from the FMCS, as well as all associated costs.

5.6.2. Decision of the Arbitrator

The Arbitrator shall commence the hearing at the earliest possible date. The decision of the arbitrator shall be final and binding upon the parties to the Agreement. Any decision shall be complied with without undue delay after the decision is rendered. It is understood and agreed between the parties that the Arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement.

5.6.3. Arbitration Expense

The Arbitrator's fees and expenses, including the cost of any hearing room, shall be shared equally between the Company and the Association. Each party to the arbitration will be responsible for their own expenses and compensations incurred bringing any of its witnesses or other participants to the arbitration. Any other expenses, including transcript costs, shall be borne by the party incurring such expenses.

Section 5.7. Class Action

The Association shall have the right to file a group grievance (class action) or grievances involving more than one (1) employee at Step Two of the grievance procedure.

Section 5.8. Individual Grievances

No individual may move a grievance to arbitration.

ARTICLE 6: DISCIPLINE

Section 6.1. Just Cause

Employees shall be subject to discipline or discharge for just cause. The Company's discipline policy is outlined in the "Centerra Progressive Disciplinary Policy." which is subject to revision

from time to time. Should the Employer revise the disciplinary policy, the Association shall be provided with a minimum of 14 days' prior notice of any change.

The Company recognizes the provisions of progressive discipline, as outlined below:

- Verbal Warning (Documented for the Record)
- Written Warning
- Suspension
- Termination of Employment

Employees may be disciplined or discharged for just cause. In the event of a discharge or disciplinary action by the Company, the employee will be given a written reason for the discharge or disciplinary action.

Section 6.2 Association Notice

The Company shall furnish to the Association a copy of all discipline notices issued to an employee within five (5) business days of the notice of discipline being issued to the employee. Failure of the Company to meet this requirement shall not void any discipline issued.

ARTICLE 7: HOURS OF WORK & OVERTIME

Section 7.1. Workday & Workweek

(a) For the purposes of this Article, a regular workweek for full-time employee shall normally be up to forty (40) hours. Shifts shall be scheduled at the discretion of the Company to fulfill the needs of the U.S. Government.

The workweek shall consist of seven (7) days, beginning on Sunday at 0001 hours and ending 168 hours later on the following Saturday at 2400 hours.

Nothing contained herein shall guarantee to any employee any number of hours of work per day or week.

(b) The CSOs may exchange shifts and/or days off, when necessary, after agreement by the affected CSOs and 24-hour notification to the Intermediate Supervisor or his/her designee. Any exchange of shifts must be approved by the Intermediate Supervisor or his/her designee and will not be cause for overtime to be incurred.

Section 7.2. Overtime

An overtime rate of time and one-half (1½) of an employee's base rate of pay (exclusive of health and welfare and other fringe additions to pay) shall be paid for all hours actually worked in excess of forty (40) hours in a work week.

Section 7.3. Overtime/Extra Hours Requirement

If directed to work overtime (e.g., over forty [40] hours in a workweek) or extra hours, and the seniority system is not invoked due to shortness of notice to the Company, the employee shall be required to do the work, unless the employee is excused by the Company. The Company shall not require an employee to end their shift early to prevent overtime.

Section 7.4. Overtime Distribution

Subject to the exception in Section 7.3., the Company will make a reasonable effort to offer overtime by seniority on a rotating basis and to distribute overtime as equitably and fairly as is practical among employees. The Company and the Association will monitor this policy. Extra work shall be defined as work performed for an agency other than the USMS.

Section 7.5. Rest/M meal Periods

There shall be two (2) fifteen (15) minute paid rest periods and one (1) thirty (30) minute unpaid lunch period for each eight (8) hour shift. One rest period shall be taken in the first half of the shift, and the second rest period shall be taken in the last half of the shift. In addition, meal breaks are required for any scheduled shift exceeding four (4) hours. Rest breaks will not be combined and taken in conjunction with a meal break.

On occasion, due to exceptional work requirements, employees may have to work through their unpaid lunch breaks. If so, they will be afforded another lunch period or compensated at the appropriate rate of pay if another lunch period is not feasible. The Company recognizes the requirement to make its best efforts to provide regularly scheduled breaks.

Section 7.6. Call-In Pay

An employee called into work will be guaranteed a minimum of two (2) hours of work, or if two (2) hours of work is not available, will be paid for a minimum of two (2) hours of wages. Call-in is defined as anytime an employee is required or called to report to duty for any business and is not notified to come in. An exception to this Section is found in Section 7.7. below concerning courthouse closure.

Section 7.7. Courthouse Closure

The Company recognizes the fact there are times when inclement weather, a natural disaster, or any other planned or unplanned event may close a courthouse or government building where its employees are assigned. In the event that a closing occurs, employees will be excused and may use personal leave, vacation days, or leave without pay. In addition, if employees are not previously notified of the closure and arrive for their shift, they will be paid at their normal rate of pay for two (2) hours.

Section 7.8. Shift Bidding

Twice each year, on the closest working days to May 15th and November 15th, all full-time employees and shared-time employees shall bid their shift schedules among full-time assignments and shared-time assignments in order of job site seniority. Shift bidding may not lead to any change in status from full-time to shared-time or vice versa. Due to security concerns at the direction of USMS, selected assignments may be excluded from the shift bidding process. Both parties understand that this section does not apply to USMS, or judicial assignments and all bidding will be conditional upon USMS acceptance and subject to any changes directed by the USMS.

Section 7.9. Absenteeism from Duty

When an employee fails to report for duty or to call the appropriate LCSO four (4) hours prior to the start of the scheduled shift, it is considered a “no call/no show.” In the event an emergency prevents an employee from reporting to work and notifying the office prior to the scheduled shift, the affected employee must contact the appropriate LCSO as soon as possible and explain the failure to report for duty. Explanations are subject to verification where permissible by federal, state, or local law. The final characterization of the absenteeism will be determined by the Intermediate Supervisor.

ARTICLE 8: WAGES & PAYDAYS

Section 8.1. Wage Schedule

The base rate of pay for employees in all locations are described in Appendix “A” of this Agreement. Changes to wages will be paid beginning with the first pay period after the effective date as depicted in Appendix “A.” Employees will be made whole back to the effective date of any increases.

Section 8.2. Payday

Paydays shall be bi-weekly, every other Friday, following the two-week pay period ending on Saturday, The Company requires the use of direct deposit, except where precluded by law.

Section 8.3. Undisputed Error(s)

In case of an undisputed error on the part of the company as to an employee's rate of pay, proper adjustment will be made in the next paycheck after the error has been brought in written form to the Company's attention. Any error involving eight (8) hours of pay or more will be corrected and paid within five (5) working days of the day the error was brought to the attention of the Company.

Section 8.4. Lead CSO Rates

Section 8.4.1. LCSO rate of pay shall also be paid to employees for hours actually worked as instructor.

Section 8.4.2. LCSO's who are actually providing instruction shall be paid an additional 3% to their LCSO pay as described in Appendix "A."

In addition, employees temporarily assigned to LCSO duties will receive LCSO rate of pay for that time.

ARTICLE 9: HOLIDAYS

Section 9.1. Holidays Designated

Designated holidays are outlined in Appendix "A" of this Agreement.

Section 9.2. Miscellaneous Holiday Provisions

(a) A full-time position employee who is not required to work on a holiday shall be paid eight (8) hours straight time, exclusive of any shift premium for that holiday.

(b) Any full-time position employee who works as scheduled on a holiday shall receive the employee's appropriate rate of pay for all hours worked, and in addition, shall receive eight (8) hours holiday pay at the straight time rate as described in (a) above.

(c) Employees assigned to work Christmas and Thanksgiving will receive time and a half for all hours worked, plus the eight (8) hours holiday pay, only if their shift begins on the actual holiday itself and regardless of what day the shift ends.

(d) A shared-time position employee who does not work on a holiday shall receive pro-rated holiday pay based on the number of actual hours the employee worked during the two (2) weeks' pay period prior to the pay period in which the holiday occurs. Pro-ration is based on available full-time hours worked during the pay period. Shared-time employees will receive a minimum of four (4) hours of holiday pay. All employees shall be paid a minimum of eight (8) hours holiday pay for Christmas and Thanksgiving.

(e) Any shared-time position employee who works as scheduled on a holiday shall receive the employee's appropriate rate of pay for all hours worked, and in addition shall receive (8) hours holiday pay at the straight time rate, exclusive of any shift premium for that holiday.

(f) In the event the holiday falls on a weekend, the term "holiday" will refer to the day that the U.S. Government designates as the holiday.

(g) To be eligible for holiday pay an employee must have worked their last scheduled workday prior to the holiday and their next scheduled workday after the holiday or be on approved vacation or paid sick leave in order to receive holiday pay under this Article. An employee scheduled to work on a holiday that refuses to work the holiday or fails to report to work, if scheduled, will not receive holiday pay, and may be subject to discipline, unless excused by management for valid reason(s).

(h) It is expressly agreed and understood that employees shall not be entitled to holiday pay when on any type of unpaid leave of absence.

(i) In the event the President or Congress declares a new holiday; it will become a designated holiday in this Agreement. Employees shall be eligible for payment for this new holiday, provided the Employer receives advance approval from the Client's Contracting Officer that the Employer will be reimbursed for the additional holiday. In the event the Client does not approve reimbursement, the Employer shall provide an attestation of its attempt to obtain such approval.

Any holiday hours paid, but not worked, shall not be counted towards the computation of overtime.

Section 9.3. Holiday Pay Calculations (Shared-time employees)

Holiday pay for shared-time employees shall be calculated according to the following formula:

(A) Hours worked during the two (2) weeks' pay period preceding that in which the holiday falls in.	(A)/72* = (B) *All holidays are excluded from the available hours worked	(B) x 8 hours = (C)	(C) Shared time employee holiday pay authorization, Shall not exceed 8 hours for any single holiday.
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ARTICLE 10: VACATIONS

Section 10.1. Eligible Full-time Employees

Eligible full-time employees shall be entitled to annual vacation based on their continuous years of service on the contract with the present Company and all prior companies (based on the employee's anniversary date of employment as a CSO, LCSO) at their individual hourly rate of pay.

Completed Years of Service	Not to Exceed
----------------------------	---------------

1 Year	96 hours
5 Years	136 hours
10 Years	176 hours
15 Years	216 hours
25 Years	256 hours

Vacation leave shall be awarded annually. It is therefore agreed and understood that no hours shall be considered accrued, vested or in any manner available for use or pay until the vacation hours are awarded on each employee's anniversary date.

Section 10.2. Eligible Shared-time Employees

(a) Eligible shared-time employees shall be entitled to a block grant of vacation after completion of each year of service ("anniversary year") according to the following accrual rate multiplied times straight-time hours paid at the regular rate of pay, during the anniversary year, capped at forty (40) hours per week and 2080 hours per anniversary year:

Completed Years of Service	Multiplier	Not to Exceed
1 Year	0.046153 per hour	96 hours
5 Years	0.065384 per hour	136 hours
10 Years	0.084615 per hour	176 hours
15 Years	0.103846 per hour	216 hours
25 Years	0.123076 per hour	256 hours

Vacation leave shall be awarded annually. It is therefore agreed and understood that no hours shall be considered accrued, vested or in any manner available for use or pay until the vacation hours are awarded on each employee's anniversary date.

An employees earned vacation hours are calculated by the number of hours worked in the previous year, then multiplied by the multiplier.

Example: A shared-time employee, with two years of service, works 1200 hours in the previous year:

Hours Worked	Calculation	Vacation Hours Earned
1200	1200 hrs. x 0.046153	55.38 hours
Employee earned 55.38 hours of vacation		

(b) Any employee who works a full anniversary year, in part as a full-time employee and in part as a shared-time employee, shall receive prorated vacation benefits for that year using the same calculation.

Section 10.3. Scheduling Vacations

Employees shall submit a request for vacation in writing to the Lead CSO or designee, on the Company provided form. A vacation request shall be responded to in writing by the Lead CSO or designee approving or disapproving no later than five (5) business days of submission. If more than one request for the same date is received at the same time, job site seniority shall govern.

Section 10.4. Unused Vacation

Vacations shall not be cumulative from one year to the next. Any earned but unused vacation time remaining at the end of a year of service (based on employee's seniority date of employment) shall be paid to the employee.

Section 10.5. Pay in Lieu of Using Vacation Leave

At any time during the year, employees may request in writing to be paid for earned, unused vacation hours. The Company shall endeavor to make such payment in the next pay period. Employees shall only be allowed to receive pay under this Section up to a maximum of forty (40) hours. Nothing herein precludes an employee from requesting pay for earned vacation to be paid in consecutive pay periods.

Health and Welfare, uniform, and pension (if applicable) shall not be paid under this Section.

Section 10.6. Terminating Employees

Upon termination of employment, employees will be paid for all vested and unused vacation hours earned as of their last anniversary date at their individual hourly rate.

Section 10.7. Vacation Increments

Vacation must be taken in no less than four (4) hour increments.

ARTICLE 11: LEAVES OF ABSENCE

Section 11.1. Limitations

Consistent with Company policy, leaves of absence for non-medical emergencies may be granted at the sole discretion of the Company without loss of seniority to the employee. Such leaves, if granted, shall not exceed thirty (30) days, unless a special extension is approved by the Company. An employee on any unpaid leave of absence will be required to use available personal/sick leave and vacation time concurrent with the leave of absence. The length of service with the Company shall not accrue for purposes of vacation, holiday, or other accrued benefits for any unpaid leave of absence exceeding thirty (30) days. The Company will make every reasonable effort to maintain

an employee's position while on an unpaid leave of absence. Unpaid leaves of absence may be taken only with the written approval of the Company.

Section 11.2. Family Medical Leave Act ("FMLA")

(a) The Family and Medical Leave Act of 1993 (FMLA) is incorporated herein.

(b) The Company agrees to honor the FMLA for all incumbent employees.

(c) During medical leave, the employee shall be required to furnish a report from the doctor when requested periodically by the Company. Upon the expiration of said leave, the employee shall furnish the Company with a completed fit for duty medical evaluation (e.g., Form CSO-012 [Request to Reevaluate Court Security Officer's Medical Qualification]), conducted and signed by a certified licensed physician, which establishes the fitness of the employee to return to the employee's previously held work. The Company will not be responsible for any costs incurred related to fit-for-duty medical examinations. Any employee who is not able to return to work with a medical clearance from a licensed physician at the end of a maximum medical leave shall be administratively separated from employment unless an extended leave of absence is approved by the Company.

(d) If the employee files for medical leave on a false pretext or works for another Company without pre-authorization from the Company, the employee will be removed from the CSO program and from employment with the Company.

(e) Employee must use all vacation time while on approved FMLA leave

Section 11.3. Medical Leave of Absence

An employee who is removed from the contract pending or as a result of the medical review authority's qualification determination will be placed on unpaid medical leave of absence. Employees are not required to use vacation time while on directed medical leave of absence.

Section 11.4. Military Leave

An employee who is activated or drafted into any branch of the armed forces of the United States under the provisions of the Selective Service Act or the Reserve Forces Act shall be granted an unpaid military leave of absence, as required under the federal law, for the time spent in full-time active duty. The period of such leave shall be determined in accordance with applicable federal laws in effect at the time of such leave.

Section 11.5. Association Leave

An Association Official and one (1) delegate may be granted an unpaid leave of absence upon written request up to a maximum of ten (10) days per contract year for the purpose of attending Association board meetings, conventions, or other such meetings of vital interest to the Association

as long as staffing requirements permit. More time may be granted upon the mutual agreement of the Company and the Association.

Section 11.6. Personal/Sick Leave

Employees shall be eligible to use the maximum number of personal/sick leave hours during the contract year as allocated in accordance with Appendix A.

(a) Full-time CSO:

Full-time CSOs shall be eligible to use the maximum number of personal/sick leave hours during the contract year as allocated in accordance with Appendix A. Personal/sick days shall be used in no less than two (2) hour increments up to a maximum of hours accrued based on the following accrual table. Personal/sick days shall be paid when taken by the employee as approved in advance by the Intermediate Supervisor.

(b) Shared-time CSO:

Shared-time CSOs shall receive pro-rated benefits based on the number of actual hours worked in the previous year based on contract date according to the table below. Total authorization of pro-rated benefits will be accrued on a monthly basis in 12 equal increments. Personal days shall be used in no less than two (2) hour increments up to the maximum “real-time” accrued amount.

(A) Hours worked during prior year	$(A)/1903 = (B)$	$(B) \times 72 \text{ hours} = (C)$	(C) Shared-time employee personal/sick leave earned
------------------------------------	------------------	-------------------------------------	---

(c) Unused personal/sick days shall not be cumulative from year to year. Any unused, earned personal/sick leave pay will be paid to an employee at the end of the contract year.

(d) Upon termination of employment, employees will be paid at their individual hourly rate for any unused, earned personal/sick leave, prorated using the number of actual hours the employee worked during that contract year. The accrual formula for personal leave is provided above in Section 11.6.(b).

Section 11.7. Processing Unpaid Leaves of Absence

The Company will consider requests for unpaid leaves of absence and may grant them at its sole discretion. An unpaid leave of absence must be processed in the following manner:

(a) All requests for unpaid leaves of absence shall be submitted in writing to the Intermediate Supervisor at least seven (7) calendar days prior to the date the leave will take effect, except in cases of verified personal emergencies, and include:

- (1) The reasons for such leave.
- (2) The effective dates of such leave.
- (3) The estimated date of return to work.

(b) The Company will respond to the request within five (5) working days.

(c) A copy of the leave of absence will be given to the employee involved.

(d) Extensions of the leave of absence may be granted at the sole discretion of the Company, upon written request by the employee within ten (10) calendar days prior to the expiration of the leave of absence. Extensions, when granted, shall not total more than thirty (30) days unless approved by the Company.

Section 11.8. General Provisions

Seniority shall accumulate during the period of any approved leave of absence subject to the provisions of this Agreement.

Section 11.9. Jury Duty

(a) The Company will comply with all State and Federal regulations regarding employees' service for jury duty.

(b) If an employee is called for jury duty, upon written notice that the employee has served, the Company shall reimburse employee up to five (5) days for each contract year, less all jury pay collected for serving, at a regular straight time pay, for scheduled days of work missed while on jury duty. The employee must provide documentation for all jury pay collected for serving.

(c) If any employee is called as a witness to a crime on the facility, then the employee shall be compensated for all time lost. This shall be payable only if the employee's involvement was in the performance of their duties.

(d) The employee must inform the Company in writing immediately upon receipt of a notice to report for jury service. The Company reserves the right to request an exemption.

Section 11.10. Bereavement Leave

(a) If it is necessary for an employee to lose time from work because of death in the immediate family, the employee shall be entitled to three (3) days paid leave of absence per occurrence up to a maximum of three (3) occurrences per contract year, at his or her straight-time rate of pay. Should this occurrence require travel of more than 250 miles one way, the employee shall be entitled to five (5) days of paid leave of absence per occurrence. No employee may take a total of more than fifteen (15) paid days of bereavement leave per year.

(b) Immediate family is defined to mean an employee's spouse, recognized spouse, parents, stepparents, siblings, child (including legally adopted children and/or stepchildren), father-in-law, mother-in-law, grandparents, grandchildren, sister-in-law, brother-in-law, daughter-in-law, son-in-law, aunt, uncle, foster parent, and foster siblings.

(c) The Company may require proof of the death for which an employee requests a paid leave.

ARTICLE 12: HEALTH & WELFARE BENEFITS

Section 12.1. Health & Welfare

(a) For the term of this agreement, the Company will contribute all Health and Welfare (“H&W”) earnings, to the Company’s Health and Welfare Benefit Program (“HWBP”) on behalf of each employee covered by this Agreement.

The collective plan shall be referred to as the HWBP, “Plan,” or “the Plan” for the purposes of this Agreement.

(b) The H&W earned contributions shall be earned at the hourly rate, as depicted in Appendix A of this Agreement, and will be paid on all hours paid up to a maximum of 40 hours per week and 2080 hours per year.

(c) All employees will be enrolled into the Plan. There is no Plan waiver option. Any employee who does not allocate or direct the funds in the Plan will have the funds placed into the default 401(k) fund as directed by the Plan Trustee.

(d) The Plan will comply with all applicable laws. The Plan will offer various benefits as outlined below which shall be selected by each individual participant. The Plan shall contain, at a minimum the following features:

- (1) 401(k) plan with multiple investment selections.
- (2) Supplemental medical, dental and vision plans.
- (3) Long-term and short-term disability (available subject to participation).
- (4) Commuter Reimbursement Program (where allowed by law).

The Company will:

- (1) Ensure all employees are automatically enrolled in the plan on the first of the month following their first pay day.
- (2) Ensure each employee receives the information to facilitate the allocation of their funds.
- (3) Notify the Association prior to making any Plan changes.
- (4) Have the final and complete discretion over all benefits to be included in the Plan, and any changes thereto.

On behalf of the employees, the Association agrees to the following:

- (1) No employee covered by this Agreement may refuse to participate in the Plan. Refusal to sign any documents will not prevent an employee’s funds from being placed into the Plan.
- (2) If an employee fails to make an election, the employee shall be deemed to have selected the entirety of his H&W funds to be placed in their 401(k) plan. These terms apply to any successor to this Agreement.

(e) The premium cost for dependent coverage will be borne by the employee through payroll deduction.

These terms apply to any successor to this Agreement.

Section 12.2. Miscellaneous

Any employee who goes out on a leave of absence, except Military Leave of Absence, shall continue to make their premium payments during the period of the absence. Consistent with federal law, it is understood that in the event an employee fails to make their premium payments, the Employer shall cancel coverage(s). Insurance coverage(s) for those employees on Military Leave of Absence shall be governed by federal law.

The Employer's group health plans are renewed on an annual basis. Employee contributions may increase/decrease accordingly.

Section 12.3. Uniform Maintenance

The Company will pay the employee an allowance for each hour worked, up to 40 hours per week, for uniform maintenance as described in Appendix A. Uniform maintenance allowance payments may not be used to fund plan benefits. This term applies to any successor to this Agreement.

Section 12.4. Uniforms

(a) The Company will facilitate the purchase and issue of CSO uniforms in accordance with the terms of the contract with the USMS.

(b) The Company will provide any additional items for each employee as is authorized in writing and funded by the USMS.

(c) There shall be no uniform allowance paid to employees for the duration of this Agreement excluding that identified in Appendix "A."

ARTICLE 13: MISCELLANEOUS

Section 13.1. Bulletin Boards

The Company will make its best effort to obtain a space from the U.S. Government to locate an Association-provided bulletin board that will be used by the Association for posting of notices of meetings, elections, appointments, recreational and social affairs, and other Association notices. The provision of these facilities is the prerogative of the U.S. Government, who owns and controls all worksite facilities.

Section 13.2. Physical Examinations

13.2.1. Biennial Physical/Medical Examinations

The Company shall pay for any biennial physical/medical examinations. The Company has the right to choose the physician who will perform the physical/medical exam.

13.2.2. Follow-Up Medical Examinations and Procedures

The employee shall pay for the first \$500.00 (biennial cap) for any medical follow-up examination(s) or procedure(s) that are required by the Company and/or the USMS. The Company shall reimburse the employee for that portion of the costs of any Company-approved medical follow-up exam(s) or procedure(s) exceeding \$500.00 that are required by the Company and/or the USMS. The Company has the right to choose the medical provider who will perform the follow-up medical exam or procedure, and the employee must obtain the Company's pre-approval for the exam or procedure in order to receive reimbursement.

13.2.3. Out of Cycle Medical Examinations

In compliance with the USMS contract, should the employee be directed by the Company and/or the USMS to undergo an out-of-cycle medical examination, the employee will be compensated for any such attendance in accordance with Section 13.2.1. The Company shall direct the affected employee to its medical provider for this examination and shall pay all the costs associated thereof.

13.2.4. Deferred Status

Employees must pass the physical exam prescribed by the Company's contract with the USMS, be on deferred status pending clarification, in order to be employed and to maintain employment.

13.2.5. Compensation for Time Spent Undergoing Physical Exams

The Company will pay for the time required for the employee to take the required basic biennial physical exams. Time for any basic biennial physical exams requiring more than two (2) hours must be pre-approved by the Intermediate Supervisor. If the appointment will exceed two (2) hours, the employee shall call the Intermediate Supervisor or designee to inform the Company of the delay and request approval for additional time.

13.2.6. Miscellaneous

Employees are required to meet the Company's timeline in completing all requirements as stated in the Medical Review Form. Failure to meet these requirements and timeline is considered non-compliance and employees shall be removed from the contract w/o pay, until such time as they are compliant. Absent extenuating circumstances, employees who are not compliant with the

provisions of this Section after 90 days, shall be administratively separated from the Company, without recourse to the grievance and arbitration section(s) of this Agreement.

Section 13.3. Travel Expenses

The Company will provide reimbursement payments for Company authorized and approved travel expenses. Any workday that includes travel and totals over twelve (12) hours may require the employee to stay overnight; the appropriate meal and incidental expenses and lodging expenses will be paid. All hours in travel up to a maximum of eight (8) hours per day will be counted as work hours with the applicable overtime wages provided for under this Agreement. Employees will be reimbursed for all authorized expenditures of any authorized travel within twenty (20) days from the day the Company receives the properly completed travel voucher and all required receipts.

Employees will be reimbursed at the prevailing GSA mileage rate for the mileage difference from the employee's home to the temporary assignment, less the regular mileage between the employee's home and regular work assignment, as long as the difference is equal to 50 miles or greater. The parties agree that MapQuest, or a similar program that determines mileage shall be used in the calculation.

Section 13.4. Break Periods

The Company will make its best effort to obtain from the U.S. Government break rooms for employees to use for breaks and lunch, without management using the room as an office, and will make its best effort to have the U.S. Government equip the room with water. The provision of these facilities is the prerogative of the U.S. Government.

Section 13.5. Lockers

The Company will make its best effort to obtain lockers from the U.S. Government for the use of the employees. The Company agrees to make every reasonable effort to support the Associations request for separate lockers/changing facilities. The provision of these facilities is the prerogative of the U.S. Government.

Section 13.6. Association Meetings

Neither Association officials nor Association members shall, during working time (excluding break and lunch periods), solicit membership, receive applications, hold meetings of any kind for the transaction of Association business, or conduct any Association activity other than the handling of grievances as described in this Agreement. No employee may leave their post under any circumstances unless there is appropriate supervisory approval and until properly relieved.

ARTICLE 14: SAFETY

It is the policy of the Company to make its best efforts to provide employees with places and conditions of employment that are free from or protected against occupational safety and health hazards. Under this Agreement, all worksites and facilities are the property of the U.S. Government, which is responsible for the condition and safety of the worksite. The Company agrees to permit one (1) bargaining unit member selected by the Association to participate in any locally scheduled safety meetings.

ARTICLE 15: CONTINUITY OF OPERATIONS

Section 15.1. No Strikes

(a) Both the Company and the Association agree that continuity of operations is of utmost importance to the Company's security operations. Therefore, so long as this Agreement is in effect, the Association and the Company agree that there will be no strikes, lockouts, work stoppages, illegal picket lines or slowdowns during the term of this Agreement.

(b) Upon hearing of an unauthorized strike, slowdown, stoppage of work, planned inefficiency, or any curtailment of work or restriction or interference with the operation of the Company, the Association shall take affirmative action to avert or bring such activity to prompt termination.

Section 15.2. No Lockouts

During the life of this Agreement, the Company shall not lockout any employees covered in this Agreement.

ARTICLE 16: GOVERNMENT DIRECTIVES

The Employer and Association recognize that the Government may impose various demands and obligations upon the Employer and its employees. Nothing in this Agreement is intended to place the Employer in violation of its service contract with its Client.

Any action(s) taken by the Employer pursuant to a requirement or directive including, but not limited to, the denial of employee access or employee removal by the Client shall not constitute a breach of this Agreement and shall not be subject to grievance and/or arbitration process. Any employee removed from the contract by the Client shall not be eligible for, or receive, any payment for wages or any other benefits during the period of their removal, nor shall they be made whole for such wages and benefits in the event the Client reinstates them.

ARTICLE 17: SEPARABILITY OF AGREEMENT

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through U.S. Government regulations or decree, such parties hereto

agree to renegotiate such provision or provisions of this Agreement for the purpose of making them conform to the decree or U.S. Government statutes, so long as they shall remain legally effective. It is the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE 18: ENTIRE AGREEMENT

The parties acknowledge that during the negotiation which resulted in the Agreement, the unlimited right and opportunity to make demands and proposals with respect to any matter not removed by law from the area of collective bargaining, and all understand agreements reached by the parties are set forth in this Agreement. Therefore, the Company and the Association shall not be obligated to bargain collectively on any matter pertaining to conditions of employment, including but not limited to, rates of pay, wages, hours of work, disciplinary actions, training requirements, etc., during the term of this Agreement, except as specifically provided for in other provisions of this Agreement.

ARTICLE 19: DURATION

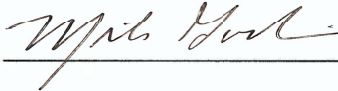
The economic provisions of this agreement shall be effective from October 1, 2025, through September 30, 2028. This agreement supersedes any and all prior agreements or understandings between the parties. The noneconomic provisions of this agreement shall be effective on the date this agreement is authenticated.

///SIGNATURE PAGE FOLLOWS///

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have caused their representatives to sign this Agreement as full acknowledgment of their intention to be bound by the Agreement.

FOR: Centerra Group, LLC

By: 

Michael W. Goodwin

Name (print)

Title: Director, Labor Relations

Date: 8/8/2025

FOR: Professional Association of Court Security Officers, Southern District of Texas


By: 

John Lynch

Name (print)

Title: President

Date: 8-5-2025

By: 

Gordon M. Gabbett

Name (print)

Title: Vice President

Date: 8-5-2025

APPENDIX A: ECONOMICS

Wages:

The Employer agrees to pay employees covered by this Agreement the following rates per hour, beginning with the first pay period after the effective date. Employees will be made whole back to the effective date of any increases:

CSO Wage Table

City	Current	October 1, 2025	October 1, 2026	October 1, 2027
Houston	\$35.59	\$37.37	\$39.24	\$41.20
Galveston				
Corpus Christi				
Victoria				
Laredo	\$30.24	\$31.75	\$33.34	\$35.01
Brownsville				
McAllen				

NOTE: CSO's shall receive LCSO pay during actual hours worked as an instructor as directed by the employer.

LCSO Wage Table

City	Current	October 1, 2025	October 1, 2026	October 1, 2027
Houston	\$39.17	\$41.13	\$43.18	\$45.34
Galveston				
Corpus Christi				
Victoria				
Laredo	\$33.27	\$34.93	\$36.68	\$38.51
Brownsville				
McAllen				

NOTE: LCSO's shall receive a wage rate as listed above plus 3% for all time actually spent as an instructor as directed by the employer.

SLCSO Wage Table

Classification	Current	October 1, 2025	October 1, 2026	October 1, 2027
Houston	\$41.44	\$43.51	\$45.69	\$47.97

NOTE: SLCSO shall receive the wage rate as listed above plus 3% for all time actually spent as an instructor as directed by the employer.

Shift Differential:

A shift differential of 5% of the employees' regular hourly rate shall be paid for all hours worked between 6:00 pm and 6:00 am.

Health & Welfare:

The Employer agrees to pay employees covered by this agreement the following H&W per straight-time hour paid, up to a maximum of forty (40) hours per week and 2080 hours per year, beginning with the first pay period after the effective date. Employees will be made whole back to the effective date of any increases:

Current	October 1, 2025	October 1, 2026	October 1, 2027
\$4.71	\$5.09	\$5.39	\$5.50

Designated Holidays:

Whenever the term "holiday" is used, it shall mean:

New Year's Day	Labor Day
Dr. Martin Luther King Jr's Birthday	Columbus Day
Presidents Day	Veteran's Day
Memorial Day	Thanksgiving Day
Juneteenth National Independence Day	Christmas Day
Independence Day	Intentionally Left Blank

Rate of Personal/Sick Leave Eligible For Use:

This table is based on an allocation of nine (9) personal/sick leave days per contract year.

Start Date	Rate of Personal/Sick Leave Eligible to Use	
	Full-time	Shared-time (See note below)
Date employee begins working on the contract, based on an October 1 contract start date.		
October 1 - 31	72	36
November 1 - 30	66	33
December 1 – 31	60	30
January 1 - 31	54	27
February 1 - 28/29	48	24
March 1 - 31	42	21
April 1 - 30	36	18
May 1 - 31	30	15
June 1 - 30	24	12
July 1 - 31	18	9
August 1 - 31	12	6
September 1 - 30	6	3

Note: The allocations annotated for shared-time employees shall only be applicable for the first year of employment. The calculation formula reflected in Section 11.6. subsection (b) shall control accruals for years of employment thereafter.

Shoe Allowance

Shoes will be provided by the Company. If the Company is unable to provide the contract authorized shoes the Company will provide a \$75.00 shoe allotment no more than once annually based on the Contract year.

Uniform Allowance

\$0.25 per each hour worked not to exceed 40 hours per week.