



CITY OF BOSTON

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

VIVIAN LEONARD
Director

(617) 635-3370
Fax (617) 635-2950

June 12, 2012

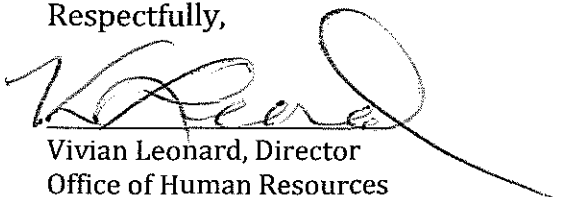
The Honorable Thomas M. Menino
Mayor of Boston
Boston City Hall

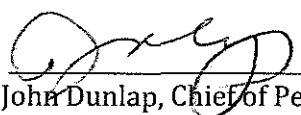
Dear Mr. Mayor,

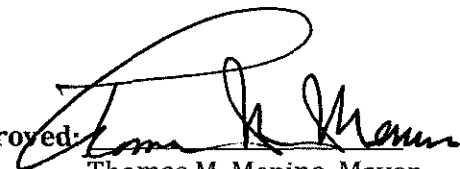
Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plan, Schedule A, for the Department of Neighborhood Services, SEIU Local 888. The effective dates of new Salary Schedules are 1-7-2012 1% increase, 1-5-2013 2% increase, 1-4-2014 3% increase, 1-3-2015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

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and the Department of Neighbor Services, SEIU 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"

Schedule A
Effective 1/7/2012
1% Increase

Sal Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
N	11	hourly	\$ 10.93	\$ 11.29	\$ 11.71	\$ 12.19	\$ 12.69	\$ 13.21	\$ 13.75	\$ 14.37	\$ 15.02	\$ 15.96
		weekly	\$ 382.52	\$ 395.27	\$ 409.68	\$ 426.59	\$ 444.07	\$ 462.23	\$ 481.16	\$ 502.88	\$ 525.56	\$ 558.48
		annually	\$ 19,890.78	\$ 20,554.26	\$ 21,303.49	\$ 22,182.75	\$ 23,091.52	\$ 24,036.14	\$ 25,020.11	\$ 26,149.58	\$ 27,328.95	\$ 29,040.85
N	12	hourly	\$ 11.71	\$ 12.19	\$ 12.69	\$ 13.21	\$ 13.75	\$ 14.37	\$ 15.02	\$ 15.71	\$ 16.43	\$ 17.44
		weekly	\$ 409.68	\$ 426.59	\$ 444.07	\$ 462.23	\$ 481.16	\$ 502.88	\$ 525.56	\$ 549.82	\$ 574.93	\$ 610.20
		annually	\$ 21,303.49	\$ 22,182.75	\$ 23,091.52	\$ 24,036.14	\$ 25,020.11	\$ 26,149.58	\$ 27,328.95	\$ 28,590.55	\$ 29,896.42	\$ 31,732.00
N	13	hourly	\$ 12.69	\$ 13.21	\$ 13.75	\$ 14.37	\$ 15.02	\$ 15.71	\$ 16.43	\$ 17.19	\$ 18.01	\$ 19.14
		weekly	\$ 444.07	\$ 462.23	\$ 481.16	\$ 502.88	\$ 525.56	\$ 549.82	\$ 574.93	\$ 601.57	\$ 630.43	\$ 669.91
		annually	\$ 23,091.52	\$ 24,036.14	\$ 25,020.11	\$ 26,149.58	\$ 27,328.95	\$ 28,590.55	\$ 29,896.42	\$ 31,281.73	\$ 32,782.29	\$ 34,835.43
N	14	hourly	\$ 13.75	\$ 14.37	\$ 15.02	\$ 15.71	\$ 16.43	\$ 17.19	\$ 18.01	\$ 18.89	\$ 19.79	\$ 20.98
		weekly	\$ 481.16	\$ 502.88	\$ 525.56	\$ 549.82	\$ 574.93	\$ 601.57	\$ 630.43	\$ 661.26	\$ 692.68	\$ 734.15
		annually	\$ 25,020.11	\$ 26,149.58	\$ 27,328.95	\$ 28,590.55	\$ 29,896.42	\$ 31,281.73	\$ 32,782.29	\$ 34,385.47	\$ 36,019.57	\$ 38,175.57
N	15	hourly	\$ 15.02	\$ 15.71	\$ 16.43	\$ 17.19	\$ 18.01	\$ 18.89	\$ 19.79	\$ 20.73	\$ 21.66	\$ 22.82
		weekly	\$ 525.56	\$ 549.82	\$ 574.93	\$ 601.57	\$ 630.43	\$ 661.26	\$ 692.68	\$ 725.49	\$ 758.26	\$ 798.82
		annually	\$ 27,328.95	\$ 28,590.55	\$ 29,896.42	\$ 31,281.73	\$ 32,782.29	\$ 34,385.47	\$ 36,019.57	\$ 37,725.37	\$ 39,429.76	\$ 41,538.86
N	16	hourly	\$ 16.43	\$ 17.19	\$ 18.01	\$ 18.89	\$ 19.79	\$ 20.73	\$ 21.66	\$ 22.58	\$ 23.60	\$ 24.96
		weekly	\$ 574.93	\$ 601.57	\$ 630.43	\$ 661.26	\$ 692.68	\$ 725.49	\$ 758.26	\$ 790.16	\$ 826.02	\$ 873.46
		annually	\$ 29,896.42	\$ 31,281.73	\$ 32,782.29	\$ 34,385.47	\$ 36,019.57	\$ 37,725.37	\$ 39,429.76	\$ 41,088.47	\$ 42,953.10	\$ 45,419.92
N	17	hourly	\$ 18.01	\$ 18.89	\$ 19.79	\$ 20.73	\$ 21.66	\$ 22.58	\$ 23.60	\$ 24.71	\$ 25.82	\$ 27.20
		weekly	\$ 630.43	\$ 661.26	\$ 692.68	\$ 725.49	\$ 758.26	\$ 790.16	\$ 826.02	\$ 864.80	\$ 903.69	\$ 951.84
		annually	\$ 32,782.29	\$ 34,385.47	\$ 36,019.57	\$ 37,725.37	\$ 39,429.76	\$ 41,088.47	\$ 42,953.10	\$ 44,969.55	\$ 46,991.62	\$ 49,495.87
N	18	hourly	\$ 19.79	\$ 20.73	\$ 21.66	\$ 22.58	\$ 23.60	\$ 24.71	\$ 25.82	\$ 26.95	\$ 28.08	\$ 29.45
		weekly	\$ 692.68	\$ 725.49	\$ 758.26	\$ 790.16	\$ 826.02	\$ 864.80	\$ 903.69	\$ 943.18	\$ 982.74	\$ 1,030.76
		annually	\$ 36,019.57	\$ 37,725.37	\$ 39,429.76	\$ 41,088.47	\$ 42,953.10	\$ 44,969.55	\$ 46,991.62	\$ 49,045.33	\$ 51,102.54	\$ 53,599.48
N	19	hourly	\$ 21.66	\$ 22.58	\$ 23.60	\$ 24.71	\$ 25.82	\$ 26.95	\$ 28.08	\$ 29.20	\$ 30.37	\$ 31.83
		weekly	\$ 758.26	\$ 790.16	\$ 826.02	\$ 864.80	\$ 903.69	\$ 943.18	\$ 982.74	\$ 1,022.10	\$ 1,062.87	\$ 1,113.93
		annually	\$ 39,429.76	\$ 41,088.47	\$ 42,953.10	\$ 44,969.55	\$ 46,991.62	\$ 49,045.33	\$ 51,102.54	\$ 53,149.21	\$ 55,268.98	\$ 57,924.35
N	20	hourly	\$ 23.60	\$ 24.71	\$ 25.82	\$ 26.95	\$ 28.08	\$ 29.20	\$ 30.37	\$ 31.58	\$ 32.84	\$ 34.40
		weekly	\$ 826.02	\$ 864.80	\$ 903.69	\$ 943.18	\$ 982.74	\$ 1,022.10	\$ 1,062.87	\$ 1,105.27	\$ 1,149.34	\$ 1,203.87
		annually	\$ 42,953.10	\$ 44,969.55	\$ 46,991.62	\$ 49,045.33	\$ 51,102.54	\$ 53,149.21	\$ 55,268.98	\$ 57,473.79	\$ 59,765.76	\$ 62,601.05
N	21	hourly	\$ 25.82	\$ 26.95	\$ 28.08	\$ 29.20	\$ 30.37	\$ 31.58	\$ 32.84	\$ 34.15	\$ 35.51	\$ 37.18
		weekly	\$ 903.69	\$ 943.18	\$ 982.74	\$ 1,022.10	\$ 1,062.87	\$ 1,105.27	\$ 1,149.34	\$ 1,195.20	\$ 1,242.87	\$ 1,301.15
		annually	\$ 46,991.62	\$ 49,045.33	\$ 51,102.54	\$ 53,149.21	\$ 55,268.98	\$ 57,473.79	\$ 59,765.76	\$ 62,150.50	\$ 64,629.42	\$ 67,659.81
N	22	hourly	\$ 28.08	\$ 29.20	\$ 30.37	\$ 31.58	\$ 32.84	\$ 34.15	\$ 35.51	\$ 36.93	\$ 38.40	\$ 40.18
		weekly	\$ 982.74	\$ 1,022.10	\$ 1,062.87	\$ 1,105.27	\$ 1,149.34	\$ 1,195.20	\$ 1,242.87	\$ 1,292.49	\$ 1,344.06	\$ 1,406.35
		annually	\$ 51,102.54	\$ 53,149.21	\$ 55,268.98	\$ 57,473.79	\$ 59,765.76	\$ 62,150.50	\$ 64,629.42	\$ 67,209.54	\$ 69,890.89	\$ 73,130.22
N	23	hourly	\$ 30.37	\$ 31.58	\$ 32.84	\$ 34.15	\$ 35.51	\$ 36.93	\$ 38.40	\$ 39.93	\$ 41.53	\$ 43.43
		weekly	\$ 1,062.87	\$ 1,105.27	\$ 1,149.34	\$ 1,195.20	\$ 1,242.87	\$ 1,292.49	\$ 1,344.06	\$ 1,397.69	\$ 1,453.44	\$ 1,520.12
		annually	\$ 55,268.98	\$ 57,473.79	\$ 59,765.76	\$ 62,150.50	\$ 64,629.42	\$ 67,209.54	\$ 69,890.89	\$ 72,679.76	\$ 75,578.97	\$ 79,046.36
N	24	hourly	\$ 32.84	\$ 34.15	\$ 35.51	\$ 36.93	\$ 38.40	\$ 39.93	\$ 41.53	\$ 43.18	\$ 44.91	\$ 46.95
		weekly	\$ 1,149.34	\$ 1,195.20	\$ 1,242.87	\$ 1,292.49	\$ 1,344.06	\$ 1,397.69	\$ 1,453.44	\$ 1,511.47	\$ 1,571.80	\$ 1,643.21
		annually	\$ 59,765.76	\$ 62,150.50	\$ 64,629.42	\$ 67,209.54	\$ 69,890.89	\$ 72,679.76	\$ 75,578.97	\$ 78,596.28	\$ 81,733.75	\$ 85,446.74
N	25	hourly	\$ 35.51	\$ 36.93	\$ 38.40	\$ 39.93	\$ 41.53	\$ 43.18	\$ 44.91	\$ 46.70	\$ 48.57	\$ 50.75
		weekly	\$ 1,242.87	\$ 1,292.49	\$ 1,344.06	\$ 1,397.69	\$ 1,453.44	\$ 1,511.47	\$ 1,571.80	\$ 1,634.55	\$ 1,699.81	\$ 1,776.35
		annually	\$ 64,629.42	\$ 67,209.54	\$ 69,890.89	\$ 72,679.76	\$ 75,578.97	\$ 78,596.28	\$ 81,733.75	\$ 84,996.34	\$ 88,390.35	\$ 92,370.07
N	26	hourly	\$ 38.40	\$ 39.93	\$ 41.53	\$ 43.18	\$ 44.91	\$ 46.70	\$ 48.57	\$ 50.51	\$ 52.52	\$ 54.87
		weekly	\$ 1,344.06	\$ 1,397.69	\$ 1,453.44	\$ 1,511.47	\$ 1,571.80	\$ 1,634.55	\$ 1,699.81	\$ 1,767.69	\$ 1,838.29	\$ 1,920.35
		annually	\$ 69,890.89	\$ 72,679.76	\$ 75,578.97	\$ 78,596.28	\$ 81,733.75	\$ 84,996.34	\$ 88,390.35	\$ 91,920.02	\$ 95,590.97	\$ 99,858.22

Schedule A
Effective 1-5-2013
2% Increase

Sal Grade Plan	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
N 11 hourly	\$ 11.15	\$ 11.52	\$ 11.94	\$ 12.43	\$ 12.94	\$ 13.47	\$ 14.02	\$ 14.66	\$ 15.32	\$ 16.28
weekly	\$ 390.17	\$ 403.18	\$ 417.88	\$ 435.12	\$ 452.95	\$ 471.48	\$ 490.78	\$ 512.93	\$ 536.07	\$ 569.65
annually	\$ 20,288.60	\$ 20,965.35	\$ 21,729.56	\$ 22,626.40	\$ 23,553.35	\$ 24,516.86	\$ 25,520.51	\$ 26,672.57	\$ 27,875.53	\$ 29,621.67
N 12 hourly	\$ 11.94	\$ 12.43	\$ 12.94	\$ 13.47	\$ 14.02	\$ 14.66	\$ 15.32	\$ 16.02	\$ 16.76	\$ 17.78
weekly	\$ 417.88	\$ 435.12	\$ 452.95	\$ 471.48	\$ 490.78	\$ 512.93	\$ 536.07	\$ 560.81	\$ 586.43	\$ 622.44
annually	\$ 21,729.56	\$ 22,626.40	\$ 23,553.35	\$ 24,516.86	\$ 25,520.51	\$ 26,672.57	\$ 27,875.53	\$ 29,162.36	\$ 30,494.35	\$ 32,366.64
N 13 hourly	\$ 12.94	\$ 13.47	\$ 14.02	\$ 14.66	\$ 15.32	\$ 16.02	\$ 16.76	\$ 17.53	\$ 18.37	\$ 19.52
weekly	\$ 452.95	\$ 471.48	\$ 490.78	\$ 512.93	\$ 536.07	\$ 560.81	\$ 586.43	\$ 613.60	\$ 643.04	\$ 683.31
annually	\$ 23,553.35	\$ 24,516.86	\$ 25,520.51	\$ 26,672.57	\$ 27,875.53	\$ 29,162.36	\$ 30,494.35	\$ 31,907.36	\$ 33,437.94	\$ 35,532.14
N 14 hourly	\$ 14.02	\$ 14.66	\$ 15.32	\$ 16.02	\$ 16.76	\$ 17.53	\$ 18.37	\$ 19.27	\$ 20.19	\$ 21.40
weekly	\$ 490.78	\$ 512.93	\$ 536.07	\$ 560.81	\$ 586.43	\$ 613.60	\$ 643.04	\$ 674.48	\$ 706.54	\$ 748.83
annually	\$ 25,520.51	\$ 26,672.57	\$ 27,875.53	\$ 29,162.36	\$ 30,494.35	\$ 31,907.36	\$ 33,437.94	\$ 35,073.18	\$ 36,739.96	\$ 38,939.08
N 15 hourly	\$ 15.32	\$ 16.02	\$ 16.76	\$ 17.53	\$ 18.37	\$ 19.27	\$ 20.19	\$ 21.14	\$ 22.10	\$ 23.28
weekly	\$ 536.07	\$ 560.81	\$ 586.43	\$ 613.60	\$ 643.04	\$ 674.48	\$ 706.54	\$ 740.00	\$ 773.43	\$ 814.80
annually	\$ 27,875.53	\$ 29,162.36	\$ 30,494.35	\$ 31,907.36	\$ 33,437.94	\$ 35,073.18	\$ 36,739.96	\$ 38,479.88	\$ 40,218.35	\$ 42,369.63
N 16 hourly	\$ 16.76	\$ 17.53	\$ 18.37	\$ 19.27	\$ 20.19	\$ 21.14	\$ 22.10	\$ 23.03	\$ 24.07	\$ 25.46
weekly	\$ 586.43	\$ 613.60	\$ 643.04	\$ 674.48	\$ 706.54	\$ 740.00	\$ 773.43	\$ 805.97	\$ 842.54	\$ 890.93
annually	\$ 30,494.35	\$ 31,907.36	\$ 33,437.94	\$ 35,073.18	\$ 36,739.96	\$ 38,479.88	\$ 40,218.35	\$ 41,910.24	\$ 43,812.17	\$ 46,328.32
N 17 hourly	\$ 18.37	\$ 19.27	\$ 20.19	\$ 21.14	\$ 22.10	\$ 23.03	\$ 24.07	\$ 25.20	\$ 26.34	\$ 27.74
weekly	\$ 643.04	\$ 674.48	\$ 706.54	\$ 740.00	\$ 773.43	\$ 805.97	\$ 842.54	\$ 882.09	\$ 921.76	\$ 970.88
annually	\$ 33,437.94	\$ 35,073.18	\$ 36,739.96	\$ 38,479.88	\$ 40,218.35	\$ 41,910.24	\$ 43,812.17	\$ 45,868.94	\$ 47,931.46	\$ 50,485.79
N 18 hourly	\$ 20.19	\$ 21.14	\$ 22.10	\$ 23.03	\$ 24.07	\$ 25.20	\$ 26.34	\$ 27.49	\$ 28.64	\$ 30.04
weekly	\$ 706.54	\$ 740.00	\$ 773.43	\$ 805.97	\$ 842.54	\$ 882.09	\$ 921.76	\$ 962.04	\$ 1,002.40	\$ 1,051.37
annually	\$ 36,739.96	\$ 38,479.88	\$ 40,218.35	\$ 41,910.24	\$ 43,812.17	\$ 45,868.94	\$ 47,931.46	\$ 50,026.23	\$ 52,124.59	\$ 54,671.47
N 19 hourly	\$ 22.10	\$ 23.03	\$ 24.07	\$ 25.20	\$ 26.34	\$ 27.49	\$ 28.64	\$ 29.79	\$ 30.97	\$ 32.46
weekly	\$ 773.43	\$ 805.97	\$ 842.54	\$ 882.09	\$ 921.76	\$ 962.04	\$ 1,002.40	\$ 1,042.54	\$ 1,084.12	\$ 1,136.21
annually	\$ 40,218.35	\$ 41,910.24	\$ 43,812.17	\$ 45,868.94	\$ 47,931.46	\$ 50,026.23	\$ 52,124.59	\$ 54,212.20	\$ 56,374.36	\$ 59,082.83
N 20 hourly	\$ 24.07	\$ 25.20	\$ 26.34	\$ 27.49	\$ 28.64	\$ 29.79	\$ 30.97	\$ 32.21	\$ 33.50	\$ 35.08
weekly	\$ 842.54	\$ 882.09	\$ 921.76	\$ 962.04	\$ 1,002.40	\$ 1,042.54	\$ 1,084.12	\$ 1,127.37	\$ 1,172.33	\$ 1,227.94
annually	\$ 43,812.17	\$ 45,868.94	\$ 47,931.46	\$ 50,026.23	\$ 52,124.59	\$ 54,212.20	\$ 56,374.36	\$ 58,623.27	\$ 60,961.07	\$ 63,853.07
N 21 hourly	\$ 26.34	\$ 27.49	\$ 28.64	\$ 29.79	\$ 30.97	\$ 32.21	\$ 33.50	\$ 34.83	\$ 36.22	\$ 37.92
weekly	\$ 921.76	\$ 962.04	\$ 1,002.40	\$ 1,042.54	\$ 1,084.12	\$ 1,127.37	\$ 1,172.33	\$ 1,219.11	\$ 1,267.73	\$ 1,327.17
annually	\$ 47,931.46	\$ 50,026.23	\$ 52,124.59	\$ 54,212.20	\$ 56,374.36	\$ 58,623.27	\$ 60,961.07	\$ 63,393.51	\$ 65,922.01	\$ 69,013.00
N 22 hourly	\$ 28.64	\$ 29.79	\$ 30.97	\$ 32.21	\$ 33.50	\$ 34.83	\$ 36.22	\$ 37.67	\$ 39.17	\$ 40.99
weekly	\$ 1,002.40	\$ 1,042.54	\$ 1,084.12	\$ 1,127.37	\$ 1,172.33	\$ 1,219.11	\$ 1,267.73	\$ 1,318.34	\$ 1,370.94	\$ 1,434.48
annually	\$ 52,124.59	\$ 54,212.20	\$ 56,374.36	\$ 58,623.27	\$ 60,961.07	\$ 63,393.51	\$ 65,922.01	\$ 68,553.73	\$ 71,288.70	\$ 74,592.82
N 23 hourly	\$ 30.97	\$ 32.21	\$ 33.50	\$ 34.83	\$ 36.22	\$ 37.67	\$ 39.17	\$ 40.73	\$ 42.36	\$ 44.30
weekly	\$ 1,084.12	\$ 1,127.37	\$ 1,172.33	\$ 1,219.11	\$ 1,267.73	\$ 1,318.34	\$ 1,370.94	\$ 1,425.64	\$ 1,482.51	\$ 1,550.52
annually	\$ 56,374.36	\$ 58,623.27	\$ 60,961.07	\$ 63,393.51	\$ 65,922.01	\$ 68,553.73	\$ 71,288.70	\$ 74,133.35	\$ 77,090.55	\$ 80,627.29
N 24 hourly	\$ 33.50	\$ 34.83	\$ 36.22	\$ 37.67	\$ 39.17	\$ 40.73	\$ 42.36	\$ 44.05	\$ 45.81	\$ 47.89
weekly	\$ 1,172.33	\$ 1,219.11	\$ 1,267.73	\$ 1,318.34	\$ 1,370.94	\$ 1,425.64	\$ 1,482.51	\$ 1,541.70	\$ 1,603.24	\$ 1,676.07
annually	\$ 60,961.07	\$ 63,393.51	\$ 65,922.01	\$ 68,553.73	\$ 71,288.70	\$ 74,133.35	\$ 77,090.55	\$ 80,168.20	\$ 83,368.43	\$ 87,155.67
N 25 hourly	\$ 36.22	\$ 37.67	\$ 39.17	\$ 40.73	\$ 42.36	\$ 44.05	\$ 45.81	\$ 47.64	\$ 49.54	\$ 51.77
weekly	\$ 1,267.73	\$ 1,318.34	\$ 1,370.94	\$ 1,425.64	\$ 1,482.51	\$ 1,541.70	\$ 1,603.24	\$ 1,667.24	\$ 1,733.81	\$ 1,811.87
annually	\$ 65,922.01	\$ 68,553.73	\$ 71,288.70	\$ 74,133.35	\$ 77,090.55	\$ 80,168.20	\$ 83,368.43	\$ 86,696.27	\$ 90,158.16	\$ 94,217.47
N 26 hourly	\$ 39.17	\$ 40.73	\$ 42.36	\$ 44.05	\$ 45.81	\$ 47.64	\$ 49.54	\$ 51.52	\$ 53.57	\$ 55.96
weekly	\$ 1,370.94	\$ 1,425.64	\$ 1,482.51	\$ 1,541.70	\$ 1,603.24	\$ 1,667.24	\$ 1,733.81	\$ 1,803.05	\$ 1,875.05	\$ 1,958.76
annually	\$ 71,288.70	\$ 74,133.35	\$ 77,090.55	\$ 80,168.20	\$ 83,368.43	\$ 86,696.27	\$ 90,158.16	\$ 93,758.42	\$ 97,502.79	\$ 101,855.38

Schedule A
Effective 1/4/2014
3% Increase

Sal Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Plan											
N 11	hourly	\$ 11.48	\$ 11.87	\$ 12.30	\$ 12.81	\$ 13.33	\$ 13.87	\$ 14.44	\$ 15.09	\$ 15.78	\$ 16.76
	weekly	\$ 401.87	\$ 415.28	\$ 430.41	\$ 448.18	\$ 466.54	\$ 485.62	\$ 505.50	\$ 528.32	\$ 552.15	\$ 586.74
	annually	\$ 20,897.26	\$ 21,594.31	\$ 22,381.45	\$ 23,305.19	\$ 24,259.95	\$ 25,252.37	\$ 26,286.13	\$ 27,472.75	\$ 28,711.79	\$ 30,510.32
N 12	hourly	\$ 12.30	\$ 12.81	\$ 13.33	\$ 13.87	\$ 14.44	\$ 15.09	\$ 15.78	\$ 16.50	\$ 17.26	\$ 18.32
	weekly	\$ 430.41	\$ 448.18	\$ 466.54	\$ 485.62	\$ 505.50	\$ 528.32	\$ 552.15	\$ 577.64	\$ 604.02	\$ 641.11
	annually	\$ 22,381.45	\$ 23,305.19	\$ 24,259.95	\$ 25,252.37	\$ 26,286.13	\$ 27,472.75	\$ 28,711.79	\$ 30,037.23	\$ 31,409.18	\$ 33,337.64
N 13	hourly	\$ 13.33	\$ 13.87	\$ 14.44	\$ 15.09	\$ 15.78	\$ 16.50	\$ 17.26	\$ 18.06	\$ 18.92	\$ 20.11
	weekly	\$ 466.54	\$ 485.62	\$ 505.50	\$ 528.32	\$ 552.15	\$ 577.64	\$ 604.02	\$ 632.01	\$ 662.33	\$ 703.81
	annually	\$ 24,259.95	\$ 25,252.37	\$ 26,286.13	\$ 27,472.75	\$ 28,711.79	\$ 30,037.23	\$ 31,409.18	\$ 32,864.58	\$ 34,441.08	\$ 36,598.11
N 14	hourly	\$ 14.44	\$ 15.09	\$ 15.78	\$ 16.50	\$ 17.26	\$ 18.06	\$ 18.92	\$ 19.85	\$ 20.79	\$ 22.04
	weekly	\$ 505.50	\$ 528.32	\$ 552.15	\$ 577.64	\$ 604.02	\$ 632.01	\$ 662.33	\$ 694.72	\$ 727.73	\$ 771.29
	annually	\$ 26,286.13	\$ 27,472.75	\$ 28,711.79	\$ 30,037.23	\$ 31,409.18	\$ 32,864.58	\$ 34,441.08	\$ 36,125.38	\$ 37,842.16	\$ 40,107.25
N 15	hourly	\$ 15.78	\$ 16.50	\$ 17.26	\$ 18.06	\$ 18.92	\$ 19.85	\$ 20.79	\$ 21.78	\$ 22.76	\$ 23.98
	weekly	\$ 552.15	\$ 577.64	\$ 604.02	\$ 632.01	\$ 662.33	\$ 694.72	\$ 727.73	\$ 762.20	\$ 796.63	\$ 839.24
	annually	\$ 28,711.79	\$ 30,037.23	\$ 31,409.18	\$ 32,864.58	\$ 34,441.08	\$ 36,125.38	\$ 37,842.16	\$ 39,634.27	\$ 41,424.90	\$ 43,640.72
N 16	hourly	\$ 17.26	\$ 18.06	\$ 18.92	\$ 19.85	\$ 20.79	\$ 21.78	\$ 22.76	\$ 23.72	\$ 24.79	\$ 26.22
	weekly	\$ 604.02	\$ 632.01	\$ 662.33	\$ 694.72	\$ 727.73	\$ 762.20	\$ 796.63	\$ 830.15	\$ 867.82	\$ 917.66
	annually	\$ 31,409.18	\$ 32,864.58	\$ 34,441.08	\$ 36,125.38	\$ 37,842.16	\$ 39,634.27	\$ 41,424.90	\$ 43,167.54	\$ 45,126.53	\$ 47,718.17
N 17	hourly	\$ 18.92	\$ 19.85	\$ 20.79	\$ 21.78	\$ 22.76	\$ 23.72	\$ 24.79	\$ 25.96	\$ 27.13	\$ 28.57
	weekly	\$ 662.33	\$ 694.72	\$ 727.73	\$ 762.20	\$ 796.63	\$ 830.15	\$ 867.82	\$ 908.56	\$ 949.41	\$ 1,000.01
	annually	\$ 34,441.08	\$ 36,125.38	\$ 37,842.16	\$ 39,634.27	\$ 41,424.90	\$ 43,167.54	\$ 45,126.53	\$ 47,245.01	\$ 49,369.40	\$ 52,000.36
N 18	hourly	\$ 20.79	\$ 21.78	\$ 22.76	\$ 23.72	\$ 24.79	\$ 25.96	\$ 27.13	\$ 28.31	\$ 29.50	\$ 30.94
	weekly	\$ 727.73	\$ 762.20	\$ 796.63	\$ 830.15	\$ 867.82	\$ 908.56	\$ 949.41	\$ 990.90	\$ 1,032.47	\$ 1,082.92
	annually	\$ 37,842.16	\$ 39,634.27	\$ 41,424.90	\$ 43,167.54	\$ 45,126.53	\$ 47,245.01	\$ 49,369.40	\$ 51,527.02	\$ 53,688.33	\$ 56,311.61
N 19	hourly	\$ 22.76	\$ 23.72	\$ 24.79	\$ 25.96	\$ 27.13	\$ 28.31	\$ 29.50	\$ 30.68	\$ 31.90	\$ 33.44
	weekly	\$ 796.63	\$ 830.15	\$ 867.82	\$ 908.56	\$ 949.41	\$ 990.90	\$ 1,032.47	\$ 1,073.82	\$ 1,116.65	\$ 1,170.29
	annually	\$ 41,424.90	\$ 43,167.54	\$ 45,126.53	\$ 47,245.01	\$ 49,369.40	\$ 51,527.02	\$ 53,688.33	\$ 55,838.56	\$ 58,065.59	\$ 60,855.32
N 20	hourly	\$ 24.79	\$ 25.96	\$ 27.13	\$ 28.31	\$ 29.50	\$ 30.68	\$ 31.90	\$ 33.18	\$ 34.50	\$ 36.14
	weekly	\$ 867.82	\$ 908.56	\$ 949.41	\$ 990.90	\$ 1,032.47	\$ 1,073.82	\$ 1,116.65	\$ 1,161.19	\$ 1,207.50	\$ 1,264.78
	annually	\$ 45,126.53	\$ 47,245.01	\$ 49,369.40	\$ 51,527.02	\$ 53,688.33	\$ 55,838.56	\$ 58,065.59	\$ 60,381.97	\$ 62,789.91	\$ 65,768.66
N 21	hourly	\$ 27.13	\$ 28.31	\$ 29.50	\$ 30.68	\$ 31.90	\$ 33.18	\$ 34.50	\$ 35.88	\$ 37.31	\$ 39.06
	weekly	\$ 949.41	\$ 990.90	\$ 1,032.47	\$ 1,073.82	\$ 1,116.65	\$ 1,161.19	\$ 1,207.50	\$ 1,255.68	\$ 1,305.76	\$ 1,366.99
	annually	\$ 49,369.40	\$ 51,527.02	\$ 53,688.33	\$ 55,838.56	\$ 58,065.59	\$ 60,381.97	\$ 62,789.91	\$ 65,295.31	\$ 67,899.67	\$ 71,083.39
N 22	hourly	\$ 29.50	\$ 30.68	\$ 31.90	\$ 33.18	\$ 34.50	\$ 35.88	\$ 37.31	\$ 38.80	\$ 40.34	\$ 42.21
	weekly	\$ 1,032.47	\$ 1,073.82	\$ 1,116.65	\$ 1,161.19	\$ 1,207.50	\$ 1,255.68	\$ 1,305.76	\$ 1,357.89	\$ 1,412.06	\$ 1,477.51
	annually	\$ 53,688.33	\$ 55,838.56	\$ 58,065.59	\$ 60,381.97	\$ 62,789.91	\$ 65,295.31	\$ 67,899.67	\$ 70,610.35	\$ 73,427.36	\$ 76,830.61
N 23	hourly	\$ 31.90	\$ 33.18	\$ 34.50	\$ 35.88	\$ 37.31	\$ 38.80	\$ 40.34	\$ 41.95	\$ 43.63	\$ 45.63
	weekly	\$ 1,116.65	\$ 1,161.19	\$ 1,207.50	\$ 1,255.68	\$ 1,305.76	\$ 1,357.89	\$ 1,412.06	\$ 1,468.41	\$ 1,526.99	\$ 1,597.04
	annually	\$ 58,065.59	\$ 60,381.97	\$ 62,789.91	\$ 65,295.31	\$ 67,899.67	\$ 70,610.35	\$ 73,427.36	\$ 76,357.35	\$ 79,403.27	\$ 83,046.10
N 24	hourly	\$ 34.50	\$ 35.88	\$ 37.31	\$ 38.80	\$ 40.34	\$ 41.95	\$ 43.63	\$ 45.37	\$ 47.18	\$ 49.32
	weekly	\$ 1,207.50	\$ 1,255.68	\$ 1,305.76	\$ 1,357.89	\$ 1,412.06	\$ 1,468.41	\$ 1,526.99	\$ 1,587.95	\$ 1,651.34	\$ 1,726.35
	annually	\$ 62,789.91	\$ 65,295.31	\$ 67,899.67	\$ 70,610.35	\$ 73,427.36	\$ 76,357.35	\$ 79,403.27	\$ 82,573.25	\$ 85,869.48	\$ 89,770.34
N 25	hourly	\$ 37.31	\$ 38.80	\$ 40.34	\$ 41.95	\$ 43.63	\$ 45.37	\$ 47.18	\$ 49.06	\$ 51.02	\$ 53.32
	weekly	\$ 1,305.76	\$ 1,357.89	\$ 1,412.06	\$ 1,468.41	\$ 1,526.99	\$ 1,587.95	\$ 1,651.34	\$ 1,717.25	\$ 1,785.83	\$ 1,866.23
	annually	\$ 67,899.67	\$ 70,610.35	\$ 73,427.36	\$ 76,357.35	\$ 79,403.27	\$ 82,573.25	\$ 85,869.48	\$ 89,297.16	\$ 92,862.91	\$ 97,043.99
N 26	hourly	\$ 40.34	\$ 41.95	\$ 43.63	\$ 45.37	\$ 47.18	\$ 49.06	\$ 51.02	\$ 53.06	\$ 55.18	\$ 57.64
	weekly	\$ 1,412.06	\$ 1,468.41	\$ 1,526.99	\$ 1,587.95	\$ 1,651.34	\$ 1,717.25	\$ 1,785.83	\$ 1,857.14	\$ 1,931.31	\$ 2,017.52
	annually	\$ 73,427.36	\$ 76,357.35	\$ 79,403.27	\$ 82,573.25	\$ 85,869.48	\$ 89,297.16	\$ 92,862.91	\$ 96,571.17	\$ 100,427.87	\$ 104,911.05

Schedule A
Effective 1/3/2015
3% Increase

Sai Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
N	11	hourly	\$ 11.83	\$ 12.22	\$ 12.67	\$ 13.19	\$ 13.73	\$ 14.29	\$ 14.88	\$ 15.55	\$ 16.25	\$ 17.27
		weekly	\$ 413.93	\$ 427.73	\$ 443.32	\$ 461.62	\$ 480.53	\$ 500.19	\$ 520.67	\$ 544.17	\$ 568.71	\$ 604.34
		annually	\$ 21,524.17	\$ 22,242.14	\$ 23,052.89	\$ 24,004.35	\$ 24,987.75	\$ 26,009.94	\$ 27,074.71	\$ 28,296.93	\$ 29,573.15	\$ 31,425.63
N	12	hourly	\$ 12.67	\$ 13.19	\$ 13.73	\$ 14.29	\$ 14.88	\$ 15.55	\$ 16.25	\$ 17.00	\$ 17.78	\$ 18.87
		weekly	\$ 443.32	\$ 461.62	\$ 480.53	\$ 500.19	\$ 520.67	\$ 544.17	\$ 568.71	\$ 594.97	\$ 622.14	\$ 660.34
		annually	\$ 23,052.89	\$ 24,004.35	\$ 24,987.75	\$ 26,009.94	\$ 27,074.71	\$ 28,296.93	\$ 29,573.15	\$ 30,938.35	\$ 32,351.46	\$ 34,337.77
N	13	hourly	\$ 13.73	\$ 14.29	\$ 14.88	\$ 15.55	\$ 16.25	\$ 17.00	\$ 17.78	\$ 18.60	\$ 19.49	\$ 20.71
		weekly	\$ 480.53	\$ 500.19	\$ 520.67	\$ 544.17	\$ 568.71	\$ 594.97	\$ 622.14	\$ 650.97	\$ 682.20	\$ 724.92
		annually	\$ 24,987.75	\$ 26,009.94	\$ 27,074.71	\$ 28,296.93	\$ 29,573.15	\$ 30,938.35	\$ 32,351.46	\$ 33,850.52	\$ 35,474.31	\$ 37,696.05
N	14	hourly	\$ 14.88	\$ 15.55	\$ 16.25	\$ 17.00	\$ 17.78	\$ 18.60	\$ 19.49	\$ 20.44	\$ 21.42	\$ 22.70
		weekly	\$ 520.67	\$ 544.17	\$ 568.71	\$ 594.97	\$ 622.14	\$ 650.97	\$ 682.20	\$ 715.56	\$ 749.57	\$ 794.43
		annually	\$ 27,074.71	\$ 28,296.93	\$ 29,573.15	\$ 30,938.35	\$ 32,351.46	\$ 33,850.52	\$ 35,474.31	\$ 37,209.14	\$ 38,977.43	\$ 41,310.47
N	15	hourly	\$ 16.25	\$ 17.00	\$ 17.78	\$ 18.60	\$ 19.49	\$ 20.44	\$ 21.42	\$ 22.43	\$ 23.44	\$ 24.70
		weekly	\$ 568.71	\$ 594.97	\$ 622.14	\$ 650.97	\$ 682.20	\$ 715.56	\$ 749.57	\$ 785.06	\$ 820.53	\$ 864.42
		annually	\$ 29,573.15	\$ 30,938.35	\$ 32,351.46	\$ 33,850.52	\$ 35,474.31	\$ 37,209.14	\$ 38,977.43	\$ 40,823.30	\$ 42,667.65	\$ 44,949.94
N	16	hourly	\$ 17.78	\$ 18.60	\$ 19.49	\$ 20.44	\$ 21.42	\$ 22.43	\$ 23.44	\$ 24.43	\$ 25.54	\$ 27.01
		weekly	\$ 622.14	\$ 650.97	\$ 682.20	\$ 715.56	\$ 749.57	\$ 785.06	\$ 820.53	\$ 855.05	\$ 893.85	\$ 945.19
		annually	\$ 32,351.46	\$ 33,850.52	\$ 35,474.31	\$ 37,209.14	\$ 38,977.43	\$ 40,823.30	\$ 42,667.65	\$ 44,462.57	\$ 46,480.33	\$ 49,149.71
N	17	hourly	\$ 19.49	\$ 20.44	\$ 21.42	\$ 22.43	\$ 23.44	\$ 24.43	\$ 25.54	\$ 26.74	\$ 27.94	\$ 29.43
		weekly	\$ 682.20	\$ 715.56	\$ 749.57	\$ 785.06	\$ 820.53	\$ 855.05	\$ 893.85	\$ 935.81	\$ 977.89	\$ 1,030.01
		annually	\$ 35,474.31	\$ 37,209.14	\$ 38,977.43	\$ 40,823.30	\$ 42,667.65	\$ 44,462.57	\$ 46,480.33	\$ 48,662.36	\$ 50,850.48	\$ 53,560.37
N	18	hourly	\$ 21.42	\$ 22.43	\$ 23.44	\$ 24.43	\$ 25.54	\$ 26.74	\$ 27.94	\$ 29.16	\$ 30.38	\$ 31.87
		weekly	\$ 749.57	\$ 785.06	\$ 820.53	\$ 855.05	\$ 893.85	\$ 935.81	\$ 977.89	\$ 1,020.63	\$ 1,063.44	\$ 1,115.40
		annually	\$ 38,977.43	\$ 40,823.30	\$ 42,667.65	\$ 44,462.57	\$ 46,480.33	\$ 48,662.36	\$ 50,850.48	\$ 53,072.83	\$ 55,298.98	\$ 58,000.96
N	19	hourly	\$ 23.44	\$ 24.43	\$ 25.54	\$ 26.74	\$ 27.94	\$ 29.16	\$ 30.38	\$ 31.60	\$ 32.86	\$ 34.44
		weekly	\$ 820.53	\$ 855.05	\$ 893.85	\$ 935.81	\$ 977.89	\$ 1,020.63	\$ 1,063.44	\$ 1,106.03	\$ 1,150.15	\$ 1,205.40
		annually	\$ 42,667.65	\$ 44,462.57	\$ 46,480.33	\$ 48,662.36	\$ 50,850.48	\$ 53,072.83	\$ 55,298.98	\$ 57,513.72	\$ 59,807.56	\$ 62,680.98
N	20	hourly	\$ 25.54	\$ 26.74	\$ 27.94	\$ 29.16	\$ 30.38	\$ 31.60	\$ 32.86	\$ 34.17	\$ 35.53	\$ 37.22
		weekly	\$ 893.85	\$ 935.81	\$ 977.89	\$ 1,020.63	\$ 1,063.44	\$ 1,106.03	\$ 1,150.15	\$ 1,196.03	\$ 1,243.72	\$ 1,302.73
		annually	\$ 46,480.33	\$ 48,662.36	\$ 50,850.48	\$ 53,072.83	\$ 55,298.98	\$ 57,513.72	\$ 59,807.56	\$ 62,193.42	\$ 64,673.60	\$ 67,741.72
N	21	hourly	\$ 27.94	\$ 29.16	\$ 30.38	\$ 31.60	\$ 32.86	\$ 34.17	\$ 35.53	\$ 36.95	\$ 38.43	\$ 40.23
		weekly	\$ 977.89	\$ 1,020.63	\$ 1,063.44	\$ 1,106.03	\$ 1,150.15	\$ 1,196.03	\$ 1,243.72	\$ 1,293.35	\$ 1,344.94	\$ 1,408.00
		annually	\$ 50,850.48	\$ 53,072.83	\$ 55,298.98	\$ 57,513.72	\$ 59,807.56	\$ 62,193.42	\$ 64,673.60	\$ 67,254.17	\$ 69,936.66	\$ 73,215.90
N	22	hourly	\$ 30.38	\$ 31.60	\$ 32.86	\$ 34.17	\$ 35.53	\$ 36.95	\$ 38.43	\$ 39.96	\$ 41.56	\$ 43.48
		weekly	\$ 1,063.44	\$ 1,106.03	\$ 1,150.15	\$ 1,196.03	\$ 1,243.72	\$ 1,293.35	\$ 1,344.94	\$ 1,398.63	\$ 1,454.43	\$ 1,521.84
		annually	\$ 55,298.98	\$ 57,513.72	\$ 59,807.56	\$ 62,193.42	\$ 64,673.60	\$ 67,254.17	\$ 69,936.66	\$ 72,728.66	\$ 75,630.19	\$ 79,135.52
N	23	hourly	\$ 32.86	\$ 34.17	\$ 35.53	\$ 36.95	\$ 38.43	\$ 39.96	\$ 41.56	\$ 43.21	\$ 44.94	\$ 47.00
		weekly	\$ 1,150.15	\$ 1,196.03	\$ 1,243.72	\$ 1,293.35	\$ 1,344.94	\$ 1,398.63	\$ 1,454.43	\$ 1,512.46	\$ 1,572.80	\$ 1,644.95
		annually	\$ 59,807.56	\$ 62,193.42	\$ 64,673.60	\$ 67,254.17	\$ 69,936.66	\$ 72,728.66	\$ 75,630.19	\$ 78,648.07	\$ 81,785.37	\$ 85,537.49
N	24	hourly	\$ 35.53	\$ 36.95	\$ 38.43	\$ 39.96	\$ 41.56	\$ 43.21	\$ 44.94	\$ 46.73	\$ 48.60	\$ 50.80
		weekly	\$ 1,243.72	\$ 1,293.35	\$ 1,344.94	\$ 1,398.63	\$ 1,454.43	\$ 1,512.46	\$ 1,572.80	\$ 1,635.59	\$ 1,700.88	\$ 1,778.14
		annually	\$ 64,673.60	\$ 67,254.17	\$ 69,936.66	\$ 72,728.66	\$ 75,630.19	\$ 78,648.07	\$ 81,785.37	\$ 85,050.44	\$ 88,445.57	\$ 92,463.45
N	25	hourly	\$ 38.43	\$ 39.96	\$ 41.56	\$ 43.21	\$ 44.94	\$ 46.73	\$ 48.60	\$ 50.54	\$ 52.55	\$ 54.92
		weekly	\$ 1,344.94	\$ 1,398.63	\$ 1,454.43	\$ 1,512.46	\$ 1,572.80	\$ 1,635.59	\$ 1,700.88	\$ 1,768.77	\$ 1,839.40	\$ 1,922.22
		annually	\$ 69,936.66	\$ 72,728.66	\$ 75,630.19	\$ 78,648.07	\$ 81,785.37	\$ 85,050.44	\$ 88,445.57	\$ 91,976.07	\$ 95,648.79	\$ 99,955.31
N	26	hourly	\$ 41.56	\$ 43.21	\$ 44.94	\$ 46.73	\$ 48.60	\$ 50.54	\$ 52.55	\$ 54.65	\$ 56.84	\$ 59.37
		weekly	\$ 1,454.43	\$ 1,512.46	\$ 1,572.80	\$ 1,635.59	\$ 1,700.88	\$ 1,768.77	\$ 1,839.40	\$ 1,912.85	\$ 1,989.24	\$ 2,078.05
		annually	\$ 75,630.19	\$ 78,648.07	\$ 81,785.37	\$ 85,050.44	\$ 88,445.57	\$ 91,976.07	\$ 95,648.79	\$ 99,468.31	\$ 103,440.71	\$ 108,058.38

Schedule A
Effective 1-2-2016
3% Increase

Sal Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
N	11	hourly	\$ 12.18	\$ 12.59	\$ 13.05	\$ 13.58	\$ 14.14	\$ 14.72	\$ 15.32	\$ 16.01	\$ 16.74	\$ 17.78
		weekly	\$ 426.34	\$ 440.57	\$ 456.62	\$ 475.47	\$ 494.95	\$ 515.20	\$ 536.29	\$ 560.50	\$ 585.78	\$ 622.47
		annually	\$22,169.90	\$ 22,909.40	\$ 23,744.48	\$ 24,724.48	\$ 25,737.38	\$ 26,790.24	\$ 27,886.95	\$ 29,145.84	\$ 30,460.34	\$ 32,368.40
N	12	hourly	\$ 13.05	\$ 13.58	\$ 14.14	\$ 14.72	\$ 15.32	\$ 16.01	\$ 16.74	\$ 17.51	\$ 18.31	\$ 19.43
		weekly	\$ 456.62	\$ 475.47	\$ 494.95	\$ 515.20	\$ 536.29	\$ 560.50	\$ 585.78	\$ 612.82	\$ 640.81	\$ 680.15
		annually	\$23,744.48	\$ 24,724.48	\$ 25,737.38	\$ 26,790.24	\$ 27,886.95	\$ 29,145.84	\$ 30,460.34	\$ 31,866.50	\$ 33,322.00	\$ 35,367.90
N	13	hourly	\$ 14.14	\$ 14.72	\$ 15.32	\$ 16.01	\$ 16.74	\$ 17.51	\$ 18.31	\$ 19.16	\$ 20.08	\$ 21.33
		weekly	\$ 494.95	\$ 515.20	\$ 536.29	\$ 560.50	\$ 585.78	\$ 612.82	\$ 640.81	\$ 670.50	\$ 702.66	\$ 746.67
		annually	\$25,737.38	\$ 26,790.24	\$ 27,886.95	\$ 29,145.84	\$ 30,460.34	\$ 31,866.50	\$ 33,322.00	\$ 34,866.04	\$ 36,538.54	\$ 38,826.93
N	14	hourly	\$ 15.32	\$ 16.01	\$ 16.74	\$ 17.51	\$ 18.31	\$ 19.16	\$ 20.08	\$ 21.06	\$ 22.06	\$ 23.38
		weekly	\$ 536.29	\$ 560.50	\$ 585.78	\$ 612.82	\$ 640.81	\$ 670.50	\$ 702.66	\$ 737.03	\$ 772.05	\$ 818.27
		annually	\$27,886.95	\$ 29,145.84	\$ 30,460.34	\$ 31,866.50	\$ 33,322.00	\$ 34,866.04	\$ 36,538.54	\$ 38,325.41	\$ 40,146.75	\$ 42,549.78
N	15	hourly	\$ 16.74	\$ 17.51	\$ 18.31	\$ 19.16	\$ 20.08	\$ 21.06	\$ 22.06	\$ 23.10	\$ 24.15	\$ 25.44
		weekly	\$ 585.78	\$ 612.82	\$ 640.81	\$ 670.50	\$ 702.66	\$ 737.03	\$ 772.05	\$ 808.62	\$ 845.15	\$ 890.35
		annually	\$30,460.34	\$ 31,866.50	\$ 33,322.00	\$ 34,866.04	\$ 36,538.54	\$ 38,325.41	\$ 40,146.75	\$ 42,048.00	\$ 43,947.68	\$ 46,298.44
N	16	hourly	\$ 18.31	\$ 19.16	\$ 20.08	\$ 21.06	\$ 22.06	\$ 23.10	\$ 24.15	\$ 25.16	\$ 26.30	\$ 27.82
		weekly	\$ 640.81	\$ 670.50	\$ 702.66	\$ 737.03	\$ 772.05	\$ 808.62	\$ 845.15	\$ 880.70	\$ 920.67	\$ 973.54
		annually	\$33,322.00	\$ 34,866.04	\$ 36,538.54	\$ 38,325.41	\$ 40,146.75	\$ 42,048.00	\$ 43,947.68	\$ 45,796.45	\$ 47,874.74	\$ 50,624.20
N	17	hourly	\$ 20.08	\$ 21.06	\$ 22.06	\$ 23.10	\$ 24.15	\$ 25.16	\$ 26.30	\$ 27.54	\$ 28.78	\$ 30.31
		weekly	\$ 702.66	\$ 737.03	\$ 772.05	\$ 808.62	\$ 845.15	\$ 880.70	\$ 920.67	\$ 963.89	\$ 1,007.23	\$ 1,060.91
		annually	\$36,538.54	\$ 38,325.41	\$ 40,146.75	\$ 42,048.00	\$ 43,947.68	\$ 45,796.45	\$ 47,874.74	\$ 50,122.23	\$ 52,376.00	\$ 55,167.18
N	18	hourly	\$ 22.06	\$ 23.10	\$ 24.15	\$ 25.16	\$ 26.30	\$ 27.54	\$ 28.78	\$ 30.04	\$ 31.30	\$ 32.82
		weekly	\$ 772.05	\$ 808.62	\$ 845.15	\$ 880.70	\$ 920.67	\$ 963.89	\$ 1,007.23	\$ 1,051.25	\$ 1,095.35	\$ 1,148.87
		annually	\$40,146.75	\$ 42,048.00	\$ 43,947.68	\$ 45,796.45	\$ 47,874.74	\$ 50,122.23	\$ 52,376.00	\$ 54,665.02	\$ 56,957.95	\$ 59,740.99
N	19	hourly	\$ 24.15	\$ 25.16	\$ 26.30	\$ 27.54	\$ 28.78	\$ 30.04	\$ 31.30	\$ 32.55	\$ 33.85	\$ 35.47
		weekly	\$ 845.15	\$ 880.70	\$ 920.67	\$ 963.89	\$ 1,007.23	\$ 1,051.25	\$ 1,095.35	\$ 1,139.21	\$ 1,184.65	\$ 1,241.57
		annually	\$43,947.68	\$ 45,796.45	\$ 47,874.74	\$ 50,122.23	\$ 52,376.00	\$ 54,665.02	\$ 56,957.95	\$ 59,239.13	\$ 61,601.79	\$ 64,561.41
N	20	hourly	\$ 26.30	\$ 27.54	\$ 28.78	\$ 30.04	\$ 31.30	\$ 32.55	\$ 33.85	\$ 35.20	\$ 36.60	\$ 38.34
		weekly	\$ 920.67	\$ 963.89	\$ 1,007.23	\$ 1,051.25	\$ 1,095.35	\$ 1,139.21	\$ 1,184.65	\$ 1,231.91	\$ 1,281.03	\$ 1,341.81
		annually	\$47,874.74	\$ 50,122.23	\$ 52,376.00	\$ 54,665.02	\$ 56,957.95	\$ 59,239.13	\$ 61,601.79	\$ 64,059.23	\$ 66,613.81	\$ 69,773.97
N	21	hourly	\$ 28.78	\$ 30.04	\$ 31.30	\$ 32.55	\$ 33.85	\$ 35.20	\$ 36.60	\$ 38.06	\$ 39.58	\$ 41.44
		weekly	\$ 1,007.23	\$ 1,051.25	\$ 1,095.35	\$ 1,139.21	\$ 1,184.65	\$ 1,231.91	\$ 1,281.03	\$ 1,332.15	\$ 1,385.28	\$ 1,450.24
		annually	\$52,376.00	\$ 54,665.02	\$ 56,957.95	\$ 59,239.13	\$ 61,601.79	\$ 64,059.23	\$ 66,613.81	\$ 69,271.80	\$ 72,034.76	\$ 75,412.37
N	22	hourly	\$ 31.30	\$ 32.55	\$ 33.85	\$ 35.20	\$ 36.60	\$ 38.06	\$ 39.58	\$ 41.16	\$ 42.80	\$ 44.79
		weekly	\$ 1,095.35	\$ 1,139.21	\$ 1,184.65	\$ 1,231.91	\$ 1,281.03	\$ 1,332.15	\$ 1,385.28	\$ 1,440.59	\$ 1,498.06	\$ 1,567.49
		annually	\$56,957.95	\$ 59,239.13	\$ 61,601.79	\$ 64,059.23	\$ 66,613.81	\$ 69,271.80	\$ 72,034.76	\$ 74,910.52	\$ 77,899.09	\$ 81,509.59
N	23	hourly	\$ 33.85	\$ 35.20	\$ 36.60	\$ 38.06	\$ 39.58	\$ 41.16	\$ 42.80	\$ 44.51	\$ 46.29	\$ 48.41
		weekly	\$ 1,184.65	\$ 1,231.91	\$ 1,281.03	\$ 1,332.15	\$ 1,385.28	\$ 1,440.59	\$ 1,498.06	\$ 1,557.84	\$ 1,619.98	\$ 1,694.30
		annually	\$61,601.79	\$ 64,059.23	\$ 66,613.81	\$ 69,271.80	\$ 72,034.76	\$ 74,910.52	\$ 77,899.09	\$ 81,007.51	\$ 84,238.93	\$ 88,103.61
N	24	hourly	\$ 36.60	\$ 38.06	\$ 39.58	\$ 41.16	\$ 42.80	\$ 44.51	\$ 46.29	\$ 48.13	\$ 50.05	\$ 52.33
		weekly	\$ 1,281.03	\$ 1,332.15	\$ 1,385.28	\$ 1,440.59	\$ 1,498.06	\$ 1,557.84	\$ 1,619.98	\$ 1,684.65	\$ 1,751.90	\$ 1,831.49
		annually	\$66,613.81	\$ 69,271.80	\$ 72,034.76	\$ 74,910.52	\$ 77,899.09	\$ 81,007.51	\$ 84,238.93	\$ 87,601.96	\$ 91,098.93	\$ 95,237.36
N	25	hourly	\$ 39.58	\$ 41.16	\$ 42.80	\$ 44.51	\$ 46.29	\$ 48.13	\$ 50.05	\$ 52.05	\$ 54.13	\$ 56.57
		weekly	\$ 1,385.28	\$ 1,440.59	\$ 1,498.06	\$ 1,557.84	\$ 1,619.98	\$ 1,684.65	\$ 1,751.90	\$ 1,821.83	\$ 1,894.58	\$ 1,979.88
		annually	\$72,034.76	\$ 74,910.52	\$ 77,899.09	\$ 81,007.51	\$ 84,238.93	\$ 87,601.96	\$ 91,098.93	\$ 94,735.35	\$ 98,518.26	\$ 102,953.97

N	26 hourly	\$ 42.80	\$ 44.51	\$ 46.29	\$ 48.13	\$ 50.05	\$ 52.05	\$ 54.13	\$ 56.29	\$ 58.54	\$ 61.15
	weekly	\$ 1,498.06	\$ 1,557.84	\$ 1,619.98	\$ 1,684.65	\$ 1,751.90	\$ 1,821.83	\$ 1,894.58	\$ 1,970.24	\$ 2,048.92	\$ 2,140.39
	annually	\$77,899.09	\$ 81,007.51	\$ 84,238.93	\$ 87,601.96	\$ 91,098.93	\$ 94,735.35	\$ 98,518.26	\$ 102,452.36	\$ 106,543.93	\$ 111,300.13

Schedule A
Effective 1/7/2012
1% Increase

Sal Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP	16	hourly	\$ 17.19	\$ 18.01	\$ 18.89	\$ 19.79	\$ 20.73	\$ 21.66	\$ 22.58	\$ 23.60	\$ 24.71	\$ 25.70	\$ 26.73
		weekly	\$ 601.57	\$ 630.43	\$ 661.26	\$ 692.68	\$ 725.49	\$ 758.26	\$ 790.16	\$ 826.02	\$ 864.80	\$ 899.61	\$ 935.47
		annually	\$ 31,281.73	\$ 32,782.29	\$ 34,385.47	\$ 36,019.57	\$ 37,725.37	\$ 39,429.76	\$ 41,088.47	\$ 42,953.10	\$ 44,969.55	\$ 46,779.64	\$ 48,644.44
NP	18	hourly	\$ 20.73	\$ 21.66	\$ 22.58	\$ 23.60	\$ 24.71	\$ 25.82	\$ 26.95	\$ 28.08	\$ 29.20	\$ 30.38	\$ 31.59
		weekly	\$ 725.49	\$ 758.26	\$ 790.16	\$ 826.02	\$ 864.80	\$ 903.69	\$ 943.18	\$ 982.74	\$ 1,022.10	\$ 1,063.27	\$ 1,105.67
		annually	\$ 37,725.37	\$ 39,429.76	\$ 41,088.47	\$ 42,953.10	\$ 44,969.55	\$ 46,991.62	\$ 49,045.33	\$ 51,102.54	\$ 53,149.21	\$ 55,289.80	\$ 57,495.01
NP	19	hourly	\$ 22.58	\$ 23.60	\$ 24.71	\$ 25.82	\$ 26.95	\$ 28.08	\$ 29.20	\$ 30.37	\$ 31.58	\$ 32.85	\$ 34.16
		weekly	\$ 790.16	\$ 826.02	\$ 864.80	\$ 903.69	\$ 943.18	\$ 982.74	\$ 1,022.10	\$ 1,062.87	\$ 1,105.27	\$ 1,149.80	\$ 1,195.67
		annually	\$ 41,088.47	\$ 42,953.10	\$ 44,969.55	\$ 46,991.62	\$ 49,045.33	\$ 51,102.54	\$ 53,149.21	\$ 55,268.98	\$ 57,473.79	\$ 59,789.63	\$ 62,174.81
NP	20	hourly	\$ 24.71	\$ 25.82	\$ 26.95	\$ 28.08	\$ 29.20	\$ 30.37	\$ 31.58	\$ 32.84	\$ 34.15	\$ 35.52	\$ 36.94
		weekly	\$ 864.80	\$ 903.69	\$ 943.18	\$ 982.74	\$ 1,022.10	\$ 1,062.87	\$ 1,105.27	\$ 1,149.34	\$ 1,195.20	\$ 1,243.36	\$ 1,292.97
		annually	\$ 44,969.55	\$ 46,991.62	\$ 49,045.33	\$ 51,102.54	\$ 53,149.21	\$ 55,268.98	\$ 57,473.79	\$ 59,765.76	\$ 62,150.50	\$ 64,654.78	\$ 67,234.58
NP	22	hourly	\$ 29.20	\$ 30.37	\$ 31.58	\$ 32.84	\$ 34.15	\$ 35.51	\$ 36.93	\$ 38.40	\$ 39.93	\$ 41.54	\$ 43.20
		weekly	\$ 1,022.10	\$ 1,062.87	\$ 1,105.27	\$ 1,149.34	\$ 1,195.20	\$ 1,242.87	\$ 1,292.49	\$ 1,344.06	\$ 1,397.69	\$ 1,454.03	\$ 1,512.07
		annually	\$ 53,149.21	\$ 55,268.98	\$ 57,473.79	\$ 59,765.76	\$ 62,150.50	\$ 64,629.42	\$ 67,209.54	\$ 69,890.89	\$ 72,679.76	\$ 75,609.75	\$ 78,627.74
NP	23	hourly	\$ 31.58	\$ 32.84	\$ 34.15	\$ 35.51	\$ 36.93	\$ 38.40	\$ 39.93	\$ 41.53	\$ 43.18	\$ 44.93	\$ 46.72
		weekly	\$ 1,105.27	\$ 1,149.34	\$ 1,195.20	\$ 1,242.87	\$ 1,292.49	\$ 1,344.06	\$ 1,397.69	\$ 1,453.44	\$ 1,511.47	\$ 1,572.41	\$ 1,635.18
		annually	\$ 57,473.79	\$ 59,765.76	\$ 62,150.50	\$ 64,629.42	\$ 67,209.54	\$ 69,890.89	\$ 72,679.76	\$ 75,578.97	\$ 78,596.28	\$ 81,765.16	\$ 85,029.38
NP	24	hourly	\$ 34.15	\$ 35.51	\$ 36.93	\$ 38.40	\$ 39.93	\$ 41.53	\$ 43.18	\$ 44.91	\$ 46.70	\$ 48.58	\$ 50.52
		weekly	\$ 1,195.20	\$ 1,242.87	\$ 1,292.49	\$ 1,344.06	\$ 1,397.69	\$ 1,453.44	\$ 1,511.47	\$ 1,571.80	\$ 1,634.55	\$ 1,700.45	\$ 1,768.35
		annually	\$ 62,150.50	\$ 64,629.42	\$ 67,209.54	\$ 69,890.89	\$ 72,679.76	\$ 75,578.97	\$ 78,596.28	\$ 81,733.75	\$ 84,996.34	\$ 88,423.56	\$ 91,954.11

Schedule A
Effective 1/7/2012
1% Increase

Sal Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP1	16	hourly	\$ 15.04	\$ 15.76	\$ 16.53	\$ 17.32	\$ 18.14	\$ 18.96	\$ 19.75	\$ 20.65	\$ 21.62	\$ 22.49	\$ 23.39
		weekly	\$ 601.57	\$ 630.43	\$ 661.26	\$ 692.68	\$ 725.49	\$ 758.26	\$ 790.16	\$ 826.02	\$ 864.80	\$ 899.61	\$ 935.47
		annually	\$ 31,281.73	\$ 32,782.29	\$ 34,385.47	\$ 36,019.58	\$ 37,725.36	\$ 39,429.76	\$ 41,088.46	\$ 42,953.10	\$ 44,969.55	\$ 46,779.64	\$ 48,644.43
NP1	20	hourly	\$ 21.62	\$ 22.59	\$ 23.24	\$ 24.57	\$ 25.55	\$ 26.57	\$ 27.63	\$ 28.73	\$ 29.88	\$ 31.08	\$ 32.32
		weekly	\$ 864.80	\$ 903.68	\$ 929.66	\$ 982.74	\$ 1,022.10	\$ 1,062.86	\$ 1,105.27	\$ 1,149.34	\$ 1,195.20	\$ 1,243.36	\$ 1,292.97
		annually	\$ 44,969.55	\$ 46,991.62	\$ 48,342.49	\$ 51,102.53	\$ 53,149.21	\$ 55,268.98	\$ 57,473.79	\$ 59,765.76	\$ 62,150.50	\$ 64,654.78	\$ 67,234.58
NP1	22	hourly	\$ 25.55	\$ 26.57	\$ 27.63	\$ 28.73	\$ 29.88	\$ 31.07	\$ 32.31	\$ 33.60	\$ 34.94	\$ 36.35	\$ 37.80
		weekly	\$ 1,022.10	\$ 1,062.86	\$ 1,105.27	\$ 1,149.34	\$ 1,195.20	\$ 1,242.87	\$ 1,292.49	\$ 1,344.06	\$ 1,397.69	\$ 1,454.03	\$ 1,512.07
		annually	\$ 53,149.21	\$ 55,268.98	\$ 57,473.79	\$ 59,765.76	\$ 62,150.50	\$ 64,629.42	\$ 67,209.54	\$ 69,890.88	\$ 72,679.76	\$ 75,609.75	\$ 78,627.74

Schedule A
Effective 1/5/2013
2% Increase

Sal Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP	16	hourly	\$ 17.53	\$ 18.37	\$ 19.27	\$ 20.19	\$ 21.14	\$ 22.10	\$ 23.03	\$ 24.07	\$ 25.20	\$ 26.22	\$ 27.26
		weekly	\$ 613.60	\$ 643.04	\$ 674.48	\$ 706.54	\$ 740.00	\$ 773.43	\$ 805.97	\$ 842.54	\$ 882.09	\$ 917.60	\$ 954.18
		annually	\$ 31,907.36	\$ 33,437.94	\$ 35,073.18	\$ 36,739.96	\$ 38,479.88	\$ 40,218.35	\$ 41,910.24	\$ 43,812.17	\$ 45,868.94	\$ 47,715.23	\$ 49,617.33
NP	18	hourly	\$ 21.14	\$ 22.10	\$ 23.03	\$ 24.07	\$ 25.20	\$ 26.34	\$ 27.49	\$ 28.64	\$ 29.79	\$ 30.99	\$ 32.22
		weekly	\$ 740.00	\$ 773.43	\$ 805.97	\$ 842.54	\$ 882.09	\$ 921.76	\$ 962.04	\$ 1,002.40	\$ 1,042.54	\$ 1,084.53	\$ 1,127.79
		annually	\$ 38,479.88	\$ 40,218.35	\$ 41,910.24	\$ 43,812.17	\$ 45,868.94	\$ 47,931.46	\$ 50,026.23	\$ 52,124.59	\$ 54,212.20	\$ 56,395.60	\$ 58,644.91
NP	19	hourly	\$ 23.03	\$ 24.07	\$ 25.20	\$ 26.34	\$ 27.49	\$ 28.64	\$ 29.79	\$ 30.97	\$ 32.21	\$ 33.51	\$ 34.85
		weekly	\$ 805.97	\$ 842.54	\$ 882.09	\$ 921.76	\$ 962.04	\$ 1,002.40	\$ 1,042.54	\$ 1,084.12	\$ 1,127.37	\$ 1,172.80	\$ 1,219.58
		annually	\$ 41,910.24	\$ 43,812.17	\$ 45,868.94	\$ 47,931.46	\$ 50,026.23	\$ 52,124.59	\$ 54,212.20	\$ 56,374.36	\$ 58,623.27	\$ 60,985.42	\$ 63,418.31
NP	20	hourly	\$ 25.20	\$ 26.34	\$ 27.49	\$ 28.64	\$ 29.79	\$ 30.97	\$ 32.21	\$ 33.50	\$ 34.83	\$ 36.24	\$ 37.68
		weekly	\$ 882.09	\$ 921.76	\$ 962.04	\$ 1,002.40	\$ 1,042.54	\$ 1,084.12	\$ 1,127.37	\$ 1,172.33	\$ 1,219.11	\$ 1,268.23	\$ 1,318.83
		annually	\$ 45,868.94	\$ 47,931.46	\$ 50,026.23	\$ 52,124.59	\$ 54,212.20	\$ 56,374.36	\$ 58,623.27	\$ 60,961.07	\$ 63,393.51	\$ 65,947.88	\$ 68,579.27
NP	22	hourly	\$ 29.79	\$ 30.97	\$ 32.21	\$ 33.50	\$ 34.83	\$ 36.22	\$ 37.67	\$ 39.17	\$ 40.73	\$ 42.37	\$ 44.07
		weekly	\$ 1,042.54	\$ 1,084.12	\$ 1,127.37	\$ 1,172.33	\$ 1,219.11	\$ 1,267.73	\$ 1,318.34	\$ 1,370.94	\$ 1,425.64	\$ 1,483.11	\$ 1,542.31
		annually	\$ 54,212.20	\$ 56,374.36	\$ 58,623.27	\$ 60,961.07	\$ 63,393.51	\$ 65,922.01	\$ 68,553.73	\$ 71,288.70	\$ 74,133.35	\$ 77,121.94	\$ 80,200.30
NP	23	hourly	\$ 32.21	\$ 33.50	\$ 34.83	\$ 36.22	\$ 37.67	\$ 39.17	\$ 40.73	\$ 42.36	\$ 44.05	\$ 45.82	\$ 47.65
		weekly	\$ 1,127.37	\$ 1,172.33	\$ 1,219.11	\$ 1,267.73	\$ 1,318.34	\$ 1,370.94	\$ 1,425.64	\$ 1,482.51	\$ 1,541.70	\$ 1,603.86	\$ 1,667.88
		annually	\$ 58,623.27	\$ 60,961.07	\$ 63,393.51	\$ 65,922.01	\$ 68,553.73	\$ 71,288.70	\$ 74,133.35	\$ 77,090.55	\$ 80,168.20	\$ 83,400.46	\$ 86,729.96
NP	24	hourly	\$ 34.83	\$ 36.22	\$ 37.67	\$ 39.17	\$ 40.73	\$ 42.36	\$ 44.05	\$ 45.81	\$ 47.64	\$ 49.56	\$ 51.53
		weekly	\$ 1,219.11	\$ 1,267.73	\$ 1,318.34	\$ 1,370.94	\$ 1,425.64	\$ 1,482.51	\$ 1,541.70	\$ 1,603.24	\$ 1,667.24	\$ 1,734.46	\$ 1,803.72
		annually	\$ 63,393.51	\$ 65,922.01	\$ 68,553.73	\$ 71,288.70	\$ 74,133.35	\$ 77,090.55	\$ 80,168.20	\$ 83,368.43	\$ 86,696.27	\$ 90,192.03	\$ 93,793.19

Schedule A
Effective 1/5/2013
2% Increase

Sal Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP1	16	hourly	\$ 15.34	\$ 16.08	\$ 16.86	\$ 17.66	\$ 18.50	\$ 19.34	\$ 20.15	\$ 21.06	\$ 22.05	\$ 22.94	\$ 23.85
		weekly	\$ 613.60	\$ 643.04	\$ 674.48	\$ 706.54	\$ 740.00	\$ 773.43	\$ 805.97	\$ 842.54	\$ 882.09	\$ 917.60	\$ 954.18
		annually	\$ 31,907.36	\$ 33,437.93	\$ 35,073.18	\$ 36,739.97	\$ 38,479.87	\$ 40,218.35	\$ 41,910.23	\$ 43,812.16	\$ 45,868.94	\$ 47,715.23	\$ 49,617.32
NP1	20	hourly	\$ 22.05	\$ 23.04	\$ 23.71	\$ 25.06	\$ 26.06	\$ 27.10	\$ 28.18	\$ 29.31	\$ 30.48	\$ 31.71	\$ 32.97
		weekly	\$ 882.09	\$ 921.76	\$ 948.26	\$ 1,002.40	\$ 1,042.54	\$ 1,084.12	\$ 1,127.37	\$ 1,172.33	\$ 1,219.11	\$ 1,268.23	\$ 1,318.83
		annually	\$ 45,868.94	\$ 47,931.45	\$ 49,309.34	\$ 52,124.58	\$ 54,212.19	\$ 56,374.36	\$ 58,623.27	\$ 60,961.07	\$ 63,393.51	\$ 65,947.88	\$ 68,579.27
NP1	22	hourly	\$ 26.06	\$ 27.10	\$ 28.18	\$ 29.31	\$ 30.48	\$ 31.69	\$ 32.96	\$ 34.27	\$ 35.64	\$ 37.08	\$ 38.56
		weekly	\$ 1,042.54	\$ 1,084.12	\$ 1,127.37	\$ 1,172.33	\$ 1,219.11	\$ 1,267.73	\$ 1,318.34	\$ 1,370.94	\$ 1,425.64	\$ 1,483.11	\$ 1,542.31
		annually	\$ 54,212.19	\$ 56,374.36	\$ 58,623.27	\$ 60,961.07	\$ 63,393.51	\$ 65,922.00	\$ 68,553.73	\$ 71,288.69	\$ 74,133.35	\$ 77,121.94	\$ 80,200.30

Schedule A
Effective 1/4/2014
3% Increase

Sal Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP	16	hourly	\$ 18.06	\$ 18.92	\$ 19.85	\$ 20.79	\$ 21.78	\$ 22.76	\$ 23.72	\$ 24.79	\$ 25.96	\$ 27.00	\$ 28.08
		weekly	\$ 632.01	\$ 662.33	\$ 694.72	\$ 727.73	\$ 762.20	\$ 796.63	\$ 830.15	\$ 867.82	\$ 908.56	\$ 945.13	\$ 982.80
		annually	\$ 32,864.58	\$ 34,441.08	\$ 36,125.38	\$ 37,842.16	\$ 39,634.27	\$ 41,424.90	\$ 43,167.54	\$ 45,126.53	\$ 47,245.01	\$ 49,146.69	\$ 51,105.85
NP	18	hourly	\$ 21.78	\$ 22.76	\$ 23.72	\$ 24.79	\$ 25.96	\$ 27.13	\$ 28.31	\$ 29.50	\$ 30.68	\$ 31.92	\$ 33.19
		weekly	\$ 762.20	\$ 796.63	\$ 830.15	\$ 867.82	\$ 908.56	\$ 949.41	\$ 990.90	\$ 1,032.47	\$ 1,073.82	\$ 1,117.07	\$ 1,161.62
		annually	\$ 39,634.27	\$ 41,424.90	\$ 43,167.54	\$ 45,126.53	\$ 47,245.01	\$ 49,369.40	\$ 51,527.02	\$ 53,688.33	\$ 55,838.56	\$ 58,087.47	\$ 60,404.25
NP	19	hourly	\$ 23.72	\$ 24.79	\$ 25.96	\$ 27.13	\$ 28.31	\$ 29.50	\$ 30.68	\$ 31.90	\$ 33.18	\$ 34.51	\$ 35.89
		weekly	\$ 830.15	\$ 867.82	\$ 908.56	\$ 949.41	\$ 990.90	\$ 1,032.47	\$ 1,073.82	\$ 1,116.65	\$ 1,161.19	\$ 1,207.98	\$ 1,256.17
		annually	\$ 43,167.54	\$ 45,126.53	\$ 47,245.01	\$ 49,369.40	\$ 51,527.02	\$ 53,688.33	\$ 55,838.56	\$ 58,065.59	\$ 60,381.97	\$ 62,814.98	\$ 65,320.86
NP	20	hourly	\$ 25.96	\$ 27.13	\$ 28.31	\$ 29.50	\$ 30.68	\$ 31.90	\$ 33.18	\$ 34.50	\$ 35.88	\$ 37.32	\$ 38.81
		weekly	\$ 908.56	\$ 949.41	\$ 990.90	\$ 1,032.47	\$ 1,073.82	\$ 1,116.65	\$ 1,161.19	\$ 1,207.50	\$ 1,255.68	\$ 1,306.28	\$ 1,358.40
		annually	\$ 47,245.01	\$ 49,369.40	\$ 51,527.02	\$ 53,688.33	\$ 55,838.56	\$ 58,065.59	\$ 60,381.97	\$ 62,789.91	\$ 65,295.31	\$ 67,926.31	\$ 70,636.65
NP	22	hourly	\$ 30.68	\$ 31.90	\$ 33.18	\$ 34.50	\$ 35.88	\$ 37.31	\$ 38.80	\$ 40.34	\$ 41.95	\$ 43.65	\$ 45.39
		weekly	\$ 1,073.82	\$ 1,116.65	\$ 1,161.19	\$ 1,207.50	\$ 1,255.68	\$ 1,305.76	\$ 1,357.89	\$ 1,412.06	\$ 1,468.41	\$ 1,527.61	\$ 1,588.58
		annually	\$ 55,838.56	\$ 58,065.59	\$ 60,381.97	\$ 62,789.91	\$ 65,295.31	\$ 67,899.67	\$ 70,610.35	\$ 73,427.36	\$ 76,357.35	\$ 79,435.60	\$ 82,606.31
NP	23	hourly	\$ 33.18	\$ 34.50	\$ 35.88	\$ 37.31	\$ 38.80	\$ 40.34	\$ 41.95	\$ 43.63	\$ 45.37	\$ 47.20	\$ 49.08
		weekly	\$ 1,161.19	\$ 1,207.50	\$ 1,255.68	\$ 1,305.76	\$ 1,357.89	\$ 1,412.06	\$ 1,468.41	\$ 1,526.99	\$ 1,587.95	\$ 1,651.97	\$ 1,717.92
		annually	\$ 60,381.97	\$ 62,789.91	\$ 65,295.31	\$ 67,899.67	\$ 70,610.35	\$ 73,427.36	\$ 76,357.35	\$ 79,403.27	\$ 82,573.25	\$ 85,902.48	\$ 89,331.86
NP	24	hourly	\$ 35.88	\$ 37.31	\$ 38.80	\$ 40.34	\$ 41.95	\$ 43.63	\$ 45.37	\$ 47.18	\$ 49.06	\$ 51.04	\$ 53.08
		weekly	\$ 1,255.68	\$ 1,305.76	\$ 1,357.89	\$ 1,412.06	\$ 1,468.41	\$ 1,526.99	\$ 1,587.95	\$ 1,651.34	\$ 1,717.25	\$ 1,786.50	\$ 1,857.83
		annually	\$ 65,295.31	\$ 67,899.67	\$ 70,610.35	\$ 73,427.36	\$ 76,357.35	\$ 79,403.27	\$ 82,573.25	\$ 85,869.48	\$ 89,297.16	\$ 92,897.79	\$ 96,606.99

Schedule A
Effective 1/4/2014
3% Increase

Sal Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP1	16	hourly	\$ 15.80	\$ 16.56	\$ 17.37	\$ 18.19	\$ 19.05	\$ 19.92	\$ 20.75	\$ 21.70	\$ 22.71	\$ 23.63	\$ 24.57
		weekly	\$ 632.01	\$ 662.33	\$ 694.72	\$ 727.73	\$ 762.20	\$ 796.63	\$ 830.14	\$ 867.82	\$ 908.56	\$ 945.13	\$ 982.80
		annually	\$ 32,864.58	\$ 34,441.07	\$ 36,125.37	\$ 37,842.17	\$ 39,634.27	\$ 41,424.90	\$ 43,167.54	\$ 45,126.52	\$ 47,245.01	\$ 49,146.69	\$ 51,105.84
NP1	20	hourly	\$ 22.71	\$ 23.74	\$ 24.42	\$ 25.81	\$ 26.85	\$ 27.92	\$ 29.03	\$ 30.19	\$ 31.39	\$ 32.66	\$ 33.96
		weekly	\$ 908.56	\$ 949.41	\$ 976.70	\$ 1,032.47	\$ 1,073.82	\$ 1,116.65	\$ 1,161.19	\$ 1,207.50	\$ 1,255.68	\$ 1,306.28	\$ 1,358.40
		annually	\$ 47,245.01	\$ 49,369.39	\$ 50,788.62	\$ 53,688.32	\$ 55,838.56	\$ 58,065.59	\$ 60,381.96	\$ 62,789.90	\$ 65,295.32	\$ 67,926.31	\$ 70,636.65
NP1	22	hourly	\$ 26.85	\$ 27.92	\$ 29.03	\$ 30.19	\$ 31.39	\$ 32.64	\$ 33.95	\$ 35.30	\$ 36.71	\$ 38.19	\$ 39.71
		weekly	\$ 1,073.82	\$ 1,116.65	\$ 1,161.19	\$ 1,207.50	\$ 1,255.68	\$ 1,305.76	\$ 1,357.89	\$ 1,412.06	\$ 1,468.41	\$ 1,527.61	\$ 1,390.01
		annually	\$ 55,838.56	\$ 58,065.59	\$ 60,381.96	\$ 62,789.90	\$ 65,295.32	\$ 67,899.67	\$ 70,610.34	\$ 73,427.35	\$ 76,357.35	\$ 79,435.60	\$ 72,280.52

Schedule A
Effective 1/3/2015
3% Increase

Sal Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP	16	hourly	\$ 18.60	\$ 19.49	\$ 20.44	\$ 21.42	\$ 22.43	\$ 23.44	\$ 24.43	\$ 25.54	\$ 26.74	\$ 27.81	\$ 28.92
		weekly	\$ 650.97	\$ 682.20	\$ 715.56	\$ 749.57	\$ 785.06	\$ 820.53	\$ 855.05	\$ 893.85	\$ 935.81	\$ 973.48	\$ 1,012.29
		annually	\$ 33,850.52	\$ 35,474.31	\$ 37,209.14	\$ 38,977.43	\$ 40,823.30	\$ 42,667.65	\$ 44,462.57	\$ 46,480.33	\$ 48,662.36	\$ 50,621.09	\$ 52,639.02
NP	18	hourly	\$ 22.43	\$ 23.44	\$ 24.43	\$ 25.54	\$ 26.74	\$ 27.94	\$ 29.16	\$ 30.38	\$ 31.60	\$ 32.87	\$ 34.18
		weekly	\$ 785.06	\$ 820.53	\$ 855.05	\$ 893.85	\$ 935.81	\$ 977.89	\$ 1,020.63	\$ 1,063.44	\$ 1,106.03	\$ 1,150.58	\$ 1,196.47
		annually	\$ 40,823.30	\$ 42,667.65	\$ 44,462.57	\$ 46,480.33	\$ 48,662.36	\$ 50,850.48	\$ 53,072.83	\$ 55,298.98	\$ 57,513.72	\$ 59,830.09	\$ 62,216.38
NP	19	hourly	\$ 24.43	\$ 25.54	\$ 26.74	\$ 27.94	\$ 29.16	\$ 30.38	\$ 31.60	\$ 32.86	\$ 34.17	\$ 35.55	\$ 36.97
		weekly	\$ 855.05	\$ 893.85	\$ 935.81	\$ 977.89	\$ 1,020.63	\$ 1,063.44	\$ 1,106.03	\$ 1,150.15	\$ 1,196.03	\$ 1,244.22	\$ 1,293.86
		annually	\$ 44,462.57	\$ 46,480.33	\$ 48,662.36	\$ 50,850.48	\$ 53,072.83	\$ 55,298.98	\$ 57,513.72	\$ 59,807.56	\$ 62,193.42	\$ 64,699.43	\$ 67,280.48
NP	20	hourly	\$ 26.74	\$ 27.94	\$ 29.16	\$ 30.38	\$ 31.60	\$ 32.86	\$ 34.17	\$ 35.53	\$ 36.95	\$ 38.44	\$ 39.98
		weekly	\$ 935.81	\$ 977.89	\$ 1,020.63	\$ 1,063.44	\$ 1,106.03	\$ 1,150.15	\$ 1,196.03	\$ 1,243.72	\$ 1,293.35	\$ 1,345.46	\$ 1,399.15
		annually	\$ 48,662.36	\$ 50,850.48	\$ 53,072.83	\$ 55,298.98	\$ 57,513.72	\$ 59,807.56	\$ 62,193.42	\$ 64,673.60	\$ 67,254.17	\$ 69,964.10	\$ 72,755.75
NP	22	hourly	\$ 31.60	\$ 32.86	\$ 34.17	\$ 35.53	\$ 36.95	\$ 38.43	\$ 39.96	\$ 41.56	\$ 43.21	\$ 44.96	\$ 46.75
		weekly	\$ 1,106.03	\$ 1,150.15	\$ 1,196.03	\$ 1,243.72	\$ 1,293.35	\$ 1,344.94	\$ 1,398.63	\$ 1,454.43	\$ 1,512.46	\$ 1,573.44	\$ 1,636.24
		annually	\$ 57,513.72	\$ 59,807.56	\$ 62,193.42	\$ 64,673.60	\$ 67,254.17	\$ 69,936.66	\$ 72,728.66	\$ 75,630.19	\$ 78,648.07	\$ 81,818.67	\$ 85,084.50
NP	23	hourly	\$ 34.17	\$ 35.53	\$ 36.95	\$ 38.43	\$ 39.96	\$ 41.56	\$ 43.21	\$ 44.94	\$ 46.73	\$ 48.62	\$ 50.56
		weekly	\$ 1,196.03	\$ 1,243.72	\$ 1,293.35	\$ 1,344.94	\$ 1,398.63	\$ 1,454.43	\$ 1,512.46	\$ 1,572.80	\$ 1,635.59	\$ 1,701.53	\$ 1,769.46
		annually	\$ 62,193.42	\$ 64,673.60	\$ 67,254.17	\$ 69,936.66	\$ 72,728.66	\$ 75,630.19	\$ 78,648.07	\$ 81,785.37	\$ 85,050.44	\$ 88,479.55	\$ 92,011.82
NP	24	hourly	\$ 36.95	\$ 38.43	\$ 39.96	\$ 41.56	\$ 43.21	\$ 44.94	\$ 46.73	\$ 48.60	\$ 50.54	\$ 52.57	\$ 54.67
		weekly	\$ 1,293.35	\$ 1,344.94	\$ 1,398.63	\$ 1,454.43	\$ 1,512.46	\$ 1,572.80	\$ 1,635.59	\$ 1,700.88	\$ 1,768.77	\$ 1,840.09	\$ 1,913.56
		annually	\$ 67,254.17	\$ 69,936.66	\$ 72,728.66	\$ 75,630.19	\$ 78,648.07	\$ 81,785.37	\$ 85,050.44	\$ 88,445.57	\$ 91,976.07	\$ 95,684.72	\$ 99,505.20

Schedule A
Effective 1/3/2015
3% Increase

Sal Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP1	16	hourly	\$ 16.27	\$ 17.05	\$ 17.89	\$ 18.74	\$ 19.63	\$ 20.51	\$ 21.38	\$ 22.35	\$ 23.40	\$ 24.34	\$ 25.31
		weekly	\$ 650.97	\$ 682.20	\$ 715.56	\$ 749.57	\$ 785.06	\$ 820.53	\$ 855.05	\$ 893.85	\$ 935.81	\$ 973.48	\$ 1,012.29
		annually	\$ 33,850.52	\$ 35,474.30	\$ 37,209.13	\$ 38,977.43	\$ 40,823.30	\$ 42,667.65	\$ 44,462.57	\$ 46,480.32	\$ 48,662.36	\$ 50,621.09	\$ 52,639.02
NP1	20	hourly	\$ 23.40	\$ 24.45	\$ 25.15	\$ 26.59	\$ 27.65	\$ 28.75	\$ 29.90	\$ 31.09	\$ 32.33	\$ 33.64	\$ 34.98
		weekly	\$ 935.81	\$ 977.89	\$ 1,006.01	\$ 1,063.44	\$ 1,106.03	\$ 1,150.15	\$ 1,196.03	\$ 1,243.72	\$ 1,293.35	\$ 1,345.46	\$ 1,399.15
		annually	\$ 48,662.36	\$ 50,850.47	\$ 52,312.27	\$ 55,298.97	\$ 57,513.72	\$ 59,807.55	\$ 62,193.42	\$ 64,673.60	\$ 67,254.17	\$ 69,964.10	\$ 72,755.75
NP1	22	hourly	\$ 27.65	\$ 28.75	\$ 29.90	\$ 31.09	\$ 32.33	\$ 33.62	\$ 34.97	\$ 36.36	\$ 37.81	\$ 39.34	\$ 40.91
		weekly	\$ 1,106.03	\$ 1,150.15	\$ 1,196.03	\$ 1,243.72	\$ 1,293.35	\$ 1,344.94	\$ 1,398.63	\$ 1,454.43	\$ 1,512.46	\$ 1,573.44	\$ 1,636.24
		annually	\$ 57,513.72	\$ 59,807.55	\$ 62,193.42	\$ 64,673.60	\$ 67,254.17	\$ 69,936.66	\$ 72,728.65	\$ 75,630.18	\$ 78,648.07	\$ 81,818.67	\$ 85,084.49

Schedule A
Effective 1/2/2016
3% Increase

Sal Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP	16 hourly	\$ 19.16	\$ 20.08	\$ 21.06	\$ 22.06	\$ 23.10	\$ 24.15	\$ 25.16	\$ 26.30	\$ 27.54	\$ 28.65	\$ 29.79
	weekly	\$ 670.50	\$ 702.66	\$ 737.03	\$ 772.05	\$ 808.62	\$ 845.15	\$ 880.70	\$ 920.67	\$ 963.89	\$ 1,002.69	\$ 1,042.66
	annually	\$ 34,866.04	\$ 36,538.54	\$ 38,325.41	\$ 40,146.75	\$ 42,048.00	\$ 43,947.68	\$ 45,796.45	\$ 47,874.74	\$ 50,122.23	\$ 52,139.72	\$ 54,218.19
NP	18 hourly	\$ 23.10	\$ 24.15	\$ 25.16	\$ 26.30	\$ 27.54	\$ 28.78	\$ 30.04	\$ 31.30	\$ 32.55	\$ 33.86	\$ 35.21
	weekly	\$ 808.62	\$ 845.15	\$ 880.70	\$ 920.67	\$ 963.89	\$ 1,007.23	\$ 1,051.25	\$ 1,095.35	\$ 1,139.21	\$ 1,185.10	\$ 1,232.36
	annually	\$ 42,048.00	\$ 43,947.68	\$ 45,796.45	\$ 47,874.74	\$ 50,122.23	\$ 52,376.00	\$ 54,665.02	\$ 56,957.95	\$ 59,239.13	\$ 61,624.99	\$ 64,082.87
NP	19 hourly	\$ 25.16	\$ 26.30	\$ 27.54	\$ 28.78	\$ 30.04	\$ 31.30	\$ 32.55	\$ 33.85	\$ 35.20	\$ 36.62	\$ 38.08
	weekly	\$ 880.70	\$ 920.67	\$ 963.89	\$ 1,007.23	\$ 1,051.25	\$ 1,095.35	\$ 1,139.21	\$ 1,184.65	\$ 1,231.91	\$ 1,281.55	\$ 1,332.67
	annually	\$ 45,796.45	\$ 47,874.74	\$ 50,122.23	\$ 52,376.00	\$ 54,665.02	\$ 56,957.95	\$ 59,239.13	\$ 61,601.79	\$ 64,059.23	\$ 66,640.41	\$ 69,298.90
NP	20 hourly	\$ 27.54	\$ 28.78	\$ 30.04	\$ 31.30	\$ 32.55	\$ 33.85	\$ 35.20	\$ 36.60	\$ 38.06	\$ 39.60	\$ 41.17
	weekly	\$ 963.89	\$ 1,007.23	\$ 1,051.25	\$ 1,095.35	\$ 1,139.21	\$ 1,184.65	\$ 1,231.91	\$ 1,281.03	\$ 1,332.15	\$ 1,385.83	\$ 1,441.12
	annually	\$ 50,122.23	\$ 52,376.00	\$ 54,665.02	\$ 56,957.95	\$ 59,239.13	\$ 61,601.79	\$ 64,059.23	\$ 66,613.81	\$ 69,271.80	\$ 72,063.03	\$ 74,938.42
NP	22 hourly	\$ 32.55	\$ 33.85	\$ 35.20	\$ 36.60	\$ 38.06	\$ 39.58	\$ 41.16	\$ 42.80	\$ 44.51	\$ 46.30	\$ 48.15
	weekly	\$ 1,139.21	\$ 1,184.65	\$ 1,231.91	\$ 1,281.03	\$ 1,332.15	\$ 1,385.28	\$ 1,440.59	\$ 1,498.06	\$ 1,557.84	\$ 1,620.64	\$ 1,685.33
	annually	\$ 59,239.13	\$ 61,601.79	\$ 64,059.23	\$ 66,613.81	\$ 69,271.80	\$ 72,034.76	\$ 74,910.52	\$ 77,899.09	\$ 81,007.51	\$ 84,273.23	\$ 87,637.03
NP	23 hourly	\$ 35.20	\$ 36.60	\$ 38.06	\$ 39.58	\$ 41.16	\$ 42.80	\$ 44.51	\$ 46.29	\$ 48.13	\$ 50.07	\$ 52.07
	weekly	\$ 1,231.91	\$ 1,281.03	\$ 1,332.15	\$ 1,385.28	\$ 1,440.59	\$ 1,498.06	\$ 1,557.84	\$ 1,619.98	\$ 1,684.65	\$ 1,752.58	\$ 1,822.54
	annually	\$ 64,059.23	\$ 66,613.81	\$ 69,271.80	\$ 72,034.76	\$ 74,910.52	\$ 77,899.09	\$ 81,007.51	\$ 84,238.93	\$ 87,601.96	\$ 91,133.94	\$ 94,772.17
NP	24 hourly	\$ 38.06	\$ 39.58	\$ 41.16	\$ 42.80	\$ 44.51	\$ 46.29	\$ 48.13	\$ 50.05	\$ 52.05	\$ 54.15	\$ 56.31
	weekly	\$ 1,332.15	\$ 1,385.28	\$ 1,440.59	\$ 1,498.06	\$ 1,557.84	\$ 1,619.98	\$ 1,684.65	\$ 1,751.90	\$ 1,821.83	\$ 1,895.29	\$ 1,970.97
	annually	\$ 69,271.80	\$ 72,034.76	\$ 74,910.52	\$ 77,899.09	\$ 81,007.51	\$ 84,238.93	\$ 87,601.96	\$ 91,098.93	\$ 94,735.35	\$ 98,555.27	\$ 102,490.35

Schedule A
Effective 1/2/2016
3% Increase

Sal Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
NP1	16 hourly	\$ 16.76	\$ 17.57	\$ 18.43	\$ 19.30	\$ 20.22	\$ 21.13	\$ 22.02	\$ 23.02	\$ 24.10	\$ 25.07	\$ 26.07
	weekly	\$ 670.50	\$ 702.66	\$ 737.03	\$ 772.05	\$ 808.62	\$ 845.15	\$ 880.70	\$ 920.67	\$ 963.89	\$ 1,002.69	\$ 1,042.66
	annually	\$ 34,866.04	\$ 36,538.53	\$ 38,325.41	\$ 40,146.75	\$ 42,047.99	\$ 43,947.68	\$ 45,796.44	\$ 47,874.73	\$ 50,122.23	\$ 52,139.72	\$ 54,218.19
NP1	20 hourly	\$ 24.10	\$ 25.18	\$ 25.90	\$ 27.38	\$ 28.48	\$ 29.62	\$ 30.80	\$ 32.03	\$ 33.30	\$ 34.65	\$ 36.03
	weekly	\$ 963.89	\$ 1,007.23	\$ 1,036.19	\$ 1,095.35	\$ 1,139.21	\$ 1,184.65	\$ 1,231.91	\$ 1,281.03	\$ 1,332.15	\$ 1,385.83	\$ 1,441.12
	annually	\$ 50,122.23	\$ 52,375.99	\$ 53,881.64	\$ 56,957.94	\$ 59,239.13	\$ 61,601.78	\$ 64,059.22	\$ 66,613.81	\$ 69,271.80	\$ 72,063.03	\$ 74,938.43
NP1	22 hourly	\$ 28.48	\$ 29.62	\$ 30.80	\$ 32.03	\$ 33.30	\$ 34.63	\$ 36.01	\$ 37.45	\$ 38.95	\$ 40.52	\$ 42.13
	weekly	\$ 1,139.21	\$ 1,184.65	\$ 1,231.91	\$ 1,281.03	\$ 1,332.15	\$ 1,385.28	\$ 1,440.59	\$ 1,498.06	\$ 1,557.84	\$ 1,620.64	\$ 1,685.33
	annually	\$ 59,239.13	\$ 61,601.78	\$ 64,059.22	\$ 66,613.81	\$ 69,271.80	\$ 72,034.75	\$ 74,910.51	\$ 77,899.08	\$ 81,007.52	\$ 84,273.23	\$ 87,637.03