



CITY OF BOSTON

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

VIVIAN LEONARD
Director June 12, 2012

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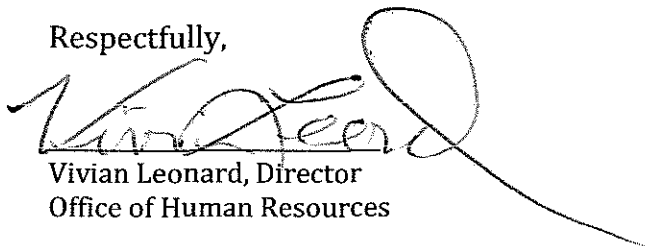
The Honorable Thomas M. Menino
Mayor of Boston
Boston City Hall

Dear Mr. Mayor,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plan, Schedule A, for the Boston Center for Youth and Families (BCYF) SEIU Local 888. The effective dates of new Salary Schedules are 1-7-2012 1% increase, 1-5-2013 2% increase, 1-4-2014 3% increase, 1-3-2015 3% increase, and 1-2-2016 3% increase.

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and Service Employees International Union, Local 888.

Respectfully,


Vivian Leonard, Director
Office of Human Resources

Approved:


John Dunlap, Chief of Personnel
& Labor Relations

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 A
Effective 1/7/2012
1% Increase

Salary Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	1	hourly	\$ 13.78	\$ 14.32	\$ 14.89	\$ 15.49	\$ 16.10	\$ 16.74	\$ 17.41	\$ 18.10
		weekly	\$ 482.17	\$ 501.33	\$ 521.28	\$ 542.01	\$ 563.56	\$ 585.98	\$ 609.30	\$ 633.54
		annually	\$ 25,072.93	\$ 26,069.39	\$ 27,106.30	\$ 28,184.39	\$ 29,305.05	\$ 30,471.14	\$ 31,683.36	\$ 32,944.21
CC	2	hourly	\$ 14.32	\$ 14.89	\$ 15.49	\$ 16.10	\$ 16.74	\$ 17.41	\$ 18.10	\$ 18.82
		weekly	\$ 501.36	\$ 521.30	\$ 542.01	\$ 563.59	\$ 586.01	\$ 609.32	\$ 633.56	\$ 658.78
		annually	\$ 26,070.80	\$ 27,107.72	\$ 28,184.39	\$ 29,306.47	\$ 30,472.56	\$ 31,684.78	\$ 32,945.27	\$ 34,256.67
CC	3	hourly	\$ 14.89	\$ 15.49	\$ 16.10	\$ 16.74	\$ 17.41	\$ 18.10	\$ 18.82	\$ 19.57
		weekly	\$ 521.28	\$ 542.01	\$ 563.56	\$ 585.98	\$ 609.30	\$ 633.54	\$ 658.76	\$ 684.98
		annually	\$ 27,106.30	\$ 28,184.39	\$ 29,305.05	\$ 30,471.14	\$ 31,683.36	\$ 32,943.85	\$ 34,255.43	\$ 35,618.98
CC	4	hourly	\$ 15.49	\$ 16.10	\$ 16.74	\$ 17.41	\$ 18.10	\$ 18.82	\$ 19.57	\$ 20.35
		weekly	\$ 542.01	\$ 563.56	\$ 585.98	\$ 609.30	\$ 633.54	\$ 658.76	\$ 684.98	\$ 712.25
		annually	\$ 28,184.39	\$ 29,305.05	\$ 30,471.14	\$ 31,683.36	\$ 32,943.85	\$ 34,255.43	\$ 35,618.83	\$ 37,036.95
CC	5	hourly	\$ 16.10	\$ 16.74	\$ 17.41	\$ 18.10	\$ 18.82	\$ 19.57	\$ 20.35	\$ 21.16
		weekly	\$ 563.56	\$ 585.98	\$ 609.30	\$ 633.54	\$ 658.76	\$ 684.99	\$ 712.26	\$ 740.63
		annually	\$ 29,305.05	\$ 30,471.14	\$ 31,683.36	\$ 32,943.85	\$ 34,255.43	\$ 35,619.54	\$ 37,037.58	\$ 38,512.89
CC	6	hourly	\$ 16.74	\$ 17.41	\$ 18.10	\$ 18.82	\$ 19.57	\$ 20.35	\$ 21.16	\$ 22.00
		weekly	\$ 585.98	\$ 609.30	\$ 633.54	\$ 658.76	\$ 684.99	\$ 712.26	\$ 740.64	\$ 770.14
		annually	\$ 30,471.14	\$ 31,683.36	\$ 32,943.85	\$ 34,255.43	\$ 35,619.54	\$ 37,037.58	\$ 38,513.11	\$ 40,047.38
CC	7	hourly	\$ 17.41	\$ 18.10	\$ 18.82	\$ 19.57	\$ 20.35	\$ 21.16	\$ 22.00	\$ 22.88
		weekly	\$ 609.30	\$ 633.54	\$ 658.76	\$ 684.99	\$ 712.26	\$ 740.64	\$ 770.13	\$ 800.81
		annually	\$ 31,683.36	\$ 32,943.85	\$ 34,255.43	\$ 35,619.54	\$ 37,037.58	\$ 38,513.11	\$ 40,046.84	\$ 41,642.16
CC	8	hourly	\$ 18.10	\$ 18.82	\$ 19.57	\$ 20.35	\$ 21.16	\$ 22.00	\$ 22.88	\$ 23.79
		weekly	\$ 633.54	\$ 658.76	\$ 684.99	\$ 712.26	\$ 740.64	\$ 770.13	\$ 800.81	\$ 832.73
		annually	\$ 32,943.85	\$ 34,255.43	\$ 35,619.54	\$ 37,037.58	\$ 38,513.11	\$ 40,046.84	\$ 41,642.32	\$ 43,301.86
CC	9	hourly	\$ 18.82	\$ 19.57	\$ 20.35	\$ 21.16	\$ 22.00	\$ 22.88	\$ 23.79	\$ 24.74
		weekly	\$ 658.76	\$ 684.99	\$ 712.26	\$ 740.64	\$ 770.13	\$ 800.81	\$ 832.72	\$ 865.91
		annually	\$ 34,255.43	\$ 35,619.54	\$ 37,037.58	\$ 38,513.11	\$ 40,046.84	\$ 41,642.32	\$ 43,301.67	\$ 45,027.07
CC	10	hourly	\$ 19.57	\$ 20.35	\$ 21.16	\$ 22.00	\$ 22.88	\$ 23.79	\$ 24.74	\$ 25.73
		weekly	\$ 684.98	\$ 712.25	\$ 740.62	\$ 770.13	\$ 800.80	\$ 832.71	\$ 865.90	\$ 900.42
		annually	\$ 35,618.83	\$ 37,036.87	\$ 38,512.40	\$ 40,046.84	\$ 41,641.61	\$ 43,300.96	\$ 45,027.03	\$ 46,821.85
CC	11	hourly	\$ 20.35	\$ 21.16	\$ 22.00	\$ 22.88	\$ 23.79	\$ 24.74	\$ 25.73	\$ 26.75
		weekly	\$ 712.25	\$ 740.62	\$ 770.12	\$ 800.80	\$ 832.71	\$ 865.89	\$ 900.41	\$ 936.31
		annually	\$ 37,036.87	\$ 38,512.40	\$ 40,046.13	\$ 41,641.61	\$ 43,300.96	\$ 45,026.32	\$ 46,821.23	\$ 48,687.94
CC	12	hourly	\$ 21.16	\$ 22.00	\$ 22.88	\$ 23.79	\$ 24.74	\$ 25.73	\$ 26.75	\$ 27.82
		weekly	\$ 740.62	\$ 770.12	\$ 800.80	\$ 832.71	\$ 865.89	\$ 900.41	\$ 936.32	\$ 973.65
		annually	\$ 38,512.40	\$ 40,046.13	\$ 41,641.61	\$ 43,300.96	\$ 45,026.32	\$ 46,821.23	\$ 48,688.53	\$ 50,629.96
CC	13	hourly	\$ 22.00	\$ 22.88	\$ 23.79	\$ 24.74	\$ 25.73	\$ 26.75	\$ 27.82	\$ 28.93
		weekly	\$ 770.12	\$ 800.80	\$ 832.71	\$ 865.89	\$ 900.41	\$ 936.32	\$ 973.63	\$ 1,012.46
		annually	\$ 40,046.13	\$ 41,641.61	\$ 43,300.96	\$ 45,026.32	\$ 46,821.23	\$ 48,688.53	\$ 50,628.94	\$ 52,647.93
CC	14	hourly	\$ 22.88	\$ 23.79	\$ 24.74	\$ 25.73	\$ 26.75	\$ 27.82	\$ 28.93	\$ 30.08
		weekly	\$ 800.80	\$ 832.71	\$ 865.89	\$ 900.41	\$ 936.32	\$ 973.63	\$ 1,012.45	\$ 1,052.83
		annually	\$ 41,641.61	\$ 43,300.96	\$ 45,026.32	\$ 46,821.23	\$ 48,688.53	\$ 50,628.94	\$ 52,647.41	\$ 54,747.05

CC	15	hourly	\$	23.79	\$	24.74	\$	25.73	\$	26.75	\$	27.82	\$	28.93	\$	30.08	\$	31.28
		weekly	\$	832.71	\$	865.89	\$	900.41	\$	936.32	\$	973.63	\$	1,012.45	\$	1,052.82	\$	1,094.81
		annually	\$	43,300.96	\$	45,026.32	\$	46,821.23	\$	48,688.53	\$	50,628.94	\$	52,647.41	\$	54,746.79	\$	56,930.24

Salary Schedule A
Effective 1/5/2013
2% Increase

Salary Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	1	hourly	\$ 14.05	\$ 14.61	\$ 15.19	\$ 15.80	\$ 16.42	\$ 17.08	\$ 17.76	\$ 18.46
		weekly	\$ 491.82	\$ 511.36	\$ 531.70	\$ 552.85	\$ 574.83	\$ 597.70	\$ 621.48	\$ 646.21
		annually	\$ 25,574.39	\$ 26,590.77	\$ 27,648.43	\$ 28,748.07	\$ 29,891.15	\$ 31,080.57	\$ 32,317.03	\$ 33,603.09
CC	2	hourly	\$ 14.61	\$ 15.19	\$ 15.80	\$ 16.42	\$ 17.08	\$ 17.76	\$ 18.46	\$ 19.20
		weekly	\$ 511.39	\$ 531.73	\$ 552.85	\$ 574.86	\$ 597.73	\$ 621.51	\$ 646.23	\$ 671.96
		annually	\$ 26,592.22	\$ 27,649.88	\$ 28,748.07	\$ 29,892.60	\$ 31,082.01	\$ 32,318.48	\$ 33,604.17	\$ 34,941.80
CC	3	hourly	\$ 15.19	\$ 15.80	\$ 16.42	\$ 17.08	\$ 17.76	\$ 18.46	\$ 19.20	\$ 19.96
		weekly	\$ 531.70	\$ 552.85	\$ 574.83	\$ 597.70	\$ 621.48	\$ 646.21	\$ 671.93	\$ 698.68
		annually	\$ 27,648.43	\$ 28,748.07	\$ 29,891.15	\$ 31,080.57	\$ 32,317.03	\$ 33,602.72	\$ 34,940.54	\$ 36,331.36
CC	4	hourly	\$ 15.80	\$ 16.42	\$ 17.08	\$ 17.76	\$ 18.46	\$ 19.20	\$ 19.96	\$ 20.76
		weekly	\$ 552.85	\$ 574.83	\$ 597.70	\$ 621.48	\$ 646.21	\$ 671.93	\$ 698.68	\$ 726.49
		annually	\$ 28,748.07	\$ 29,891.15	\$ 31,080.57	\$ 32,317.03	\$ 33,602.72	\$ 34,940.54	\$ 36,331.20	\$ 37,777.69
CC	5	hourly	\$ 16.42	\$ 17.08	\$ 17.76	\$ 18.46	\$ 19.20	\$ 19.96	\$ 20.76	\$ 21.58
		weekly	\$ 574.83	\$ 597.70	\$ 621.48	\$ 646.21	\$ 671.93	\$ 698.69	\$ 726.51	\$ 755.45
		annually	\$ 29,891.15	\$ 31,080.57	\$ 32,317.03	\$ 33,602.72	\$ 34,940.54	\$ 36,331.93	\$ 37,778.33	\$ 39,283.15
CC	6	hourly	\$ 17.08	\$ 17.76	\$ 18.46	\$ 19.20	\$ 19.96	\$ 20.76	\$ 21.58	\$ 22.44
		weekly	\$ 597.70	\$ 621.48	\$ 646.21	\$ 671.93	\$ 698.69	\$ 726.51	\$ 755.45	\$ 785.54
		annually	\$ 31,080.57	\$ 32,317.03	\$ 33,602.72	\$ 34,940.54	\$ 36,331.93	\$ 37,778.33	\$ 39,283.38	\$ 40,848.33
CC	7	hourly	\$ 17.76	\$ 18.46	\$ 19.20	\$ 19.96	\$ 20.76	\$ 21.58	\$ 22.44	\$ 23.34
		weekly	\$ 621.48	\$ 646.21	\$ 671.93	\$ 698.69	\$ 726.51	\$ 755.45	\$ 785.53	\$ 816.83
		annually	\$ 32,317.03	\$ 33,602.72	\$ 34,940.54	\$ 36,331.93	\$ 37,778.33	\$ 39,283.38	\$ 40,847.78	\$ 42,475.00
CC	8	hourly	\$ 18.46	\$ 19.20	\$ 19.96	\$ 20.76	\$ 21.58	\$ 22.44	\$ 23.34	\$ 24.27
		weekly	\$ 646.21	\$ 671.93	\$ 698.69	\$ 726.51	\$ 755.45	\$ 785.53	\$ 816.83	\$ 849.38
		annually	\$ 33,602.72	\$ 34,940.54	\$ 36,331.93	\$ 37,778.33	\$ 39,283.38	\$ 40,847.78	\$ 42,475.16	\$ 44,167.90
CC	9	hourly	\$ 19.20	\$ 19.96	\$ 20.76	\$ 21.58	\$ 22.44	\$ 23.34	\$ 24.27	\$ 25.23
		weekly	\$ 671.93	\$ 698.69	\$ 726.51	\$ 755.45	\$ 785.53	\$ 816.83	\$ 849.38	\$ 883.22
		annually	\$ 34,940.54	\$ 36,331.93	\$ 37,778.33	\$ 39,283.38	\$ 40,847.78	\$ 42,475.16	\$ 44,167.70	\$ 45,927.62
CC	10	hourly	\$ 19.96	\$ 20.76	\$ 21.58	\$ 22.44	\$ 23.34	\$ 24.27	\$ 25.23	\$ 26.24
		weekly	\$ 698.68	\$ 726.49	\$ 755.44	\$ 785.53	\$ 816.82	\$ 849.37	\$ 883.22	\$ 918.43
		annually	\$ 36,331.20	\$ 37,777.61	\$ 39,282.65	\$ 40,847.78	\$ 42,474.44	\$ 44,166.98	\$ 45,927.57	\$ 47,758.29
CC	11	hourly	\$ 20.76	\$ 21.58	\$ 22.44	\$ 23.34	\$ 24.27	\$ 25.23	\$ 26.24	\$ 27.29
		weekly	\$ 726.49	\$ 755.44	\$ 785.52	\$ 816.82	\$ 849.37	\$ 883.21	\$ 918.42	\$ 955.03
		annually	\$ 37,777.61	\$ 39,282.65	\$ 40,847.05	\$ 42,474.44	\$ 44,166.98	\$ 45,926.84	\$ 47,757.65	\$ 49,661.70
CC	12	hourly	\$ 21.58	\$ 22.44	\$ 23.34	\$ 24.27	\$ 25.23	\$ 26.24	\$ 27.29	\$ 28.38
		weekly	\$ 755.44	\$ 785.52	\$ 816.82	\$ 849.37	\$ 883.21	\$ 918.42	\$ 955.04	\$ 993.13
		annually	\$ 39,282.65	\$ 40,847.05	\$ 42,474.44	\$ 44,166.98	\$ 45,926.84	\$ 47,757.65	\$ 49,662.30	\$ 51,642.56
CC	13	hourly	\$ 22.44	\$ 23.34	\$ 24.27	\$ 25.23	\$ 26.24	\$ 27.29	\$ 28.37	\$ 29.51
		weekly	\$ 785.52	\$ 816.82	\$ 849.37	\$ 883.21	\$ 918.42	\$ 955.04	\$ 993.11	\$ 1,032.71
		annually	\$ 40,847.05	\$ 42,474.44	\$ 44,166.98	\$ 45,926.84	\$ 47,757.65	\$ 49,662.30	\$ 51,641.51	\$ 53,700.89
CC	14	hourly	\$ 23.34	\$ 24.27	\$ 25.23	\$ 26.24	\$ 27.29	\$ 28.37	\$ 29.51	\$ 30.68
		weekly	\$ 816.82	\$ 849.37	\$ 883.21	\$ 918.42	\$ 955.04	\$ 993.11	\$ 1,032.70	\$ 1,073.88
		annually	\$ 42,474.44	\$ 44,166.98	\$ 45,926.84	\$ 47,757.65	\$ 49,662.30	\$ 51,641.51	\$ 53,700.36	\$ 55,841.99

CC	15 hourly	\$	24.27	\$	25.23	\$	26.24	\$	27.29	\$	28.37	\$	29.51	\$	30.68	\$	31.91
	weekly	\$	849.37	\$	883.21	\$	918.42	\$	955.04	\$	993.11	\$	1,032.70	\$	1,073.88	\$	1,116.71
	annually	\$	44,166.98	\$	45,926.84	\$	47,757.65	\$	49,662.30	\$	51,641.51	\$	53,700.36	\$	55,841.73	\$	58,068.84

Salary Schedule A
Effective 1/4/2014
3% Increase

Salary Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	1	hourly	\$ 14.47	\$ 15.05	\$ 15.65	\$ 16.27	\$ 16.92	\$ 17.59	\$ 18.29	\$ 19.02
		weekly	\$ 506.57	\$ 526.70	\$ 547.65	\$ 569.43	\$ 592.07	\$ 615.63	\$ 640.13	\$ 665.60
		annually	\$ 26,341.62	\$ 27,388.50	\$ 28,477.88	\$ 29,610.52	\$ 30,787.89	\$ 32,012.98	\$ 33,286.54	\$ 34,611.19
CC	2	hourly	\$ 15.05	\$ 15.65	\$ 16.27	\$ 16.92	\$ 17.59	\$ 18.29	\$ 19.02	\$ 19.77
		weekly	\$ 526.73	\$ 547.68	\$ 569.43	\$ 592.10	\$ 615.66	\$ 640.15	\$ 665.62	\$ 692.12
		annually	\$ 27,389.99	\$ 28,479.37	\$ 29,610.52	\$ 30,789.38	\$ 32,014.47	\$ 33,288.03	\$ 34,612.30	\$ 35,990.06
CC	3	hourly	\$ 15.65	\$ 16.27	\$ 16.92	\$ 17.59	\$ 18.29	\$ 19.02	\$ 19.77	\$ 20.56
		weekly	\$ 547.65	\$ 569.43	\$ 592.07	\$ 615.63	\$ 640.13	\$ 665.59	\$ 692.09	\$ 719.64
		annually	\$ 28,477.88	\$ 29,610.52	\$ 30,787.89	\$ 32,012.98	\$ 33,286.54	\$ 34,610.81	\$ 35,988.75	\$ 37,421.30
CC	4	hourly	\$ 16.27	\$ 16.92	\$ 17.59	\$ 18.29	\$ 19.02	\$ 19.77	\$ 20.56	\$ 21.38
		weekly	\$ 569.43	\$ 592.07	\$ 615.63	\$ 640.13	\$ 665.59	\$ 692.09	\$ 719.64	\$ 748.29
		annually	\$ 29,610.52	\$ 30,787.89	\$ 32,012.98	\$ 33,286.54	\$ 34,610.81	\$ 35,988.75	\$ 37,421.14	\$ 38,911.02
CC	5	hourly	\$ 16.92	\$ 17.59	\$ 18.29	\$ 19.02	\$ 19.77	\$ 20.56	\$ 21.38	\$ 22.23
		weekly	\$ 592.07	\$ 615.63	\$ 640.13	\$ 665.59	\$ 692.09	\$ 719.65	\$ 748.30	\$ 778.11
		annually	\$ 30,787.89	\$ 32,012.98	\$ 33,286.54	\$ 34,610.81	\$ 35,988.75	\$ 37,421.89	\$ 38,911.68	\$ 40,461.64
CC	6	hourly	\$ 17.59	\$ 18.29	\$ 19.02	\$ 19.77	\$ 20.56	\$ 21.38	\$ 22.23	\$ 23.12
		weekly	\$ 615.63	\$ 640.13	\$ 665.59	\$ 692.09	\$ 719.65	\$ 748.30	\$ 778.11	\$ 809.11
		annually	\$ 32,012.98	\$ 33,286.54	\$ 34,610.81	\$ 35,988.75	\$ 37,421.89	\$ 38,911.68	\$ 40,461.88	\$ 42,073.78
CC	7	hourly	\$ 18.29	\$ 19.02	\$ 19.77	\$ 20.56	\$ 21.38	\$ 22.23	\$ 23.12	\$ 24.04
		weekly	\$ 640.13	\$ 665.59	\$ 692.09	\$ 719.65	\$ 748.30	\$ 778.11	\$ 809.10	\$ 841.33
		annually	\$ 33,286.54	\$ 34,610.81	\$ 35,988.75	\$ 37,421.89	\$ 38,911.68	\$ 40,461.88	\$ 42,073.21	\$ 43,749.25
CC	8	hourly	\$ 19.02	\$ 19.77	\$ 20.56	\$ 21.38	\$ 22.23	\$ 23.12	\$ 24.04	\$ 25.00
		weekly	\$ 665.59	\$ 692.09	\$ 719.65	\$ 748.30	\$ 778.11	\$ 809.10	\$ 841.33	\$ 874.86
		annually	\$ 34,610.81	\$ 35,988.75	\$ 37,421.89	\$ 38,911.68	\$ 40,461.88	\$ 42,073.21	\$ 43,749.42	\$ 45,492.94
CC	9	hourly	\$ 19.77	\$ 20.56	\$ 21.38	\$ 22.23	\$ 23.12	\$ 24.04	\$ 25.00	\$ 25.99
		weekly	\$ 692.09	\$ 719.65	\$ 748.30	\$ 778.11	\$ 809.10	\$ 841.33	\$ 874.86	\$ 909.72
		annually	\$ 35,988.75	\$ 37,421.89	\$ 38,911.68	\$ 40,461.88	\$ 42,073.21	\$ 43,749.42	\$ 45,492.73	\$ 47,305.44
CC	10	hourly	\$ 20.56	\$ 21.38	\$ 22.23	\$ 23.12	\$ 24.04	\$ 25.00	\$ 25.99	\$ 27.03
		weekly	\$ 719.64	\$ 748.29	\$ 778.10	\$ 809.10	\$ 841.32	\$ 874.85	\$ 909.72	\$ 945.98
		annually	\$ 37,421.14	\$ 38,910.94	\$ 40,461.13	\$ 42,073.21	\$ 43,748.67	\$ 45,491.99	\$ 47,305.39	\$ 49,191.04
CC	11	hourly	\$ 21.38	\$ 22.23	\$ 23.12	\$ 24.04	\$ 25.00	\$ 25.99	\$ 27.03	\$ 28.11
		weekly	\$ 748.29	\$ 778.10	\$ 809.09	\$ 841.32	\$ 874.85	\$ 909.70	\$ 945.97	\$ 983.68
		annually	\$ 38,910.94	\$ 40,461.13	\$ 42,072.46	\$ 43,748.67	\$ 45,491.99	\$ 47,304.65	\$ 49,190.38	\$ 51,151.55
CC	12	hourly	\$ 22.23	\$ 23.12	\$ 24.04	\$ 25.00	\$ 25.99	\$ 27.03	\$ 28.11	\$ 29.23
		weekly	\$ 778.10	\$ 809.09	\$ 841.32	\$ 874.85	\$ 909.70	\$ 945.97	\$ 983.70	\$ 1,022.92
		annually	\$ 40,461.13	\$ 42,072.46	\$ 43,748.67	\$ 45,491.99	\$ 47,304.65	\$ 49,190.38	\$ 51,152.17	\$ 53,191.84
CC	13	hourly	\$ 23.12	\$ 24.04	\$ 25.00	\$ 25.99	\$ 27.03	\$ 28.11	\$ 29.23	\$ 30.39
		weekly	\$ 809.09	\$ 841.32	\$ 874.85	\$ 909.70	\$ 945.97	\$ 983.70	\$ 1,022.90	\$ 1,063.69
		annually	\$ 42,072.46	\$ 43,748.67	\$ 45,491.99	\$ 47,304.65	\$ 49,190.38	\$ 51,152.17	\$ 53,190.76	\$ 55,311.91
CC	14	hourly	\$ 24.04	\$ 25.00	\$ 25.99	\$ 27.03	\$ 28.11	\$ 29.23	\$ 30.39	\$ 31.60
		weekly	\$ 841.32	\$ 874.85	\$ 909.70	\$ 945.97	\$ 983.70	\$ 1,022.90	\$ 1,063.68	\$ 1,106.10
		annually	\$ 43,748.67	\$ 45,491.99	\$ 47,304.65	\$ 49,190.38	\$ 51,152.17	\$ 53,190.76	\$ 55,311.37	\$ 57,517.25

CC	15	hourly	\$	25.00	\$	25.99	\$	27.03	\$	28.11	\$	29.23	\$	30.39	\$	31.60	\$	32.86
		weekly	\$	874.85	\$	909.70	\$	945.97	\$	983.70	\$	1,022.90	\$	1,063.68	\$	1,106.10	\$	1,150.21
		annually	\$	45,491.99	\$	47,304.65	\$	49,190.38	\$	51,152.17	\$	53,190.76	\$	55,311.37	\$	57,516.98	\$	59,810.91

Salary Schedule A
Effective 1/3/2015
3% Increase

Salary Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	1	hourly	\$ 14.91	\$ 15.50	\$ 16.12	\$ 16.76	\$ 17.42	\$ 18.12	\$ 18.84	\$ 19.59
		weekly	\$ 521.77	\$ 542.50	\$ 564.08	\$ 586.52	\$ 609.84	\$ 634.10	\$ 659.33	\$ 685.57
		annually	\$ 27,131.87	\$ 28,210.15	\$ 29,332.22	\$ 30,498.83	\$ 31,711.53	\$ 32,973.37	\$ 34,285.14	\$ 35,649.52
CC	2	hourly	\$ 15.50	\$ 16.12	\$ 16.76	\$ 17.42	\$ 18.12	\$ 18.84	\$ 19.59	\$ 20.37
		weekly	\$ 542.53	\$ 564.11	\$ 586.52	\$ 609.87	\$ 634.13	\$ 659.36	\$ 685.59	\$ 712.88
		annually	\$ 28,211.69	\$ 29,333.76	\$ 30,498.83	\$ 31,713.06	\$ 32,974.91	\$ 34,286.67	\$ 35,650.67	\$ 37,069.76
CC	3	hourly	\$ 16.12	\$ 16.76	\$ 17.42	\$ 18.12	\$ 18.84	\$ 19.59	\$ 20.37	\$ 21.18
		weekly	\$ 564.08	\$ 586.52	\$ 609.84	\$ 634.10	\$ 659.33	\$ 685.56	\$ 712.85	\$ 741.23
		annually	\$ 29,332.22	\$ 30,498.83	\$ 31,711.53	\$ 32,973.37	\$ 34,285.14	\$ 35,649.13	\$ 37,068.42	\$ 38,543.94
CC	4	hourly	\$ 16.76	\$ 17.42	\$ 18.12	\$ 18.84	\$ 19.59	\$ 20.37	\$ 21.18	\$ 22.02
		weekly	\$ 586.52	\$ 609.84	\$ 634.10	\$ 659.33	\$ 685.56	\$ 712.85	\$ 741.23	\$ 770.74
		annually	\$ 30,498.83	\$ 31,711.53	\$ 32,973.37	\$ 34,285.14	\$ 35,649.13	\$ 37,068.42	\$ 38,543.77	\$ 40,078.35
CC	5	hourly	\$ 17.42	\$ 18.12	\$ 18.84	\$ 19.59	\$ 20.37	\$ 21.18	\$ 22.02	\$ 22.90
		weekly	\$ 609.84	\$ 634.10	\$ 659.33	\$ 685.56	\$ 712.85	\$ 741.24	\$ 770.75	\$ 801.45
		annually	\$ 31,711.53	\$ 32,973.37	\$ 34,285.14	\$ 35,649.13	\$ 37,068.42	\$ 38,544.54	\$ 40,079.03	\$ 41,675.49
CC	6	hourly	\$ 18.12	\$ 18.84	\$ 19.59	\$ 20.37	\$ 21.18	\$ 22.02	\$ 22.90	\$ 23.81
		weekly	\$ 634.10	\$ 659.33	\$ 685.56	\$ 712.85	\$ 741.24	\$ 770.75	\$ 801.46	\$ 833.38
		annually	\$ 32,973.37	\$ 34,285.14	\$ 35,649.13	\$ 37,068.42	\$ 38,544.54	\$ 40,079.03	\$ 41,675.73	\$ 43,335.99
CC	7	hourly	\$ 18.84	\$ 19.59	\$ 20.37	\$ 21.18	\$ 22.02	\$ 22.90	\$ 23.81	\$ 24.76
		weekly	\$ 659.33	\$ 685.56	\$ 712.85	\$ 741.24	\$ 770.75	\$ 801.46	\$ 833.37	\$ 866.57
		annually	\$ 34,285.14	\$ 35,649.13	\$ 37,068.42	\$ 38,544.54	\$ 40,079.03	\$ 41,675.73	\$ 43,335.41	\$ 45,061.73
CC	8	hourly	\$ 19.59	\$ 20.37	\$ 21.18	\$ 22.02	\$ 22.90	\$ 23.81	\$ 24.76	\$ 25.75
		weekly	\$ 685.56	\$ 712.85	\$ 741.24	\$ 770.75	\$ 801.46	\$ 833.37	\$ 866.58	\$ 901.11
		annually	\$ 35,649.13	\$ 37,068.42	\$ 38,544.54	\$ 40,079.03	\$ 41,675.73	\$ 43,335.41	\$ 45,061.90	\$ 46,857.72
CC	9	hourly	\$ 20.37	\$ 21.18	\$ 22.02	\$ 22.90	\$ 23.81	\$ 24.76	\$ 25.75	\$ 26.77
		weekly	\$ 712.85	\$ 741.24	\$ 770.75	\$ 801.46	\$ 833.37	\$ 866.58	\$ 901.11	\$ 937.01
		annually	\$ 37,068.42	\$ 38,544.54	\$ 40,079.03	\$ 41,675.73	\$ 43,335.41	\$ 45,061.90	\$ 46,857.52	\$ 48,724.61
CC	10	hourly	\$ 21.18	\$ 22.02	\$ 22.90	\$ 23.81	\$ 24.76	\$ 25.75	\$ 26.77	\$ 27.84
		weekly	\$ 741.23	\$ 770.74	\$ 801.44	\$ 833.37	\$ 866.56	\$ 901.09	\$ 937.01	\$ 974.36
		annually	\$ 38,543.77	\$ 40,078.26	\$ 41,674.96	\$ 43,335.41	\$ 45,061.13	\$ 46,856.75	\$ 48,724.56	\$ 50,666.77
CC	11	hourly	\$ 22.02	\$ 22.90	\$ 23.81	\$ 24.76	\$ 25.75	\$ 26.77	\$ 27.84	\$ 28.95
		weekly	\$ 770.74	\$ 801.44	\$ 833.36	\$ 866.56	\$ 901.09	\$ 937.00	\$ 974.35	\$ 1,013.19
		annually	\$ 40,078.26	\$ 41,674.96	\$ 43,334.64	\$ 45,061.13	\$ 46,856.75	\$ 48,723.79	\$ 50,666.09	\$ 52,686.09
CC	12	hourly	\$ 22.90	\$ 23.81	\$ 24.76	\$ 25.75	\$ 26.77	\$ 27.84	\$ 28.95	\$ 30.10
		weekly	\$ 801.44	\$ 833.36	\$ 866.56	\$ 901.09	\$ 937.00	\$ 974.35	\$ 1,013.21	\$ 1,053.61
		annually	\$ 41,674.96	\$ 43,334.64	\$ 45,061.13	\$ 46,856.75	\$ 48,723.79	\$ 50,666.09	\$ 52,686.73	\$ 54,787.59
CC	13	hourly	\$ 23.81	\$ 24.76	\$ 25.75	\$ 26.77	\$ 27.84	\$ 28.95	\$ 30.10	\$ 31.30
		weekly	\$ 833.36	\$ 866.56	\$ 901.09	\$ 937.00	\$ 974.35	\$ 1,013.21	\$ 1,053.59	\$ 1,095.60
		annually	\$ 43,334.64	\$ 45,061.13	\$ 46,856.75	\$ 48,723.79	\$ 50,666.09	\$ 52,686.73	\$ 54,786.48	\$ 56,971.27
CC	14	hourly	\$ 24.76	\$ 25.75	\$ 26.77	\$ 27.84	\$ 28.95	\$ 30.10	\$ 31.30	\$ 32.55
		weekly	\$ 866.56	\$ 901.09	\$ 937.00	\$ 974.35	\$ 1,013.21	\$ 1,053.59	\$ 1,095.59	\$ 1,139.28
		annually	\$ 45,061.13	\$ 46,856.75	\$ 48,723.79	\$ 50,666.09	\$ 52,686.73	\$ 54,786.48	\$ 56,970.71	\$ 59,242.77

CC	15	hourly	\$	25.75	\$	26.77	\$	27.84	\$	28.95	\$	30.10	\$	31.30	\$	32.55	\$	33.85
		weekly	\$	901.09	\$	937.00	\$	974.35	\$	1,013.21	\$	1,053.59	\$	1,095.59	\$	1,139.28	\$	1,184.72
		annually	\$	46,856.75	\$	48,723.79	\$	50,666.09	\$	52,686.73	\$	54,786.48	\$	56,970.71	\$	59,242.49	\$	61,605.23

Salary Schedule A
Effective 1/2/2016
3% Increase

Salary Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	1	hourly	\$ 15.35	\$ 15.97	\$ 16.60	\$ 17.26	\$ 17.95	\$ 18.66	\$ 19.40	\$ 20.18
		weekly	\$ 537.42	\$ 558.78	\$ 581.00	\$ 604.11	\$ 628.13	\$ 653.13	\$ 679.11	\$ 706.13
		annually	\$ 27,945.82	\$ 29,056.46	\$ 30,212.19	\$ 31,413.80	\$ 32,662.87	\$ 33,962.57	\$ 35,313.69	\$ 36,719.01
CC	2	hourly	\$ 15.97	\$ 16.60	\$ 17.26	\$ 17.95	\$ 18.66	\$ 19.40	\$ 20.18	\$ 20.98
		weekly	\$ 558.81	\$ 581.03	\$ 604.11	\$ 628.16	\$ 653.16	\$ 679.14	\$ 706.16	\$ 734.27
		annually	\$ 29,058.04	\$ 30,213.77	\$ 31,413.80	\$ 32,664.45	\$ 33,964.16	\$ 35,315.27	\$ 36,720.19	\$ 38,181.85
CC	3	hourly	\$ 16.60	\$ 17.26	\$ 17.95	\$ 18.66	\$ 19.40	\$ 20.18	\$ 20.98	\$ 21.81
		weekly	\$ 581.00	\$ 604.11	\$ 628.13	\$ 653.13	\$ 679.11	\$ 706.13	\$ 734.24	\$ 763.47
		annually	\$ 30,212.19	\$ 31,413.80	\$ 32,662.87	\$ 33,962.57	\$ 35,313.69	\$ 36,718.60	\$ 38,180.47	\$ 39,700.26
CC	4	hourly	\$ 17.26	\$ 17.95	\$ 18.66	\$ 19.40	\$ 20.18	\$ 20.98	\$ 21.81	\$ 22.68
		weekly	\$ 604.11	\$ 628.13	\$ 653.13	\$ 679.11	\$ 706.13	\$ 734.24	\$ 763.46	\$ 793.86
		annually	\$ 31,413.80	\$ 32,662.87	\$ 33,962.57	\$ 35,313.69	\$ 36,718.60	\$ 38,180.47	\$ 39,700.09	\$ 41,280.70
CC	5	hourly	\$ 17.95	\$ 18.66	\$ 19.40	\$ 20.18	\$ 20.98	\$ 21.81	\$ 22.68	\$ 23.59
		weekly	\$ 628.13	\$ 653.13	\$ 679.11	\$ 706.13	\$ 734.24	\$ 763.48	\$ 793.87	\$ 825.50
		annually	\$ 32,662.87	\$ 33,962.57	\$ 35,313.69	\$ 36,718.60	\$ 38,180.47	\$ 39,700.88	\$ 41,281.40	\$ 42,925.76
CC	6	hourly	\$ 18.66	\$ 19.40	\$ 20.18	\$ 20.98	\$ 21.81	\$ 22.68	\$ 23.59	\$ 24.53
		weekly	\$ 653.13	\$ 679.11	\$ 706.13	\$ 734.24	\$ 763.48	\$ 793.87	\$ 825.50	\$ 858.39
		annually	\$ 33,962.57	\$ 35,313.69	\$ 36,718.60	\$ 38,180.47	\$ 39,700.88	\$ 41,281.40	\$ 42,926.01	\$ 44,636.07
CC	7	hourly	\$ 19.40	\$ 20.18	\$ 20.98	\$ 21.81	\$ 22.68	\$ 23.59	\$ 24.52	\$ 25.50
		weekly	\$ 679.11	\$ 706.13	\$ 734.24	\$ 763.48	\$ 793.87	\$ 825.50	\$ 858.37	\$ 892.57
		annually	\$ 35,313.69	\$ 36,718.60	\$ 38,180.47	\$ 39,700.88	\$ 41,281.40	\$ 42,926.01	\$ 44,635.47	\$ 46,413.58
CC	8	hourly	\$ 20.18	\$ 20.98	\$ 21.81	\$ 22.68	\$ 23.59	\$ 24.52	\$ 25.50	\$ 26.52
		weekly	\$ 706.13	\$ 734.24	\$ 763.48	\$ 793.87	\$ 825.50	\$ 858.37	\$ 892.57	\$ 928.14
		annually	\$ 36,718.60	\$ 38,180.47	\$ 39,700.88	\$ 41,281.40	\$ 42,926.01	\$ 44,635.47	\$ 46,413.76	\$ 48,263.46
CC	9	hourly	\$ 20.98	\$ 21.81	\$ 22.68	\$ 23.59	\$ 24.52	\$ 25.50	\$ 26.52	\$ 27.57
		weekly	\$ 734.24	\$ 763.48	\$ 793.87	\$ 825.50	\$ 858.37	\$ 892.57	\$ 928.14	\$ 965.12
		annually	\$ 38,180.47	\$ 39,700.88	\$ 41,281.40	\$ 42,926.01	\$ 44,635.47	\$ 46,413.76	\$ 48,263.24	\$ 50,186.35
CC	10	hourly	\$ 21.81	\$ 22.68	\$ 23.59	\$ 24.52	\$ 25.50	\$ 26.52	\$ 27.57	\$ 28.67
		weekly	\$ 763.46	\$ 793.86	\$ 825.48	\$ 858.37	\$ 892.56	\$ 928.12	\$ 965.12	\$ 1,003.59
		annually	\$ 39,700.09	\$ 41,280.61	\$ 42,925.21	\$ 44,635.47	\$ 46,412.97	\$ 48,262.45	\$ 50,186.29	\$ 52,186.77
CC	11	hourly	\$ 22.68	\$ 23.59	\$ 24.52	\$ 25.50	\$ 26.52	\$ 27.57	\$ 28.67	\$ 29.82
		weekly	\$ 793.86	\$ 825.48	\$ 858.36	\$ 892.56	\$ 928.12	\$ 965.11	\$ 1,003.58	\$ 1,043.59
		annually	\$ 41,280.61	\$ 42,925.21	\$ 44,634.68	\$ 46,412.97	\$ 48,262.45	\$ 50,185.50	\$ 52,186.07	\$ 54,266.68
CC	12	hourly	\$ 23.59	\$ 24.52	\$ 25.50	\$ 26.52	\$ 27.57	\$ 28.67	\$ 29.82	\$ 31.01
		weekly	\$ 825.48	\$ 858.36	\$ 892.56	\$ 928.12	\$ 965.11	\$ 1,003.58	\$ 1,043.60	\$ 1,085.22
		annually	\$ 42,925.21	\$ 44,634.68	\$ 46,412.97	\$ 48,262.45	\$ 50,185.50	\$ 52,186.07	\$ 54,267.34	\$ 56,431.22
CC	13	hourly	\$ 24.52	\$ 25.50	\$ 26.52	\$ 27.57	\$ 28.67	\$ 29.82	\$ 31.01	\$ 32.24
		weekly	\$ 858.36	\$ 892.56	\$ 928.12	\$ 965.11	\$ 1,003.58	\$ 1,043.60	\$ 1,085.19	\$ 1,128.47
		annually	\$ 44,634.68	\$ 46,412.97	\$ 48,262.45	\$ 50,185.50	\$ 52,186.07	\$ 54,267.34	\$ 56,430.08	\$ 58,680.41
CC	14	hourly	\$ 25.50	\$ 26.52	\$ 27.57	\$ 28.67	\$ 29.82	\$ 31.01	\$ 32.24	\$ 33.53
		weekly	\$ 892.56	\$ 928.12	\$ 965.11	\$ 1,003.58	\$ 1,043.60	\$ 1,085.19	\$ 1,128.46	\$ 1,173.46
		annually	\$ 46,412.97	\$ 48,262.45	\$ 50,185.50	\$ 52,186.07	\$ 54,267.34	\$ 56,430.08	\$ 58,679.83	\$ 61,020.05

CC	15	hourly	\$	26.52	\$	27.57	\$	28.67	\$	29.82	\$	31.01	\$	32.24	\$	33.53	\$	34.86
		weekly	\$	928.12	\$	965.11	\$	1,003.58	\$	1,043.60	\$	1,085.19	\$	1,128.46	\$	1,173.46	\$	1,220.26
		annually	\$	48,262.45	\$	50,185.50	\$	52,186.07	\$	54,267.34	\$	56,430.08	\$	58,679.83	\$	61,019.77	\$	63,453.39