



CITY OF BOSTON

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

VIVIAN LEONARD
Director June 27, 2013

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

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 Salaried Employees of North America, (SENA Local 9158). The effective dates of the new salary schedules and the rates of increase will be 1% increase on 1-7-2012, 2% increase on 1-1-2013, 3% increase on 1-4-2014, 3% increase on 1-3-2015, and 3% increase on 1-2-2016.

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston and Salaried Employees of North America (SENA Local 9158).

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
MIDDLE MANAGER PAY SCHEDULE
Effective 01/07/2012
1% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM1	3									
	hourly	\$ 20.32	\$ 21.30	\$ 22.40	\$ 23.37	\$ 24.71	\$ 25.93	\$ 27.39	\$ 28.76	\$ 30.40
	bi-wkly	\$ 1,422.62	\$ 1,490.86	\$ 1,567.70	\$ 1,635.97	\$ 1,729.78	\$ 1,815.16	\$ 1,917.51	\$ 2,013.08	\$ 2,127.71
	annual	\$ 36,988.07	\$ 38,762.40	\$ 40,760.18	\$ 42,535.22	\$ 44,974.30	\$ 47,194.14	\$ 49,855.29	\$ 52,340.05	\$ 55,320.42
MM1	4									
	hourly	\$ 22.40	\$ 23.37	\$ 24.71	\$ 25.93	\$ 27.39	\$ 28.73	\$ 30.20	\$ 31.70	\$ 33.43
	bi-wkly	\$ 1,567.70	\$ 1,635.97	\$ 1,729.78	\$ 1,815.16	\$ 1,917.51	\$ 2,011.43	\$ 2,113.75	\$ 2,219.13	\$ 2,339.95
	annual	\$ 40,760.18	\$ 42,535.22	\$ 44,974.30	\$ 47,194.14	\$ 49,855.29	\$ 52,297.19	\$ 54,957.62	\$ 57,697.47	\$ 60,838.64
MM1	5									
	hourly	\$ 24.71	\$ 25.93	\$ 27.39	\$ 28.73	\$ 30.20	\$ 31.66	\$ 33.24	\$ 34.90	\$ 36.72
	bi-wkly	\$ 1,729.78	\$ 1,815.16	\$ 1,917.51	\$ 2,011.43	\$ 2,113.75	\$ 2,216.19	\$ 2,327.13	\$ 2,443.13	\$ 2,570.69
	annual	\$ 44,974.30	\$ 47,194.14	\$ 49,855.29	\$ 52,297.19	\$ 54,957.62	\$ 57,620.87	\$ 60,505.48	\$ 63,521.49	\$ 66,837.87
MM1	6									
	hourly	\$ 27.39	\$ 28.73	\$ 30.20	\$ 31.66	\$ 33.24	\$ 34.46	\$ 36.29	\$ 38.10	\$ 40.02
	bi-wkly	\$ 1,917.51	\$ 2,011.43	\$ 2,113.75	\$ 2,216.19	\$ 2,327.13	\$ 2,412.43	\$ 2,540.35	\$ 2,667.16	\$ 2,801.40
	annual	\$ 49,855.29	\$ 52,297.19	\$ 54,957.62	\$ 57,620.87	\$ 60,505.48	\$ 62,723.21	\$ 66,049.11	\$ 69,346.20	\$ 72,836.47
MM1	7									
	hourly	\$ 30.20	\$ 31.66	\$ 33.24	\$ 34.46	\$ 36.29	\$ 38.12	\$ 39.95	\$ 41.94	\$ 43.97
	bi-wkly	\$ 2,113.75	\$ 2,216.19	\$ 2,327.13	\$ 2,412.43	\$ 2,540.35	\$ 2,668.49	\$ 2,796.41	\$ 2,935.92	\$ 3,078.22
	annual	\$ 54,957.62	\$ 57,620.87	\$ 60,505.48	\$ 62,723.21	\$ 66,049.11	\$ 69,380.63	\$ 72,706.53	\$ 76,333.89	\$ 80,033.75
MM1	8									
	hourly	\$ 33.24	\$ 34.46	\$ 36.29	\$ 38.12	\$ 39.95	\$ 41.78	\$ 43.73	\$ 45.91	\$ 48.06
	bi-wkly	\$ 2,327.13	\$ 2,412.43	\$ 2,540.35	\$ 2,668.49	\$ 2,796.41	\$ 2,924.38	\$ 3,060.97	\$ 3,213.70	\$ 3,364.34
	annual	\$ 60,505.48	\$ 62,723.21	\$ 66,049.11	\$ 69,380.63	\$ 72,706.53	\$ 76,033.84	\$ 79,585.30	\$ 83,556.29	\$ 87,472.84
MM1	9									
	hourly	\$ 36.29	\$ 38.12	\$ 39.95	\$ 41.78	\$ 43.73	\$ 45.07	\$ 47.02	\$ 49.37	\$ 51.62
	bi-wkly	\$ 2,540.35	\$ 2,668.49	\$ 2,796.41	\$ 2,924.38	\$ 3,060.97	\$ 3,154.78	\$ 3,291.30	\$ 3,455.57	\$ 3,613.48
	annual	\$ 66,049.11	\$ 69,380.63	\$ 72,706.53	\$ 76,033.84	\$ 79,585.30	\$ 82,024.39	\$ 85,573.76	\$ 89,844.79	\$ 93,950.52
MM1	10									
	hourly	\$ 39.95	\$ 41.78	\$ 43.73	\$ 45.07	\$ 47.02	\$ 48.85	\$ 50.92	\$ 53.46	\$ 55.84
	bi-wkly	\$ 2,796.41	\$ 2,924.38	\$ 3,060.97	\$ 3,154.78	\$ 3,291.30	\$ 3,419.30	\$ 3,564.43	\$ 3,742.38	\$ 3,908.88
	annual	\$ 72,706.53	\$ 76,033.84	\$ 79,585.30	\$ 82,024.39	\$ 85,573.76	\$ 88,901.76	\$ 92,675.28	\$ 97,301.89	\$ 101,630.76
MM1	11									
	hourly	\$ 43.73	\$ 45.07	\$ 47.02	\$ 48.85	\$ 50.92	\$ 52.26	\$ 54.09	\$ 56.79	\$ 59.27
	bi-wkly	\$ 3,060.97	\$ 3,154.78	\$ 3,291.30	\$ 3,419.30	\$ 3,564.43	\$ 3,658.27	\$ 3,786.22	\$ 3,975.19	\$ 4,148.69
	annual	\$ 79,585.30	\$ 82,024.39	\$ 85,573.76	\$ 88,901.76	\$ 92,675.28	\$ 95,115.08	\$ 98,441.68	\$ 103,354.99	\$ 107,866.00
MM1	12									
	hourly	\$ 47.02	\$ 48.85	\$ 50.92	\$ 52.26	\$ 54.09	\$ 55.92	\$ 56.16	\$ 58.96	\$ 61.51
	bi-wkly	\$ 3,291.30	\$ 3,419.30	\$ 3,564.43	\$ 3,658.27	\$ 3,786.22	\$ 3,914.25	\$ 3,931.27	\$ 4,127.49	\$ 4,305.55
	annual	\$ 85,573.76	\$ 88,901.76	\$ 92,675.28	\$ 95,115.08	\$ 98,441.68	\$ 101,770.39	\$ 102,213.09	\$ 107,314.73	\$ 111,944.38
MM1	13									
	hourly	\$ 50.92	\$ 52.26	\$ 54.09	\$ 55.92	\$ 56.16	\$ 56.53	\$ 58.48	\$ 61.40	\$ 64.01
	bi-wkly	\$ 3,564.43	\$ 3,658.27	\$ 3,786.22	\$ 3,914.25	\$ 3,931.27	\$ 3,956.76	\$ 4,093.44	\$ 4,297.76	\$ 4,480.96
	annual	\$ 92,675.28	\$ 95,115.08	\$ 98,441.68	\$ 101,770.39	\$ 102,213.09	\$ 102,875.74	\$ 106,429.32	\$ 111,741.77	\$ 116,505.06
MM1	14									
	hourly	\$ 54.09	\$ 55.92	\$ 56.16	\$ 56.53	\$ 58.48	\$ 60.55	\$ 62.00	\$ 65.10	\$ 67.82
	bi-wkly	\$ 3,786.22	\$ 3,914.25	\$ 3,931.27	\$ 3,956.76	\$ 4,093.44	\$ 4,238.52	\$ 4,340.00	\$ 4,556.73	\$ 4,747.69
	annual	\$ 98,441.68	\$ 101,770.39	\$ 102,213.09	\$ 102,875.74	\$ 106,429.32	\$ 110,201.44	\$ 112,840.09	\$ 118,475.08	\$ 123,439.97

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/05/2013
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM1	3									
	hourly	\$ 20.73	\$ 21.72	\$ 22.84	\$ 23.84	\$ 25.21	\$ 26.45	\$ 27.94	\$ 29.33	\$ 31.00
	bi-wkly	\$ 1,451.07	\$ 1,520.68	\$ 1,599.05	\$ 1,668.69	\$ 1,764.38	\$ 1,851.46	\$ 1,955.86	\$ 2,053.34	\$ 2,170.26
	annual	\$ 37,727.83	\$ 39,537.64	\$ 41,575.39	\$ 43,385.92	\$ 45,873.79	\$ 48,138.03	\$ 50,852.39	\$ 53,386.85	\$ 56,426.83
MM1	4									
	hourly	\$ 22.84	\$ 23.84	\$ 25.21	\$ 26.45	\$ 27.94	\$ 29.31	\$ 30.80	\$ 32.34	\$ 34.10
	bi-wkly	\$ 1,599.05	\$ 1,668.69	\$ 1,764.38	\$ 1,851.46	\$ 1,955.86	\$ 2,051.66	\$ 2,156.03	\$ 2,263.52	\$ 2,386.75
	annual	\$ 41,575.39	\$ 43,385.92	\$ 45,873.79	\$ 48,138.03	\$ 50,852.39	\$ 53,343.13	\$ 56,056.77	\$ 58,851.42	\$ 62,055.41
MM1	5									
	hourly	\$ 25.21	\$ 26.45	\$ 27.94	\$ 29.31	\$ 30.80	\$ 32.29	\$ 33.91	\$ 35.60	\$ 37.46
	bi-wkly	\$ 1,764.38	\$ 1,851.46	\$ 1,955.86	\$ 2,051.66	\$ 2,156.03	\$ 2,260.51	\$ 2,373.68	\$ 2,492.00	\$ 2,622.10
	annual	\$ 45,873.79	\$ 48,138.03	\$ 50,852.39	\$ 53,343.13	\$ 56,056.77	\$ 58,773.29	\$ 61,715.59	\$ 64,791.92	\$ 68,174.63
MM1	6									
	hourly	\$ 27.94	\$ 29.31	\$ 30.80	\$ 32.29	\$ 33.91	\$ 35.15	\$ 37.02	\$ 38.86	\$ 40.82
	bi-wkly	\$ 1,955.86	\$ 2,051.66	\$ 2,156.03	\$ 2,260.51	\$ 2,373.68	\$ 2,460.68	\$ 2,591.16	\$ 2,720.50	\$ 2,857.43
	annual	\$ 50,852.39	\$ 53,343.13	\$ 56,056.77	\$ 58,773.29	\$ 61,715.59	\$ 63,977.67	\$ 67,370.09	\$ 70,733.12	\$ 74,293.20
MM1	7									
	hourly	\$ 30.80	\$ 32.29	\$ 33.91	\$ 35.15	\$ 37.02	\$ 38.88	\$ 40.75	\$ 42.78	\$ 44.85
	bi-wkly	\$ 2,156.03	\$ 2,260.51	\$ 2,373.68	\$ 2,460.68	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,994.64	\$ 3,139.79
	annual	\$ 56,056.77	\$ 58,773.29	\$ 61,715.59	\$ 63,977.67	\$ 67,370.09	\$ 70,768.25	\$ 74,160.66	\$ 77,860.57	\$ 81,634.43
MM1	8									
	hourly	\$ 33.91	\$ 35.15	\$ 37.02	\$ 38.88	\$ 40.75	\$ 42.61	\$ 44.60	\$ 46.83	\$ 49.02
	bi-wkly	\$ 2,373.68	\$ 2,460.68	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,982.87	\$ 3,122.19	\$ 3,277.98	\$ 3,431.63
	annual	\$ 61,715.59	\$ 63,977.67	\$ 67,370.09	\$ 70,768.25	\$ 74,160.66	\$ 77,554.52	\$ 81,177.01	\$ 85,227.42	\$ 89,222.29
MM1	9									
	hourly	\$ 37.02	\$ 38.88	\$ 40.75	\$ 42.61	\$ 44.60	\$ 45.97	\$ 47.96	\$ 50.35	\$ 52.65
	bi-wkly	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,982.87	\$ 3,122.19	\$ 3,217.88	\$ 3,357.12	\$ 3,524.68	\$ 3,685.75
	annual	\$ 67,370.09	\$ 70,768.25	\$ 74,160.66	\$ 77,554.52	\$ 81,177.01	\$ 83,664.88	\$ 87,285.23	\$ 91,641.69	\$ 95,829.53
MM1	10									
	hourly	\$ 40.75	\$ 42.61	\$ 44.60	\$ 45.97	\$ 47.96	\$ 49.82	\$ 51.94	\$ 54.53	\$ 56.96
	bi-wkly	\$ 2,852.33	\$ 2,982.87	\$ 3,122.19	\$ 3,217.88	\$ 3,357.12	\$ 3,487.68	\$ 3,635.72	\$ 3,817.23	\$ 3,987.05
	annual	\$ 74,160.66	\$ 77,554.52	\$ 81,177.01	\$ 83,664.88	\$ 87,285.23	\$ 90,679.80	\$ 94,528.79	\$ 99,247.93	\$ 103,663.37
MM1	11									
	hourly	\$ 44.60	\$ 45.97	\$ 47.96	\$ 49.82	\$ 51.94	\$ 53.31	\$ 55.17	\$ 57.92	\$ 60.45
	bi-wkly	\$ 3,122.19	\$ 3,217.88	\$ 3,357.12	\$ 3,487.68	\$ 3,635.72	\$ 3,731.44	\$ 3,861.94	\$ 4,054.70	\$ 4,231.67
	annual	\$ 81,177.01	\$ 83,664.88	\$ 87,285.23	\$ 90,679.80	\$ 94,528.79	\$ 97,017.38	\$ 100,410.51	\$ 105,422.09	\$ 110,023.32
MM1	12									
	hourly	\$ 47.96	\$ 49.82	\$ 51.94	\$ 53.31	\$ 55.17	\$ 57.04	\$ 57.28	\$ 60.14	\$ 62.74
	bi-wkly	\$ 3,357.12	\$ 3,487.68	\$ 3,635.72	\$ 3,731.44	\$ 3,861.94	\$ 3,992.53	\$ 4,009.90	\$ 4,210.04	\$ 4,391.66
	annual	\$ 87,285.23	\$ 90,679.80	\$ 94,528.79	\$ 97,017.38	\$ 100,410.51	\$ 103,805.80	\$ 104,257.35	\$ 109,461.02	\$ 114,183.27
MM1	13									
	hourly	\$ 51.94	\$ 53.31	\$ 55.17	\$ 57.04	\$ 57.28	\$ 57.66	\$ 59.65	\$ 62.62	\$ 65.29
	bi-wkly	\$ 3,635.72	\$ 3,731.44	\$ 3,861.94	\$ 3,992.53	\$ 4,009.90	\$ 4,035.89	\$ 4,175.30	\$ 4,383.72	\$ 4,570.58
	annual	\$ 94,528.79	\$ 97,017.38	\$ 100,410.51	\$ 103,805.80	\$ 104,257.35	\$ 104,933.26	\$ 108,557.91	\$ 113,976.61	\$ 118,835.16
MM1	14									
	hourly	\$ 55.17	\$ 57.04	\$ 57.28	\$ 57.66	\$ 59.65	\$ 61.76	\$ 63.24	\$ 66.40	\$ 69.18
	bi-wkly	\$ 3,861.94	\$ 3,992.53	\$ 4,009.90	\$ 4,035.89	\$ 4,175.30	\$ 4,323.29	\$ 4,426.80	\$ 4,647.87	\$ 4,842.65
	annual	\$ 100,410.51	\$ 103,805.80	\$ 104,257.35	\$ 104,933.26	\$ 108,557.91	\$ 112,405.47	\$ 115,096.90	\$ 120,844.58	\$ 125,908.77

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/04/2014
3% Wage Increase

Salary Grade	Plan	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM1	3									
	hourly	\$ 21.35	\$ 22.38	\$ 23.53	\$ 24.55	\$ 25.96	\$ 27.24	\$ 28.78	\$ 30.21	\$ 31.93
	bi-wkly	\$ 1,494.60	\$ 1,566.30	\$ 1,647.02	\$ 1,718.75	\$ 1,817.31	\$ 1,907.01	\$ 2,014.54	\$ 2,114.94	\$ 2,235.37
	annual	\$ 38,859.66	\$ 40,723.77	\$ 42,822.65	\$ 44,687.50	\$ 47,250.00	\$ 49,582.17	\$ 52,377.96	\$ 54,988.46	\$ 58,119.63
MM1	4									
	hourly	\$ 23.53	\$ 24.55	\$ 25.96	\$ 27.24	\$ 28.78	\$ 30.19	\$ 31.72	\$ 33.31	\$ 35.12
	bi-wkly	\$ 1,647.02	\$ 1,718.75	\$ 1,817.31	\$ 1,907.01	\$ 2,014.54	\$ 2,113.21	\$ 2,220.71	\$ 2,331.42	\$ 2,458.35
	annual	\$ 42,822.65	\$ 44,687.50	\$ 47,250.00	\$ 49,582.17	\$ 52,377.96	\$ 54,943.42	\$ 57,738.48	\$ 60,616.96	\$ 63,917.07
MM1	5									
	hourly	\$ 25.96	\$ 27.24	\$ 28.78	\$ 30.19	\$ 31.72	\$ 33.26	\$ 34.93	\$ 36.67	\$ 38.58
	bi-wkly	\$ 1,817.31	\$ 1,907.01	\$ 2,014.54	\$ 2,113.21	\$ 2,220.71	\$ 2,328.33	\$ 2,444.89	\$ 2,566.76	\$ 2,700.76
	annual	\$ 47,250.00	\$ 49,582.17	\$ 52,377.96	\$ 54,943.42	\$ 57,738.48	\$ 60,536.49	\$ 63,567.05	\$ 66,735.67	\$ 70,219.87
MM1	6									
	hourly	\$ 28.78	\$ 30.19	\$ 31.72	\$ 33.26	\$ 34.93	\$ 36.21	\$ 38.13	\$ 40.03	\$ 42.05
	bi-wkly	\$ 2,014.54	\$ 2,113.21	\$ 2,220.71	\$ 2,328.33	\$ 2,444.89	\$ 2,534.50	\$ 2,668.89	\$ 2,802.12	\$ 2,943.15
	annual	\$ 52,377.96	\$ 54,943.42	\$ 57,738.48	\$ 60,536.49	\$ 63,567.05	\$ 65,897.00	\$ 69,391.20	\$ 72,855.12	\$ 76,521.99
MM1	7									
	hourly	\$ 31.72	\$ 33.26	\$ 34.93	\$ 36.21	\$ 38.13	\$ 40.05	\$ 41.97	\$ 44.06	\$ 46.20
	bi-wkly	\$ 2,220.71	\$ 2,328.33	\$ 2,444.89	\$ 2,534.50	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,084.48	\$ 3,233.98
	annual	\$ 57,738.48	\$ 60,536.49	\$ 63,567.05	\$ 65,897.00	\$ 69,391.20	\$ 72,891.29	\$ 76,385.48	\$ 80,196.39	\$ 84,083.46
MM1	8									
	hourly	\$ 34.93	\$ 36.21	\$ 38.13	\$ 40.05	\$ 41.97	\$ 43.89	\$ 45.94	\$ 48.23	\$ 50.49
	bi-wkly	\$ 2,444.89	\$ 2,534.50	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,072.35	\$ 3,215.86	\$ 3,376.32	\$ 3,534.58
	annual	\$ 63,567.05	\$ 65,897.00	\$ 69,391.20	\$ 72,891.29	\$ 76,385.48	\$ 79,881.15	\$ 83,612.32	\$ 87,784.24	\$ 91,898.96
MM1	9									
	hourly	\$ 38.13	\$ 40.05	\$ 41.97	\$ 43.89	\$ 45.94	\$ 47.35	\$ 49.40	\$ 51.86	\$ 54.23
	bi-wkly	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,072.35	\$ 3,215.86	\$ 3,314.42	\$ 3,457.84	\$ 3,630.42	\$ 3,796.32
	annual	\$ 69,391.20	\$ 72,891.29	\$ 76,385.48	\$ 79,881.15	\$ 83,612.32	\$ 86,174.83	\$ 89,903.79	\$ 94,390.94	\$ 98,704.42
MM1	10									
	hourly	\$ 41.97	\$ 43.89	\$ 45.94	\$ 47.35	\$ 49.40	\$ 51.32	\$ 53.50	\$ 56.17	\$ 58.67
	bi-wkly	\$ 2,937.90	\$ 3,072.35	\$ 3,215.86	\$ 3,314.42	\$ 3,457.84	\$ 3,592.32	\$ 3,744.79	\$ 3,931.74	\$ 4,106.66
	annual	\$ 76,385.48	\$ 79,881.15	\$ 83,612.32	\$ 86,174.83	\$ 89,903.79	\$ 93,400.19	\$ 97,364.65	\$ 102,225.37	\$ 106,773.27
MM1	11									
	hourly	\$ 45.94	\$ 47.35	\$ 49.40	\$ 51.32	\$ 53.50	\$ 54.91	\$ 56.83	\$ 59.66	\$ 62.27
	bi-wkly	\$ 3,215.86	\$ 3,314.42	\$ 3,457.84	\$ 3,592.32	\$ 3,744.79	\$ 3,843.38	\$ 3,977.80	\$ 4,176.34	\$ 4,358.62
	annual	\$ 83,612.32	\$ 86,174.83	\$ 89,903.79	\$ 93,400.19	\$ 97,364.65	\$ 99,927.90	\$ 103,422.83	\$ 108,584.75	\$ 113,324.02
MM1	12									
	hourly	\$ 49.40	\$ 51.32	\$ 53.50	\$ 54.91	\$ 56.83	\$ 58.75	\$ 59.00	\$ 61.95	\$ 64.62
	bi-wkly	\$ 3,457.84	\$ 3,592.32	\$ 3,744.79	\$ 3,843.38	\$ 3,977.80	\$ 4,112.31	\$ 4,130.20	\$ 4,336.34	\$ 4,523.41
	annual	\$ 89,903.79	\$ 93,400.19	\$ 97,364.65	\$ 99,927.90	\$ 103,422.83	\$ 106,919.97	\$ 107,385.08	\$ 112,744.85	\$ 117,608.77
MM1	13									
	hourly	\$ 53.50	\$ 54.91	\$ 56.83	\$ 58.75	\$ 59.00	\$ 59.39	\$ 61.44	\$ 64.50	\$ 67.25
	bi-wkly	\$ 3,744.79	\$ 3,843.38	\$ 3,977.80	\$ 4,112.31	\$ 4,130.20	\$ 4,156.97	\$ 4,300.56	\$ 4,515.23	\$ 4,707.70
	annual	\$ 97,364.65	\$ 99,927.90	\$ 103,422.83	\$ 106,919.97	\$ 107,385.08	\$ 108,081.26	\$ 111,814.65	\$ 117,395.90	\$ 122,400.22
MM1	14									
	hourly	\$ 56.83	\$ 58.75	\$ 59.00	\$ 59.39	\$ 61.44	\$ 63.61	\$ 65.14	\$ 68.39	\$ 71.26
	bi-wkly	\$ 3,977.80	\$ 4,112.31	\$ 4,130.20	\$ 4,156.97	\$ 4,300.56	\$ 4,452.99	\$ 4,559.61	\$ 4,787.30	\$ 4,987.92
	annual	\$ 103,422.83	\$ 106,919.97	\$ 107,385.08	\$ 108,081.26	\$ 111,814.65	\$ 115,777.63	\$ 118,549.80	\$ 124,469.92	\$ 129,686.04

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/03/2015
3% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM1	3									
	hourly	\$ 21.99	\$ 23.05	\$ 24.23	\$ 25.29	\$ 26.74	\$ 28.06	\$ 29.64	\$ 31.12	\$ 32.89
	bi-wkly	\$ 1,539.44	\$ 1,613.29	\$ 1,696.44	\$ 1,770.31	\$ 1,871.83	\$ 1,964.22	\$ 2,074.97	\$ 2,178.39	\$ 2,302.43
	annual	\$ 40,025.45	\$ 41,945.49	\$ 44,107.33	\$ 46,028.12	\$ 48,667.50	\$ 51,069.63	\$ 53,949.30	\$ 56,638.11	\$ 59,863.22
MM1	4									
	hourly	\$ 24.23	\$ 25.29	\$ 26.74	\$ 28.06	\$ 29.64	\$ 31.09	\$ 32.68	\$ 34.31	\$ 36.17
	bi-wkly	\$ 1,696.44	\$ 1,770.31	\$ 1,871.83	\$ 1,964.22	\$ 2,074.97	\$ 2,176.60	\$ 2,287.33	\$ 2,401.36	\$ 2,532.10
	annual	\$ 44,107.33	\$ 46,028.12	\$ 48,667.50	\$ 51,069.63	\$ 53,949.30	\$ 56,591.73	\$ 59,470.63	\$ 62,435.47	\$ 65,834.58
MM1	5									
	hourly	\$ 26.74	\$ 28.06	\$ 29.64	\$ 31.09	\$ 32.68	\$ 34.26	\$ 35.97	\$ 37.77	\$ 39.74
	bi-wkly	\$ 1,871.83	\$ 1,964.22	\$ 2,074.97	\$ 2,176.60	\$ 2,287.33	\$ 2,398.18	\$ 2,518.23	\$ 2,643.76	\$ 2,781.79
	annual	\$ 48,667.50	\$ 51,069.63	\$ 53,949.30	\$ 56,591.73	\$ 59,470.63	\$ 62,352.58	\$ 65,474.06	\$ 68,737.74	\$ 72,326.47
MM1	6									
	hourly	\$ 29.64	\$ 31.09	\$ 32.68	\$ 34.26	\$ 35.97	\$ 37.29	\$ 39.27	\$ 41.23	\$ 43.31
	bi-wkly	\$ 2,074.97	\$ 2,176.60	\$ 2,287.33	\$ 2,398.18	\$ 2,518.23	\$ 2,610.54	\$ 2,748.96	\$ 2,886.18	\$ 3,031.45
	annual	\$ 53,949.30	\$ 56,591.73	\$ 59,470.63	\$ 62,352.58	\$ 65,474.06	\$ 67,873.91	\$ 71,472.93	\$ 75,040.77	\$ 78,817.65
MM1	7									
	hourly	\$ 32.68	\$ 34.26	\$ 35.97	\$ 37.29	\$ 39.27	\$ 41.25	\$ 43.23	\$ 45.39	\$ 47.59
	bi-wkly	\$ 2,287.33	\$ 2,398.18	\$ 2,518.23	\$ 2,610.54	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,177.01	\$ 3,331.00
	annual	\$ 59,470.63	\$ 62,352.58	\$ 65,474.06	\$ 67,873.91	\$ 71,472.93	\$ 75,078.03	\$ 78,677.05	\$ 82,602.28	\$ 86,605.96
MM1	8									
	hourly	\$ 35.97	\$ 37.29	\$ 39.27	\$ 41.25	\$ 43.23	\$ 45.21	\$ 47.32	\$ 49.68	\$ 52.01
	bi-wkly	\$ 2,518.23	\$ 2,610.54	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,164.52	\$ 3,312.33	\$ 3,477.61	\$ 3,640.61
	annual	\$ 65,474.06	\$ 67,873.91	\$ 71,472.93	\$ 75,078.03	\$ 78,677.05	\$ 82,277.59	\$ 86,120.69	\$ 90,417.77	\$ 94,655.93
MM1	9									
	hourly	\$ 39.27	\$ 41.25	\$ 43.23	\$ 45.21	\$ 47.32	\$ 48.77	\$ 50.88	\$ 53.42	\$ 55.86
	bi-wkly	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,164.52	\$ 3,312.33	\$ 3,413.85	\$ 3,561.57	\$ 3,739.33	\$ 3,910.21
	annual	\$ 71,472.93	\$ 75,078.03	\$ 78,677.05	\$ 82,277.59	\$ 86,120.69	\$ 88,760.07	\$ 92,600.90	\$ 97,222.67	\$ 101,665.55
MM1	10									
	hourly	\$ 43.23	\$ 45.21	\$ 47.32	\$ 48.77	\$ 50.88	\$ 52.86	\$ 55.10	\$ 57.85	\$ 60.43
	bi-wkly	\$ 3,026.04	\$ 3,164.52	\$ 3,312.33	\$ 3,413.85	\$ 3,561.57	\$ 3,700.08	\$ 3,857.14	\$ 4,049.70	\$ 4,229.86
	annual	\$ 78,677.05	\$ 82,277.59	\$ 86,120.69	\$ 88,760.07	\$ 92,600.90	\$ 96,202.20	\$ 100,285.59	\$ 105,292.13	\$ 109,976.47
MM1	11									
	hourly	\$ 47.32	\$ 48.77	\$ 50.88	\$ 52.86	\$ 55.10	\$ 56.55	\$ 58.53	\$ 61.45	\$ 64.13
	bi-wkly	\$ 3,312.33	\$ 3,413.85	\$ 3,561.57	\$ 3,700.08	\$ 3,857.14	\$ 3,958.68	\$ 4,097.14	\$ 4,301.63	\$ 4,489.37
	annual	\$ 86,120.69	\$ 88,760.07	\$ 92,600.90	\$ 96,202.20	\$ 100,285.59	\$ 102,925.74	\$ 106,525.51	\$ 111,842.29	\$ 116,723.74
MM1	12									
	hourly	\$ 50.88	\$ 52.86	\$ 55.10	\$ 56.55	\$ 58.53	\$ 60.51	\$ 60.77	\$ 63.81	\$ 66.56
	bi-wkly	\$ 3,561.57	\$ 3,700.08	\$ 3,857.14	\$ 3,958.68	\$ 4,097.14	\$ 4,235.68	\$ 4,254.10	\$ 4,466.43	\$ 4,659.12
	annual	\$ 92,600.90	\$ 96,202.20	\$ 100,285.59	\$ 102,925.74	\$ 106,525.51	\$ 110,127.57	\$ 110,606.63	\$ 116,127.20	\$ 121,137.03
MM1	13									
	hourly	\$ 55.10	\$ 56.55	\$ 58.53	\$ 60.51	\$ 60.77	\$ 61.17	\$ 63.28	\$ 66.44	\$ 69.27
	bi-wkly	\$ 3,857.14	\$ 3,958.68	\$ 4,097.14	\$ 4,235.68	\$ 4,254.10	\$ 4,281.68	\$ 4,429.58	\$ 4,650.68	\$ 4,848.93
	annual	\$ 100,285.59	\$ 102,925.74	\$ 106,525.51	\$ 110,127.57	\$ 110,606.63	\$ 111,323.69	\$ 115,169.09	\$ 120,917.78	\$ 126,072.22
MM1	14									
	hourly	\$ 58.53	\$ 60.51	\$ 60.77	\$ 61.17	\$ 63.28	\$ 65.52	\$ 67.09	\$ 70.44	\$ 73.39
	bi-wkly	\$ 4,097.14	\$ 4,235.68	\$ 4,254.10	\$ 4,281.68	\$ 4,429.58	\$ 4,586.58	\$ 4,696.40	\$ 4,930.92	\$ 5,137.56
	annual	\$ 106,525.51	\$ 110,127.57	\$ 110,606.63	\$ 111,323.69	\$ 115,169.09	\$ 119,250.96	\$ 122,106.30	\$ 128,204.02	\$ 133,576.62

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/02/2016
3% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM1	3									
	hourly	\$ 22.65	\$ 23.74	\$ 24.96	\$ 26.05	\$ 27.54	\$ 28.90	\$ 30.53	\$ 32.05	\$ 33.88
	bi-wkly	\$ 1,585.62	\$ 1,661.69	\$ 1,747.33	\$ 1,823.42	\$ 1,927.98	\$ 2,023.14	\$ 2,137.22	\$ 2,243.74	\$ 2,371.50
	annual	\$ 41,226.22	\$ 43,203.85	\$ 45,430.55	\$ 47,408.97	\$ 50,127.52	\$ 52,601.72	\$ 55,567.78	\$ 58,337.26	\$ 61,659.12
MM1	4									
	hourly	\$ 24.96	\$ 26.05	\$ 27.54	\$ 28.90	\$ 30.53	\$ 32.03	\$ 33.66	\$ 35.33	\$ 37.26
	bi-wkly	\$ 1,747.33	\$ 1,823.42	\$ 1,927.98	\$ 2,023.14	\$ 2,137.22	\$ 2,241.90	\$ 2,355.95	\$ 2,473.41	\$ 2,608.06
	annual	\$ 45,430.55	\$ 47,408.97	\$ 50,127.52	\$ 52,601.72	\$ 55,567.78	\$ 58,289.48	\$ 61,254.75	\$ 64,308.53	\$ 67,809.62
MM1	5									
	hourly	\$ 27.54	\$ 28.90	\$ 30.53	\$ 32.03	\$ 33.66	\$ 35.29	\$ 37.05	\$ 38.90	\$ 40.93
	bi-wkly	\$ 1,927.98	\$ 2,023.14	\$ 2,137.22	\$ 2,241.90	\$ 2,355.95	\$ 2,470.12	\$ 2,593.78	\$ 2,723.07	\$ 2,865.24
	annual	\$ 50,127.52	\$ 52,601.72	\$ 55,567.78	\$ 58,289.48	\$ 61,254.75	\$ 64,223.16	\$ 67,438.29	\$ 70,799.88	\$ 74,496.26
MM1	6									
	hourly	\$ 30.53	\$ 32.03	\$ 33.66	\$ 35.29	\$ 37.05	\$ 38.41	\$ 40.45	\$ 42.47	\$ 44.61
	bi-wkly	\$ 2,137.22	\$ 2,241.90	\$ 2,355.95	\$ 2,470.12	\$ 2,593.78	\$ 2,688.85	\$ 2,831.43	\$ 2,972.77	\$ 3,122.39
	annual	\$ 55,567.78	\$ 58,289.48	\$ 61,254.75	\$ 64,223.16	\$ 67,438.29	\$ 69,910.13	\$ 73,617.12	\$ 77,291.99	\$ 81,182.18
MM1	7									
	hourly	\$ 33.66	\$ 35.29	\$ 37.05	\$ 38.41	\$ 40.45	\$ 42.49	\$ 44.53	\$ 46.75	\$ 49.01
	bi-wkly	\$ 2,355.95	\$ 2,470.12	\$ 2,593.78	\$ 2,688.85	\$ 2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,272.32	\$ 3,430.93
	annual	\$ 61,254.75	\$ 64,223.16	\$ 67,438.29	\$ 69,910.13	\$ 73,617.12	\$ 77,330.37	\$ 81,037.36	\$ 85,080.35	\$ 89,204.14
MM1	8									
	hourly	\$ 37.05	\$ 38.41	\$ 40.45	\$ 42.49	\$ 44.53	\$ 46.56	\$ 48.74	\$ 51.17	\$ 53.57
	bi-wkly	\$ 2,593.78	\$ 2,688.85	\$ 2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,259.46	\$ 3,411.70	\$ 3,581.93	\$ 3,749.83
	annual	\$ 67,438.29	\$ 69,910.13	\$ 73,617.12	\$ 77,330.37	\$ 81,037.36	\$ 84,745.92	\$ 88,704.31	\$ 93,130.30	\$ 97,495.61
MM1	9									
	hourly	\$ 40.45	\$ 42.49	\$ 44.53	\$ 46.56	\$ 48.74	\$ 50.23	\$ 52.41	\$ 55.02	\$ 57.54
	bi-wkly	\$ 2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,259.46	\$ 3,411.70	\$ 3,516.26	\$ 3,668.42	\$ 3,851.51	\$ 4,027.52
	annual	\$ 73,617.12	\$ 77,330.37	\$ 81,037.36	\$ 84,745.92	\$ 88,704.31	\$ 91,422.88	\$ 95,378.93	\$ 100,139.35	\$ 104,715.52
MM1	10									
	hourly	\$ 44.53	\$ 46.56	\$ 48.74	\$ 50.23	\$ 52.41	\$ 54.44	\$ 56.76	\$ 59.59	\$ 62.24
	bi-wkly	\$ 3,116.82	\$ 3,259.46	\$ 3,411.70	\$ 3,516.26	\$ 3,668.42	\$ 3,811.09	\$ 3,972.85	\$ 4,171.19	\$ 4,356.76
	annual	\$ 81,037.36	\$ 84,745.92	\$ 88,704.31	\$ 91,422.88	\$ 95,378.93	\$ 99,088.26	\$ 103,294.16	\$ 108,450.89	\$ 113,275.76
MM1	11									
	hourly	\$ 48.74	\$ 50.23	\$ 52.41	\$ 54.44	\$ 56.76	\$ 58.25	\$ 60.29	\$ 63.30	\$ 66.06
	bi-wkly	\$ 3,411.70	\$ 3,516.26	\$ 3,668.42	\$ 3,811.09	\$ 3,972.85	\$ 4,077.44	\$ 4,220.05	\$ 4,430.68	\$ 4,624.06
	annual	\$ 88,704.31	\$ 91,422.88	\$ 95,378.93	\$ 99,088.26	\$ 103,294.16	\$ 106,013.51	\$ 109,721.28	\$ 115,197.56	\$ 120,225.46
MM1	12									
	hourly	\$ 52.41	\$ 54.44	\$ 56.76	\$ 58.25	\$ 60.29	\$ 62.32	\$ 62.60	\$ 65.72	\$ 68.56
	bi-wkly	\$ 3,668.42	\$ 3,811.09	\$ 3,972.85	\$ 4,077.44	\$ 4,220.05	\$ 4,362.75	\$ 4,381.72	\$ 4,600.42	\$ 4,798.89
	annual	\$ 95,378.93	\$ 99,088.26	\$ 103,294.16	\$ 106,013.51	\$ 109,721.28	\$ 113,431.40	\$ 113,924.83	\$ 119,611.01	\$ 124,771.14
MM1	13									
	hourly	\$ 56.76	\$ 58.25	\$ 60.29	\$ 62.32	\$ 62.60	\$ 63.00	\$ 65.18	\$ 68.43	\$ 71.35
	bi-wkly	\$ 3,972.85	\$ 4,077.44	\$ 4,220.05	\$ 4,362.75	\$ 4,381.72	\$ 4,410.13	\$ 4,562.47	\$ 4,790.20	\$ 4,994.40
	annual	\$ 103,294.16	\$ 106,013.51	\$ 109,721.28	\$ 113,431.40	\$ 113,924.83	\$ 114,663.40	\$ 118,624.16	\$ 124,545.31	\$ 129,854.39
MM1	14									
	hourly	\$ 60.29	\$ 62.32	\$ 62.60	\$ 63.00	\$ 65.18	\$ 67.49	\$ 69.10	\$ 72.56	\$ 75.60
	bi-wkly	\$ 4,220.05	\$ 4,362.75	\$ 4,381.72	\$ 4,410.13	\$ 4,562.47	\$ 4,724.17	\$ 4,837.29	\$ 5,078.85	\$ 5,291.69
	annual	\$ 109,721.28	\$ 113,431.40	\$ 113,924.83	\$ 114,663.40	\$ 118,624.16	\$ 122,828.49	\$ 125,769.49	\$ 132,050.14	\$ 137,583.92

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/07/2012
1% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM4	5									
	hourly	\$ 21.62	\$ 22.69	\$ 23.97	\$ 25.14	\$ 26.42	\$ 27.70	\$ 29.09	\$ 30.54	\$ 32.13
	bi-wkly	\$ 1,729.78	\$ 1,815.16	\$ 1,917.51	\$ 2,011.43	\$ 2,113.75	\$ 2,216.19	\$ 2,327.13	\$ 2,443.13	\$ 2,570.68
	annual	\$ 44,974.30	\$ 47,194.15	\$ 49,855.29	\$ 52,297.18	\$ 54,957.62	\$ 57,620.87	\$ 60,505.47	\$ 63,521.48	\$ 66,837.75
MM4	7									
	hourly	\$ 26.42	\$ 27.70	\$ 29.09	\$ 30.16	\$ 31.75	\$ 33.36	\$ 34.96	\$ 36.70	\$ 38.48
	bi-wkly	\$ 2,113.75	\$ 2,216.19	\$ 2,327.13	\$ 2,412.43	\$ 2,540.35	\$ 2,668.49	\$ 2,796.41	\$ 2,935.92	\$ 3,078.22
	annual	\$ 54,957.62	\$ 57,620.88	\$ 60,505.47	\$ 62,723.21	\$ 66,049.11	\$ 69,380.63	\$ 72,706.53	\$ 76,333.89	\$ 80,033.63
MM4	8									
	hourly	\$ 29.09	\$ 30.16	\$ 31.75	\$ 33.36	\$ 34.96	\$ 36.55	\$ 38.26	\$ 40.17	\$ 42.05
	bi-wkly	\$ 2,327.13	\$ 2,412.43	\$ 2,540.35	\$ 2,668.49	\$ 2,796.41	\$ 2,924.38	\$ 3,060.97	\$ 3,213.70	\$ 3,364.33
	annual	\$ 60,505.47	\$ 62,723.21	\$ 66,049.11	\$ 69,380.63	\$ 72,706.53	\$ 76,033.84	\$ 79,585.31	\$ 83,556.29	\$ 87,472.71
MM4	9									
	hourly	\$ 31.75	\$ 33.36	\$ 34.96	\$ 36.55	\$ 38.26	\$ 39.43	\$ 41.14	\$ 43.19	\$ 45.17
	bi-wkly	\$ 2,540.35	\$ 2,668.49	\$ 2,796.40	\$ 2,924.38	\$ 3,060.97	\$ 3,154.78	\$ 3,291.30	\$ 3,455.57	\$ 3,613.48
	annual	\$ 66,049.12	\$ 69,380.63	\$ 72,706.53	\$ 76,033.85	\$ 79,585.30	\$ 82,024.40	\$ 85,573.76	\$ 89,844.78	\$ 93,950.51
MM4	10									
	hourly	\$ 34.96	\$ 36.55	\$ 38.26	\$ 39.43	\$ 41.14	\$ 42.74	\$ 44.56	\$ 46.78	\$ 48.86
	bi-wkly	\$ 2,796.41	\$ 2,924.38	\$ 3,060.97	\$ 3,154.78	\$ 3,291.30	\$ 3,419.30	\$ 3,564.43	\$ 3,742.38	\$ 3,908.88
	annual	\$ 72,706.53	\$ 76,033.84	\$ 79,585.31	\$ 82,024.39	\$ 85,573.75	\$ 88,901.76	\$ 92,675.29	\$ 97,301.90	\$ 101,630.76
MM4	11									
	hourly	\$ 38.26	\$ 39.43	\$ 41.14	\$ 42.74	\$ 44.56	\$ 45.73	\$ 47.33	\$ 49.69	\$ 51.86
	bi-wkly	\$ 3,060.97	\$ 3,154.78	\$ 3,291.29	\$ 3,419.29	\$ 3,564.43	\$ 3,658.27	\$ 3,786.21	\$ 3,975.19	\$ 4,148.69
	annual	\$ 79,585.30	\$ 82,024.29	\$ 85,573.53	\$ 88,901.61	\$ 92,675.28	\$ 95,115.00	\$ 98,441.46	\$ 103,354.94	\$ 107,865.95
MM4	12									
	hourly	\$ 41.14	\$ 42.74	\$ 44.56	\$ 45.73	\$ 47.33	\$ 48.93	\$ 49.14	\$ 51.59	\$ 53.82
	bi-wkly	\$ 3,291.30	\$ 3,419.30	\$ 3,564.43	\$ 3,658.27	\$ 3,786.22	\$ 3,914.25	\$ 3,931.27	\$ 4,127.49	\$ 4,305.55
	annual	\$ 85,573.75	\$ 88,901.76	\$ 92,675.29	\$ 95,115.08	\$ 98,441.68	\$ 101,770.39	\$ 102,213.09	\$ 107,314.73	\$ 111,944.25

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/05/2013
2% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM4	5									
	hourly	\$ 22.05	\$ 23.14	\$ 24.45	\$ 25.65	\$ 26.95	\$ 28.26	\$ 29.67	\$ 31.15	\$ 32.78
	bi-wkly	\$ 1,764.38	\$ 1,851.46	\$ 1,955.86	\$ 2,051.66	\$ 2,156.03	\$ 2,260.51	\$ 2,373.68	\$ 2,492.00	\$ 2,622.10
	annual	\$ 45,873.78	\$ 48,138.03	\$ 50,852.40	\$ 53,343.13	\$ 56,056.77	\$ 58,773.29	\$ 61,715.58	\$ 64,791.91	\$ 68,174.50
MM4	7									
	hourly	\$ 26.95	\$ 28.26	\$ 29.67	\$ 30.76	\$ 32.39	\$ 34.02	\$ 35.65	\$ 37.43	\$ 39.25
	bi-wkly	\$ 2,156.03	\$ 2,260.51	\$ 2,373.68	\$ 2,460.68	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,994.64	\$ 3,139.78
	annual	\$ 56,056.77	\$ 58,773.29	\$ 61,715.58	\$ 63,977.68	\$ 67,370.09	\$ 70,768.25	\$ 74,160.66	\$ 77,860.57	\$ 81,634.30
MM4	8									
	hourly	\$ 29.67	\$ 30.76	\$ 32.39	\$ 34.02	\$ 35.65	\$ 37.29	\$ 39.03	\$ 40.97	\$ 42.90
	bi-wkly	\$ 2,373.68	\$ 2,460.68	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,982.87	\$ 3,122.19	\$ 3,277.98	\$ 3,431.62
	annual	\$ 61,715.58	\$ 63,977.68	\$ 67,370.09	\$ 70,768.25	\$ 74,160.66	\$ 77,554.52	\$ 81,177.01	\$ 85,227.41	\$ 89,222.16
MM4	9									
	hourly	\$ 32.39	\$ 34.02	\$ 35.65	\$ 37.29	\$ 39.03	\$ 40.22	\$ 41.96	\$ 44.06	\$ 46.07
	bi-wkly	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,982.87	\$ 3,122.19	\$ 3,217.88	\$ 3,357.12	\$ 3,524.68	\$ 3,685.75
	annual	\$ 67,370.11	\$ 70,768.25	\$ 74,160.66	\$ 77,554.52	\$ 81,177.01	\$ 83,664.89	\$ 87,285.24	\$ 91,641.68	\$ 95,829.52
MM4	10									
	hourly	\$ 35.65	\$ 37.29	\$ 39.03	\$ 40.22	\$ 41.96	\$ 43.60	\$ 45.45	\$ 47.72	\$ 49.84
	bi-wkly	\$ 2,852.33	\$ 2,982.87	\$ 3,122.19	\$ 3,217.88	\$ 3,357.12	\$ 3,487.68	\$ 3,635.72	\$ 3,817.23	\$ 3,987.05
	annual	\$ 74,160.66	\$ 77,554.52	\$ 81,177.01	\$ 83,664.88	\$ 87,285.23	\$ 90,679.80	\$ 94,528.79	\$ 99,247.93	\$ 103,663.37
MM4	11									
	hourly	\$ 39.03	\$ 40.22	\$ 41.96	\$ 43.60	\$ 45.45	\$ 46.64	\$ 48.27	\$ 50.68	\$ 52.90
	bi-wkly	\$ 3,122.19	\$ 3,217.88	\$ 3,357.12	\$ 3,487.68	\$ 3,635.72	\$ 3,731.43	\$ 3,861.93	\$ 4,054.69	\$ 4,231.66
	annual	\$ 81,177.00	\$ 83,664.77	\$ 87,285.00	\$ 90,679.65	\$ 94,528.79	\$ 97,017.30	\$ 100,410.29	\$ 105,422.03	\$ 110,023.26
MM4	12									
	hourly	\$ 41.96	\$ 43.60	\$ 45.45	\$ 46.64	\$ 48.27	\$ 49.91	\$ 50.12	\$ 52.63	\$ 54.90
	bi-wkly	\$ 3,357.12	\$ 3,487.68	\$ 3,635.72	\$ 3,731.44	\$ 3,861.94	\$ 3,992.53	\$ 4,009.90	\$ 4,210.04	\$ 4,391.66
	annual	\$ 87,285.23	\$ 90,679.80	\$ 94,528.79	\$ 97,017.38	\$ 100,410.51	\$ 103,805.80	\$ 104,257.35	\$ 109,461.02	\$ 114,183.13

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/04/2014
3% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM4	5									
	hourly	\$ 22.72	\$ 23.84	\$ 25.18	\$ 26.42	\$ 27.76	\$ 29.10	\$ 30.56	\$ 32.08	\$ 33.76
	bi-wkly	\$ 1,817.31	\$ 1,907.01	\$ 2,014.54	\$ 2,113.21	\$ 2,220.71	\$ 2,328.33	\$ 2,444.89	\$ 2,566.76	\$ 2,700.76
	annual	\$ 47,250.00	\$ 49,582.17	\$ 52,377.97	\$ 54,943.42	\$ 57,738.47	\$ 60,536.49	\$ 63,567.05	\$ 66,735.67	\$ 70,219.74
MM4	7									
	hourly	\$ 27.76	\$ 29.10	\$ 30.56	\$ 31.68	\$ 33.36	\$ 35.04	\$ 36.72	\$ 38.56	\$ 40.42
	bi-wkly	\$ 2,220.71	\$ 2,328.33	\$ 2,444.89	\$ 2,534.50	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,084.48	\$ 3,233.97
	annual	\$ 57,738.47	\$ 60,536.49	\$ 63,567.05	\$ 65,897.01	\$ 69,391.19	\$ 72,891.29	\$ 76,385.48	\$ 80,196.39	\$ 84,083.33
MM4	8									
	hourly	\$ 30.56	\$ 31.68	\$ 33.36	\$ 35.04	\$ 36.72	\$ 38.40	\$ 40.20	\$ 42.20	\$ 44.18
	bi-wkly	\$ 2,444.89	\$ 2,534.50	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,072.35	\$ 3,215.86	\$ 3,376.32	\$ 3,534.57
	annual	\$ 63,567.05	\$ 65,897.01	\$ 69,391.19	\$ 72,891.29	\$ 76,385.48	\$ 79,881.15	\$ 83,612.32	\$ 87,784.24	\$ 91,898.83
MM4	9									
	hourly	\$ 33.36	\$ 35.04	\$ 36.72	\$ 38.40	\$ 40.20	\$ 41.43	\$ 43.22	\$ 45.38	\$ 47.45
	bi-wkly	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,072.35	\$ 3,215.86	\$ 3,314.42	\$ 3,457.84	\$ 3,630.42	\$ 3,796.32
	annual	\$ 69,391.21	\$ 72,891.29	\$ 76,385.48	\$ 79,881.16	\$ 83,612.32	\$ 86,174.83	\$ 89,903.79	\$ 94,390.93	\$ 98,704.41
MM4	10									
	hourly	\$ 36.72	\$ 38.40	\$ 40.20	\$ 41.43	\$ 43.22	\$ 44.90	\$ 46.81	\$ 49.15	\$ 51.33
	bi-wkly	\$ 2,937.90	\$ 3,072.35	\$ 3,215.86	\$ 3,314.42	\$ 3,457.84	\$ 3,592.32	\$ 3,744.79	\$ 3,931.75	\$ 4,106.66
	annual	\$ 76,385.48	\$ 79,881.15	\$ 83,612.32	\$ 86,174.83	\$ 89,903.79	\$ 93,400.19	\$ 97,364.66	\$ 102,225.37	\$ 106,773.27
MM4	11									
	hourly	\$ 40.20	\$ 41.43	\$ 43.22	\$ 44.90	\$ 46.81	\$ 48.04	\$ 49.72	\$ 52.20	\$ 54.48
	bi-wkly	\$ 3,215.86	\$ 3,314.41	\$ 3,457.83	\$ 3,592.31	\$ 3,744.79	\$ 3,843.38	\$ 3,977.79	\$ 4,176.33	\$ 4,358.61
	annual	\$ 83,612.31	\$ 86,174.72	\$ 89,903.55	\$ 93,400.04	\$ 97,364.65	\$ 99,927.82	\$ 103,422.60	\$ 108,584.70	\$ 113,323.96
MM4	12									
	hourly	\$ 43.22	\$ 44.90	\$ 46.81	\$ 48.04	\$ 49.72	\$ 51.40	\$ 51.63	\$ 54.20	\$ 56.54
	bi-wkly	\$ 3,457.84	\$ 3,592.32	\$ 3,744.79	\$ 3,843.38	\$ 3,977.80	\$ 4,112.31	\$ 4,130.20	\$ 4,336.34	\$ 4,523.41
	annual	\$ 89,903.79	\$ 93,400.19	\$ 97,364.66	\$ 99,927.90	\$ 103,422.83	\$ 106,919.97	\$ 107,385.07	\$ 112,744.85	\$ 117,608.63

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/03/2015
3% Wage Increase

Salar Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM4 5	hourly	\$ 23.40	\$ 24.55	\$ 25.94	\$ 27.21	\$ 28.59	\$ 29.98	\$ 31.48	\$ 33.05	\$ 34.77
	bi-wkly	\$ 1,871.83	\$ 1,964.22	\$ 2,074.97	\$ 2,176.60	\$ 2,287.33	\$ 2,398.18	\$ 2,518.23	\$ 2,643.76	\$ 2,781.78
	annual	\$ 48,667.50	\$ 51,069.64	\$ 53,949.31	\$ 56,591.72	\$ 59,470.63	\$ 62,352.59	\$ 65,474.06	\$ 68,737.74	\$ 72,326.33
MM4 7	hourly	\$ 28.59	\$ 29.98	\$ 31.48	\$ 32.63	\$ 34.36	\$ 36.10	\$ 37.83	\$ 39.71	\$ 41.64
	bi-wkly	\$ 2,287.33	\$ 2,398.18	\$ 2,518.23	\$ 2,610.54	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,177.01	\$ 3,330.99
	annual	\$ 59,470.63	\$ 62,352.59	\$ 65,474.06	\$ 67,873.92	\$ 71,472.93	\$ 75,078.03	\$ 78,677.05	\$ 82,602.28	\$ 86,605.83
MM4 8	hourly	\$ 31.48	\$ 32.63	\$ 34.36	\$ 36.10	\$ 37.83	\$ 39.56	\$ 41.40	\$ 43.47	\$ 45.51
	bi-wkly	\$ 2,518.23	\$ 2,610.54	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,164.52	\$ 3,312.33	\$ 3,477.61	\$ 3,640.61
	annual	\$ 65,474.06	\$ 67,873.92	\$ 71,472.93	\$ 75,078.03	\$ 78,677.05	\$ 82,277.59	\$ 86,120.69	\$ 90,417.76	\$ 94,655.79
MM4 9	hourly	\$ 34.36	\$ 36.10	\$ 37.83	\$ 39.56	\$ 41.40	\$ 42.67	\$ 44.52	\$ 46.74	\$ 48.88
	bi-wkly	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,164.52	\$ 3,312.33	\$ 3,413.85	\$ 3,561.57	\$ 3,739.33	\$ 3,910.21
	annual	\$ 71,472.94	\$ 75,078.03	\$ 78,677.04	\$ 82,277.59	\$ 86,120.69	\$ 88,760.08	\$ 92,600.91	\$ 97,222.66	\$ 101,665.54
MM4 10	hourly	\$ 37.83	\$ 39.56	\$ 41.40	\$ 42.67	\$ 44.52	\$ 46.25	\$ 48.21	\$ 50.62	\$ 52.87
	bi-wkly	\$ 3,026.04	\$ 3,164.52	\$ 3,312.33	\$ 3,413.85	\$ 3,561.57	\$ 3,700.08	\$ 3,857.14	\$ 4,049.70	\$ 4,229.86
	annual	\$ 78,677.05	\$ 82,277.59	\$ 86,120.69	\$ 88,760.07	\$ 92,600.90	\$ 96,202.20	\$ 100,285.59	\$ 105,292.13	\$ 109,976.47
MM4 11	hourly	\$ 41.40	\$ 42.67	\$ 44.52	\$ 46.25	\$ 48.21	\$ 49.48	\$ 51.21	\$ 53.77	\$ 56.12
	bi-wkly	\$ 3,312.33	\$ 3,413.84	\$ 3,561.56	\$ 3,700.08	\$ 3,857.14	\$ 3,958.68	\$ 4,097.13	\$ 4,301.62	\$ 4,489.37
	annual	\$ 86,120.68	\$ 88,759.96	\$ 92,600.66	\$ 96,202.04	\$ 100,285.59	\$ 102,925.66	\$ 106,525.28	\$ 111,842.24	\$ 116,723.68
MM4 12	hourly	\$ 44.52	\$ 46.25	\$ 48.21	\$ 49.48	\$ 51.21	\$ 52.95	\$ 53.18	\$ 55.83	\$ 58.24
	bi-wkly	\$ 3,561.57	\$ 3,700.08	\$ 3,857.14	\$ 3,958.68	\$ 4,097.14	\$ 4,235.68	\$ 4,254.10	\$ 4,466.43	\$ 4,659.11
	annual	\$ 92,600.90	\$ 96,202.20	\$ 100,285.59	\$ 102,925.73	\$ 106,525.51	\$ 110,127.57	\$ 110,606.63	\$ 116,127.20	\$ 121,136.89

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/02/2016
3% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM4 5										
hourly	\$	24.10	\$ 25.29	\$ 26.72	\$ 28.02	\$ 29.45	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.82
bi-wkly	\$	1,927.98	\$ 2,023.14	\$ 2,137.22	\$ 2,241.90	\$ 2,355.95	\$ 2,470.12	\$ 2,593.78	\$ 2,723.07	\$ 2,865.24
annual	\$	50,127.52	\$ 52,601.73	\$ 55,567.79	\$ 58,289.47	\$ 61,254.75	\$ 64,223.16	\$ 67,438.29	\$ 70,799.87	\$ 74,496.12
MM4 7										
hourly	\$	29.45	\$ 30.88	\$ 32.42	\$ 33.61	\$ 35.39	\$ 37.18	\$ 38.96	\$ 40.90	\$ 42.89
bi-wkly	\$	2,355.95	\$ 2,470.12	\$ 2,593.78	\$ 2,688.85	\$ 2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,272.32	\$ 3,430.92
annual	\$	61,254.75	\$ 64,223.17	\$ 67,438.29	\$ 69,910.13	\$ 73,617.12	\$ 77,330.37	\$ 81,037.36	\$ 85,080.35	\$ 89,204.00
MM4 8										
hourly	\$	32.42	\$ 33.61	\$ 35.39	\$ 37.18	\$ 38.96	\$ 40.74	\$ 42.65	\$ 44.77	\$ 46.87
bi-wkly	\$	2,593.78	\$ 2,688.85	\$ 2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,259.46	\$ 3,411.70	\$ 3,581.93	\$ 3,749.83
annual	\$	67,438.29	\$ 69,910.13	\$ 73,617.12	\$ 77,330.37	\$ 81,037.36	\$ 84,745.91	\$ 88,704.31	\$ 93,130.30	\$ 97,495.47
MM4 9										
hourly	\$	35.39	\$ 37.18	\$ 38.96	\$ 40.74	\$ 42.65	\$ 43.95	\$ 45.86	\$ 48.14	\$ 50.34
bi-wkly	\$	2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,259.46	\$ 3,411.70	\$ 3,516.26	\$ 3,668.42	\$ 3,851.51	\$ 4,027.52
annual	\$	73,617.13	\$ 77,330.37	\$ 81,037.35	\$ 84,745.92	\$ 88,704.31	\$ 91,422.88	\$ 95,378.94	\$ 100,139.34	\$ 104,715.51
MM4 10										
hourly	\$	38.96	\$ 40.74	\$ 42.65	\$ 43.95	\$ 45.86	\$ 47.64	\$ 49.66	\$ 52.14	\$ 54.46
bi-wkly	\$	3,116.82	\$ 3,259.46	\$ 3,411.70	\$ 3,516.26	\$ 3,668.42	\$ 3,811.09	\$ 3,972.85	\$ 4,171.19	\$ 4,356.76
annual	\$	81,037.36	\$ 84,745.91	\$ 88,704.31	\$ 91,422.87	\$ 95,378.93	\$ 99,088.26	\$ 103,294.16	\$ 108,450.90	\$ 113,275.77
MM4 11										
hourly	\$	42.65	\$ 43.95	\$ 45.86	\$ 47.64	\$ 49.66	\$ 50.97	\$ 52.75	\$ 55.38	\$ 57.80
bi-wkly	\$	3,411.70	\$ 3,516.26	\$ 3,668.41	\$ 3,811.08	\$ 3,972.85	\$ 4,077.44	\$ 4,220.04	\$ 4,430.67	\$ 4,624.05
annual	\$	88,704.30	\$ 91,422.76	\$ 95,378.68	\$ 99,088.10	\$ 103,294.16	\$ 106,013.43	\$ 109,721.03	\$ 115,197.50	\$ 120,225.39
MM4 12										
hourly	\$	45.86	\$ 47.64	\$ 49.66	\$ 50.97	\$ 52.75	\$ 54.53	\$ 54.77	\$ 57.51	\$ 59.99
bi-wkly	\$	3,668.42	\$ 3,811.09	\$ 3,972.85	\$ 4,077.44	\$ 4,220.05	\$ 4,362.75	\$ 4,381.72	\$ 4,600.42	\$ 4,798.88
annual	\$	95,378.93	\$ 99,088.26	\$ 103,294.16	\$ 106,013.51	\$ 109,721.28	\$ 113,431.40	\$ 113,924.83	\$ 119,611.01	\$ 124,770.99

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/07/2012
1% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM5	3									
	hourly	\$ 20.32	\$ 21.30	\$ 22.40	\$ 23.37	\$ 24.71	\$ 25.93	\$ 27.39	\$ 28.76	\$ 30.40
	bi-wkly	\$ 1,422.62	\$ 1,490.86	\$ 1,567.70	\$ 1,635.97	\$ 1,729.78	\$ 1,815.16	\$ 1,917.51	\$ 2,013.08	\$ 2,127.71
	annual	\$ 36,988.07	\$ 38,762.40	\$ 40,760.18	\$ 42,535.22	\$ 44,974.30	\$ 47,194.14	\$ 49,855.29	\$ 52,340.05	\$ 55,320.42
MM5	4									
	hourly	\$ 22.40	\$ 23.37	\$ 24.71	\$ 25.93	\$ 27.39	\$ 28.73	\$ 30.20	\$ 31.70	\$ 33.43
	bi-wkly	\$ 1,567.70	\$ 1,635.97	\$ 1,729.78	\$ 1,815.16	\$ 1,917.51	\$ 2,011.43	\$ 2,113.75	\$ 2,219.13	\$ 2,339.95
	annual	\$ 40,760.18	\$ 42,535.22	\$ 44,974.30	\$ 47,194.14	\$ 49,855.29	\$ 52,297.19	\$ 54,957.62	\$ 57,697.47	\$ 60,838.64
MM5	5									
	hourly	\$ 24.71	\$ 25.93	\$ 27.39	\$ 28.73	\$ 30.20	\$ 31.66	\$ 33.24	\$ 34.90	\$ 36.72
	bi-wkly	\$ 1,729.78	\$ 1,815.16	\$ 1,917.51	\$ 2,011.43	\$ 2,113.75	\$ 2,216.19	\$ 2,327.13	\$ 2,443.13	\$ 2,570.69
	annual	\$ 44,974.30	\$ 47,194.14	\$ 49,855.29	\$ 52,297.19	\$ 54,957.62	\$ 57,620.87	\$ 60,505.48	\$ 63,521.49	\$ 66,837.87
MM5	6									
	hourly	\$ 27.39	\$ 28.73	\$ 30.20	\$ 31.66	\$ 33.24	\$ 34.46	\$ 36.29	\$ 38.10	\$ 40.02
	bi-wkly	\$ 1,917.51	\$ 2,011.43	\$ 2,113.75	\$ 2,216.19	\$ 2,327.13	\$ 2,412.43	\$ 2,540.35	\$ 2,667.16	\$ 2,801.40
	annual	\$ 49,855.29	\$ 52,297.19	\$ 54,957.62	\$ 57,620.87	\$ 60,505.48	\$ 62,723.21	\$ 66,049.11	\$ 69,346.20	\$ 72,836.47
MM5	7									
	hourly	\$ 30.20	\$ 31.66	\$ 33.24	\$ 34.46	\$ 36.29	\$ 38.12	\$ 39.95	\$ 41.94	\$ 43.97
	bi-wkly	\$ 2,113.75	\$ 2,216.19	\$ 2,327.13	\$ 2,412.43	\$ 2,540.35	\$ 2,668.49	\$ 2,796.41	\$ 2,935.92	\$ 3,078.22
	annual	\$ 54,957.62	\$ 57,620.87	\$ 60,505.48	\$ 62,723.21	\$ 66,049.11	\$ 69,380.63	\$ 72,706.53	\$ 76,333.89	\$ 80,033.75
MM5	8									
	hourly	\$ 33.24	\$ 34.46	\$ 36.29	\$ 38.12	\$ 39.95	\$ 41.78	\$ 43.73	\$ 45.91	\$ 48.06
	bi-wkly	\$ 2,327.13	\$ 2,412.43	\$ 2,540.35	\$ 2,668.49	\$ 2,796.41	\$ 2,924.38	\$ 3,060.97	\$ 3,213.70	\$ 3,364.34
	annual	\$ 60,505.48	\$ 62,723.21	\$ 66,049.11	\$ 69,380.63	\$ 72,706.53	\$ 76,033.84	\$ 79,585.30	\$ 83,556.29	\$ 87,472.84
MM5	9									
	hourly	\$ 36.29	\$ 38.12	\$ 39.95	\$ 41.78	\$ 43.73	\$ 45.07	\$ 47.02	\$ 49.37	\$ 51.62
	bi-wkly	\$ 2,540.35	\$ 2,668.49	\$ 2,796.41	\$ 2,924.38	\$ 3,060.97	\$ 3,154.78	\$ 3,291.30	\$ 3,455.57	\$ 3,613.48
	annual	\$ 66,049.11	\$ 69,380.63	\$ 72,706.53	\$ 76,033.84	\$ 79,585.30	\$ 82,024.39	\$ 85,573.76	\$ 89,844.79	\$ 93,950.52

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/05/2013
2% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM5	3									
	hourly	\$ 20.73	\$ 21.72	\$ 22.84	\$ 23.84	\$ 25.21	\$ 26.45	\$ 27.94	\$ 29.33	\$ 31.00
	bi-wkly	\$ 1,451.07	\$ 1,520.68	\$ 1,599.05	\$ 1,668.69	\$ 1,764.38	\$ 1,851.46	\$ 1,955.86	\$ 2,053.34	\$ 2,170.26
	annual	\$ 37,727.83	\$ 39,537.64	\$ 41,575.39	\$ 43,385.92	\$ 45,873.79	\$ 48,138.03	\$ 50,852.39	\$ 53,386.85	\$ 56,426.83
MM5	4									
	hourly	\$ 22.84	\$ 23.84	\$ 25.21	\$ 26.45	\$ 27.94	\$ 29.31	\$ 30.80	\$ 32.34	\$ 34.10
	bi-wkly	\$ 1,599.05	\$ 1,668.69	\$ 1,764.38	\$ 1,851.46	\$ 1,955.86	\$ 2,051.66	\$ 2,156.03	\$ 2,263.52	\$ 2,386.75
	annual	\$ 41,575.39	\$ 43,385.92	\$ 45,873.79	\$ 48,138.03	\$ 50,852.39	\$ 53,343.13	\$ 56,056.77	\$ 58,851.42	\$ 62,055.41
MM5	5									
	hourly	\$ 25.21	\$ 26.45	\$ 27.94	\$ 29.31	\$ 30.80	\$ 32.29	\$ 33.91	\$ 35.60	\$ 37.46
	bi-wkly	\$ 1,764.38	\$ 1,851.46	\$ 1,955.86	\$ 2,051.66	\$ 2,156.03	\$ 2,260.51	\$ 2,373.68	\$ 2,492.00	\$ 2,622.10
	annual	\$ 45,873.79	\$ 48,138.03	\$ 50,852.39	\$ 53,343.13	\$ 56,056.77	\$ 58,773.29	\$ 61,715.59	\$ 64,791.92	\$ 68,174.63
MM5	6									
	hourly	\$ 27.94	\$ 29.31	\$ 30.80	\$ 32.29	\$ 33.91	\$ 35.15	\$ 37.02	\$ 38.86	\$ 40.82
	bi-wkly	\$ 1,955.86	\$ 2,051.66	\$ 2,156.03	\$ 2,260.51	\$ 2,373.68	\$ 2,460.68	\$ 2,591.16	\$ 2,720.50	\$ 2,857.43
	annual	\$ 50,852.39	\$ 53,343.13	\$ 56,056.77	\$ 58,773.29	\$ 61,715.59	\$ 63,977.67	\$ 67,370.09	\$ 70,733.12	\$ 74,293.20
MM5	7									
	hourly	\$ 30.80	\$ 32.29	\$ 33.91	\$ 35.15	\$ 37.02	\$ 38.88	\$ 40.75	\$ 42.78	\$ 44.85
	bi-wkly	\$ 2,156.03	\$ 2,260.51	\$ 2,373.68	\$ 2,460.68	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,994.64	\$ 3,139.79
	annual	\$ 56,056.77	\$ 58,773.29	\$ 61,715.59	\$ 63,977.67	\$ 67,370.09	\$ 70,768.25	\$ 74,160.66	\$ 77,860.57	\$ 81,634.43
MM5	8									
	hourly	\$ 33.91	\$ 35.15	\$ 37.02	\$ 38.88	\$ 40.75	\$ 42.61	\$ 44.60	\$ 46.83	\$ 49.02
	bi-wkly	\$ 2,373.68	\$ 2,460.68	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,982.87	\$ 3,122.19	\$ 3,277.98	\$ 3,431.63
	annual	\$ 61,715.59	\$ 63,977.67	\$ 67,370.09	\$ 70,768.25	\$ 74,160.66	\$ 77,554.52	\$ 81,177.01	\$ 85,227.42	\$ 89,222.29
MM5	9									
	hourly	\$ 37.02	\$ 38.88	\$ 40.75	\$ 42.61	\$ 44.60	\$ 45.97	\$ 47.96	\$ 50.35	\$ 52.65
	bi-wkly	\$ 2,591.16	\$ 2,721.86	\$ 2,852.33	\$ 2,982.87	\$ 3,122.19	\$ 3,217.88	\$ 3,357.12	\$ 3,524.68	\$ 3,685.75
	annual	\$ 67,370.09	\$ 70,768.25	\$ 74,160.66	\$ 77,554.52	\$ 81,177.01	\$ 83,664.88	\$ 87,285.23	\$ 91,641.69	\$ 95,829.53

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/04/2014
3% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM5	3									
	hourly	\$ 21.35	\$ 22.38	\$ 23.53	\$ 24.55	\$ 25.96	\$ 27.24	\$ 28.78	\$ 30.21	\$ 31.93
	bi-wkly	\$ 1,494.60	\$ 1,566.30	\$ 1,647.02	\$ 1,718.75	\$ 1,817.31	\$ 1,907.01	\$ 2,014.54	\$ 2,114.94	\$ 2,235.37
	annual	\$ 38,859.66	\$ 40,723.77	\$ 42,822.65	\$ 44,687.50	\$ 47,250.00	\$ 49,582.17	\$ 52,377.96	\$ 54,988.46	\$ 58,119.63
MM5	4									
	hourly	\$ 23.53	\$ 24.55	\$ 25.96	\$ 27.24	\$ 28.78	\$ 30.19	\$ 31.72	\$ 33.31	\$ 35.12
	bi-wkly	\$ 1,647.02	\$ 1,718.75	\$ 1,817.31	\$ 1,907.01	\$ 2,014.54	\$ 2,113.21	\$ 2,220.71	\$ 2,331.42	\$ 2,458.35
	annual	\$ 42,822.65	\$ 44,687.50	\$ 47,250.00	\$ 49,582.17	\$ 52,377.96	\$ 54,943.42	\$ 57,738.48	\$ 60,616.96	\$ 63,917.07
MM5	5									
	hourly	\$ 25.96	\$ 27.24	\$ 28.78	\$ 30.19	\$ 31.72	\$ 33.26	\$ 34.93	\$ 36.67	\$ 38.58
	bi-wkly	\$ 1,817.31	\$ 1,907.01	\$ 2,014.54	\$ 2,113.21	\$ 2,220.71	\$ 2,328.33	\$ 2,444.89	\$ 2,566.76	\$ 2,700.76
	annual	\$ 47,250.00	\$ 49,582.17	\$ 52,377.96	\$ 54,943.42	\$ 57,738.48	\$ 60,536.49	\$ 63,567.05	\$ 66,735.67	\$ 70,219.87
MM5	6									
	hourly	\$ 28.78	\$ 30.19	\$ 31.72	\$ 33.26	\$ 34.93	\$ 36.21	\$ 38.13	\$ 40.03	\$ 42.05
	bi-wkly	\$ 2,014.54	\$ 2,113.21	\$ 2,220.71	\$ 2,328.33	\$ 2,444.89	\$ 2,534.50	\$ 2,668.89	\$ 2,802.12	\$ 2,943.15
	annual	\$ 52,377.96	\$ 54,943.42	\$ 57,738.48	\$ 60,536.49	\$ 63,567.05	\$ 65,897.00	\$ 69,391.20	\$ 72,855.12	\$ 76,521.99
MM5	7									
	hourly	\$ 31.72	\$ 33.26	\$ 34.93	\$ 36.21	\$ 38.13	\$ 40.05	\$ 41.97	\$ 44.06	\$ 46.20
	bi-wkly	\$ 2,220.71	\$ 2,328.33	\$ 2,444.89	\$ 2,534.50	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,084.48	\$ 3,233.98
	annual	\$ 57,738.48	\$ 60,536.49	\$ 63,567.05	\$ 65,897.00	\$ 69,391.20	\$ 72,891.29	\$ 76,385.48	\$ 80,196.39	\$ 84,083.46
MM5	8									
	hourly	\$ 34.93	\$ 36.21	\$ 38.13	\$ 40.05	\$ 41.97	\$ 43.89	\$ 45.94	\$ 48.23	\$ 50.49
	bi-wkly	\$ 2,444.89	\$ 2,534.50	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,072.35	\$ 3,215.86	\$ 3,376.32	\$ 3,534.58
	annual	\$ 63,567.05	\$ 65,897.00	\$ 69,391.20	\$ 72,891.29	\$ 76,385.48	\$ 79,881.15	\$ 83,612.32	\$ 87,784.24	\$ 91,898.96
MM5	9									
	hourly	\$ 38.13	\$ 40.05	\$ 41.97	\$ 43.89	\$ 45.94	\$ 47.35	\$ 49.40	\$ 51.86	\$ 54.23
	bi-wkly	\$ 2,668.89	\$ 2,803.51	\$ 2,937.90	\$ 3,072.35	\$ 3,215.86	\$ 3,314.42	\$ 3,457.84	\$ 3,630.42	\$ 3,796.32
	annual	\$ 69,391.20	\$ 72,891.29	\$ 76,385.48	\$ 79,881.15	\$ 83,612.32	\$ 86,174.83	\$ 89,903.79	\$ 94,390.94	\$ 98,704.42

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/03/2015
3% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM5	3									
	hourly	\$ 21.99	\$ 23.05	\$ 24.23	\$ 25.29	\$ 26.74	\$ 28.06	\$ 29.64	\$ 31.12	\$ 32.89
	bi-wkly	\$ 1,539.44	\$ 1,613.29	\$ 1,696.44	\$ 1,770.31	\$ 1,871.83	\$ 1,964.22	\$ 2,074.97	\$ 2,178.39	\$ 2,302.43
	annual	\$ 40,025.45	\$ 41,945.49	\$ 44,107.33	\$ 46,028.12	\$ 48,667.50	\$ 51,069.63	\$ 53,949.30	\$ 56,638.11	\$ 59,863.22
MM5	4									
	hourly	\$ 24.23	\$ 25.29	\$ 26.74	\$ 28.06	\$ 29.64	\$ 31.09	\$ 32.68	\$ 34.31	\$ 36.17
	bi-wkly	\$ 1,696.44	\$ 1,770.31	\$ 1,871.83	\$ 1,964.22	\$ 2,074.97	\$ 2,176.60	\$ 2,287.33	\$ 2,401.36	\$ 2,532.10
	annual	\$ 44,107.33	\$ 46,028.12	\$ 48,667.50	\$ 51,069.63	\$ 53,949.30	\$ 56,591.73	\$ 59,470.63	\$ 62,435.47	\$ 65,834.58
MM5	5									
	hourly	\$ 26.74	\$ 28.06	\$ 29.64	\$ 31.09	\$ 32.68	\$ 34.26	\$ 35.97	\$ 37.77	\$ 39.74
	bi-wkly	\$ 1,871.83	\$ 1,964.22	\$ 2,074.97	\$ 2,176.60	\$ 2,287.33	\$ 2,398.18	\$ 2,518.23	\$ 2,643.76	\$ 2,781.79
	annual	\$ 48,667.50	\$ 51,069.63	\$ 53,949.30	\$ 56,591.73	\$ 59,470.63	\$ 62,352.58	\$ 65,474.06	\$ 68,737.74	\$ 72,326.47
MM5	6									
	hourly	\$ 29.64	\$ 31.09	\$ 32.68	\$ 34.26	\$ 35.97	\$ 37.29	\$ 39.27	\$ 41.23	\$ 43.31
	bi-wkly	\$ 2,074.97	\$ 2,176.60	\$ 2,287.33	\$ 2,398.18	\$ 2,518.23	\$ 2,610.54	\$ 2,748.96	\$ 2,886.18	\$ 3,031.45
	annual	\$ 53,949.30	\$ 56,591.73	\$ 59,470.63	\$ 62,352.58	\$ 65,474.06	\$ 67,873.91	\$ 71,472.93	\$ 75,040.77	\$ 78,817.65
MM5	7									
	hourly	\$ 32.68	\$ 34.26	\$ 35.97	\$ 37.29	\$ 39.27	\$ 41.25	\$ 43.23	\$ 45.39	\$ 47.59
	bi-wkly	\$ 2,287.33	\$ 2,398.18	\$ 2,518.23	\$ 2,610.54	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,177.01	\$ 3,331.00
	annual	\$ 59,470.63	\$ 62,352.58	\$ 65,474.06	\$ 67,873.91	\$ 71,472.93	\$ 75,078.03	\$ 78,677.05	\$ 82,602.28	\$ 86,605.96
MM5	8									
	hourly	\$ 35.97	\$ 37.29	\$ 39.27	\$ 41.25	\$ 43.23	\$ 45.21	\$ 47.32	\$ 49.68	\$ 52.01
	bi-wkly	\$ 2,518.23	\$ 2,610.54	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,164.52	\$ 3,312.33	\$ 3,477.61	\$ 3,640.61
	annual	\$ 65,474.06	\$ 67,873.91	\$ 71,472.93	\$ 75,078.03	\$ 78,677.05	\$ 82,277.59	\$ 86,120.69	\$ 90,417.77	\$ 94,655.93
MM5	9									
	hourly	\$ 39.27	\$ 41.25	\$ 43.23	\$ 45.21	\$ 47.32	\$ 48.77	\$ 50.88	\$ 53.42	\$ 55.86
	bi-wkly	\$ 2,748.96	\$ 2,887.62	\$ 3,026.04	\$ 3,164.52	\$ 3,312.33	\$ 3,413.85	\$ 3,561.57	\$ 3,739.33	\$ 3,910.21
	annual	\$ 71,472.93	\$ 75,078.03	\$ 78,677.05	\$ 82,277.59	\$ 86,120.69	\$ 88,760.07	\$ 92,600.90	\$ 97,222.67	\$ 101,665.55

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 01/02/2016
3% Wage Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM5	3									
	hourly	\$ 22.65	\$ 23.74	\$ 24.96	\$ 26.05	\$ 27.54	\$ 28.90	\$ 30.53	\$ 32.05	\$ 33.88
	bi-wkly	\$ 1,585.62	\$ 1,661.69	\$ 1,747.33	\$ 1,823.42	\$ 1,927.98	\$ 2,023.14	\$ 2,137.22	\$ 2,243.74	\$ 2,371.50
	annual	\$ 41,226.22	\$ 43,203.85	\$ 45,430.55	\$ 47,408.97	\$ 50,127.52	\$ 52,601.72	\$ 55,567.78	\$ 58,337.26	\$ 61,659.12
MM5	4									
	hourly	\$ 24.96	\$ 26.05	\$ 27.54	\$ 28.90	\$ 30.53	\$ 32.03	\$ 33.66	\$ 35.33	\$ 37.26
	bi-wkly	\$ 1,747.33	\$ 1,823.42	\$ 1,927.98	\$ 2,023.14	\$ 2,137.22	\$ 2,241.90	\$ 2,355.95	\$ 2,473.41	\$ 2,608.06
	annual	\$ 45,430.55	\$ 47,408.97	\$ 50,127.52	\$ 52,601.72	\$ 55,567.78	\$ 58,289.48	\$ 61,254.75	\$ 64,308.53	\$ 67,809.62
MM5	5									
	hourly	\$ 27.54	\$ 28.90	\$ 30.53	\$ 32.03	\$ 33.66	\$ 35.29	\$ 37.05	\$ 38.90	\$ 40.93
	bi-wkly	\$ 1,927.98	\$ 2,023.14	\$ 2,137.22	\$ 2,241.90	\$ 2,355.95	\$ 2,470.12	\$ 2,593.78	\$ 2,723.07	\$ 2,865.24
	annual	\$ 50,127.52	\$ 52,601.72	\$ 55,567.78	\$ 58,289.48	\$ 61,254.75	\$ 64,223.16	\$ 67,438.29	\$ 70,799.88	\$ 74,496.26
MM5	6									
	hourly	\$ 30.53	\$ 32.03	\$ 33.66	\$ 35.29	\$ 37.05	\$ 38.41	\$ 40.45	\$ 42.47	\$ 44.61
	bi-wkly	\$ 2,137.22	\$ 2,241.90	\$ 2,355.95	\$ 2,470.12	\$ 2,593.78	\$ 2,688.85	\$ 2,831.43	\$ 2,972.77	\$ 3,122.39
	annual	\$ 55,567.78	\$ 58,289.48	\$ 61,254.75	\$ 64,223.16	\$ 67,438.29	\$ 69,910.13	\$ 73,617.12	\$ 77,291.99	\$ 81,182.18
MM5	7									
	hourly	\$ 33.66	\$ 35.29	\$ 37.05	\$ 38.41	\$ 40.45	\$ 42.49	\$ 44.53	\$ 46.75	\$ 49.01
	bi-wkly	\$ 2,355.95	\$ 2,470.12	\$ 2,593.78	\$ 2,688.85	\$ 2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,272.32	\$ 3,430.93
	annual	\$ 61,254.75	\$ 64,223.16	\$ 67,438.29	\$ 69,910.13	\$ 73,617.12	\$ 77,330.37	\$ 81,037.36	\$ 85,080.35	\$ 89,204.14
MM5	8									
	hourly	\$ 37.05	\$ 38.41	\$ 40.45	\$ 42.49	\$ 44.53	\$ 46.56	\$ 48.74	\$ 51.17	\$ 53.57
	bi-wkly	\$ 2,593.78	\$ 2,688.85	\$ 2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,259.46	\$ 3,411.70	\$ 3,581.93	\$ 3,749.83
	annual	\$ 67,438.29	\$ 69,910.13	\$ 73,617.12	\$ 77,330.37	\$ 81,037.36	\$ 84,745.92	\$ 88,704.31	\$ 93,130.30	\$ 97,495.61
MM5	9									
	hourly	\$ 40.45	\$ 42.49	\$ 44.53	\$ 46.56	\$ 48.74	\$ 50.23	\$ 52.41	\$ 55.02	\$ 57.54
	bi-wkly	\$ 2,831.43	\$ 2,974.25	\$ 3,116.82	\$ 3,259.46	\$ 3,411.70	\$ 3,516.26	\$ 3,668.42	\$ 3,851.51	\$ 4,027.52
	annual	\$ 73,617.12	\$ 77,330.37	\$ 81,037.36	\$ 84,745.92	\$ 88,704.31	\$ 91,422.88	\$ 95,378.93	\$ 100,139.35	\$ 104,715.52