



CITY OF BOSTON
OFFICE OF HUMAN RESOURCES
One City Hall Square • Boston, Massachusetts 02201

VIVIAN LEONARD
Director

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August 6, 2007

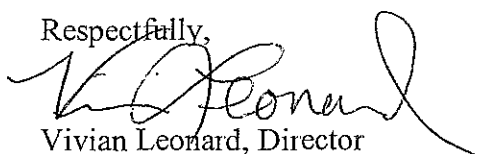
The Honorable Thomas M. Menino
Mayor of Boston
Boston City Hall

Dear Mr. Mayor:


Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plan, Schedule A, for Afscmc Local 1526 Library Department. The effective dates of new salary schedules and the rates of increase are 10/1/2006 2% increase, 10/6/2007 2.5% increase, 1/5/2008 add \$150.00 to Annual Rates, 10/4/2008, 3% increase, and 10/3/2009, 2.5% increase

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and for Afscmc Local 1526 Library Department.

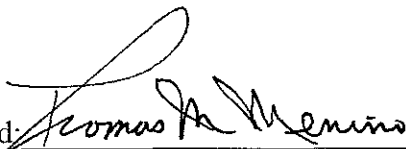
Respectfully,


Vivian Leonard, Director

Approved:


Lisa Signori, Director of Administrative
Services/Finances

Approved:


Thomas M. Menino, Mayor

Thomas M. Menino, Mayor

AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

AFFIRMATIVE ACTION • PERSONNEL MANAGEMENT • EMPLOYEE ASSISTANCE • HEALTH BENEFITS / INSURANCE

"DEDICATED TO SERVE, GUIDE, AND SUPPORT"

Salary Schedule
Effective 10/1/2006
2% Increase

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BLA | 2 | hourly | \$ 12.93 | \$ 13.56 | \$ 14.23 | \$ 14.85 | \$ 15.47 | \$ 16.14 | \$ 16.76 | \$ 29.69 | \$ 54.18 |
| | | weekly | \$ 452.69 | \$ 474.43 | \$ 497.95 | \$ 519.69 | \$ 541.44 | \$ 564.97 | \$ 586.68 | \$ 616.36 | \$ 640.86 |
| | | annually | \$ 23,539.79 | \$ 24,670.42 | \$ 25,893.19 | \$ 27,023.82 | \$ 28,155.09 | \$ 29,378.50 | \$ 30,507.21 | \$ 32,050.89 | \$ 33,324.68 |
| BLA | 3 | hourly | \$ 14.12 | \$ 14.85 | \$ 15.52 | \$ 16.24 | \$ 16.97 | \$ 17.64 | \$ 18.37 | \$ 33.37 | \$ 61.54 |
| | | weekly | \$ 494.34 | \$ 519.69 | \$ 543.24 | \$ 568.53 | \$ 593.91 | \$ 617.44 | \$ 642.82 | \$ 676.19 | \$ 704.37 |
| | | annually | \$ 25,705.71 | \$ 27,023.82 | \$ 28,248.51 | \$ 29,563.37 | \$ 30,883.45 | \$ 32,106.86 | \$ 33,426.89 | \$ 35,161.88 | \$ 36,626.99 |
| BLA | 4 | hourly | \$ 15.47 | \$ 16.24 | \$ 17.02 | \$ 17.80 | \$ 18.57 | \$ 19.35 | \$ 20.13 | \$ 35.19 | \$ 65.18 |
| | | weekly | \$ 541.44 | \$ 568.53 | \$ 595.76 | \$ 622.87 | \$ 650.05 | \$ 677.19 | \$ 704.40 | \$ 739.59 | \$ 769.58 |
| | | annually | \$ 28,155.09 | \$ 29,563.42 | \$ 30,979.43 | \$ 32,389.04 | \$ 33,802.49 | \$ 35,214.02 | \$ 36,628.75 | \$ 38,458.44 | \$ 40,018.25 |
| BLA | 5 | hourly | \$ 16.97 | \$ 17.80 | \$ 18.68 | \$ 19.50 | \$ 20.33 | \$ 21.21 | \$ 22.04 | \$ 36.93 | \$ 68.68 |
| | | weekly | \$ 593.91 | \$ 622.87 | \$ 653.68 | \$ 682.64 | \$ 711.63 | \$ 742.40 | \$ 771.35 | \$ 808.28 | \$ 840.03 |
| | | annually | \$ 30,883.45 | \$ 32,389.04 | \$ 33,991.25 | \$ 35,497.48 | \$ 37,004.99 | \$ 38,604.64 | \$ 40,110.23 | \$ 42,030.78 | \$ 43,681.45 |
| BLA | 6 | hourly | \$ 18.57 | \$ 19.50 | \$ 20.44 | \$ 21.37 | \$ 22.30 | \$ 23.23 | \$ 24.16 | \$ 40.58 | \$ 75.96 |
| | | weekly | \$ 650.05 | \$ 682.64 | \$ 715.26 | \$ 747.82 | \$ 780.39 | \$ 813.00 | \$ 845.60 | \$ 886.17 | \$ 921.56 |
| | | annually | \$ 33,802.49 | \$ 35,497.48 | \$ 37,193.75 | \$ 38,886.82 | \$ 40,580.52 | \$ 42,276.15 | \$ 43,971.14 | \$ 46,081.09 | \$ 47,921.16 |
| BLA | 7 | hourly | \$ 20.33 | \$ 21.37 | \$ 22.35 | \$ 23.38 | \$ 24.42 | \$ 25.40 | \$ 26.44 | \$ 44.18 | \$ 83.17 |
| | | weekly | \$ 711.63 | \$ 747.82 | \$ 782.19 | \$ 818.42 | \$ 854.66 | \$ 889.07 | \$ 925.27 | \$ 969.45 | \$ 1,008.45 |
| | | annually | \$ 37,004.99 | \$ 38,886.82 | \$ 40,673.94 | \$ 42,557.69 | \$ 44,442.07 | \$ 46,231.76 | \$ 48,114.23 | \$ 50,411.66 | \$ 52,439.21 |
| BLA | 8 | hourly | \$ 22.25 | \$ 23.38 | \$ 24.47 | \$ 25.61 | \$ 26.75 | \$ 27.83 | \$ 28.97 | \$ 47.80 | \$ 90.41 |
| | | weekly | \$ 778.59 | \$ 818.42 | \$ 856.46 | \$ 896.26 | \$ 936.16 | \$ 974.19 | \$ 1,014.00 | \$ 1,061.80 | \$ 1,104.41 |
| | | annually | \$ 40,486.46 | \$ 42,557.69 | \$ 44,536.13 | \$ 46,605.44 | \$ 48,680.51 | \$ 50,657.67 | \$ 52,728.26 | \$ 55,213.80 | \$ 57,429.46 |
| BLA | 8F | hourly | \$ 24.32 | \$ 25.61 | \$ 26.80 | \$ 28.04 | \$ 29.28 | \$ 30.47 | \$ 31.77 | \$ 53.29 | \$ 101.38 |
| | | weekly | \$ 851.04 | \$ 896.26 | \$ 937.96 | \$ 981.41 | \$ 1,024.85 | \$ 1,066.47 | \$ 1,111.78 | \$ 1,165.07 | \$ 1,213.16 |
| | | annually | \$ 44,253.96 | \$ 46,605.44 | \$ 48,773.92 | \$ 51,033.27 | \$ 53,291.97 | \$ 55,456.62 | \$ 57,812.58 | \$ 60,583.51 | \$ 63,084.55 |

Salary Schedule
Effective 10/6/2007
2.5% Increase

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BLA | 2 | hourly | \$ 13.26 | \$ 13.89 | \$ 14.58 | \$ 15.22 | \$ 15.86 | \$ 16.55 | \$ 17.18 | \$ 30.23 | \$ 55.27 |
| | | weekly | \$ 464.01 | \$ 486.29 | \$ 510.39 | \$ 532.68 | \$ 554.98 | \$ 579.10 | \$ 601.34 | \$ 631.57 | \$ 656.61 |
| | | annually | \$ 24,128.28 | \$ 25,287.18 | \$ 26,540.52 | \$ 27,699.41 | \$ 28,858.97 | \$ 30,112.97 | \$ 31,269.89 | \$ 32,841.78 | \$ 34,143.79 |
| BLA | 3 | hourly | \$ 14.48 | \$ 15.22 | \$ 15.91 | \$ 16.65 | \$ 17.39 | \$ 18.08 | \$ 18.83 | \$ 34.00 | \$ 62.81 |
| | | weekly | \$ 506.70 | \$ 532.68 | \$ 556.82 | \$ 582.74 | \$ 608.76 | \$ 632.88 | \$ 658.90 | \$ 692.90 | \$ 721.71 |
| | | annually | \$ 26,348.35 | \$ 27,699.41 | \$ 28,954.72 | \$ 30,302.45 | \$ 31,655.54 | \$ 32,909.54 | \$ 34,262.57 | \$ 36,030.56 | \$ 37,528.66 |
| BLA | 4 | hourly | \$ 15.86 | \$ 16.65 | \$ 17.45 | \$ 18.24 | \$ 19.04 | \$ 19.83 | \$ 20.63 | \$ 35.87 | \$ 66.54 |
| | | weekly | \$ 554.98 | \$ 582.74 | \$ 610.65 | \$ 638.44 | \$ 666.30 | \$ 694.12 | \$ 722.01 | \$ 757.88 | \$ 788.55 |
| | | annually | \$ 28,858.97 | \$ 30,302.51 | \$ 31,753.92 | \$ 33,198.77 | \$ 34,647.55 | \$ 36,094.37 | \$ 37,544.47 | \$ 39,409.53 | \$ 41,004.71 |
| BLA | 5 | hourly | \$ 17.39 | \$ 18.24 | \$ 19.14 | \$ 19.99 | \$ 20.84 | \$ 21.74 | \$ 22.59 | \$ 37.66 | \$ 70.13 |
| | | weekly | \$ 608.76 | \$ 638.44 | \$ 670.02 | \$ 699.71 | \$ 729.43 | \$ 760.96 | \$ 790.63 | \$ 828.29 | \$ 860.76 |
| | | annually | \$ 31,655.54 | \$ 33,198.77 | \$ 34,841.04 | \$ 36,384.92 | \$ 37,930.11 | \$ 39,569.75 | \$ 41,112.98 | \$ 43,071.17 | \$ 44,759.48 |
| BLA | 6 | hourly | \$ 19.04 | \$ 19.99 | \$ 20.95 | \$ 21.90 | \$ 22.85 | \$ 23.81 | \$ 24.76 | \$ 41.39 | \$ 77.59 |
| | | weekly | \$ 666.30 | \$ 699.71 | \$ 733.15 | \$ 766.52 | \$ 799.90 | \$ 833.33 | \$ 866.74 | \$ 908.13 | \$ 944.33 |
| | | annually | \$ 34,647.55 | \$ 36,384.92 | \$ 38,123.59 | \$ 39,858.99 | \$ 41,595.03 | \$ 43,333.05 | \$ 45,070.42 | \$ 47,222.75 | \$ 49,105.19 |
| BLA | 7 | hourly | \$ 20.84 | \$ 21.90 | \$ 22.91 | \$ 23.97 | \$ 25.03 | \$ 26.04 | \$ 27.10 | \$ 45.09 | \$ 84.98 |
| | | weekly | \$ 729.43 | \$ 766.52 | \$ 801.75 | \$ 838.88 | \$ 876.02 | \$ 911.30 | \$ 948.41 | \$ 993.49 | \$ 1,033.39 |
| | | annually | \$ 37,930.11 | \$ 39,858.99 | \$ 41,690.79 | \$ 43,621.63 | \$ 45,553.12 | \$ 47,387.56 | \$ 49,317.09 | \$ 51,661.58 | \$ 53,736.19 |
| BLA | 8 | hourly | \$ 22.80 | \$ 23.97 | \$ 25.08 | \$ 26.25 | \$ 27.42 | \$ 28.53 | \$ 29.70 | \$ 48.79 | \$ 92.40 |
| | | weekly | \$ 798.05 | \$ 838.88 | \$ 877.88 | \$ 918.66 | \$ 959.57 | \$ 998.54 | \$ 1,039.36 | \$ 1,088.15 | \$ 1,131.75 |
| | | annually | \$ 41,498.62 | \$ 43,621.63 | \$ 45,649.54 | \$ 47,770.58 | \$ 49,897.52 | \$ 51,924.11 | \$ 54,046.46 | \$ 56,583.77 | \$ 58,851.20 |
| BLA | 8F | hourly | \$ 24.92 | \$ 26.25 | \$ 27.47 | \$ 28.74 | \$ 30.01 | \$ 31.23 | \$ 32.56 | \$ 54.42 | \$ 103.65 |
| | | weekly | \$ 872.31 | \$ 918.66 | \$ 961.41 | \$ 1,005.94 | \$ 1,050.47 | \$ 1,093.14 | \$ 1,139.57 | \$ 1,193.99 | \$ 1,243.22 |
| | | annually | \$ 45,360.31 | \$ 47,770.58 | \$ 49,993.27 | \$ 52,309.10 | \$ 54,624.27 | \$ 56,843.03 | \$ 59,257.90 | \$ 62,087.72 | \$ 64,647.66 |

Salary Schedule
Effective 1/5/2008
Add \$150.00 to Annual Rate

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BLA | 2 | hourly | \$ 13.34 | \$ 13.98 | \$ 14.67 | \$ 15.30 | \$ 15.94 | \$ 16.63 | \$ 17.26 | \$ 30.23 | \$ 55.27 |
| | | weekly | \$ 466.89 | \$ 489.18 | \$ 513.28 | \$ 535.57 | \$ 557.86 | \$ 581.98 | \$ 604.23 | \$ 634.46 | \$ 659.50 |
| | | annually | \$ 24,278.28 | \$ 25,437.18 | \$ 26,690.52 | \$ 27,849.41 | \$ 29,008.97 | \$ 30,262.97 | \$ 31,419.89 | \$ 32,991.78 | \$ 34,293.79 |
| BLA | 3 | hourly | \$ 14.56 | \$ 15.30 | \$ 15.99 | \$ 16.73 | \$ 17.48 | \$ 18.16 | \$ 18.91 | \$ 34.00 | \$ 62.81 |
| | | weekly | \$ 509.58 | \$ 535.57 | \$ 559.71 | \$ 585.62 | \$ 611.64 | \$ 635.76 | \$ 661.78 | \$ 695.78 | \$ 724.59 |
| | | annually | \$ 26,498.35 | \$ 27,849.41 | \$ 29,104.72 | \$ 30,452.45 | \$ 31,805.54 | \$ 33,059.54 | \$ 34,412.57 | \$ 36,180.56 | \$ 37,678.66 |
| BLA | 4 | hourly | \$ 15.94 | \$ 16.73 | \$ 17.53 | \$ 18.32 | \$ 19.12 | \$ 19.91 | \$ 20.71 | \$ 35.87 | \$ 66.54 |
| | | weekly | \$ 557.86 | \$ 585.63 | \$ 613.54 | \$ 641.32 | \$ 669.18 | \$ 697.01 | \$ 724.89 | \$ 760.76 | \$ 791.44 |
| | | annually | \$ 29,008.97 | \$ 30,452.51 | \$ 31,903.92 | \$ 33,348.77 | \$ 34,797.55 | \$ 36,244.37 | \$ 37,694.47 | \$ 39,559.53 | \$ 41,154.71 |
| BLA | 5 | hourly | \$ 17.48 | \$ 18.32 | \$ 19.23 | \$ 20.07 | \$ 20.92 | \$ 21.82 | \$ 22.67 | \$ 37.66 | \$ 70.13 |
| | | weekly | \$ 611.64 | \$ 641.32 | \$ 672.90 | \$ 702.59 | \$ 732.31 | \$ 763.84 | \$ 793.52 | \$ 831.18 | \$ 863.64 |
| | | annually | \$ 31,805.54 | \$ 33,348.77 | \$ 34,991.04 | \$ 36,534.92 | \$ 38,080.11 | \$ 39,719.75 | \$ 41,262.98 | \$ 43,221.17 | \$ 44,909.48 |
| BLA | 6 | hourly | \$ 19.12 | \$ 20.07 | \$ 21.03 | \$ 21.98 | \$ 22.94 | \$ 23.89 | \$ 24.85 | \$ 41.39 | \$ 77.59 |
| | | weekly | \$ 669.18 | \$ 702.59 | \$ 736.03 | \$ 769.40 | \$ 802.79 | \$ 836.21 | \$ 869.62 | \$ 911.01 | \$ 947.22 |
| | | annually | \$ 34,797.55 | \$ 36,534.92 | \$ 38,273.59 | \$ 40,008.99 | \$ 41,745.03 | \$ 43,483.05 | \$ 45,220.42 | \$ 47,372.75 | \$ 49,255.19 |
| BLA | 7 | hourly | \$ 20.92 | \$ 21.98 | \$ 22.99 | \$ 24.05 | \$ 25.11 | \$ 26.12 | \$ 27.18 | \$ 45.09 | \$ 84.98 |
| | | weekly | \$ 732.31 | \$ 769.40 | \$ 804.63 | \$ 841.76 | \$ 878.91 | \$ 914.18 | \$ 951.29 | \$ 996.38 | \$ 1,036.27 |
| | | annually | \$ 38,080.11 | \$ 40,008.99 | \$ 41,840.79 | \$ 43,771.63 | \$ 45,703.12 | \$ 47,537.56 | \$ 49,467.09 | \$ 51,811.58 | \$ 53,886.19 |
| BLA | 8 | hourly | \$ 22.88 | \$ 24.05 | \$ 25.16 | \$ 26.33 | \$ 27.50 | \$ 28.61 | \$ 29.78 | \$ 48.79 | \$ 92.40 |
| | | weekly | \$ 800.94 | \$ 841.76 | \$ 880.76 | \$ 921.55 | \$ 962.45 | \$ 1,001.43 | \$ 1,042.24 | \$ 1,091.03 | \$ 1,134.64 |
| | | annually | \$ 41,648.62 | \$ 43,771.63 | \$ 45,799.54 | \$ 47,920.58 | \$ 50,047.52 | \$ 52,074.11 | \$ 54,196.46 | \$ 56,733.77 | \$ 59,001.20 |
| BLA | 8F | hourly | \$ 25.01 | \$ 26.33 | \$ 27.55 | \$ 28.82 | \$ 30.10 | \$ 31.31 | \$ 32.64 | \$ 54.42 | \$ 103.65 |
| | | weekly | \$ 875.20 | \$ 921.55 | \$ 964.29 | \$ 1,008.83 | \$ 1,053.35 | \$ 1,096.02 | \$ 1,142.46 | \$ 1,196.88 | \$ 1,246.11 |
| | | annually | \$ 45,510.31 | \$ 47,920.58 | \$ 50,143.27 | \$ 52,459.10 | \$ 54,774.27 | \$ 56,993.03 | \$ 59,407.90 | \$ 62,237.72 | \$ 64,797.66 |

*Please note that the rate listed as 'hourly' under first and second longevity is actually the weekly amount that gets added to the Step 7 weekly rate.

Salary Schedule
Effective 10/4/2008
3% Increases

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BLA | 2 | hourly | \$ 13.74 | \$ 14.40 | \$ 15.11 | \$ 15.76 | \$ 16.42 | \$ 17.13 | \$ 17.78 | \$ 30.90 | \$ 56.60 |
| | | weekly | \$ 480.90 | \$ 503.85 | \$ 528.68 | \$ 551.63 | \$ 574.60 | \$ 599.44 | \$ 622.36 | \$ 653.25 | \$ 678.96 |
| | | annually | \$ 25,006.63 | \$ 26,200.29 | \$ 27,491.23 | \$ 28,684.89 | \$ 29,879.24 | \$ 31,170.85 | \$ 32,362.49 | \$ 33,969.09 | \$ 35,305.81 |
| BLA | 3 | hourly | \$ 15.00 | \$ 15.76 | \$ 16.47 | \$ 17.23 | \$ 18.00 | \$ 18.71 | \$ 19.48 | \$ 34.78 | \$ 64.37 |
| | | weekly | \$ 524.87 | \$ 551.63 | \$ 576.50 | \$ 603.19 | \$ 629.99 | \$ 654.83 | \$ 681.63 | \$ 716.41 | \$ 746.00 |
| | | annually | \$ 27,293.30 | \$ 28,684.89 | \$ 29,977.86 | \$ 31,366.02 | \$ 32,759.70 | \$ 34,051.32 | \$ 35,444.94 | \$ 37,253.52 | \$ 38,792.22 |
| BLA | 4 | hourly | \$ 16.42 | \$ 17.23 | \$ 18.06 | \$ 18.87 | \$ 19.69 | \$ 20.51 | \$ 21.33 | \$ 36.70 | \$ 68.22 |
| | | weekly | \$ 574.60 | \$ 603.19 | \$ 631.94 | \$ 660.56 | \$ 689.26 | \$ 717.92 | \$ 746.64 | \$ 783.34 | \$ 814.86 |
| | | annually | \$ 29,879.24 | \$ 31,366.08 | \$ 32,861.04 | \$ 34,349.23 | \$ 35,841.48 | \$ 37,331.70 | \$ 38,825.30 | \$ 40,733.87 | \$ 42,372.55 |
| BLA | 5 | hourly | \$ 18.00 | \$ 18.87 | \$ 19.80 | \$ 20.68 | \$ 21.55 | \$ 22.48 | \$ 23.35 | \$ 38.55 | \$ 71.91 |
| | | weekly | \$ 629.99 | \$ 660.56 | \$ 693.09 | \$ 723.67 | \$ 754.28 | \$ 786.76 | \$ 817.32 | \$ 855.87 | \$ 889.23 |
| | | annually | \$ 32,759.70 | \$ 34,349.23 | \$ 36,040.77 | \$ 37,630.96 | \$ 39,222.52 | \$ 40,911.35 | \$ 42,500.87 | \$ 44,505.36 | \$ 46,239.97 |
| BLA | 6 | hourly | \$ 19.69 | \$ 20.68 | \$ 21.66 | \$ 22.64 | \$ 23.62 | \$ 24.61 | \$ 25.59 | \$ 42.39 | \$ 79.60 |
| | | weekly | \$ 689.26 | \$ 723.67 | \$ 758.11 | \$ 792.49 | \$ 826.87 | \$ 861.30 | \$ 895.71 | \$ 938.11 | \$ 975.31 |
| | | annually | \$ 35,841.48 | \$ 37,630.96 | \$ 39,421.80 | \$ 41,209.26 | \$ 42,997.39 | \$ 44,787.55 | \$ 46,577.03 | \$ 48,781.48 | \$ 50,716.05 |
| BLA | 7 | hourly | \$ 21.55 | \$ 22.64 | \$ 23.68 | \$ 24.77 | \$ 25.86 | \$ 26.90 | \$ 28.00 | \$ 46.20 | \$ 87.21 |
| | | weekly | \$ 754.28 | \$ 792.49 | \$ 828.77 | \$ 867.02 | \$ 905.27 | \$ 941.61 | \$ 979.83 | \$ 1,026.03 | \$ 1,067.04 |
| | | annually | \$ 39,222.52 | \$ 41,209.26 | \$ 43,096.02 | \$ 45,084.78 | \$ 47,074.22 | \$ 48,963.68 | \$ 50,951.10 | \$ 53,353.47 | \$ 55,485.97 |
| BLA | 8 | hourly | \$ 23.57 | \$ 24.77 | \$ 25.92 | \$ 27.12 | \$ 28.32 | \$ 29.47 | \$ 30.67 | \$ 50.02 | \$ 94.85 |
| | | weekly | \$ 824.96 | \$ 867.02 | \$ 907.18 | \$ 949.20 | \$ 991.33 | \$ 1,031.47 | \$ 1,073.51 | \$ 1,123.53 | \$ 1,168.35 |
| | | annually | \$ 42,898.08 | \$ 45,084.78 | \$ 47,173.52 | \$ 49,358.20 | \$ 51,548.95 | \$ 53,636.34 | \$ 55,822.36 | \$ 58,423.33 | \$ 60,754.43 |
| BLA | 8F | hourly | \$ 25.76 | \$ 27.12 | \$ 28.38 | \$ 29.69 | \$ 31.00 | \$ 32.25 | \$ 33.62 | \$ 55.81 | \$ 106.44 |
| | | weekly | \$ 901.45 | \$ 949.20 | \$ 993.22 | \$ 1,039.09 | \$ 1,084.95 | \$ 1,128.90 | \$ 1,176.73 | \$ 1,232.55 | \$ 1,283.17 |
| | | annually | \$ 46,875.61 | \$ 49,358.20 | \$ 51,647.57 | \$ 54,032.87 | \$ 56,417.50 | \$ 58,702.82 | \$ 61,190.13 | \$ 64,092.40 | \$ 66,724.79 |

*Please note that the rate listed as 'hourly' under first and second longevity is actually the weekly amount that gets added to the Step 7 weekly rate.

**Salary Schedule
Effective 10/3/2009
2.5% Increase**

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BLA | 2 | hourly | \$ 14.08 | \$ 14.76 | \$ 15.48 | \$ 16.15 | \$ 16.83 | \$ 17.56 | \$ 18.23 | \$ 31.47 | \$ 57.75 |
| | | weekly | \$ 492.92 | \$ 516.45 | \$ 541.89 | \$ 565.42 | \$ 588.97 | \$ 614.43 | \$ 637.91 | \$ 662.39 | \$ 695.66 |
| | | annually | \$ 25,631.79 | \$ 26,855.30 | \$ 28,178.51 | \$ 29,402.02 | \$ 30,626.22 | \$ 31,950.13 | \$ 33,171.55 | \$ 34,807.94 | \$ 36,174.45 |
| BLA | 3 | hourly | \$ 15.37 | \$ 16.15 | \$ 16.88 | \$ 17.66 | \$ 18.45 | \$ 19.18 | \$ 19.96 | \$ 35.45 | \$ 65.71 |
| | | weekly | \$ 537.99 | \$ 565.42 | \$ 590.91 | \$ 618.27 | \$ 645.74 | \$ 671.20 | \$ 698.67 | \$ 734.12 | \$ 764.39 |
| | | annually | \$ 27,975.63 | \$ 29,402.02 | \$ 30,727.31 | \$ 32,150.18 | \$ 33,578.70 | \$ 34,902.61 | \$ 36,331.07 | \$ 38,174.49 | \$ 39,748.03 |
| BLA | 4 | hourly | \$ 16.83 | \$ 17.66 | \$ 18.51 | \$ 19.35 | \$ 20.19 | \$ 21.02 | \$ 21.87 | \$ 37.42 | \$ 69.65 |
| | | weekly | \$ 588.97 | \$ 618.27 | \$ 647.74 | \$ 677.08 | \$ 706.49 | \$ 735.87 | \$ 765.31 | \$ 802.73 | \$ 834.96 |
| | | annually | \$ 30,626.22 | \$ 32,150.23 | \$ 33,682.56 | \$ 35,207.96 | \$ 36,737.52 | \$ 38,264.99 | \$ 39,795.94 | \$ 41,741.84 | \$ 43,417.86 |
| BLA | 5 | hourly | \$ 18.45 | \$ 19.35 | \$ 20.30 | \$ 21.19 | \$ 22.09 | \$ 23.04 | \$ 23.94 | \$ 39.31 | \$ 73.43 |
| | | weekly | \$ 645.74 | \$ 677.08 | \$ 710.42 | \$ 741.76 | \$ 773.14 | \$ 806.43 | \$ 837.76 | \$ 877.07 | \$ 911.19 |
| | | annually | \$ 33,578.70 | \$ 35,207.96 | \$ 36,941.79 | \$ 38,571.74 | \$ 40,203.08 | \$ 41,934.13 | \$ 43,563.40 | \$ 45,607.62 | \$ 47,381.97 |
| BLA | 6 | hourly | \$ 20.19 | \$ 21.19 | \$ 22.20 | \$ 23.21 | \$ 24.22 | \$ 25.22 | \$ 26.23 | \$ 43.25 | \$ 81.32 |
| | | weekly | \$ 706.49 | \$ 741.76 | \$ 777.06 | \$ 812.30 | \$ 847.54 | \$ 882.83 | \$ 918.10 | \$ 961.36 | \$ 999.42 |
| | | annually | \$ 36,737.52 | \$ 38,571.74 | \$ 40,407.34 | \$ 42,239.49 | \$ 44,072.32 | \$ 45,907.23 | \$ 47,741.46 | \$ 49,990.64 | \$ 51,969.95 |
| BLA | 7 | hourly | \$ 22.09 | \$ 23.21 | \$ 24.27 | \$ 25.39 | \$ 26.51 | \$ 27.58 | \$ 28.69 | \$ 47.16 | \$ 89.12 |
| | | weekly | \$ 773.14 | \$ 812.30 | \$ 849.49 | \$ 888.69 | \$ 927.91 | \$ 965.15 | \$ 1,004.32 | \$ 1,051.48 | \$ 1,093.44 |
| | | annually | \$ 40,203.08 | \$ 42,239.49 | \$ 44,173.42 | \$ 46,211.90 | \$ 48,251.07 | \$ 50,187.78 | \$ 52,224.88 | \$ 54,673.94 | \$ 56,859.12 |
| BLA | 8 | hourly | \$ 24.16 | \$ 25.39 | \$ 26.57 | \$ 27.80 | \$ 29.03 | \$ 30.21 | \$ 31.44 | \$ 51.07 | \$ 96.95 |
| | | weekly | \$ 845.59 | \$ 888.69 | \$ 929.86 | \$ 972.93 | \$ 1,016.11 | \$ 1,057.25 | \$ 1,100.34 | \$ 1,151.41 | \$ 1,197.29 |
| | | annually | \$ 43,970.54 | \$ 46,211.90 | \$ 48,352.86 | \$ 50,592.15 | \$ 52,837.67 | \$ 54,977.25 | \$ 57,217.91 | \$ 59,873.54 | \$ 62,259.29 |
| BLA | 8F | hourly | \$ 26.40 | \$ 27.80 | \$ 29.09 | \$ 30.43 | \$ 31.77 | \$ 33.06 | \$ 34.46 | \$ 57.01 | \$ 108.83 |
| | | weekly | \$ 923.99 | \$ 972.93 | \$ 1,018.05 | \$ 1,065.07 | \$ 1,112.08 | \$ 1,157.12 | \$ 1,206.15 | \$ 1,252.16 | \$ 1,314.98 |
| | | annually | \$ 48,047.51 | \$ 50,592.15 | \$ 52,938.76 | \$ 55,383.69 | \$ 57,827.94 | \$ 60,170.39 | \$ 62,719.89 | \$ 65,641.34 | \$ 68,378.91 |

*Please note that the rate listed as 'hourly' under first and second longevity is actually the weekly amount that gets added to the Step 7 weekly rates.

**Salary Schedule
Effective 10/1/2006
2% Increase**

| Salary Grade Plan | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------------|---|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BM | 3 | hourly | \$ 12.86 | \$ 13.40 | \$ 13.90 | \$ 14.44 | \$ 14.98 | \$ 15.48 | \$ 16.03 | \$ 29.78 | \$ 54.38 |
| | | weekly | \$ 514.24 | \$ 535.96 | \$ 555.91 | \$ 577.63 | \$ 599.34 | \$ 619.24 | \$ 641.04 | \$ 670.83 | \$ 695.42 |
| | | annually | \$ 26,740.36 | \$ 27,869.72 | \$ 28,907.57 | \$ 30,036.91 | \$ 31,165.63 | \$ 32,200.28 | \$ 33,334.11 | \$ 34,882.91 | \$ 36,161.82 |
| BM | 4 | hourly | \$ 13.63 | \$ 14.21 | \$ 14.76 | \$ 15.35 | \$ 15.93 | \$ 16.48 | \$ 17.07 | \$ 31.51 | \$ 57.82 |
| | | weekly | \$ 545.02 | \$ 568.53 | \$ 590.26 | \$ 613.81 | \$ 637.39 | \$ 659.12 | \$ 682.64 | \$ 714.15 | \$ 740.47 |
| | | annually | \$ 28,341.29 | \$ 29,563.42 | \$ 30,693.41 | \$ 31,918.11 | \$ 33,144.07 | \$ 34,274.06 | \$ 35,497.48 | \$ 37,135.86 | \$ 38,504.35 |
| BM | 5 | hourly | \$ 14.48 | \$ 15.07 | \$ 15.71 | \$ 16.30 | \$ 16.89 | \$ 17.52 | \$ 18.11 | \$ 31.56 | \$ 57.92 |
| | | weekly | \$ 579.39 | \$ 602.94 | \$ 628.28 | \$ 651.86 | \$ 675.43 | \$ 700.74 | \$ 724.32 | \$ 755.88 | \$ 782.24 |
| | | annually | \$ 30,128.42 | \$ 31,353.11 | \$ 32,670.58 | \$ 33,896.55 | \$ 35,122.52 | \$ 36,438.71 | \$ 37,664.68 | \$ 39,305.61 | \$ 40,676.66 |
| BM | 6 | hourly | \$ 15.39 | \$ 16.03 | \$ 16.70 | \$ 17.34 | \$ 17.97 | \$ 18.65 | \$ 19.28 | \$ 33.37 | \$ 61.54 |
| | | weekly | \$ 615.66 | \$ 641.04 | \$ 668.12 | \$ 693.53 | \$ 718.86 | \$ 745.97 | \$ 771.35 | \$ 804.72 | \$ 832.89 |
| | | annually | \$ 32,014.08 | \$ 33,334.11 | \$ 34,742.44 | \$ 36,063.75 | \$ 37,380.59 | \$ 38,790.20 | \$ 40,110.22 | \$ 41,845.21 | \$ 43,310.32 |
| BM | 7 | hourly | \$ 16.39 | \$ 17.07 | \$ 17.75 | \$ 18.42 | \$ 19.10 | \$ 19.78 | \$ 20.46 | \$ 35.09 | \$ 64.99 |
| | | weekly | \$ 655.46 | \$ 682.64 | \$ 709.87 | \$ 736.98 | \$ 764.12 | \$ 791.31 | \$ 818.42 | \$ 853.50 | \$ 883.40 |
| | | annually | \$ 34,084.03 | \$ 35,497.48 | \$ 36,913.49 | \$ 38,323.10 | \$ 39,733.99 | \$ 41,148.08 | \$ 42,557.69 | \$ 44,382.26 | \$ 45,936.94 |
| BM | 8 | hourly | \$ 17.43 | \$ 18.15 | \$ 18.88 | \$ 19.60 | \$ 20.33 | \$ 21.05 | \$ 21.77 | \$ 36.98 | \$ 68.78 |
| | | weekly | \$ 697.09 | \$ 726.13 | \$ 755.06 | \$ 784.05 | \$ 813.00 | \$ 841.99 | \$ 871.00 | \$ 907.98 | \$ 939.77 |
| | | annually | \$ 36,248.67 | \$ 37,758.74 | \$ 39,263.06 | \$ 40,770.56 | \$ 42,276.15 | \$ 43,783.66 | \$ 45,291.81 | \$ 47,214.91 | \$ 48,868.14 |

**Salary Schedule
Effective 10/6/2007
2.5% Increase**

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|--------------|--------|--------|--------|--------|--------|--------|--------|-----------|-----------|
|--------------|--------|--------|--------|--------|--------|--------|--------|-----------|-----------|

| | | | | | | | | | | | | |
|-------------|----------|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| Plan | | | | | | | | | | | | |
| BM | 3 | hourly | \$ 13.18 | \$ 13.73 | \$ 14.25 | \$ 14.80 | \$ 15.36 | \$ 15.87 | \$ 16.43 | \$ 30.33 | \$ 55.47 | |
| | | weekly | \$ 527.09 | \$ 549.36 | \$ 569.81 | \$ 592.07 | \$ 614.32 | \$ 634.72 | \$ 657.07 | \$ 687.40 | \$ 712.54 | |
| | | annually | \$ 27,408.87 | \$ 28,566.46 | \$ 29,630.26 | \$ 30,787.84 | \$ 31,944.77 | \$ 33,005.29 | \$ 34,167.47 | \$ 35,744.61 | \$ 37,051.86 | |
| BM | 4 | hourly | \$ 13.97 | \$ 14.57 | \$ 15.13 | \$ 15.73 | \$ 16.33 | \$ 16.89 | \$ 17.49 | \$ 32.10 | \$ 59.00 | |
| | | weekly | \$ 558.65 | \$ 582.74 | \$ 605.01 | \$ 629.15 | \$ 653.32 | \$ 675.59 | \$ 699.71 | \$ 731.81 | \$ 758.71 | |
| | | annually | \$ 29,049.82 | \$ 30,302.51 | \$ 31,460.75 | \$ 32,716.06 | \$ 33,972.68 | \$ 35,130.92 | \$ 36,384.92 | \$ 38,053.88 | \$ 39,452.96 | |
| BM | 5 | hourly | \$ 14.85 | \$ 15.45 | \$ 16.10 | \$ 16.70 | \$ 17.31 | \$ 17.96 | \$ 18.56 | \$ 32.15 | \$ 59.10 | |
| | | weekly | \$ 593.88 | \$ 618.02 | \$ 643.99 | \$ 668.15 | \$ 692.32 | \$ 718.26 | \$ 742.43 | \$ 774.57 | \$ 801.53 | |
| | | annually | \$ 30,881.63 | \$ 32,136.94 | \$ 33,487.34 | \$ 34,743.96 | \$ 36,000.58 | \$ 37,349.68 | \$ 38,606.30 | \$ 40,277.88 | \$ 41,679.58 | |
| BM | 6 | hourly | 15.7761705 | 16.426666 | 17.1206752 | 17.7718021 | 18.420722 | 19.1153606 | 19.765856 | \$ 34.00 | \$ 62.81 | |
| | | weekly | 631.046821 | 657.06664 | 684.827007 | 710.872084 | 736.82888 | 764.614423 | 790.634241 | \$ 824.63 | \$ 853.44 | |
| | | annually | 32814.4347 | 34167.4653 | 35611.0043 | 36965.3484 | 38315.1018 | 39759.95 | 41112.9805 | \$ 42,880.97 | \$ 44,379.08 | |
| BM | 7 | hourly | \$ 16.80 | \$ 17.49 | \$ 18.19 | \$ 18.89 | \$ 19.58 | \$ 20.28 | \$ 20.97 | \$ 35.77 | \$ 66.34 | |
| | | weekly | \$ 671.85 | \$ 699.71 | \$ 727.62 | \$ 755.41 | \$ 783.22 | \$ 811.09 | \$ 838.88 | \$ 874.64 | \$ 905.22 | |
| | | annually | \$ 34,936.13 | \$ 36,384.92 | \$ 37,836.33 | \$ 39,281.18 | \$ 40,727.34 | \$ 42,176.78 | \$ 43,621.63 | \$ 45,481.44 | \$ 47,071.37 | |
| BM | 8 | hourly | \$ 17.86 | \$ 18.61 | \$ 19.35 | \$ 20.09 | \$ 20.83 | \$ 21.58 | \$ 22.32 | \$ 37.71 | \$ 70.23 | |
| | | weekly | \$ 714.52 | \$ 744.28 | \$ 773.94 | \$ 803.65 | \$ 833.33 | \$ 863.04 | \$ 892.77 | \$ 930.48 | \$ 963.00 | |
| | | annually | \$ 37,154.89 | \$ 38,702.71 | \$ 40,244.63 | \$ 41,789.83 | \$ 43,333.05 | \$ 44,878.25 | \$ 46,424.10 | \$ 48,384.91 | \$ 50,075.84 | |

**Salary Schedule
Effective 1/5/2008
\$150.00 Added to Annual Compensation Rate**

| Salary Grade | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|---------------------|----------|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------|------------------|
| Plan | | | | | | | | | | | |
| BM | 3 | hourly | \$ 13.25 | \$ 13.81 | \$ 14.32 | \$ 14.87 | \$ 15.43 | \$ 15.94 | \$ 16.50 | \$ 30.33 | \$ 55.47 |
| | | weekly | \$ 529.98 | \$ 552.24 | \$ 572.70 | \$ 594.96 | \$ 617.21 | \$ 637.60 | \$ 659.95 | \$ 690.28 | \$ 715.42 |
| | | annually | \$ 27,558.87 | \$ 28,716.46 | \$ 29,780.26 | \$ 30,937.84 | \$ 32,094.77 | \$ 33,155.29 | \$ 34,317.47 | \$ 35,894.61 | \$ 37,201.86 |
| BM | 4 | hourly | \$ 14.04 | \$ 14.64 | \$ 15.20 | \$ 15.80 | \$ 16.41 | \$ 16.96 | \$ 17.56 | \$ 32.10 | \$ 59.00 |
| | | weekly | \$ 561.53 | \$ 585.63 | \$ 607.90 | \$ 632.04 | \$ 656.21 | \$ 678.48 | \$ 702.59 | \$ 734.69 | \$ 761.60 |

| | | | | | | | | | | | |
|----|---|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | annually | \$ 29,199.82 | \$ 30,452.51 | \$ 31,610.75 | \$ 32,866.06 | \$ 34,122.68 | \$ 35,280.92 | \$ 36,534.92 | \$ 38,203.88 | \$ 39,602.96 |
| BM | 5 | hourly | \$ 14.92 | \$ 15.52 | \$ 16.17 | \$ 16.78 | \$ 17.38 | \$ 18.03 | \$ 18.63 | \$ 32.15 | \$ 59.10 |
| | | weekly | \$ 596.76 | \$ 620.90 | \$ 646.87 | \$ 671.04 | \$ 695.20 | \$ 721.15 | \$ 745.31 | \$ 777.46 | \$ 804.41 |
| | | annually | \$ 31,031.63 | \$ 32,286.94 | \$ 33,637.34 | \$ 34,893.96 | \$ 36,150.58 | \$ 37,499.68 | \$ 38,756.30 | \$ 40,427.88 | \$ 41,829.58 |
| BM | 6 | hourly | \$ 15.85 | \$ 16.50 | \$ 17.19 | \$ 17.84 | \$ 18.49 | \$ 19.19 | \$ 19.84 | \$ 34.00 | \$ 62.81 |
| | | weekly | \$ 633.93 | \$ 659.95 | \$ 687.71 | \$ 713.76 | \$ 739.71 | \$ 767.50 | \$ 793.52 | \$ 827.52 | \$ 856.33 |
| | | annually | \$ 32,964.43 | \$ 34,317.47 | \$ 35,761.00 | \$ 37,115.35 | \$ 38,465.10 | \$ 39,909.95 | \$ 41,262.98 | \$ 43,030.97 | \$ 44,529.08 |
| BM | 7 | hourly | \$ 16.87 | \$ 17.56 | \$ 18.26 | \$ 18.96 | \$ 19.65 | \$ 20.35 | \$ 21.04 | \$ 35.77 | \$ 66.34 |
| | | weekly | \$ 674.73 | \$ 702.59 | \$ 730.51 | \$ 758.29 | \$ 786.10 | \$ 813.98 | \$ 841.76 | \$ 877.53 | \$ 908.10 |
| | | annually | \$ 35,086.13 | \$ 36,534.92 | \$ 37,986.33 | \$ 39,431.18 | \$ 40,877.34 | \$ 42,326.78 | \$ 43,771.63 | \$ 45,631.44 | \$ 47,221.37 |
| BM | 8 | hourly | \$ 17.94 | \$ 18.68 | \$ 19.42 | \$ 20.16 | \$ 20.91 | \$ 21.65 | \$ 22.39 | \$ 37.71 | \$ 70.23 |
| | | weekly | \$ 717.40 | \$ 747.17 | \$ 776.82 | \$ 806.54 | \$ 836.21 | \$ 865.93 | \$ 895.66 | \$ 933.36 | \$ 965.88 |
| | | annually | \$ 37,304.89 | \$ 38,852.71 | \$ 40,394.63 | \$ 41,939.83 | \$ 43,483.05 | \$ 45,028.25 | \$ 46,574.10 | \$ 48,534.91 | \$ 50,225.84 |

Salary Schedule
Effective 10/4/2008
3% Increase

| Salary Grade Plan | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* | |
|-------------------|---|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BM | 3 | hourly | \$ 13.65 | \$ 14.22 | \$ 14.75 | \$ 15.32 | \$ 15.89 | \$ 16.42 | \$ 16.99 | \$ 31.00 | \$ 56.81 |
| | | weekly | \$ 545.88 | \$ 568.81 | \$ 589.88 | \$ 612.81 | \$ 635.72 | \$ 656.73 | \$ 679.75 | \$ 710.75 | \$ 736.56 |
| | | annually | \$ 28,385.64 | \$ 29,577.95 | \$ 30,673.66 | \$ 31,865.97 | \$ 33,057.61 | \$ 34,149.94 | \$ 35,346.99 | \$ 36,958.99 | \$ 38,301.12 |
| BM | 4 | hourly | \$ 14.46 | \$ 15.08 | \$ 15.65 | \$ 16.28 | \$ 16.90 | \$ 17.47 | \$ 18.09 | \$ 32.82 | \$ 60.45 |
| | | weekly | \$ 578.38 | \$ 603.19 | \$ 626.14 | \$ 651.00 | \$ 675.89 | \$ 698.83 | \$ 723.67 | \$ 756.49 | \$ 784.12 |
| | | annually | \$ 30,075.81 | \$ 31,366.08 | \$ 32,559.07 | \$ 33,852.04 | \$ 35,146.36 | \$ 36,339.34 | \$ 37,630.96 | \$ 39,337.55 | \$ 40,774.25 |
| BM | 5 | hourly | \$ 15.37 | \$ 15.99 | \$ 16.66 | \$ 17.28 | \$ 17.90 | \$ 18.57 | \$ 19.19 | \$ 32.87 | \$ 60.55 |
| | | weekly | \$ 614.66 | \$ 639.53 | \$ 666.28 | \$ 691.17 | \$ 716.06 | \$ 742.78 | \$ 767.67 | \$ 800.54 | \$ 828.22 |
| | | annually | \$ 31,962.57 | \$ 33,255.55 | \$ 34,646.46 | \$ 35,940.78 | \$ 37,235.10 | \$ 38,624.67 | \$ 39,918.99 | \$ 41,628.27 | \$ 43,067.67 |
| BM | 6 | hourly | \$ 16.32 | \$ 16.99 | \$ 17.71 | \$ 18.38 | \$ 19.05 | \$ 19.76 | \$ 20.43 | \$ 34.78 | \$ 64.37 |

| Salary Grade | Plan | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|--------------|----------|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | weekly | \$ | 652.95 | 679.75 | 708.34 | 735.17 | 761.90 | 790.52 | 817.32 | 852.10 | 881.70 |
| | annually | \$ | 33,953.37 | 35,346.99 | 36,833.83 | 38,228.81 | 39,619.05 | 41,107.25 | 42,500.87 | 44,309.45 | 45,843.15 |
| BM | 7 | hourly | \$ 17.37 | \$ 18.09 | \$ 18.81 | \$ 19.53 | \$ 20.24 | \$ 20.96 | \$ 21.68 | \$ 36.60 | \$ 63.01 |
| | weekly | \$ | 694.98 | 723.67 | 752.42 | 781.04 | 809.69 | 838.40 | 867.01 | 903.61 | 935.02 |
| | annually | \$ | 36,138.71 | 37,630.96 | 39,125.92 | 40,614.11 | 42,103.66 | 43,596.59 | 45,084.78 | 46,987.93 | 48,621.21 |
| BM | 8 | hourly | \$ 18.47 | \$ 19.24 | \$ 20.00 | \$ 20.77 | \$ 21.53 | \$ 22.30 | \$ 23.06 | \$ 38.60 | \$ 72.01 |
| | weekly | \$ | 738.92 | 769.58 | 800.12 | 830.73 | 861.30 | 891.91 | 922.53 | 961.13 | 994.53 |
| | annually | \$ | 38,424.03 | 40,018.29 | 41,606.47 | 43,198.02 | 44,787.54 | 46,379.10 | 47,971.32 | 49,978.51 | 51,715.81 |

Salary Schedule
Effective 10/3/2009
2.5% Increase

| Salary Grade | Plan | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|--------------|----------|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| BM | 3 | hourly | \$ 13.99 | \$ 14.58 | \$ 15.12 | \$ 15.70 | \$ 16.29 | \$ 16.83 | \$ 17.42 | \$ 31.58 | \$ 57.96 |
| | weekly | \$ | 559.52 | 583.03 | 604.63 | 628.13 | 651.62 | 673.15 | 696.74 | 728.32 | 754.70 |
| | annually | \$ | 29,095.28 | 30,317.40 | 31,440.51 | 32,662.62 | 33,884.05 | 35,003.69 | 36,230.66 | 37,872.60 | 39,244.65 |
| BM | 4 | hourly | \$ 14.82 | \$ 15.46 | \$ 16.04 | \$ 16.68 | \$ 17.32 | \$ 17.91 | \$ 18.54 | \$ 33.44 | \$ 61.69 |
| | weekly | \$ | 592.84 | 618.27 | 641.79 | 667.28 | 692.79 | 716.30 | 741.76 | 775.20 | 803.45 |
| | annually | \$ | 30,827.71 | 32,150.24 | 33,373.05 | 34,698.34 | 36,025.02 | 37,247.83 | 38,571.74 | 40,310.61 | 41,779.60 |
| BM | 5 | hourly | \$ 15.75 | \$ 16.39 | \$ 17.07 | \$ 17.71 | \$ 18.35 | \$ 19.03 | \$ 19.67 | \$ 33.49 | \$ 61.80 |
| | weekly | \$ | 630.03 | 655.52 | 682.94 | 708.45 | 733.96 | 761.35 | 786.86 | 820.36 | 848.66 |
| | annually | \$ | 32,761.64 | 34,086.94 | 35,512.62 | 36,839.30 | 38,165.98 | 39,590.29 | 40,916.96 | 42,658.60 | 44,130.36 |
| BM | 6 | hourly | \$ 16.73 | \$ 17.42 | \$ 18.15 | \$ 18.84 | \$ 19.52 | \$ 20.26 | \$ 20.94 | \$ 35.45 | \$ 65.71 |
| | weekly | \$ | 669.27 | 696.74 | 726.05 | 753.55 | 780.95 | 810.29 | 837.76 | 873.21 | 903.47 |
| | annually | \$ | 34,802.20 | 36,230.66 | 37,754.68 | 39,184.53 | 40,609.53 | 42,134.93 | 43,563.39 | 45,406.81 | 46,980.36 |
| BM | 7 | hourly | \$ 17.81 | \$ 18.54 | \$ 19.28 | \$ 20.01 | \$ 20.75 | \$ 21.48 | \$ 22.22 | \$ 37.31 | \$ 69.44 |
| | weekly | \$ | 712.35 | 741.76 | 771.23 | 800.57 | 829.93 | 859.36 | 888.69 | 926.00 | 958.13 |

| Salary Grade Plan | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------------|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | annually | \$ 37,042.18 | \$ 38,571.74 | \$ 40,104.06 | \$ 41,629.46 | \$ 43,156.25 | \$ 44,686.50 | \$ 46,211.90 | \$ 48,152.26 | \$ 49,822.74 |
| BM 8 | hourly | \$ 18.93 | \$ 19.72 | \$ 20.50 | \$ 21.29 | \$ 22.07 | \$ 22.86 | \$ 23.64 | \$ 39.37 | \$ 73.54 |
| | weekly | \$ 757.40 | \$ 788.82 | \$ 820.13 | \$ 851.50 | \$ 882.83 | \$ 914.20 | \$ 945.59 | \$ 984.95 | \$ 1,019.13 |
| | annually | \$ 39,384.64 | \$ 41,018.75 | \$ 42,646.63 | \$ 44,277.97 | \$ 45,907.23 | \$ 47,538.58 | \$ 49,170.61 | \$ 51,217.60 | \$ 52,994.71 |

*Please note that the rate listed as 'hourly' under first and second longevity is actually the weekly amount that gets added to the Step 7 weekly rate.

Salary Schedule A
Effective 10/1/2006
2% Increase

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BC | 3 | hourly | \$ 14.12 | \$ 14.85 | \$ 15.52 | \$ 16.24 | \$ 16.97 | \$ 17.64 | \$ 18.37 | \$ 33.37 | \$ 61.54 |
| | | weekly | \$ 494.34 | \$ 519.69 | \$ 543.24 | \$ 568.53 | \$ 593.91 | \$ 617.44 | \$ 642.82 | \$ 676.19 | \$ 704.37 |
| | | annually | \$ 25,705.71 | \$ 27,023.82 | \$ 28,248.51 | \$ 29,563.42 | \$ 30,883.45 | \$ 32,106.87 | \$ 33,426.89 | \$ 35,161.88 | \$ 36,626.99 |
| BC | 5 | hourly | \$ 16.97 | \$ 17.80 | \$ 18.68 | \$ 19.50 | \$ 20.33 | \$ 21.21 | \$ 22.04 | \$ 36.93 | \$ 68.68 |
| | | weekly | \$ 593.91 | \$ 622.87 | \$ 653.68 | \$ 682.64 | \$ 711.63 | \$ 742.40 | \$ 771.35 | \$ 808.28 | \$ 840.03 |
| | | annually | \$ 30,883.45 | \$ 32,389.04 | \$ 33,991.25 | \$ 35,497.48 | \$ 37,004.99 | \$ 38,604.64 | \$ 40,110.23 | \$ 42,030.78 | \$ 43,681.45 |
| BC | 7 | hourly | \$ 20.33 | \$ 21.37 | \$ 22.35 | \$ 23.38 | \$ 24.42 | \$ 25.40 | \$ 26.44 | \$ 44.18 | \$ 83.17 |
| | | weekly | \$ 711.63 | \$ 747.82 | \$ 782.19 | \$ 818.42 | \$ 854.66 | \$ 889.07 | \$ 925.27 | \$ 969.45 | \$ 1,008.45 |
| | | annually | \$ 37,004.99 | \$ 38,886.82 | \$ 40,673.94 | \$ 42,557.69 | \$ 44,442.07 | \$ 46,231.76 | \$ 48,114.23 | \$ 50,411.66 | \$ 52,439.21 |
| BC | 8 | hourly | \$ 22.25 | \$ 23.38 | \$ 24.47 | \$ 25.61 | \$ 26.75 | \$ 27.83 | \$ 28.97 | \$ 47.80 | \$ 90.41 |
| | | weekly | \$ 778.59 | \$ 818.42 | \$ 856.46 | \$ 896.26 | \$ 936.16 | \$ 974.19 | \$ 1,014.00 | \$ 1,061.80 | \$ 1,104.41 |
| | | annually | \$ 40,486.46 | \$ 42,557.69 | \$ 44,536.13 | \$ 46,605.44 | \$ 48,680.51 | \$ 50,657.67 | \$ 52,728.26 | \$ 55,213.80 | \$ 57,429.46 |
| BC | 9 | hourly | \$ 24.32 | \$ 25.61 | \$ 26.80 | \$ 28.04 | \$ 29.28 | \$ 30.47 | \$ 31.77 | \$ 53.29 | \$ 101.38 |
| | | weekly | \$ 851.04 | \$ 896.26 | \$ 937.96 | \$ 981.41 | \$ 1,024.85 | \$ 1,066.47 | \$ 1,111.78 | \$ 1,165.07 | \$ 1,213.16 |
| | | annually | \$ 44,253.96 | \$ 46,605.44 | \$ 48,773.92 | \$ 51,033.27 | \$ 53,291.97 | \$ 55,456.62 | \$ 57,812.58 | \$ 60,583.51 | \$ 63,084.55 |

Salary Schedule A
Effective 10/6/2007
2.5% Increase

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BC | 3 | hourly | \$ 14.48 | \$ 15.22 | \$ 15.91 | \$ 16.65 | \$ 17.39 | \$ 18.08 | \$ 18.83 | \$ 34.00 | \$ 62.81 |
| | | weekly | \$ 506.70 | \$ 532.68 | \$ 556.82 | \$ 582.74 | \$ 608.76 | \$ 632.88 | \$ 658.90 | \$ 692.90 | \$ 721.71 |
| | | annually | \$ 26,348.35 | \$ 27,699.41 | \$ 28,954.72 | \$ 30,302.51 | \$ 31,655.54 | \$ 32,909.54 | \$ 34,262.57 | \$ 36,030.55 | \$ 37,528.66 |
| BC | 5 | hourly | \$ 17.39 | \$ 18.24 | \$ 19.14 | \$ 19.99 | \$ 20.84 | \$ 21.74 | \$ 22.59 | \$ 37.66 | \$ 70.13 |

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | weekly | \$ 608.76 | \$ 638.44 | \$ 670.02 | \$ 699.71 | \$ 729.43 | \$ 760.96 | \$ 790.63 | \$ 828.29 | \$ 860.76 |
| | | annually | \$ 31,655.54 | \$ 33,198.77 | \$ 34,841.04 | \$ 36,384.92 | \$ 37,930.11 | \$ 39,569.75 | \$ 41,112.98 | \$ 43,071.17 | \$ 44,759.48 |
| BC | 7 | hourly | \$ 20.84 | \$ 21.90 | \$ 22.91 | \$ 23.97 | \$ 25.03 | \$ 26.04 | \$ 27.10 | \$ 45.09 | \$ 84.98 |
| | | weekly | \$ 729.43 | \$ 766.52 | \$ 801.75 | \$ 838.88 | \$ 876.02 | \$ 911.30 | \$ 948.41 | \$ 993.49 | \$ 1,033.39 |
| | | annually | \$ 37,930.11 | \$ 39,858.99 | \$ 41,690.79 | \$ 43,621.63 | \$ 45,553.12 | \$ 47,387.56 | \$ 49,317.09 | \$ 51,661.58 | \$ 53,736.19 |
| BC | 8 | hourly | \$ 22.80 | \$ 23.97 | \$ 25.08 | \$ 26.25 | \$ 27.42 | \$ 28.53 | \$ 29.70 | \$ 48.79 | \$ 92.40 |
| | | weekly | \$ 798.05 | \$ 838.88 | \$ 877.88 | \$ 918.66 | \$ 959.57 | \$ 998.54 | \$ 1,039.36 | \$ 1,088.15 | \$ 1,131.75 |
| | | annually | \$ 41,498.62 | \$ 43,621.63 | \$ 45,649.54 | \$ 47,770.58 | \$ 49,897.52 | \$ 51,924.11 | \$ 54,046.46 | \$ 56,583.77 | \$ 58,851.20 |
| BC | 9 | hourly | \$ 24.92 | \$ 26.25 | \$ 27.47 | \$ 28.74 | \$ 30.01 | \$ 31.23 | \$ 32.56 | \$ 54.42 | \$ 103.65 |
| | | weekly | \$ 872.31 | \$ 918.66 | \$ 961.41 | \$ 1,005.94 | \$ 1,050.47 | \$ 1,093.14 | \$ 1,139.57 | \$ 1,193.99 | \$ 1,243.22 |
| | | annually | \$ 45,360.31 | \$ 47,770.58 | \$ 49,993.27 | \$ 52,309.10 | \$ 54,624.27 | \$ 56,843.03 | \$ 59,257.90 | \$ 62,087.72 | \$ 64,647.66 |

Salary Schedule A
Effective 1/5/2008
\$150.00 Added to Annual Compensation Rate

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BC | 3 | hourly | \$ 14.56 | \$ 15.30 | \$ 15.99 | \$ 16.73 | \$ 17.48 | \$ 18.16 | \$ 18.91 | \$ 34.00 | \$ 62.81 |
| | | weekly | \$ 509.58 | \$ 535.57 | \$ 559.71 | \$ 585.63 | \$ 611.64 | \$ 635.76 | \$ 661.78 | \$ 695.78 | \$ 724.59 |
| | | annually | \$ 26,498.35 | \$ 27,849.41 | \$ 29,104.72 | \$ 30,452.51 | \$ 31,805.54 | \$ 33,059.54 | \$ 34,412.57 | \$ 36,180.55 | \$ 37,678.66 |
| BC | 5 | hourly | \$ 17.48 | \$ 18.32 | \$ 19.23 | \$ 20.07 | \$ 20.92 | \$ 21.82 | \$ 22.67 | \$ 37.66 | \$ 70.13 |
| | | weekly | \$ 611.64 | \$ 641.32 | \$ 672.90 | \$ 702.59 | \$ 732.31 | \$ 763.84 | \$ 793.52 | \$ 831.18 | \$ 863.64 |
| | | annually | \$ 31,805.54 | \$ 33,348.77 | \$ 34,991.04 | \$ 36,534.92 | \$ 38,080.11 | \$ 39,719.75 | \$ 41,262.98 | \$ 43,221.17 | \$ 44,909.48 |
| BC | 7 | hourly | \$ 20.92 | \$ 21.98 | \$ 22.99 | \$ 24.05 | \$ 25.11 | \$ 26.12 | \$ 27.18 | \$ 45.09 | \$ 84.98 |
| | | weekly | \$ 732.31 | \$ 769.40 | \$ 804.63 | \$ 841.76 | \$ 878.91 | \$ 914.18 | \$ 951.29 | \$ 996.38 | \$ 1,036.27 |
| | | annually | \$ 38,080.11 | \$ 40,008.99 | \$ 41,840.79 | \$ 43,771.63 | \$ 45,703.12 | \$ 47,537.56 | \$ 49,467.09 | \$ 51,811.53 | \$ 53,886.19 |
| BC | 8 | hourly | \$ 22.88 | \$ 24.05 | \$ 25.16 | \$ 26.33 | \$ 27.50 | \$ 28.61 | \$ 29.78 | \$ 48.79 | \$ 92.40 |
| | | weekly | \$ 800.94 | \$ 841.76 | \$ 880.76 | \$ 921.55 | \$ 962.45 | \$ 1,001.43 | \$ 1,042.24 | \$ 1,091.03 | \$ 1,134.64 |

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | annually | \$ 41,648.62 | \$ 43,771.63 | \$ 45,799.54 | \$ 47,920.58 | \$ 50,047.52 | \$ 52,074.11 | \$ 54,196.46 | \$ 56,733.77 | \$ 59,001.20 |
| BC | 9 | hourly | \$ 25.01 | \$ 26.33 | \$ 27.55 | \$ 28.82 | \$ 30.10 | \$ 31.31 | \$ 32.64 | \$ 54.42 | \$ 103.65 |
| | | weekly | \$ 875.20 | \$ 921.55 | \$ 964.29 | \$ 1,008.83 | \$ 1,053.35 | \$ 1,096.02 | \$ 1,142.46 | \$ 1,196.83 | \$ 1,246.11 |
| | | annually | \$ 45,510.31 | \$ 47,920.58 | \$ 50,143.27 | \$ 52,459.10 | \$ 54,774.27 | \$ 56,993.03 | \$ 59,407.90 | \$ 62,237.72 | \$ 64,797.66 |

Salary Schedule A
Effective 10/4/2008
3% Increase

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BC | 3 | hourly | \$ 15.00 | \$ 15.76 | \$ 16.47 | \$ 17.23 | \$ 18.00 | \$ 18.71 | \$ 19.48 | \$ 34.78 | \$ 64.37 |
| | | weekly | \$ 524.87 | \$ 551.63 | \$ 576.50 | \$ 603.19 | \$ 629.99 | \$ 654.83 | \$ 681.63 | \$ 716.41 | \$ 746.00 |
| | | annually | \$ 27,293.30 | \$ 28,684.90 | \$ 29,977.86 | \$ 31,366.08 | \$ 32,759.71 | \$ 34,051.32 | \$ 35,444.94 | \$ 37,253.52 | \$ 38,792.22 |
| BC | 5 | hourly | \$ 18.00 | \$ 18.87 | \$ 19.80 | \$ 20.68 | \$ 21.55 | \$ 22.48 | \$ 23.35 | \$ 38.55 | \$ 71.91 |
| | | weekly | \$ 629.99 | \$ 660.56 | \$ 693.09 | \$ 723.67 | \$ 754.28 | \$ 786.76 | \$ 817.32 | \$ 855.87 | \$ 889.23 |
| | | annually | \$ 32,759.71 | \$ 34,349.23 | \$ 36,040.77 | \$ 37,630.97 | \$ 39,222.52 | \$ 40,911.35 | \$ 42,500.87 | \$ 44,505.36 | \$ 46,239.97 |
| BC | 7 | hourly | \$ 21.55 | \$ 22.64 | \$ 23.68 | \$ 24.77 | \$ 25.86 | \$ 26.90 | \$ 28.00 | \$ 46.20 | \$ 87.21 |
| | | weekly | \$ 754.28 | \$ 792.49 | \$ 828.77 | \$ 867.02 | \$ 905.27 | \$ 941.61 | \$ 979.83 | \$ 1,026.03 | \$ 1,067.04 |
| | | annually | \$ 39,222.52 | \$ 41,209.26 | \$ 43,096.02 | \$ 45,084.78 | \$ 47,074.22 | \$ 48,963.68 | \$ 50,951.10 | \$ 53,353.47 | \$ 55,485.97 |
| BC | 8 | hourly | \$ 23.57 | \$ 24.77 | \$ 25.92 | \$ 27.12 | \$ 28.32 | \$ 29.47 | \$ 30.67 | \$ 50.02 | \$ 94.85 |
| | | weekly | \$ 824.96 | \$ 867.02 | \$ 907.18 | \$ 949.20 | \$ 991.33 | \$ 1,031.47 | \$ 1,073.51 | \$ 1,123.53 | \$ 1,168.35 |
| | | annually | \$ 42,898.08 | \$ 45,084.78 | \$ 47,173.52 | \$ 49,358.20 | \$ 51,548.95 | \$ 53,636.34 | \$ 55,822.36 | \$ 58,423.33 | \$ 60,754.43 |
| BC | 9 | hourly | \$ 25.76 | \$ 27.12 | \$ 28.38 | \$ 29.69 | \$ 31.00 | \$ 32.25 | \$ 33.62 | \$ 55.81 | \$ 106.44 |
| | | weekly | \$ 901.45 | \$ 949.20 | \$ 993.22 | \$ 1,039.09 | \$ 1,084.95 | \$ 1,128.90 | \$ 1,176.73 | \$ 1,232.55 | \$ 1,283.17 |
| | | annually | \$ 46,875.61 | \$ 49,358.20 | \$ 51,647.57 | \$ 54,032.87 | \$ 56,417.50 | \$ 58,702.82 | \$ 61,190.13 | \$ 64,092.40 | \$ 66,724.79 |

Salary Schedule A
Effective 10/3/2009
2.5% Increase

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
| BC | 3 | hourly | \$ 15.37 | \$ 16.15 | \$ 16.88 | \$ 17.66 | \$ 18.45 | \$ 19.18 | \$ 19.96 | \$ 35.45 | \$ 65.71 |
| | | weekly | \$ 537.99 | \$ 565.42 | \$ 590.91 | \$ 618.27 | \$ 645.74 | \$ 671.20 | \$ 698.67 | \$ 734.12 | \$ 764.39 |
| | | annually | \$ 27,975.64 | \$ 29,402.02 | \$ 30,727.31 | \$ 32,150.24 | \$ 33,578.70 | \$ 34,902.61 | \$ 36,331.07 | \$ 38,174.48 | \$ 39,748.02 |
| BC | 5 | hourly | \$ 18.45 | \$ 19.35 | \$ 20.30 | \$ 21.19 | \$ 22.09 | \$ 23.04 | \$ 23.94 | \$ 39.31 | \$ 73.43 |
| | | weekly | \$ 645.74 | \$ 677.08 | \$ 710.42 | \$ 741.76 | \$ 773.14 | \$ 806.43 | \$ 837.76 | \$ 877.07 | \$ 911.19 |
| | | annually | \$ 33,578.70 | \$ 35,207.96 | \$ 36,941.79 | \$ 38,571.74 | \$ 40,203.08 | \$ 41,934.13 | \$ 43,563.40 | \$ 45,607.62 | \$ 47,381.97 |
| BC | 7 | hourly | \$ 22.09 | \$ 23.21 | \$ 24.27 | \$ 25.39 | \$ 26.51 | \$ 27.58 | \$ 28.69 | \$ 47.16 | \$ 89.12 |
| | | weekly | \$ 773.14 | \$ 812.30 | \$ 849.49 | \$ 888.69 | \$ 927.91 | \$ 965.15 | \$ 1,004.32 | \$ 1,051.48 | \$ 1,093.44 |
| | | annually | \$ 40,203.08 | \$ 42,239.49 | \$ 44,173.42 | \$ 46,211.90 | \$ 48,251.07 | \$ 50,187.78 | \$ 52,224.88 | \$ 54,676.94 | \$ 56,859.12 |
| BC | 8 | hourly | \$ 24.16 | \$ 25.39 | \$ 26.57 | \$ 27.80 | \$ 29.03 | \$ 30.21 | \$ 31.44 | \$ 51.07 | \$ 96.95 |
| | | weekly | \$ 845.59 | \$ 888.69 | \$ 929.86 | \$ 972.93 | \$ 1,016.11 | \$ 1,057.25 | \$ 1,100.34 | \$ 1,151.41 | \$ 1,197.29 |
| | | annually | \$ 43,970.54 | \$ 46,211.90 | \$ 48,352.86 | \$ 50,592.15 | \$ 52,837.67 | \$ 54,977.25 | \$ 57,217.91 | \$ 59,873.54 | \$ 62,259.29 |
| BC | 9 | hourly | \$ 26.40 | \$ 27.80 | \$ 29.09 | \$ 30.43 | \$ 31.77 | \$ 33.06 | \$ 34.46 | \$ 57.01 | \$ 108.83 |
| | | weekly | \$ 923.99 | \$ 972.93 | \$ 1,018.05 | \$ 1,065.07 | \$ 1,112.08 | \$ 1,157.12 | \$ 1,206.15 | \$ 1,263.16 | \$ 1,314.98 |
| | | annually | \$ 48,047.51 | \$ 50,592.15 | \$ 52,938.76 | \$ 55,383.69 | \$ 57,827.94 | \$ 60,170.39 | \$ 62,719.89 | \$ 65,684.34 | \$ 68,378.91 |

*Please note that the rate listed as 'hourly' under first and second longevity is actually the weekly amount that gets added to the Step 7 weekly rate.

2% Increase Effective 10/1/2006

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| D | 2 | weekly | \$ 724.32 | \$ 760.49 | \$ 794.90 | \$ 831.10 | \$ 867.34 | \$ 901.71 | \$ 937.96 | \$ 982.19 | \$ 1,021.23 |
| | | annually | \$ 37,664.68 | \$ 39,545.23 | \$ 41,334.92 | \$ 43,217.39 | \$ 45,101.77 | \$ 46,888.90 | \$ 48,773.92 | \$ 51,073.91 | \$ 53,104.01 |

2.5% Increase Effective 10/6/2007

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| D | 2 | weekly | \$ 742.43 | \$ 779.50 | \$ 814.77 | \$ 851.88 | \$ 889.03 | \$ 924.25 | \$ 961.41 | \$ 1,006.55 | \$ 1,046.49 |
| | | annually | \$ 38,606.30 | \$ 40,533.86 | \$ 42,368.29 | \$ 44,297.82 | \$ 46,229.32 | \$ 48,061.12 | \$ 49,993.27 | \$ 52,340.38 | \$ 54,417.61 |

\$150.00 Added to Annual Compensation Rate Effective 1/5/2008

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| D | 2 | weekly | \$ 745.31 | \$ 782.38 | \$ 817.66 | \$ 854.77 | \$ 891.91 | \$ 927.14 | \$ 964.29 | \$ 1,009.43 | \$ 1,049.38 |
| | | annually | \$ 38,756.30 | \$ 40,683.86 | \$ 42,518.29 | \$ 44,447.82 | \$ 46,379.32 | \$ 48,211.12 | \$ 50,143.27 | \$ 52,490.38 | \$ 54,567.61 |

3% Increase Effective 10/4/2008

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| D | 2 | weekly | \$ 767.67 | \$ 805.85 | \$ 842.19 | \$ 880.41 | \$ 918.67 | \$ 954.95 | \$ 993.22 | \$ 1,039.47 | \$ 1,080.54 |
| | | annually | \$ 39,918.99 | \$ 41,904.38 | \$ 43,793.84 | \$ 45,781.25 | \$ 47,770.70 | \$ 49,657.45 | \$ 51,647.57 | \$ 54,052.64 | \$ 56,187.84 |

2.5% Increase Effective 10/3/2009

| Salary Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | 1st Long* | 2nd Long* |
|-------------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| D | 2 | weekly | \$ 786.86 | \$ 826.00 | \$ 863.24 | \$ 902.42 | \$ 941.63 | \$ 978.82 | \$ 1,018.05 | \$ 1,065.26 | \$ 1,107.28 |
| | | annually | \$ 40,916.96 | \$ 42,951.99 | \$ 44,888.69 | \$ 46,925.79 | \$ 48,964.96 | \$ 50,898.89 | \$ 52,938.76 | \$ 55,393.58 | \$ 57,578.53 |

*Please note that the rate listed as 'hourly' under first and second longevity is actually the weekly amount that gets added to the Step 7 weekly rate.