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2006 Hourly Contract

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This Agreement made as of this 1st day of July, 2006, by and between the City of Saginaw, hereinafter referred to as the City or Employer, and Local 517-M of the Service Employees International Union, AFL-CIO, hereinafter referred to as the Union.

WITNESSETH

In consideration of the promises and the mutual covenants and promises of the parties, hereto, it is hereby agreed as follows:

PREAMBLE

1.00 Purpose

It is the Purpose and Intent of the Union and the Employer in entering into this labor agreement to set forth their agreement on rates of pay, hours of work, and other conditions of employment so as to promote orderly and peaceful relations between the City of Saginaw and its employees for the efficient and continuous operation of all municipal services.

2.00 Recognition

2.10 Unit: Defined

For the purpose of collective bargaining with respect to rates of pay, wages or salary, hours of work, and other terms and conditions of employment, the City recognizes the Union as the exclusive representative and agent for all regular full time non-clerical, non-technical, non-supervisory, non-professional employees of the following City divisions: Parks, Motor Equipment, Streets, Maintenance and Service, Wastewater Treatment, Right of Way, and other related job classifications as identified in Appendix A, along with Seasonal Parks Grounds Maintenance workers and Seasonal Cement Crew workers as defined in the attached Letter of Agreements.

2.20 Rights of Individual

Nothing herein contained shall abridge the right of the individual employee to process his/her own grievance in the manner prescribed in subsequent provisions of this Agreement. In the event an individual employee desires to represent himself/herself in the processing of his/her own grievance, the employer will notify the Union of his/her intent. The Union shall be allowed to have a silent observer witness any discussions and adjustments of the grievance. Any adjustments, which may result therefrom, shall be consistent with the terms of this Agreement.

members on a permanent basis, it being understood that the use of working foremen to fill in for employees absent due to holidays or approved or unapproved leaves does not constitute permanent replacement or displacement;

- (h) To direct the work force, assign work and determine the number of employees assigned to operations;
- (i) To establish, combine, and change job classifications and prescribe and assign job duties, content and classification, and to set the wage rate for new classifications except that any employee whose existing job is affected under this provision shall not suffer a rate reduction and in the event additional duties are imposed as the result of job combinations or changes hereunder, a new wage rate shall be established by the City, which rate may be reviewed through the grievance procedure;
- (j) To determine lunch, rest periods and cleanup times, the starting and quitting time and the schedule of hours to be worked;
- (k) To establish work schedules;
- (l) To discipline and discharge employees for cause;
- (m) To adopt, revise and enforce working rules and carry out cost and general improvement programs;
- (n) To transfer and promote employees from one classification, department or shift to another;
- (o) To select employees for promotion to supervisory or other positions and to determine the qualifications and competency of employees to perform available work.

The Union and the City agree to establish a Labor/Management Committee.
(See attached Appendix "E")

6.00 No Strike Clause

- (a) The Union, its officers, agents and members agree that the Union will not countenance or condone any strikes, sit-downs, slow-downs, stoppage of work or any acts of any nature that tend to interfere with any of the services of the City of Saginaw, and the Union will use all available means at its disposal to prevent same during the life of this Agreement.

- (b) Violation of this Article by any employee or group of employees shall constitute just cause for discharge and/or the imposition of discipline or penalties.
- (c) Employees shall not be required to cross a picket line where their safety is in danger. Assignments to perform work normally done by striking employees from other bargaining units shall be on a voluntary basis only.

7.00 Representation

All employees who are covered by this Agreement shall be represented for the purpose of grievance procedures and negotiating by stewards and a bargaining committee to be chosen by the employees, except as otherwise provided in Section 2.20 of this contract.

8.00 Grievance Committee Defined

The Grievance Committee shall be composed of 3 employees elected within the bargaining unit and such other Union officers and representatives as may be deemed necessary by the Union.

8.10 Bargaining Committee: Defined

The Bargaining Committee shall be composed of 4 employees elected within the bargaining unit and such other Union officers and representatives as may be deemed necessary by the Union.

9.00 Function and Payment of Grievance Committee Members

Committeemen, stewards and/or alternates shall be paid by the employer for time lost in processing of grievances related to the City of Saginaw only during their regular working hours at their regularly scheduled earned rate, provided they have been authorized by the employer of their intended absence from their regular work assignments to process such grievances. Such authorization shall be withheld only for just cause. To facilitate the accurate preparation of payrolls, job cards, work sheets, etc., the employee shall be required to follow the proper time card and reporting procedures when leaving his/her regular job assignment to process such grievances. In no event shall the combined number of employees to be paid exceed 3, except that at step four of the grievance procedure the combined number of employees to be paid may be a maximum of 5. The City will notify appropriate management personnel and the Union of the date and time of City-wide grievance and arbitration hearings. Upon receipt of notification of City-wide grievance hearings, the Union will, within 24 hours, advise the department head(s) involved of the names of those employees who are requested to attend the

hearing. Upon receipt of notification of arbitration hearings, the Union will, within seven calendar days of the date of hearing, advise the department head(s) involved of the names of those employees who are requested to attend the hearing.

9.10 The 4 employees elected within the bargaining unit as set forth in paragraph 8.10 shall be paid by the employer for time lost in negotiations with the City of Saginaw only during their regularly scheduled working hours at their regularly scheduled earned rate. The Personnel Division shall be responsible for notifying the supervisors of the bargaining committee members of the scheduled bargaining sessions. In no event shall the combined number of employees to be paid exceed 4.

10.00 Department Stewards and Alternates

Committeemen, stewards and/or alternates shall be governed by established rules as indicated in the grievance procedure. However, the local Union president, and/or any executive officer of the State council may absent themselves without pay from their assigned work to handle Union business when arrangements are made as far in advance as possible, providing their presence is not required on the job because of any abnormal workload or shortage of personnel.

10.10 Union Leave The City agrees to release from work, with pay, Union Stewards and Executive Board members who are working at the time of the regular monthly Union meetings and Executive Board meetings to allow them to attend said meeting. Regular Union meetings are held on the second Wednesday of each month beginning at 5:30 p.m. They shall be released from work at 5:15 p.m. and be required to return at 7:15 p.m. on the night of each regular monthly Union meeting. Executive Board meetings are normally held on the First Wednesday of each month beginning at 5:30 p.m. Executive Board members shall be released from work at 5:15 p.m. and be required to return at 7:15 p.m. on the night of each monthly Executive Board meeting. This provision shall not exceed one (1) operator in the necessary seven-day operations.

10.20 The president of the local or alternate shall be released up to four days during the fiscal year, with no loss of pay and providing such release does not create overtime, to attend State Council meetings. State Council meetings are held quarterly. In addition, the president of the local union or alternate shall be granted up to four days, with no loss of pay and providing such release does not create overtime, to attend International Union Conventions. International Union conventions are currently held every four years.

- 11.00 The names and home phone numbers of officers, committeemen, stewards and alternate stewards shall be given to the Personnel Division in writing at least seven calendar days prior to their assuming office. No officer, committeeman, steward, or alternate steward shall function as such until the Personnel Division, has been advised of his/her selection in writing by the officers of the Local Union, International or State Council representative.
- 11.10 It shall be the Union's right to determine the number and location of Stewards not to exceed ten, however, in the event bargaining unit members are assigned to locations where currently there are no bargaining unit members the Union shall have the right to have a steward at that location. The Union shall notify the Employer in January of each year of the location and number of Stewards. The Union may also have an alternate Steward for each Steward. It is understood that the seniority provisions for Stewards listed elsewhere in this agreement does not apply to the alternate Stewards. Alternate Stewards shall function only in the absence of the Steward.
- 12.00 Executive officers of the International Union and/or State Council and/or their representatives, duly authorized to represent the Union, and/or the president of the local Union shall be permitted to participate in any discussion relative to hours, wages and working conditions.
- 13.00 Any committee person, steward or alternate having an individual grievance in connection with his/her own work may ask for a member of the Grievance Committee to assist him/her in adjusting the grievance.

14.00 Grievance Procedure

14.10 Purpose

The purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Nothing contained in this grievance procedure shall abridge the right of the employee and/or Union from attempting to adjust the grievance orally prior to filing of the written grievance.

14.20 Grievance Defined

A "grievance" shall mean a specific charge by an employee or group of employees or Union, based upon an event, condition, or circumstance under which an employee works, that a provision of this agreement has been violated or misinterpreted.

14.30 Step One: Immediate Supervisor Division Head Level

14.31 An employee who has a grievance shall submit it in writing to his/her immediate supervisor within five (5) working days after the date of occurrence of the event giving rise to the grievance or within five (5) working days after the employee becomes aware of it. In no case shall time exceed 30 days from the date of occurrence. The grievance shall be on forms supplied by the employer. The grievance shall state the event, condition, or circumstance giving rise to the grievance, the provisions of the Agreement allegedly violated or Misinterpreted and state the relief requested, and to be signed by the employee.

14.32 The employee's supervisor and division head shall, within five (5) working days after receipt of the written grievance, meet with the grievant and Union steward and committee person.

14.33 The division head shall give his/her written answer to the Union within five (5) working days following the meeting with the employee, steward and committee person.

14.34 An employee who desires to be represented by a Union representative in the grievance process may request his/her immediate supervisor to call the steward, alternate steward, or committee person to handle the specified grievance.

14.35 The employer shall have the right to return a grievance to the aggrieved in the event it does not contain any of the following: (1) event, condition, or circumstance giving rise to the grievance; (2) the provision(s) of the Agreement allegedly violated or misinterpreted; (3) the relief requested; (4) the signature of the employee. The employee shall then have five (5) working days within which to resubmit the corrected grievance.

14.36 Both the Union and the employer may, within reason, request the presence of additional individuals involved in the grievance.

14.40 Step Two: Department Head Level

14.41 If the grievance is not resolved in step one, the employee may have the grievance submitted to his/her department head within five (5) working days after the receipt of the division head's written answer.

14.42 The employee's department head shall, within five (5) working days after receipt of the written grievance, meet with the grievant, Union steward and committee person.

14.43 The employee's department head shall render his/her written disposition of the grievance within five (5) working days after the meeting provided in 14.42.

14.44 Both the Union and the employer may, within reason, request the presence of additional individuals involved in the grievance.

14.50 Step Three: City-wide Level

14.51 If the grievance is not resolved in step two, the employee may have the grievance submitted to the City Manager or his/her designated representative within five (5) working days after receipt of the department head's written answer in step three.

14.52 The City Manager or his/her designated representative shall, within five (5) working days after receipt of the written grievance meet with the grievant, steward and grievance committee.

14.53 The Manager or his/her designated representative shall render his/her written disposition of the grievance within eight (8) working days after the meeting provided in 14.62.

14.54 Both the Union and the employer may, within reason, request the presence of additional individuals involved in the grievance.

14.60 Step Four: Arbitration

14.61 If the grievance is not resolved in step three, and the Union desires to submit it for arbitration, they must submit it to FMCS within, Forty (40) working days after receipt of the employer's written answer in step three.

14.62 Any grievance processed by the Union may only be submitted for arbitration by the Union.

14.63 Within ten (10) working days of receipt of the arbitration list from the FMCS, unless either party rejects the first list and requests a second list from the FMCS, in which case within ten (10) working days of receipt of the second list from the FMCS, the parties will select an arbitrator by alternate striking. On the first list following implementation of this contract, the Union shall have first strike. The parties will alternate first strike thereafter.

14.64 The jurisdiction of the arbitrator shall be limited to grievances arising out of the interpretation or application of the Agreement or any written amendments hereof or supplements hereto.

14.65 The arbitrator shall have no power to alter, add to, subtract from, or modify any of the provisions of this Agreement.

14.66 The decision of the arbitrator shall be final and binding on all parties and they hereby agree to abide by such decisions.

14.67 The cost of the arbitrators' fees under this paragraph shall be divided equally between the City and the Union.

14.70 Miscellaneous

14.71 Both the Union and the City agree that all grievances shall be processed as expeditiously as possible as outlined above. These time limits have been set as a guide and if additional time is needed it is expected that both parties will agree to any request for an extension of time for good cause, provided the requested extension is for a reasonable length of time. Such extensions shall be in writing and shall be for a specified period of time.

14.72 Except as modified herein, any grievance which is not appealed from a decision at one step of the procedure to the next step in the procedure within five (5) working days of the receipt of the decision shall be considered resolved on the basis of the last decision and not subject to further appeal.

14.73 The term "working day" as used in this Article shall mean the days Monday through Friday, inclusive, but shall exclude holidays as defined herein.

14.74 Grievances involving suspensions or discharges shall be initiated in at the step four level of the grievance procedure. Grievances involving warnings and reprimands shall be initiated at the level of the person issuing the warning or reprimand. Such grievance shall be submitted within five (5) working days, after the receipt of the disciplinary notice by the employee. All other grievances shall be submitted at the level in which the incident giving rise to the grievance occurred.

14.75 Grievance meetings between the Union and the employer shall be conducted in a private location and shall include only those persons involved in the dispute and/or those persons provided for herein.

14.76 Grievance meetings provided herein shall normally be scheduled to commence between the hours of 8:00 a.m. and 3:30 p.m. in a manner that is least disruptive to the operations of the City.

14.77 Grievances not answered by the City in the specified time limits above shall be deemed to be sustained, the award made accordingly.

14.78 Nothing herein shall prevent an employee from being represented by his/her Union steward at any step of the grievance procedure.

The Employer recognizes and endorses the importance of bringing to light and adjusting grievances promptly. The initiation of a grievance in good faith by an employee and/or Union representative will not result in retaliation against the employee or the Union by the Employer.

15.00 Seniority

15.10 Employees shall acquire seniority as of their last date of hire.

15.20 Status as a regular full-time employee shall be acquired by:

- (a) Being appointed to a regular, full-time position and completing successfully the probationary period.
- (b) A temporary employee, whether hired through a subcontractor or directly by the City, who works full-time continuously for 12 months shall be made permanent. Exceptions to this 12-month rule may be made when mutually agreed. It is understood this provision in no way restricts management's rights to subcontract work for periods of less than or more than a year as provided in Article 5.00(c) including, but not limited to, the right to eliminate and subsequently subcontract bargaining unit jobs or to utilize temporary and/or subcontracted temporary employees as a supplement to the regular, permanent work force.

The employer does not intend to avoid the provisions of this Article by terminating and subsequently rehiring temporary employees who have worked continuously for nearly a year.

The Union shall be notified of the change of status of such temporary employees. Seniority shall date from the day of continuous, consecutive employment by the City unless otherwise provided herein.

15.30 The probationary period for a new hire shall be limited to one six (6) month period. The City shall notify the Union when an employee has completed his/her probationary period.

15.31 Probationary new hires, serving an initial probationary period, are not covered by the collective bargaining agreement and are not members of the bargaining unit. Probationary new hire employees' wages and benefits are determined by administrative regulations and procedures provided, however, that probationary new hires who become regular, full-time have their probationary time counted for the purpose of determining seniority, wages, longevity, and vacation and sick leave accrual.

15.40 When an employee acquires seniority, his/her name shall be placed on the Citywide, departmental, divisional, and classification seniority lists.

15.50 Seniority shall be accrued in the following areas and in the following manner:

15.51 Citywide seniority shall be the length of uninterrupted employment with the City commencing with the latest date of hiring.

15.52 Seniority does not accrue during approved leaves of absence in excess of 30 days unless otherwise herein provided.

15.53 Departmental seniority shall be determined to be by the amount of accumulated service within a department, whether continuous or not.

15.54 Divisional seniority shall be determined to be the amount of accumulated service within a division, whether continuous or not.

15.55 Classification seniority shall be determined to be the amount of accumulated service within a classification, whether continuous or not.

15.56 Provided, however, no employee shall be determined to have more departmental, divisional or classification seniority than he/she has City-wide seniority.

15.60 An employee's seniority shall be considered continuous except when he/she voluntarily resigns, retires, or is discharged for cause.

16.00 Longevity Compensations

16.10 Rules governing payment of longevity compensation are as follows:

Longevity compensation will be granted to employees upon the completion of five (5) years of service with the City and additional increments will be paid at five (5) year intervals thereafter up to and including the twenty-fifth (25th) year of service.

16.20 Longevity compensation is based upon total, continuous length of service with the City and does not relate to the length of time served in a particular classification.

16.30 Longevity compensation will be paid to full-time employees who have served the equivalent of who have served the equivalent of 5, 10, 15 and 20 years of service at the rate of 2080 hours equaling one (1) year of service.

16.40 Longevity increments shall be at the following rates based on the schedule listed in Section 16.50:

2% of base rate upon completion of 5 years of continuous, full-time service.

4% of base rate upon completion of 10 years of continuous, full-time service.

6% of base rate upon completion of 15 years of continuous, full-time service.

8% of base rate upon completion of 20 years of continuous, full-time service.

10% of base rate upon completion of 25 years of continuous full-time service.

16.50 However, the following schedule will be used to implement the per annum base rate to be used in the compensation of longevity payments:

Effective July 1, 1994 \$13,000

Effective July 1, 1995 15,000

Effective July 1, 1996 18,000

16.60 Time spent on military leave or other authorized leaves of absence will be used in computing continuous service for the purpose of computing longevity compensation.

16.70 New employees hired after, **July 1, 2009**, shall receive Longevity payments in lieu of Article 16.40, which are included in pay tables as follows:

\$180 upon completion of 5 years of continuous full-time service
\$360 upon completion of 10 years of continuous full-time service
\$540 upon completion of 15 years of continuous full-time service
\$720 upon completion of 20 years of continuous full-time service
\$900 upon completion of 25 years of continuous full-time service

17.00 Layoffs and Recalls

17.10

- (a) General Provisions: Layoffs, bumps and recalls shall be based on bargaining unit seniority provided the senior employee possesses the present ability to do the work required.
- (b) Employees may bump into lower or lateral classifications/pay ranges provided he/she has the present ability to perform the duties of that classification. When an employee makes a lateral bump to the same classification, that they hold, no trial period will be necessary. In no case shall an employee bump into a classification, which is higher than the classification from which he/she is being laid off.
- (c) The person receiving the initial layoff notice shall be that employee whose job is being deleted. Employees receiving the layoff notice shall be notified of the job classifications that are lateral or lower to their position at the time they are notified of the pending layoff. Unless an employee notifies the City in writing within one (1) working day following receipt of the notice of the layoff that he/she does not desire to bump, it will be concluded that the employee desires to bump. The employee may within three (3) working days after receipt of pending layoff, specify three (3) classifications and/or divisions that he/she desires to bump into and must arrange the three (3) choices in order of preference. Employees may also express classifications and/or divisions they do not want to bump into.
- (d) Management will arrange the highest possible lateral or lower bump which results in the least displacement of other employees:
 - i. Management reserves the right to assign employees into vacant positions and will do so within the employee's expressed preference to the fullest extent possible.

- ii. Employees will bump the most junior employee in the highest possible lateral or lower classification based on bargaining unit seniority and will do so within the employees expressed preference to the fullest extent possible.
 - (e) If a dispute exists, as to the employee's potential ability to perform a job, a test will be given to determine an employee's potential ability to do the work required. If the employee passes the test or if no dispute exists as to the employee's potential ability to do the work required the employee shall be given a forty-five (45) calendar days trial period to demonstrate whether the employee is capable of assuming the full responsibilities of the job.
 - (f) Employees may exercise only one (1) bump per layoff. Employees who exercise a bump and are determined by management to be unable to perform their new jobs shall be laid off without any further bumping rights. Such employees shall be given recall rights to the classification from which they were initially laid off or to the classification, which includes their job duties if the classification title is changed.
 - (g) Disputes, which arise under this Article shall be placed in writing on the grievance form and resolved in accordance with the Expedited Rules of the American Arbitration Association.
- 17.20 Employees will be returned to their classification in the reverse order of the manner in which they are laid off.
- 17.30 Employees who exercise their seniority under this section shall be paid at their current rate of pay in a lateral assignment or at the highest pay rate paid for a lower classified assignment as long as that rate is not higher than their current rate of pay, in which case they shall receive their current rate of pay.
- 17.40 All five designated Union officers shall be placed at the top of the seniority list during the terms of their office for lay off and recall purposes only. The stewards shall be assigned a minimum of 10 years seniority for layoff and recall purposes only. This shall not apply to officers and stewards elected during a lay off period. Layoff period shall mean the period of time after an employee has received their official written notice of impending layoff or period of time during which the employee is actually laid off.
- 17.50 The Union shall be notified of the number of employees to be laid off fourteen (14) days before they are scheduled to be effective.

17.60 Employees shall retain their recall rights for two (2) years (24 months) following the date of layoff. There is no accrual of benefits while on layoff. After recall, an employee's longevity benefits will begin as of original date of hire, minus time spent on layoff.

The vacation adder will be based on the employee's original date of hire. Sick leave days, which are left on the employee's record at layoff will be reinstated when the employee is recalled. Seniority will continue while on layoff.

17.70 Employees recalled within thirty (30) days after layoff, whose vacation time was paid off, shall have the option of buying back any or all paid off vacation days at the same rate of pay.

17.80 Bargaining unit employees still working for the City but on the recall list shall retain their recall rights as outlined in Article 17.60. Employees laid off/bumped who are hired into a new bargaining unit position to which they have no recall rights, which is lateral to or higher than the position from which they were laid off/bumped, will have their name removed from the recall register. Employees, provided they were on the recall register at the time of this new hiring, will have their vacation and longevity computed as of their original date of hire minus time spent on lay off and sick leave which was left on City pay records at the time of lay off will be reinstated. Bargaining unit employees shall be recalled to their former classification before such classifications are filled from the outside in accordance with Article 20.00.

18.00 Layoff Benefits

The City of Saginaw shall remain a subject employer under the Michigan Employment Security Commission rules and regulations unless otherwise negotiated with the Union or unless otherwise required by statute.

19.00 Emergency Vacancies

If a vacancy within the bargaining unit is of an emergency nature, supervision may designate emergency substitutes until an eligible list can be established or for a period not to exceed 90 days, whichever is less. It is the intent of the employer to establish the appropriate eligible list without unreasonable delay. Emergency substitutes shall be paid the classification rate of pay or their previous rate of pay, whichever is more. A bargaining unit member shall not be required to fill a position outside of the bargaining unit and if a member voluntarily accepts an assignment, that assignment shall not exceed ninety - (90) -days. Unless mutually agreed upon by the parties.

20.00 Registers and Procedures for Filling Vacancies

It shall be the sole and exclusive right of the City to determine when a vacancy exists and if such vacancy shall be filled. An employee who is promoted or otherwise enters into the hourly bargaining unit from the salaried bargaining unit will serve a thirty- (30) -day orientation period as part of a four-month, 120 days probationary period. At any time during this orientation period, the employee may return to their previously held position without any loss of seniority.

Vacancies - Register Priority

20.10 Recall - pursuant to Article 17.00.

20.20 Promotional Register

- (a) Vacancies, which, cannot be filled from the Recall Register shall be advertised first to current active bargaining unit members and former bargaining unit members on the recall list. If there are two (2) qualified in-house applicants, the vacancy shall be filled.

Employees wishing to apply for a position of the same or similar (knowledge, skills, abilities) classification, which they currently hold, may do so at the time of the in-house posting by filing an application with the Employee Services office with the word TRANSFER written in the upper right hand corner of said application. Such employees will not be required to be tested and will automatically be placed on the eligibility list which was created to fill the vacancy.

If a dispute exists as to the employee's potential ability to perform a job in a similar classification, they will be subject to the testing procedure.

Employees wishing to apply for a position which is a lower classification and pay range than their currently held position may do so at the time of the in-house posting by filing an application with the Employee Services office with the words VOLUNTARY DEMOTION written in the upper right hand corner of said application. If a dispute exists as to the employee's potential ability to perform a job, they will be subject to the testing procedure. If no dispute exists as to the employees' potential ability to perform the job, such employees will automatically be placed on the eligibility list.

- (b) Posting of Jobs. All job openings shall be posted on each Union division bulletin board as provided in Section 47.00 at least fourteen (14) calendar days in advance of the last date for filing application.

Each Union steward will be mailed a copy of all S.E.I.U. (both Hourly and Salaried) job postings to their home address.

- (c) Any bargaining unit employee who wishes to apply for a job opening as set forth in (b) above shall submit their name and application to the Employee Services within the specified time period.
- (d) In all cases of filling of vacancies the following factors shall be considered: knowledge, physical ability, skill, attendance record and length of service.
- (e) The names certified to the Department Head shall be of those employees with a composite score of seventy (70) percent or better and any other employees who qualify to be on the eligibility list.
- (f) All procedures in this agreement shall be followed for filling vacancies except when the City's Affirmative Action Program indicates workforce underutilization of members of protected classes. In such cases, the City shall select the member of the protected class provided they have met eligibility requirements.

If underutilization does not exist the certified candidate with the most bargaining unit seniority, shall be appointed by the department head.

- (g) The City has enacted a voluntary affirmative action plan. The Union acknowledges the authority of the City to enact affirmative action plans consistent with Title VII of the Civil Rights Act of 1964. The Union and the City agree to abide by the law and recognize the necessity of justice and equality in hiring practices. The Union and the City agree to work together to prevent discrimination as defined by law. The City shall not, in the implementation of any affirmative action plan, violate any section or sections of the principal labor agreement.

Definitions: **Protected Class** - Blacks, Hispanics, Asians, Pacific Islanders, Alaskan Natives, American Indians, Women, Handicapped and covered veterans.

Minority - All persons classified as Black, Hispanic, Asian, or Pacific Islander, American Indian, or Alaskan Native. Of these groups only blacks and Hispanics comprise over two percent (2%) of the City's population, therefore, goals and timetables are not established for Asians, Pacific Islanders, American Indians, or Alaskan Natives.

20.30 Seniority for the filling of vacancies shall apply in the following manner:

20.31 Unit seniority

20.32 Department seniority

20.33 Division seniority

20.34 Classification seniority

An employee filling a vacancy of a promotional nature shall be on probation in that position for ninety (90) -days.

If retained for the full ninety- (90)- days, the employee shall receive full time regular employment or be returned to his/her former position.

If unable to qualify, he/she shall be returned to a position equivalent to his/her former classification without prejudice and at the rate of pay for such position.

Employees must have completed their probationary period in their current position prior to applying for a promotion.

An employee may refuse promotion without bias or loss of seniority.

All employees shall be given equal opportunity to train for promotion when such opportunities are offered without loss of pay.

When an employee is promoted to a position in a classification, which is allocated to a higher pay range, he/she will normally receive either the minimum rate of pay for the higher classification or a two-step, advancement in pay above the step he/she is receiving, whichever, rate of pay is the higher level. Assignment to a higher step within the pay range may be made upon approval of the City Manager. In no cases of promotion to a classification allocated to a higher pay range shall an employee receive less than a two-step increase in pay. In the event the promotion does not yield a minimum two-step increase in pay, said employee shall be placed at the new step and receive a one-time cash stipend of two percent (2%) of the new rate.

Promotional registers shall remain in effect for a period of six (6) months, unless exhausted sooner.

For purposes of seniority, an employee entering the hourly bargaining unit from the salaried bargaining unit will retain their City-wide seniority and enter said unit with no bargaining unit seniority (unless prior hourly bargaining unit seniority can be established). Vacation and sick time accrued from another bargaining unit will transfer to the new bargaining unit and begin to accrue under the terms and conditions of that new bargaining unit.

For purposes of equalization of overtime, such eligibility will begin after the employee has completed their ninety- (90) day probationary period. Employees are NOT excluded from overtime opportunities during a promotional probation/orientation period.

- 20.40 Whenever a new position is established or an existing position is reclassified to a higher pay rate and the requirements of such position as to duties, training, skill, responsibility, effort, and surroundings have been altered to the extent that it warrants a higher classification, the Director of Employee Services shall determine whether the incumbent should be given status in such higher classification without posting or whether the job shall be posted as a vacancy. Any employee dissatisfied with the classification description, wage rate, range so established and changed and/or the Director of Employee Services' decision as to the method of filling the position, shall follow the usual grievance procedure as established by this Agreement.
- 20.50 All new positions within the bargaining unit shall be reported to the Union and added to Appendix A of the contract in the form of a supplement within ninety (90)-days.
- 20.60 When an employee is demoted to a position in a classification, which is allocated to a lower salary range than the range for the employee's present classification, they shall be paid as follows:
- They shall be allocated two steps lower in their present range and will be given that rate of pay in the lower classification pay range or in the event that the allocated rate of pay is not within the lower classification pay range they shall be allocated the maximum step of the lower classification pay range.
- 20.70 An employee shall be paid, upon being transferred, at the same rate as in his/her prior position and his/her salary progression shall not be affected by the transfer.
- 20.80 Any employee filling a vacancy of a non-promotional nature shall be on probation in that position for ninety- (90)- days. If unable to qualify, they shall be returned to a position equivalent to their former classification without prejudice and at the rate of pay for such position. During the first thirty - (30) working days, the employee shall have the right to return to their former position.
- The receiving Department Head or the Director of Employee Services shall not arbitrarily deny any applicant's appointment into such vacancies.
- 20.90 Reallocation and Reclassifications
When a position is reallocated or reclassified to a higher pay range, the incumbent shall normally be advanced to the minimum rate of pay for the higher range or receive a two-step advancement above the step he/she is currently receiving, whichever is greater. Assignment to a higher step within the pay range may be made upon approval of

the City Manager. In the event a reallocation or reclassification does not yield a minimum two-step increase in pay, said employee shall be placed at the new step and receive a one-time cash stipend of two percent (2%) of the new rate.

In those cases where a classification is allocated to a lower pay range, the incumbents in the classification shall retain the same rate of pay as they are presently receiving, provided such rate of pay does not exceed the maximum step of the pay range to which the classification has been reallocated. When the incumbent is receiving a salary above the maximum pay step of the pay range, then his/her salary shall be frozen at the present rate of pay.

Reallocation and reclassification of positions may result in a change in the normal eligible dates for automatic or merit increases. The Director of Employee Services will determine when an employee's normal eligible date for automatic or merit increases shall be changed because of reallocation or reclassification.

21.00 Work Hours and Premium Pay Rates

- 21.10 The workweek shall be forty -(40)- hours Monday through Friday. Saturday and Sunday may be scheduled only to provide service, which cannot reasonably be provided on Monday through Friday. In the event it shall become necessary to alter an existing weekly work schedule to require Saturday and Sunday work as a part of the regular workweek in order to provide a public service which cannot reasonably be performed on the currently established schedule, the City will notify the Union at least seven (7) days in advance of the proposed change and the Union shall have the right to be aggrieved. Employees who report for scheduled work shall not be sent home prior to the end of their scheduled work shift because of inclement weather.
- 21.11 For the purpose of computing premium pay a regularly scheduled work shift shall consist of eight and one-half hours less an unpaid one-half hour lunch period.
- 21.12 Payment for a full shift shall be a sum equivalent to eight (8) times the regular hourly rate including longevity, but excluding all other premiums.
- 21.13 There shall be five types of premium payments:
- A. Shift Premium
 - B. Overtime: General

- C. Overtime: Saturday
- D. Overtime: Sunday
- E. Overtime: Holidays

21.14 Four (4) Day Work Week - During the term of this agreement the parties may explore alternatives to the normal five (5) day work-week. If a mutually agreeable alternative is found, the parties may implement such alternative.

21.20 Shift Premium

21.21 Five percent (5%) per hour premium pay shall be paid to those employees whose work period begins during the hours between 1:00 p.m. and 8:59 p.m.

21.22 Seven percent (7%) per hour premium pay shall be paid to those employees whose work period begins during the hours between 9:00 p.m. and the following 4:59 a.m.

21.23 Where shift work is required, assignment to such shifts and starting time within the shift, if applicable, shall be done according to bargaining unit seniority with the most senior employee in the classification having priority for shift assignment. In the event the senior employee does not desire such shift work, assignment to such shift work shall be done in reverse order of seniority. This provision also applies to a temporary assignment of thirty- (30)- days or less. Bidding for shift assignments will occur once annually during the month of September.

Applications for, shift transfers, shall only be made by employees in the section (as defined in the Personnel Complement of August 1, 1983) where the employee works. Applications shall be made in writing to the section supervisor.

Shift preference shall be based on bargaining unit seniority but shall only be allowed within the classification within the section.

Assignment to jobs within job classifications on a shift shall be a function of management and employees shall not be entitled to a particular job on any shift. The determination of types and numbers of jobs assigned to each shift shall be management's right.

First shift is any shift during which the work period begins between 5:00 a.m. and 12:59 p.m.; second shift is any shift during which the work period begins between 1:00 p.m. and 8:59 p.m.; third shift is any shift during which the work period begins between 9:00 p.m. and 4:59 a.m. Shift preference does not affect the workweek or specific starting time.

Management reserves the right to assign employees to shifts other than their preferred one for periods not to exceed thirty days in order to:

1. Compensate for fluctuating or emergency work-loads,
2. Provide coverage for vacations, sick leave and injury time;
3. Facilitate training,
4. Match required employer needs and employees' skill levels.

Where a tie occurs, management will make the selection for shift assignment.

21.30 Overtime: General

21.31 Where it is necessary for overtime work to be performed, department heads may specifically authorize such overtime work, but every effort will be made to reduce such overtime to a minimum. Employees will be compensated at the rate of time and one half their regular rate for all hours worked outside their regularly scheduled shift.

21.32 The City shall provide at least twelve (12) hours notice prior to the start of the employees reassigned shift which will then be considered the employee's new regularly scheduled shift.

21.33 In the case where an employee is provided proper notice of his/her new regularly scheduled shift (12 hours) but there exists less than 12 hours between the end of the prior regularly scheduled shift and the beginning of the new regularly scheduled shift, the employee will be compensated at the rate of time and one-half for all the hours worked on the first daily shift of his/her new regularly scheduled shift.

21.34 The employer shall not force or require an employee to work more than 16 hours in any 24-hour period beginning with his/her start of work.

Any employee who works 16 or more hours within a 24-hour period shall be released for a nine hour period before he/she is required to report to work for his/her next regular daily work period. If however, the employee wishes to continue working beyond 16 hours, he/she shall receive two times his/her straight-time rate of pay for all hours worked in excess of 16 hours until he is released from work or nine hours. If the employee is released and such nine-hour period extends into his/her regular daily work period, he/she shall suffer no loss of his/her straight-time pay for any portion of his/her regular daily work period, which is within such nine-hour period. If, in the judgment of

the City, the employee cannot be gainfully employed during the portion of his/her regular daily work period remaining after the expiration of such nine-hour period, such employee may be excused from work for the remainder of his/her regular daily work period without loss of his/her straight-time pay.

21.35 Compensatory Time: Employees may elect to receive compensatory time off in lieu of overtime pay as provided in Section 21.00. Such compensatory time off work shall be in accordance with the applicable overtime rate. Employees may accumulate a maximum of one hundred (100) hours of compensatory time.

21.40 Overtime: Saturday

21.41 Employees will be compensated at the rate of time and one-half their regular rate for all hours worked on Saturday except in those cases where the hours worked on Saturday are a part of the employee's regularly scheduled shift or workweek or if the employee has worked less than forty hours during the week as a result of having been on an unpaid absence. Unpaid absences of the Union officers, bargaining committee and grievance committee for the purpose of conducting Union business shall be counted as time worked for the purpose of computing overtime.

21.50 Overtime: Sunday

21.51 Employees will be compensated at the rate of two times their regular rate for work performed on a Sunday except in those cases where the hours worked on a Sunday are a part of the employee's regularly scheduled shift or workweek.

21.60 Overtime: Holidays

21.61 In addition to eight hours holiday pay, employees who work on a legal holiday shall be paid two times their regular hourly rate for all hours worked. It is understood that the actual day named in Article 33 .20 is the day for which the double time premium is paid.

21.62 In the event an employee works on a Friday preceding a legal holiday falling on a Saturday or works on a Monday following a legal holiday falling on a Sunday, he/she shall receive, in addition to eight hours holiday pay, pay at the rate of time and one-half his/her regular hourly rate for all hours worked.

In the event two legal holidays occur consecutively with one falling on a Saturday or Sunday, the preceding language will be backed up one

day, or will be extended forward one day in order to properly compensate for the double holiday.

21.63 Employees who work both the legal holiday falling on a Saturday and the Friday preceding the legal holiday falling on a Saturday or work the legal holiday falling on a Sunday and the Monday following the legal holiday falling on a Sunday shall receive double time for the holiday and straight time for the hours worked on Friday or Monday in addition to 8 hours pay for the legal holiday itself.

21.70 Equalization of Overtime

21.71 A roster of all regular employees will be set up by classification within sections. It is the intent that the opportunity for all employees within sections and classification to work overtime will be equalized to the fullest extent possible. Equalization of overtime must be accomplished within a one-year cycle beginning July 1 and ending on June 30 of each year.

21.72 In the event, that a qualified employee is asked to work overtime outside of his/her regular section, this overtime will be posted by the employee's immediate supervisor of his/her regular section. This overtime will be called "Out of Section Overtime" and will be equalized to the fullest extent possible within his/her classification. All overtime rosters will be posted in appropriate locations for the convenience of all employees.

21.73 Regular employees who desire overtime work shall be given first opportunity to do so before probationary and temporary employees in the same classification. Probationary and temporary employees will be permitted to finish a job begun during their regular work shift without first offering such overtime work to regular employees provided such overtime does not exceed two hours.

21.74 Employees shall be credited but not paid for overtime opportunity if employer has taken reasonable steps to notify the employee of the overtime. This credit shall be used only for the purpose of computing equalization of overtime. Employees scheduled off for vacation on a Monday shall not be asked or charged for overtime on the preceding weekend and until they return to work.

Employee shall not be asked or charged for overtime work on any day following a day the employee was absent from work. Employees absent on Friday shall not be asked or charged for overtime work until after they have returned to work.

21.75 The divisional Steward and/or other Union Representative shall on a quarterly basis review with management the overtime roster. At such time, any inequities shall be discussed and every effort will be made to adjust said disputes.

21.80 Reporting for Overtime and Emergency Work

21.81 In the event it becomes necessary to schedule emergency overtime work the employee shall report for such work when notified by the employer unless excused for good cause. Such work shall be scheduled in accordance with Section 21.34 and 21.70.

21.82 In the event the employer requires non-emergency overtime work, such work shall be performed on a voluntary basis provided ample qualified employees are available for such overtime work. Opportunity for non-emergency overtime work shall be in accordance with Sections 21.34 and 21.70.

21.90 Pyramiding of Premium Payments

21.91 The payment of overtime for any hour excludes that hour from consideration of premium payment on any other basis except longevity premiums.

22.00 Meal Periods

22.10 An employee shall be entitled to one, one-half hour lunch period as near as practicable after completion of approximately one-half (1/2) of his/her scheduled shift.

22.11 Employees who work during their scheduled meal period and continue to work for one (1) or more hours immediately following the scheduled meal period shall be paid at the rate of time and one-half for the meal period and shall have an unpaid meal period scheduled later. Employees shall not be required to work for more than six (6) hours without a meal period.

22.20 Employees who are required to work continuously beyond their regularly scheduled work shift shall be entitled to a twenty-minute paid lunch period in which to obtain and eat his/her meal if such overtime shall cause him/her to work more than one hour past the end of his/her regularly scheduled work shift, provided said employee is to be required to work beyond such meal break.

- 22.30 Employees called out for overtime work shall be entitled to 1/2 hour paid lunch period in which to obtain and eat his/her meal upon completion of each four hours of continuous work provided said employee is to be required to work beyond his/her lunch break. This provision shall not apply to scheduled overtime work.

23.00 Meal Periods During Emergency Work

- 23.10 Emergency work is defined as a critical situation, requiring the services of a crew, or work group, at a specific location outside of regular work hours.
- 23.20 The general conditions and methods used to arrange for a lunch break during emergency work shall be at the reasonable discretion of the person in charge. Location, weather, time of day, urgency of work and size of crew are all variables in this type of work. In general, the following will be used as guidelines:
- 23.21 Six hours shall be a maximum length of time required to work without eating.
- 23.22 Arrangements may be made by the supervisor to purchase food and eat on the job site. In which case, the employer will bear the expense of the meal.
- 23.23 The crew may leave the job site and will be allowed mealtime as provided for in Article 22.00 to obtain food. In this case, the employee will bear the expense of the meal.

24.00 Lunch Hour Procedures

- 24.10 Employees will be allowed to return to their shift reporting locations to eat their lunches, provided that job site situations (emergencies, traffic hazards, etc., as determined by the supervisor) do not exist that requires employees to eat their lunch at the job site. In such cases, employees will be allowed to report to the nearest available, reasonable facility for purposes of cleanup and relief. Arrangements will be made as much as possible for the employees to return to their shift reporting location for lunch.

Upon mutual agreement of the parties the employee will be permitted to **not** take a lunch period and will be allowed to leave their work shift one-half hour early.

When working in a crew situation if the majority of the crew wishes to **not** take a lunch break then the majority shall govern.

24.20 The lunch period shall not exceed thirty (30) minutes as provided under Paragraph 25.10 excluding wash up time, which shall not exceed five (5) minutes unless otherwise established by supervision due to unusual working conditions or facilities, and time spent in traveling to locations which provide the necessary facilities for cleanup and relief. Any deviation from the regular scheduled lunch period must be approved by the appropriate supervisory personnel.

25.00 Rest Periods

25.10 Employees shall be accorded 2 rest periods of 15 minutes each on their scheduled shift, one prior to their lunch period and one following. Scheduling and location of breaks shall be governed by departmental regulations.

26.00 Clean Up Time

26.10 Employees shall be entitled to a reasonable amount of paid clean up time at the end of their work shift. Such time shall be established by the available facilities and extremities of the employee's assignment.

27.00 Reporting Time

Any employee permitted to come to work without having been properly notified that there will be no work shall receive a minimum of two (2) hours pay at the regular hourly rate.

28.00 Call In Time

28.10 Any employee who is called on an emergency call outside of his/her regular working hours shall be compensated for the time spent in transportation between the job and his/her home. Such compensation shall consist of one (1) hour added to the elapsed worked time for emergency service as recorded. Such hour shall be compensated at the overtime rate of time and one-half and shall include the time spent in bringing a motor vehicle from and to the appropriate or designated storage area, provided that:

28.11 No compensation shall be allowed for transportation time when the total elapsed time for the emergency amounts to eight hours or more;

28.12 No compensation shall be allowed for transportation time when the emergency working time is continuous with a regular working day or part thereof;

28.13 No compensation shall be allowed for transportation time when the employee is on a regular overtime assignment such as the regularly scheduled Saturday or Sunday work.

28.20 Any employee called in to work outside of his/her regular working hours shall be guaranteed a minimum of 2 hours work or pay in lieu of such work at the applicable overtime rate, if any, in addition to transportation provisions.

28.30 Emergency Stand-by

Employees required to do stand-by duty shall be paid a minimum of four (4) hours pay at their normal hourly rate for each 24-hour day they are on stand-by duty. Stand-by is defined as any time the employee is expected to maintain telephone or radio contact with the employer. Employees on stand-by may be called to report for work if needed.

29.00 Paid Time Off (PTO)

The following PTO schedule shall be in effect:

29.10 Effective January 1, 2001, all current bargaining unit members shall be allowed to convert their vacation and sick leave to PTO days. Those unit members who by, December 31, 2000, have a combination of sick and vacation hours that equal or exceed 1312 hours or 164 days shall be granted the 164 PTO days. All other bargaining unit members who do not have the hours referenced above, shall receive all vacation hours and one half of the accumulated sick leave up to 110 days converted to PTO days as of December 31, 2000. All current employees and those who enter the unit from other City positions shall be allowed to accrue up to a maximum of 164 days of PTO. Employees entering the bargaining unit from outside the City ranks shall accumulate two times the annual PTO days. On January 1 of each year, employees shall receive PTO days based on the following schedule:

<u>Time In Service</u>	<u>Days Per Year</u>
Less than 5 years	16 Days + 6 days for S/L
Over 5 years, less than 10 years	22 Days + 6 days for S/L
Over 10 years, less than 15 years	24 Days + 6 days for S/L
Over 15 years	27 Days + 6 days for S/L

Employees may carry the maximum of 164 days during any calendar year, up to 191 but must reduce the accumulated days to 164 by December 31 of each year. Accumulated days in excess of the 164 are not paid and shall have no effect whatsoever on final average compensation for pension purposes. PTO days, up to 164, will be paid upon time of retirement and become part of the employees' final average compensation (FAC).

- 29.20 PTO days will be computed from the employee's last date of hire. An employee shall have their PTO days prorated as of their date of hire when moving from one level of accumulation to the next. (Example: Employee date of hire 8/30/93. On 8/30/03 employee receives 1/3 of the difference between level of accumulation they are receiving and the next level of accumulation, for the months of September, October, November and December or 1.665 days).
- 29.30 PTO days will not be granted to any employee who has not satisfactorily completed at least six months continuous employment. Employees entering the bargaining unit after the effective date of this agreement shall receive PTO days on a prorated basis.
- 29.40 Maximum PTO accumulation will be limited to the amount, which an employee earns in two years, for employees hired into the bargaining unit after July 1, 2000. (Maximum shall be 54 days)
- 29.50 Paid holidays falling within scheduled PTO days will not be charged against the earned PTO days.
- 29.60 The employer shall have the right to establish and adjust PTO day schedules indicating the number and classification of personnel who shall be permitted to be on PTO days during any given period of time. If, as a result of an uncontrollable situation, it is necessary to adjust an employee's approved PTO days with less than two weeks notice, the employee shall have the option of receiving pay in lieu of such adjusted PTO days or having his/her adjusted PTO days rescheduled.
- 29.70 Request for PTO days
Request for PTO days must be made in writing and signed by the applicant. The form will then be submitted to the applicant's immediate supervisor for endorsement and forwarded to the department for final approval or disapproval. The applicant will be notified of the disposition within twenty-four (24) hours unless circumstances of work operations require a greater length of time. In no instance shall the disposition of the request be given later than 72 hours from the date of the request. Requests for PTO days shall not be arbitrarily denied.

29.71 In the event an employee accumulates the maximum amount of PTO days allowable and is not permitted to take the PTO days, such employee shall be entitled to carry the excess allowable PTO days for a period not to exceed two months. When Management determines that working conditions do not permit use within the allowable two-month period, the employee may carry the excess allowable PTO days for up to two months following the notification the working conditions permit use.

29.72 Employees shall be responsible for keeping their accumulated PTO days within allowable limits.

29.80 Submission In Advance

Leave requests for periods of one or more weeks must be submitted not less than one full week in advance of the start of the leave period. Leave requests for periods of less than one week must be submitted not less than one full working day in advance of the start of the leave period. Earlier submission in either case is strongly recommended. The requirements of this section shall be modified or waived by the department or division head in unusual situations where employees cannot be aware of the need for leave one week or one full working day in advance as normally required.

29.90 Priority

29.91 It is recognized that a certain number of employees in each classification must remain on duty at all times in order to provide the normal services of the department or division. It is also recognized that several leave requests covering the same leave period may be submitted.

- (A) The employer shall post PTO day request lists in each divisional section during the month of April and again in October of each year. During the months of April and October, employees may schedule their PTO days for the following six (6) month period. In the event two (2) or more applicants request the same PTO days leave, length of service in the bargaining unit shall govern. At the end of each PTO day scheduling month, an employee who has scheduled his/her PTO days will not be bumped by a more senior employee. Within ten (10) calendar days of the close of the April and October PTO day's request period, the employer shall notify the employee of the approval or denial of his/her request. Such notification does not constitute a waiver of the employer's right to adjust an employee's approved PTO days as a result of an uncontrollable situation. PTO day requests for the 10-day period following the close of the PTO

days scheduling period shall be approved or denied as soon as possible.

- (B) Employees may schedule PTO days after the PTO days scheduling months. In establishing a priority between two or more applicants for the same period, length of service in the bargaining unit shall govern. Employee PTO days scheduled at times other than during the PTO days scheduling months may be bumped by more senior employees provided such PTO days are scheduled less than two weeks in advance.

29.92 Any employee who leaves the employment of the City, except probationary employees, shall be entitled to take his/her prorated, accumulated PTO days in pay at the rate of pay received by said employee at the time of his/her leaving. Accrued PTO days will be transferable when an employee transfers between departments within the City service.

29.93 Time off work on PTO leave, short/long term disability provisions an duty connected disability, shall be counted as time worked, except that employees receiving duty disability pensions shall not accrue PTO days. Said employee shall continue to receive all benefits under the collective bargaining agreement including, but not limited to all insurance and pension benefits.

29.94 PTO leaves may be taken in increments of one (1) hour, if requested and approved at least twenty-four (24) hours in advance, which will be subject to request for leave provisions. Employees may use PTO with less than twenty-four (24) hours notice for instances of illness, personal injury, or unforeseen circumstances requiring his/her absence. The City reserves the right to question employees use of PTO time in certain situations where possible abuse is evident.

30.00 Bereavement Leave

In the case of death in the employee's immediate family, an employee shall be granted leave with pay. Such leaves are for the death of family members of employees and may be taken following the death and prior to and after the funeral of said family member. The leave shall be in addition to regular days off or holidays, up to a maximum of three (3) working days, which includes the day of the funeral or ceremony. Leaves are granted for employees unable to attend the funeral or ceremony, with verification of the death provided to the department. "Immediate family" is defined as employee's spouse, child, brother, sister, parent, parent-in-law, grandparents, grandchildren, step parent-in-law, step-parent, step-child, step-brother, step-sister, or a relative residing in

the same household. One (1) day shall be granted for the employee's or spouse's brother-in-law, sister-in-law, or employee's grandparents-in-law, uncle, or aunt; niece or nephew, such one-day bereavement leave shall be granted to attend the funeral if such funeral falls on a day the employee would otherwise be working.

PTO days may be taken to attend the funeral of relatives not listed in this article or when circumstance warrant the need for additional leave from work due to a death in the family. It shall be the employee's option to use PTO days under this provision. PTO days shall be limited to five (5) days per contract year. Verification of the death shall be provided when not attending actual funeral. The obituary of the relative involved may serve as verification.

Employees who are appointed as an executor or executrix of an estate of a member of their immediate family, (as defined above) shall be afforded up to five (5) days off with pay to attend to the estate. Such paid leave shall be deducted from the employee's PTO days bank. Proper verification appointing the employee as an executor or executrix of an estate shall be provided to the City by the employee. PTO days used in this manner shall be used in no less than four (4) hour segments.

Nothing herein shall prevent an employee from using PTO days as provided for in Article 29.00.

31.00 Short and Long Term Disability

Short Term Disability

31.10 All employees who have completed the probationary period shall be covered by Group Short Term Disability Benefit Plan. Premiums for such policy shall be paid 100% by the City.

Effective January 1, 2004, Short Term Disability Benefit is for 26 weeks with benefits beginning on the first (1st) day for an accident or injury and the eighth (8th) day for illness. Benefits shall be paid at 66 2/3% of the employee's wage.

31.20 Employees may use PTO days for disability periods of seven (7) days or less. Employees may also use PTO days in lieu of Short Term Disability Benefits and may use PTO days at the applicable rate to subsidize the Short Term Disability Benefit to equal 100% of their pay.

Long Term Disability

31.30 All employees, who have completed the probationary period, shall be covered by Group Long Term Disability Policy through the Hartford Life Assurance Company. Premiums for such policy shall be paid

100% by the City. Any employee who receives Short Term Disability Benefits and continues to be disabled after 26 weeks shall receive Group Long Term Income Benefits until they are no longer disabled or until they reach age 65. Effective July 1, 2009, this benefit shall be paid at 60% of the employee's wage.

Employees may use PTO days at the applicable rate to subsidize the Long Term Disability Benefit to equal 100% of their pay.

- 31.40 PTO days may be used for the caring of family members (spouse, child, parent or a relative residing in the same household) whose illness or injury requires the care or presence of the employee. Such leave for caring for family members shall not exceed ten (10) days in a contract year.
- 31.41 Up to four (4) hours shall be considered PTO time for doctor's appointments or up to eight (8) hours when medical testing is required unless approved for a greater length of time and with 24 hours prior notice. Proof of such visit, may be required by the department.
- 31.42 Employees shall notify their supervisor of doctor's appointments upon becoming aware of such appointments.
- 31.43 When an employee has been absent for five (5) working days because of illness or non-work related injury, before returning to work he/she will be required to report to the City Clinic or City-designated facility where a report of the illness and authorization of the employee's return to work will be made. Supervisors shall not allow any employee to return without proper authorization from the City Clinic or City-designated facility. No employee shall suffer a wage or PTO day accumulation loss as the result of the City Clinic or City designated facility not having proper personnel to authorize the employee's return to work. Provided, however, the employer may require the employee to submit to an examination by a licensed physician of its own choosing prior to authorizing the employee's return to work when the City Clinic or City-designated facility does not have the proper personnel, such examinations to be paid for by the employer. Employees who are required to present a return to work authorization shall present it to their supervisor on the date of issuance by the Clinic or City-designated facility provided such authorization is obtained before the end of the employee's normal shift.
- 31.44 When an employee is not able to report for work because of illness or injury, he/she shall daily, unless it is known the absence will continue for at least five (5) working days, report the fact, or cause it to be reported to his/her supervisor, division office, or other designated

person by telephone or other means prior to the scheduled shift. Unless this requirement is fulfilled, no PTO leave will be approved except in unusual circumstances and then only after approval by the City Manager.

31.45 When an employee becomes ill while at work and does not feel able to complete his/her workday, he/she shall report the fact (including a description of his/her illness) to his/her immediate supervisor. The supervisor may require the employee to stop at the City Clinic before proceeding home. If the illness continues into the next working day, a normal absence report is required as noted in paragraph 31.44.

32.00 Jury Duty

An employee who is summoned and reports for jury duty, as prescribed by applicable law, shall be paid by the employer an amount equal to the difference between the amount of wages the employee otherwise would have earned by working during straight time hours for the employer on that day, and the daily jury duty fee paid by the courts (not including traveling allowances or reimbursement of expenses), for each day on which he/she reports for, or performs jury duty, and on which he/she otherwise would have been scheduled to work for the employer. Employees who have reported for jury duty and who are assigned to work an afternoon or night shift, shall not have to report for work until six hours have elapsed following their release from jury duty that day and shall receive the difference between the amount of wages the employee otherwise would have earned by working and their jury duty pay. Such employees who report for their afternoon or night shift shall work until the end of their regularly scheduled shift.

33.00 Holidays

33.10 Eligibility for payment of: All regular, full time employees shall be eligible to receive holiday pay under the following regulations:

33.11 To be eligible for a paid holiday the employee must have worked his/her entire last preceding regularly scheduled workday before the holiday and have worked his/her first succeeding regularly scheduled workday after the holiday, or be on an approved, paid leave of absence if absent on either of said days. For portions of the days missed, the division or department head shall make exceptions for just cause. Unpaid leaves for the purpose of conducting Union business shall count as time worked for the purpose of computing eligibility for holiday pay.

33.20 Holidays All employees shall receive the following holidays as paid holidays:

New Year's Day
3rd Monday in January (Dr. Martin Luther King's Birthday)
Good Friday
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve Day
Christmas Day
Employee's Own Birthday (which is not a legal holiday for overtime purposes)

Employee's birthday may be exchanged for another day falling within the same pay period, which the employee's birthday falls or a reasonable day in the prior, current or next pay period, upon request of either the employee or the City and upon mutual agreement of the parties. (If no mutual agreement can be arrived at, the employee's birthday shall be the day observed as the birthday holiday.)

When a holiday falls on Sunday, the following day shall be considered a holiday. When a holiday falls on a Saturday, the preceding day shall be considered a holiday.

34.00 Injury Time

Each full time, regular employee and each probationary employee occupying a full-time position who is unable to work as a result of an injury arising out of and in the course of his/her employment with the City, shall receive injury time benefits for resultant time lost during a period not to exceed one (1) year following the date of injury.

An employee entitled to injury time benefits shall receive them weekly and such benefits shall be computed on the basis of his/her current weekly wage. The amount of injury time benefits shall be an amount which, after deduction of federal, state and city income taxes, social security and/or pension contributions, and any employee authorized payroll deductions, and after addition of weekly worker's compensation benefits, if any, to which the employee may be entitled, shall then be equal to 100 percent of the employee's current net or "take home" pay.

When an employee has been unable to work for such time as to be entitled to weekly worker's compensation benefits and he/she has received injury time benefits without setoff of worker's compensation benefits, and is determined that he/she is entitled to receive worker's compensation benefits under the

provisions of PA 317 of 1969, as amended, the City shall be entitled to take credit for a refund of injury time benefits so paid in an amount equal to weekly worker's compensation benefits payable for said disability. It is intended hereby that no employee shall receive more in injury time and worker's compensation benefits than he/she would normally receive if working. An employee who is eligible for injury time benefits and who becomes disabled or continues to be disabled after one year from the date of an injury arising out of and in the course of his/her employment may use 1/2 day of accumulated PTO for each day of absence to supplement worker's compensation benefits, in an amount equal to full injury time benefits. PTO shall continue to accrue while an employee is receiving injury time and sick time benefits as herein provided, and shall cease to accrue while an employee is receiving worker's compensation benefits only.

In order to receive injury leave benefits, the employee must contact the Clinic for an appointment.

Irrespective of any other provision of this section, in the event an employee receives, or becomes entitled to receive, payments under this section, the City shall be subrogated to all the employee's rights of recovery against any person or organization to the extent of benefits which the City pays or becomes liable to pay. This right of subrogation shall be in addition to any rights the City may have under the provisions of the Michigan Worker's Compensation Act.

34.10 Preferential Assignment

Any employee who has been incapacitated at his/her regular work by on-the-job injury or compensable occupational disease while employed by the City shall bump in accordance with Article 17.00 if, in management's opinion, a job cannot be fashioned to his/her present capabilities.

In the event such employee's previous rate of pay is greater than the rate set forth for the position to which he/she is transferred, the employee will continue to receive his/her former rate of pay and all cost of living and longevity increases and shall not receive any annual increases or step increases until such time as his/her former wage rate is equal to or less than the classification wage rate for the job to which he/she is transferred. In the event such employee is transferred to a classification with a higher rate of pay, such employee shall be paid in accordance with the contract.

35.0 Unpaid Leaves of Absence

35.10 Written leaves of absence without pay for an extended period may in the discretion of the City Manager be granted for a period not to

exceed two years. Upon expiration of the leave, the employee will be reinstated to the position held before the leave was granted.

- 35.20 Failure of the employee to report promptly at the expiration of the leave shall be cause for dismissal.
- 35.30 Such leaves may be granted for illness or other justifiable reasons.
- 35.40 No leave shall be granted to an employee for the purpose of seeking or obtaining employment elsewhere.
- 35.50 Leaves of absence without pay for periods not to exceed five (5) days may be granted by the department head.
- 35.60 "D" leave shall be unpaid leave of absence approved or unapproved and is governed by Section 35.50.
- 35.61 "U" leave shall be unpaid leave of absence for the purpose of conducting Union business.
- 35.70 Employees medically determined to be unable to perform their duties shall utilize accumulated payable leaves. An employee who has no accumulated payable leave and needs time off of more than five (5) working days shall file a written request for an unpaid leave with the appropriate City representative. Such leave shall be subject to approval by the employer. Employees who are absent without complying with the terms of this provision may be disciplined by the employer. The City reserves the right to utilize the City Physician or a doctor of its choice to evaluate employees. The employee may present evidence from a doctor of his/her choice.
- If an unpaid leave is granted and the employee returns to work in compliance therewith, the employee shall be entitled to his/her former job if it exists subject to the terms of Article 17. Employees shall only be entitled to a maximum unpaid leave of absence of 24 months. Upon expiration of this leave, the employee shall return to work or his/her work with the City may be terminated.
- 35.80 All requests for unpaid leaves of absence shall be made in writing either prior to or where due to an emergency situation the employee is

unable to file a written request prior to the leave, after returning from said leave.

36.00 Military Leave

36.10 Any regular full-time City employee who enters active duty with the armed forces of the United States (including the Women's Auxiliaries thereof) by reason of an enlistment or induction shall be granted a leave of absence without pay for the period of service or duty required.

36.20 Any employee granted such a leave of absence for "Military Duty," as defined in Act 263 of Public Acts of 1951, shall be reinstated to his/her position when he/she has been discharged or separated from service, providing:

36.21 He makes application for reinstatement within 90 days after he/she is relieved from military duty or from hospitalization continuing after discharge for a period of not more than one year.

36.22 He is discharged under honorable conditions and he/she establishes this fact to the satisfaction of the employer.

36.23 He is physically and mentally qualified to perform the duties of such position if it still exists and is not held by a person with greater seniority.

36.30 If the employee is not qualified to perform the duties of such position by reason of disability sustained during such service, he/she shall be placed in such other position, the duties of which he/she is qualified to perform, as will provide him/her like seniority, status, and pay or the nearest circumstances of his/her case.

36.40 If the employee's position has been transferred to another agency of the City, the employee shall be restored to the same position in the new department.

36.50 If, for any reason, it is not feasible for such employee to be reinstated to his/her previous employment or if his/her previous position no longer exists, it shall be determined if there is a position open or held by an employee with less seniority in any other department or agency of the City for which the returning veteran is qualified, then he/she shall be appointed to that position. If it is found that no position is available to such returning veteran and he/she considers himself/herself aggrieved over this procedure, he/she may file a grievance in compliance with the grievance procedure.

36.60 Any regular full-time employee, who is an obligated Reservist and who must attend an, "annual active duty for training shall be compensated by the employer the difference between his/her regular pay and his/her military pay. Such payment shall not exceed 10 regular working days absent, however, such leave shall be for a period up to 14 calendar days.

Such leave shall be granted only upon advance notice of one (1) week to the employer.

36.70 Any employee who is required to report for active duty, reservist duty or training shall notify the employer of his/her anticipated absence as soon as orders are issued or as soon as the schedule is known, whichever is sooner.

37.00 Disciplinary Procedure

37.10 Types of Disciplinary Action:

It is recognized by, both the City and the Union that all matters regarding disciplinary action must take into account not only the seriousness and number of offenses but the employee's past record of performance and the circumstances under which the offense was committed. Disciplinary action may take any one or more of the following forms:

- (a) Warnings - This form of disciplinary action may be used to correct and/or warn an employee of errors, poor work performance or violations of a minor nature. Such warnings will be given privately with only those persons involved present.
- (b) Written Reprimand - This form of disciplinary action may be used for the same reasons as those stated for warnings. Normally written reprimands will be issued in those instances where a repetition of the violation will be considered serious.
- (c) Demotions - This form of disciplinary action may be used when the employee does not give satisfactory service in the position he/she holds but gives evidence of ability to perform the work and responsibilities of a lower classification.
- (d) Suspensions - A temporary separation, normally 30 days or less, for disciplinary purposes where the violation is serious in nature but not sufficiently grave for dismissal.
- (e) Dismissals - A discharge or permanent separation for disciplinary purposes where the violation is of a serious nature.

37.20 Types of Serious Violations

Violations of a serious nature shall include but not be limited to the following:

- (a) Conviction of a felony.
- (b) Reporting for work under the influence of alcohol or drugs.
- (c) Offensiveness in conduct or language toward the in public, supervision or other employees during work hours or when wearing the City work uniform while off work which would reflect unfavorably on the City.
- (d) Falsification of personnel and/or work records.
- (e) Failure to obey any proper directive made or given by your supervisor.
- (f) Willful destruction of City property.
- (g) Use of political influence in attempting to secure a promotion, leave of absence, transfer or preferential work assignment.
- (h) Acceptance of personal gifts or other valuables in connection with work performed on City time.
- (i) Abuse of sick leave or injury leave.
- (j) Use of alcohol or unlawful use of drugs during a work shift.

37.30 Disciplinary Records

Records of all disciplinary actions shall be maintained as follows:

Warnings shall be issued in writing and shall contain the date, brief description of the violation, and the signatures of the individual issuing the warning and the employee. All warnings issued shall remain in effect for a period of 12 months unless the employee receives more than one warning for the same violation, in which case all such reports shall remain in effect for a period of 12 months from the date of issue of the last warning.

All disciplinary action, other than warnings, shall be issued in writing with copies going to the employee, Union and the Director of Employee Services. Letters of reprimand and suspension shall remain in effect for a period of 24 months unless the employee commits a similar offense, in which case all such similar actions shall remain in effect for a period of 24 months from the date of the last issuance. However, letters, demotions and suspensions shall be subject to review by the City upon request of the Union after a period of 12 months.

All discipline of Hourly employees shall be issued within sixty- (60)- days of the date of the incident or Management's knowledge of that incident. The parties may mutually agree to extend the time up to no more than, sixty- (60) days of the incident.

38.00 Insurance Benefits

38.10 Life Insurance The City will provide term life insurance to the next \$1,000 higher annual income with a double indemnity provision. For example, an employee earning \$7,100 will be insured for \$8,000 or \$16,000 in case of accidental death. This rate of coverage shall be adjusted each year on July 1.

38.11 Any employee who retires from the City shall receive \$10,000 in group term life insurance provided for and administered by the City of Saginaw.

38.20 Health Insurance The City will provide BC/BS Community Blue 3-PPO (CB3) hospitalization and medical coverage only to all regular full time employees and eligible dependents. The City shall pay the premium cost. The parties also agree, that the Health Care Committee shall be the ongoing communication vehicle for the review and monitoring of the overall City health care cost containment efforts. A Wellness Program, as an option to be discussed in the Labor/Mgt. Committee meetings prior to, Effective date 7-1-09.

- (A) Effective April 1, 2009, all members will be covered under the new Community Blue 3PPO.
- (B) Effective July 1, 2009, all members will be covered under a \$10/\$40 drug rider with no reimbursement.
- (C) A citywide annual enrollment period will be established from November 15th through November 30th each year. The City will give all employees a 30-day advance notice of the open enrollment period. Advance notice will be included with employee paychecks or another method mutually agreed upon by both parties. All employees eligible for coverage will be required to turn in an enrollment form. An employee may only opt in during this open enrollment period unless there is a qualifying event under the IRS Regulations.
- (D) Employee Health Care contributions shall be effective **July 1, 2011**, at \$10 per pay period.
- (E) Effective **July 1, 2009**, Retiree Health Care shall be eliminated for employees hired after June 30, 2009. These employees shall be enrolled in the MERS Health Care Savings Program. The City will

contribute \$125 per month with a graduated vesting schedule of 25% after 2 years, 50% after 4 years and 100% after 6 years. In addition, employees may elect to contribute as follows: Hourly employees: \$2.50 - \$250 per weekly pay.

- (F) A **one time 20 hours** is added to PTO or Comp accrual, will be issued on 7-1-09.

Those employees affected by the change in health care coverage benefits will be assured coverage of any pre-existing conditions.

- 38.30 Employees will receive dental insurance equal to Michigan Delta Dental Plan (100% Class I, 50/50 Class II and 50/50 Class III Orthodontic with lifetime maximum of \$1,200 per eligible person).
- 38.40 Employees choosing to cancel their current City health insurance plan and be covered under their spouse's health insurance must:
- Obtain proof of insurance through their spouse's policy with an effective date of coverage.
- Set up an appointment with the Benefits Coordinator where proof of coverage under spouse's policy is presented and signing of City insurance cancellation is made.

Should there be any problems with obtaining proof of insurance under the spouse's policy, the Personnel Office will provide a form letter, which can be completed by the spouse's employer.

Employees may cancel their City health insurance at any time during the fiscal year. Effective July 1, 2000, Opt-Out cap shall be \$2,500. Opt-out once per year, during the open enrollment, unless it is a qualifying event under IRS regulations.

- 38.50 The City will provide a vision care plan equal to MECA Plan IV, Full Service Benefit Plan. The City shall pay the premium cost (copy of plan and rates attached), established the first year with budgeted composite rate of \$9.25 per person, which includes administrative costs. In subsequent years, the employee will pick up any additional cost. (See Appendix D)
- 38.60 In the event the City becomes subject to Federal legislation or other health care mandates during the term of this agreement, the City will not deviate from the negotiated health care benefits for all employees

and their dependents that remain employed or retire under the terms and conditions of this agreement.

It is understood that the aforementioned statement shall include benefit levels and costs associated with such coverage's whether they are borne by the City or the employee as dictated by the contractual agreement.

38.70 The City will provide the same level of benefits or its equivalent (except for PPNVI) as provided for in the preceding sections for Municipal Employees' Retirement System retirees beginning at age 50 and their spouses, inclusive of those employees retiring under the early retirement "windows", provided that the retiree retired prior to June 30, 1996 and is permanently retired or works not more than 1,039 hours per year. At age 65, this working restriction does not apply.

Effective July 1, 1996, retirees health care will be covered as follows:

100% covered	- 20 years and over
90%	15 years but less than 20
80%	10 years but less than 15
70%	8 & 9 years of service

Under no circumstances shall the City be required to pay health insurance premiums for retirees working more than 1,039 hours per year where their employer provides health coverage for such employment.

Statements attesting that the retiree has not worked more than 1,039 hours in a calendar year will be required of employees who retire after July 1, 1988 every three months to assure the Employer that the retiree is eligible for this City paid health care benefit. This benefit is granted for the express purpose of aiding retirees not working in excess of 1,039 hours per calendar year who have not reached their sixty-fifth (65th) birthday and, therefore, are not eligible for Medicare coverage. The working restriction shall not apply to retired employees who have reached their sixty-fifth (65th) birthday.

Retirees both currently retired and future retirees may choose to cancel their current City health insurance plan. Retirees may cancel their City health insurance at any time during the fiscal year, although such cancellation must take place by the 20th of any month in order for it to be effective the following month. Retirees will be paid one half (1/2) of the traditional premium as set each January 1st. Payment of such premium will be prorated on a quarterly basis. Effective 7/1/00, Opt-Out cap shall be \$2,500.

Retirees who have chosen to cancel their City health insurance plan may reinstate their City health insurance plan at any time during the fiscal year, although such reinstatement must take place by the 20th of any month in order for it to be effective the following month.

38.75 See Article 38.00 (D).

38.80 Employees with less than 8 years of service shall receive paid hospitalization benefits, upon demonstration of need and qualification of disabling illness or injury requiring retirement from the City service, and not qualifying for Municipal Employees' Retirement System benefit coverage. Such hospitalization benefit payment shall be for one month for each year of service with a minimum of three (3) months paid coverage.

The City will assume the cost of employees and dependent's hospitalization premiums if employee is on disability pension through Michigan Municipal Employees' Retirement System regardless of age of employee.

39.00 Car Allowance

39.10 Meter Readers:

Meter readers will be paid seventy-five dollars (\$75.00) per month while reading meters in the City for the use of their automobile in the performance of such readings. In the event the services of the City of Saginaw are expanded, or decreased, in a manner contrary to that as prescribed above, this subject shall automatically be immediately reopened for further negotiations.

39.20 Others:

In the event that any other employee of the City of Saginaw covered by this Agreement is required to furnish his/her own transportation during the course of carrying out his/her assignment for the employer, compensation for the use of his/her own transportation shall be in accordance with mileage rates set forth by the City.

40.00 Protective Clothing and Safety Equipment

The employer shall make proper provisions for the safety and health of all employees. The employer will furnish non-prescription safety glasses, goggles, canvas gloves, rain clothing, rubber gloves, and boots to employees when essential. In each case worn out equipment must be turned in order to receive replacements. The employee, if and when supplied must use this equipment. The employer shall pay the cost of repairing or replacing broken or lost prescription glasses. The City shall contribute \$100.00 every other year

toward the purchase of prescription safety glasses for employees required to wear, the same.

40.10 In the event the employee purchases a special type safety footwear, the employer shall reimburse the employee \$10.00 upon proof of purchase.

41.00 Monthly Safety Meetings

There shall be monthly safety meetings held with one (1) Union representative from each department and one (1) departmental representative from each department. The purpose of such meetings will be to discuss existing safety hazards and to make recommendations for improving such conditions. Notice will be given one week in advance of each meeting. The meetings will be held at City facilities and during normal work hours. The employer will reimburse all employees who suffer a loss of wages because of attendance at such meetings.

41.10 In addition to the above-mentioned safety meetings on a City-wide level, there shall be safety meetings held in each division at least once every three months. The purpose of such meeting shall be to promote on-the-job safety.

41.20 Upon request, copies of all accident, injury and illness reports to any insurance company and/or the state or federal government shall be submitted to the Union.

42.00 Uniforms

42.10 It is management's prerogative to determine the manner in which uniforms will be provided.

The employer will provide work uniforms for the following positions:

Motor Equipment Division

Five (5) changes per week for all positions including five (5) changes per week for Parts-Stock Clerks.

Cemeteries Division

Five (5) changes per week for all positions.

Maintenance and Service Division

Five (5) changes per week for all positions.

Wastewater Treatment Division

Five (5) changes per week - Operations.

Five (5) changes per week - Maintenance

Streets Division

Five (5) changes per week for all positions.

43.00 Tool Allowance for Mechanics

For the Mechanical Equipment Repairperson II, Serviceperson Mechanic and Mechanic Equipment Repairperson I positions, the employer will continue to replace broken and worn out tools and contribute to the purchase of "updated" tools owned and used by the employees in these job classifications at a yearly cost not to exceed \$500.00 per person, per fiscal year. It is further understood that City employees shall be responsible for assigned tools lost or damaged through negligence of the employee. The allowance shall be distributed based on procedure currently in effect.

The allowance shall be distributed based on procedure currently in effect in the Division of Motor Equipment.

43.10 Tool Insurance

The City shall assume the responsibility for insurance for tools owned by employees in the following classifications who supply their personal tools for the benefit of both parties: Mechanical Equipment Repairperson I, Mechanic Equipment Repairperson II, and Serviceperson-Mechanic. The City's responsibility shall be subject to the following:

- (a) An inventory of the employee's tools (including tool boxes) must be submitted to and approved by the employee's supervisor; between September 1 and October 1 of each year;
- (b) Loss of tools to theft must be the result of forced entry into the facility where the tools are kept;
- (c) Damage due to fire must occur at the facility where the tools are kept;
- (d) Tools lost or damaged due to natural disaster at the facility where the tools are kept;
- (e) Loss or damage to tools must not be the result of neglect of the employee.

The City shall not be liable for the first \$300 of any loss and the total liability of the City shall not exceed \$8,000 per incident per employee.

The employees agree to have available for use at the work site any and all tools necessary to perform the work required and which the supervisor agrees the City will insure. Such availability shall be for the succeeding twelve (12) month period.

44.00 Time Card Procedures

Employees shall punch proper time cards not more than 15 minutes prior to reporting in time. In the event of a change or error on the time card, employee is to have the time card properly verified by a foreman. Failure to have the time card verified properly by a foreman upon becoming aware of the change or not later than the next punching time (in or out) will jeopardize full payment for the shift.

45.00 Pay Day

Employees working on their regular shifts on a pay-day will be paid on the job in a manner that will not result in loss of time by the employee or loss of production. Employees who are not working on their regular shifts on payday will be paid in accordance with the current practice.

45.10 All employee paychecks will be distributed in sealed envelopes.

45.20 All employees shall be paid weekly.

46.00 Bulletin Boards

Bulletin boards shall be erected in all divisions for the use of the employees. Bulletin boards shall be used for posting notices of bona fide Union activities only. In no case shall commercial advertising, partisan political, obscene or scurrilous printed or written matter, be placed on any bulletin board.

47.00 Cost of Living Program

The employer shall continue to provide a cost of living payment based upon a one cent per hour increase for each .4 point that the Consumer Price Index surpasses the base index of 211.8. Cost of living adjustments, upward or downward, are to be made effective the first full pay in September, December, March and June based upon the Bureau of Labor Statistics published Revised Urban Wage Earners and Clerical Workers Consumer Price Index (All Cities, All Items, 1967 equals 100) for the previous months of July, October, January and April respectively.

The accumulated cost of living adjustments shall be added to the base wage on July 1, 1980 and July 1, 1981.

The cost of living payment table will be as is listed in Exhibit "B" hereto.

47.10 Cost of Living Program: The City acknowledges that SEIU Local 466-M would prefer to continue the cost of living allowance program in future collective bargaining agreements. The Union acknowledges that the City would prefer to discontinue the COLA program altogether in future collective bargaining agreements. However, both parties understand that due to current fiscal exigencies facing the City and the economy generally, it is wise to forego pursuing their respective desires regarding COLA until a future date. Therefore, even though Article 48 of the current collective bargaining agreement will remain as text in the 97-00 contract, the parties agree to discontinue any payment of COLA under the provisions of Article 51 from July 1, 1997, to June 30, 2000. During this time, no CPI points will accrue nor will any monetary payments be due or accrue and no retroactive liability whatsoever shall exist.

The issue of whether any COLA program would exist in collective bargaining agreements subsequent to June 30, 2000, is specifically not decided by this agreement. The parties reserve the right to argue for or against inclusion of any COLA program in future collective bargaining agreements without being prejudiced by the terms of this agreement. This "no-prejudice" commitment extends to deliberations of any neutral third party (including but not limited to Mediators or Fact-Finders) reviewing the terms and impact of this agreement.

Furthermore, SEIU Local 466-M expressly reserves the right to propose any COLA program it deems appropriate for inclusion in the collective bargaining agreement after June 30, 1997. The City expressly reserves the right to propose a COLA program different from current Article 48 or no COLA whatsoever in collective bargaining agreements after June 30, 2000. If the parties cannot agree on the issue of COLA, they may avail themselves of any remedies which may then exist under State law.

48.00 Pensions

Employees shall be covered by the Municipal Employees' Retirement System (Act 135 of 1945, as amended).

Employees shall receive the following additional benefits of the pension system:

- (a) Military service credit: Pension credit for military service prior to employment with the City shall be granted upon meeting the provisions of the Act for such credit.

- (b) B-4 option, effective July 1, 1991
- (c) Effective August 1, 1987, or as soon after as can be implemented, Benefit Program F50 of the Municipal Employees' Retirement System statute for members of the bargaining unit who have 25 or more years of credited service.
- (d) FAC - 3 option, effective July 1, 1992
- (e) V8 option, effective July 1, 1994.
- (f) Effective July 1, 2000, all individuals entering the bargaining unit from outside, shall participate in a Defined Contribution pension program administered through the Municipal Employees Retirement System (MERS) by ICMA Retirement Corporation. Current bargaining unit employees will have the opportunity to roll over their Defined Benefit plan under the City's Pension system to the aforementioned Defined Contribution program on January 1, 2001.
- (g) E-1 Benefit effective July 1, 2003.
- (h) Employees retiring within 45 days of ratification (1/14/04), of this agreement by the Union will have the Community Blue plan 702 (\$10 office visit co-pay & \$10 drug rider co-pay) for their Health Care plan. Employees must begin the retirement process within two weeks of the ratification of this agreement by notification to Employee Services. Employees not notifying Employee Services within this two-week period shall have as their Health Care plan, the plan that became effective for SEIU members as of January 1, 2004.

48.10 All bargaining unit members shall have the choice to participate in either the defined contribution (when it becomes available) or the defined benefit program under MERS until such time choice becomes unavailable. The City will then revert back to the defined benefit program in effect at the signing of this contract for bargaining unit members.

48.11 Defined Contribution. Effective January 1, 2000, new employees who enter the bargaining unit from outside the City's employment ranks, shall receive benefits under a defined contribution program. Current bargaining unit employees will have the opportunity to roll over their MERS defined benefit pension to the defined contribution program. The Plan is as follows:

Employee Contributions: 5% Pre-tax
(up to 8% after tax option)

Employer Contribution: 10%

Vesting:	20%	3 Years
	40%	4 Years
	60%	5 Years
	80%	6 Years
	100%	7 Years

A employee may retire at any time prior to age 65 with a minimum 3 years of City service to receive benefits under Defined Contribution.

49.00 Necessary Seven-Day Operations

Any provision not specifically addressed in this article shall be governed by the provisions listed elsewhere in this agreement.

49.10 Work Schedule: Crews in 24-hour continuous operations shall work in accordance with the five (5) person rotating work schedule illustrated below. This schedule will be prepared for one full year and published each September. Schedules will show the names of the employees, days of the month, and shifts. Shifts will be indicated by the following code:

<u>Code</u>	<u>Hours of Work</u>
1st Shift	12 midnight to 8:00 a.m.
2nd Shift	8 a.m. to 4:00 p.m.
3rd Shift	4 p.m. to 12 midnight
2nd Shift relief	8 a.m. to 4:30 p.m.

The normal five (5) person rotating work schedule will average 40 hours per week and take five (5) weeks to cycle. With the week starting on Monday and ending on Sunday. Alterations of shifts and regular days off shall be as follows, per each shift employee:

	<u>Alternate Schedule</u>
7 days on 1st shift	7 days on 1st shift
2 days off	2 days off
5 days on 2nd relief shift	5 days on relief
4 days off	4 days off
7 days on 3rd shift	6 days on 2nd shift
2 days off	2 days off
6 days on 2nd shift	7 days on 3rd shift
2 days off	2 days off

The schedule may be adjusted, altered or temporarily substituted by the division head to meet the requirements of the operation and to provide for employee leaves of absence.

49.20 Meal Periods

All shift employees with the exception of the relief shift will eat their lunch at their operation work site. The relief shift follows the procedure as set forth in Article 22.00.

49.21 Employees who work during their scheduled meal period shall have an unpaid meal period scheduled later. Employees shall not be required to work for more than six (6) hours without a meal period. This provision applies only to the relief shift operator.

49.22 The unpaid lunch period is the employees own time to be used at their discretion. Provided, however, that employees are required to be present for work as scheduled. This provision applies only to the relief shift operator.

49.30 Each employee working the five (5) person rotating schedule shall be paid eight (8) hours holiday pay for holidays set forth in 37.20 which they do not work.

Each employee working the five (5) person rotating schedule shall be paid two (2) times his/her regular hourly rate for all hours worked on holidays set forth in Section 37.20 in addition to the eight (8) hours holiday pay.

49.40 Overtime General:

Time and one-half shall be paid for the first and third scheduled off day worked in a workweek and double time shall be paid for the second and fourth scheduled off day worked in a workweek, provided the employee has worked or been on authorized leave during all prior days in his/her workweek.

49.50 If such an employee received holiday pay for a particular day on which he/she does not work, that day will be counted as a day worked for the purpose of computing overtime.

49.60 Reporting for Overtime and Emergency Work:

It is recognized that in those operations where continuous 24-hour service must be rendered to the public, the employee shall report for work outside of his/her regularly scheduled shift when notified by the employer that such work exists unless excused for good cause.

49.70 Shift Differential: Employees at the Wastewater Treatment Plant who are assigned to rotating shifts which include night shifts and evening shifts shall be paid an additional 7% for each night shift actually worked and an additional 5% for each afternoon shift actually worked.

This differential pay is in recognition of the inconvenience caused by this type of schedule and is in lieu of other types of night premium pay.

49.80 Employees working the 7-day operating schedule who possess a state license shall receive a lump-sum payment annually upon submission of proof of licensure to their division head as follows: Class A or B license - \$500; Class C license - \$200; Class D license \$100.

50.00 Wages

Base wage adjustments will be made as follows:

7-1-06 0%
7-1-07 0%
7-1-08 1.5%
7-1-09 1.5%
7-1-10 2%
7-1-11 1.5%

Increases are for all employees as of the dates indicated above.

* Base pay is calculated using employee's hourly rate of pay, including steps and longevity, excluding overtime.

51.00 General Clauses

51.10 Effect of Legislation

If any law now existing or hereafter enacted or any proclamation, regulation or edict of any state or national agency shall invalidate any portion of this Agreement, the entire Agreement shall not be invalidated, and either party hereto upon notice to the other may reopen for negotiation the invalidated portion.

51.20 Waiver Clause

The parties agree that all negotiable items have been discussed during negotiations leading to this Agreement; and, therefore, agree that negotiations will not be reopened on any item, whether or not contained herein or whether or not discussed at any time during negotiations, during the life of this Agreement.

51.30 If at any time while this contract is in effect the residency requirement as a condition of employment by the City of Saginaw is waived, dismissed, or otherwise rendered unenforceable as a result of either a change in the law or as one of the conditions of contractual

agreement between the City and any of its bargaining units, then the requirement shall be waived for the members of this Union.

51.40 Any reference in the Agreement to the male sex; such as he, him or his, shall also include the female sex, such as she or her.

51.50 A deferred compensation program will be provided for those employees who wish to participate.

51.60 Provision Positions

Provisional positions may be established at a rate not less than 70 percent of the prescribed, established pay range for entry level positions within the unit a new employee may be hired into. Such rate shall be approved by the Department head and the Director of Employee Services. No person shall occupy a provisional position for more than six (6) consecutive months.

52.00 Term of Agreement

This Agreement shall continue in full force and effect for the period from date of execution to June 30, 2012, or the pay period in which this date falls, and thereafter until amended or modified as provided herein. Either party hereto may, on or after March 1, 2012, serve a notice in writing upon the other party of its desire to amend or terminate this Agreement effective June 30, 2012. In such event, the parties, and/or their representatives shall commence negotiations immediately for a succeeding agreement.

53.00 Sexual Harassment

Purpose: Sexual harassment by law is defined as "unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when 1) submission to such conduct is made either explicitly or implicitly a term or condition of employment, 2) submission to or rejection of such conduct is used as the basis for employment decisions affecting such individual, or 3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating a hostile or offensive working environment."

Policy: The City recognizes the provisions guaranteed to all individuals and reaffirms that sexual harassment is an unlawful employment practice under Title VII of the Civil Rights Act. Therefore, the City recognizes that it has an "affirmative duty" to maintain a work place free of sexual harassment and intimidation. The City also acknowledges that all employees have a legal right to work in an environment free from unsolicited and unwelcome sexual overtures.

Practice: Prevention is the best tool for the elimination of sexual harassment. The City will take all steps necessary to prevent sexual harassment from occurring, such as affirmatively raising the subject at staff meetings, expressing strong disapproval by management of this practice, developing appropriate sanctions, informing employees of their rights under Title VII, and developing methods to sensitize all concerned.

54.00 Certification Testing

It is recognized by the parties that certain qualifications must be met for an employee to be eligible for promotion. It is also recognized that several job classifications require the same basic skills. It is also recognized that testing employees each time they apply for a job is time consuming and costly. In an effort to improve efficiency the following procedure may be used to determine certain qualifications of employees, in addition to testing at the time of filling a vacancy.

The employer may offer a "Certification Test" for certain skills that are required for various classifications. Once an employee passes a "Certification Test" he/she will be deemed to meet the skill level tested for future job openings. As an example, an employee passing a typing test of forty (40) words per minute would be certified at that level and not need to be tested for that skill for a minimum of two (2) years. Or an employee who passes a test to operate a dump truck would be certified to operate that piece of equipment and not need to be tested on that equipment for a minimum of two (2) years.

The test would be scored on a pass or fail basis. If an employee failed the test, he/she would still be eligible to take the test in the future. The purpose of this procedure is to establish a pool of eligible employees to fill future vacancies without unreasonable delay.

55.00 Political Check-Off

The City hereby agrees to honor contribution deduction authorization from employees who are members of the Union in the following form:

"I hereby authorize the City to deduct from my pay the sum of one (1) cent per hour per paycheck and to forward that amount to the Financial Secretary of the Union. This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payments to the Local 466-M Political Committee are not conditions of membership in the Union or of Employment with the City and that the Local 466-M Political Committee will

use the money it receives to make political expenditures in connection with federal, state, and local elections".

The employee as his/her authorization to check-off must sign the form.

City will implement this program when the personnel/ payroll system is operational.

56.00 Out-of-Class Work Assignments

In the event the employer needs to assign work to one or more employees, which work involves a classification allocated to a higher pay range, the assignment shall involve at least four hours of work and may only be made if all other employees in the higher class are performing the duties of their classification.

Out of class work shall be assigned to the employee with the most bargaining unit seniority in the next highest classification within the section where the work exists provided:

1. Senior employee possesses present ability to do the required work.
2. Senior employee is not involved in work assignments in progress.
3. Senior employee has no specific physical limitations that he/she is working under.

Exceptions to this procedure may be made by mutual written agreement in any division.

57.00 Subcontracting

In the event the City considers subcontracting bargaining unit work and determines such subcontracting results in the permanent displacement or replacement of bargaining unit member(s), the Union shall be notified and given a reasonable opportunity to review, develop or consider alternatives to such work being subcontracted. The Union will be allowed to submit an alternative to the City subcontracting such work. The City shall not be obligated to implement any such proposal but will give consideration to it.

58.00 Educational Bonus/Tuition Reimbursement

The City will reward employees during the life of this Agreement who complete their high school education during the term of this agreement. A diploma or G.E.D. certificate has to be shown as proof of completion so that the employee will be entitled to a one-time bonus of \$750.00.

58.10 Licensing, Certification, Fees and Renewals The City shall reimburse any employee for licensing, certification, and renewal fees including the cost of seminars and/or training sessions necessary to obtain or renew said licenses or certification. Department head prior approval and job relatedness is required for the reimbursement so stated above.

Employees who enroll in and successfully pass with a grade of "C" or better, or its equivalent, job-related courses or courses required to obtain a job-related degree, shall be reimbursed for the cost of tuition, not to exceed \$750.00 per fiscal year. Tuition costs will include the cost of any manuals or study guides for courses that will enable the employee to obtain licenses or certifications required of their job or a job for which they could be promoted into. The course must be pre-approved by the employee's department head. The decision to approve employee course work will not be arbitrary and/or capricious and will follow past/current City policy practices for reimbursement. No reimbursement will be made for tuition costs in excess of \$750.00 per fiscal year. Any tuition costs of \$750.00 may not be carried over for payment in later years.

59.00 Block Grant Loans

Employees will be allowed to participate in Community Development Block Grant programs provided their participation is not in conflict with applicable regulations governing the program, state, federal or local laws existing or promulgated in the future.

60.00 Miscellaneous

Laborer - For the purpose of entry level positions into the bargaining unit the laborer position classification shall be changed to a class grade #1. The incumbent laborer's class grade will be changed to a packer operator or light equipment operator as determined by the City.

61.00 Winter Clothing Allowance

Employees required to work out of doors during the months from October 1 to March 31, the employer, shall provide a winter clothing allowance credit in the amount of \$150 per contract year. New hires shall receive \$200 one-time and \$150 thereafter. (The WWTP Custodial position shall be added to the list).

This credit does not accumulate from year to year. (This article excludes Parking Facilities and Traffic Engineering employees.)

62.00 Pregnancy Leave

Employees who have completed one (1) year of service who become pregnant and are physically unable to work in their regular classification as a result of their being pregnant, shall be placed on pregnancy leave until such time as they are physically able to perform their job duties. Such paid leave shall not exceed six (6) weeks. If such employee is physically unable to return to work after the six (6) week period, the provisions of Section 36.70 shall govern.

63.00 Job Descriptions

All bargaining unit employees will be provided with a copy of their job descriptions.

At the time of the annual performance appraisal, bargaining unit employees are afforded the opportunity to discuss their job description with their supervisor. Nothing herein prevents an employee from discussing their job description with their supervisor and/or requesting a review of their job description at any time during the year.

Bargaining unit employees who feel that their job has significantly changed to the point that it should be reviewed by Employee Services will document the changes in a request for a job study to their immediate supervisor, their Department Head and the Director of Employee Services. Bargaining unit employees who are denied a review of their position will be provided with a reason for their denial.

5th IN WITNESS WHEREOF, the parties hereto have set their hands this -
day of April 2010.

LOCAL 517-M SERVICE EMPLOYEES
INTERNATIONAL UNION, AFL-CIO

By Anderson Johnson
Anderson Johnson, President

By Richard Massey
Richard Massey,
Vice-President

By Gerald Gregory
Gerald Gregory
Bargaining Team Member

By Harry Krivick
Harry Krivick
Bargaining Team Member

CITY OF SAGINAW

By Greg Branch
Greg Branch, Mayor

Attest: Diane Herman
Diane Herman, City Clerk

Approved as to substance

Darnell Earley
Darnell Earley, City Manager

Approved as to form

Thomas Fancher
Thomas Fancher, City Attorney

APPENDIX A

CLASS CODE	CLASS TITLE	RANGE
5043	Compost Site Operator	B-17
5032	Custodial Worker "B"	B-09
5043	Equipment Operator	B-16
5080	Equipment Serviceperson II	B-16
5105	Heavy Equipment Operator	B-17
5045	Laborer	B-01
5190	Maintenance Mechanic	B-18
5130	Maintenance Person I	B-15
5140	Maintenance Person II	B-17
5141	Maintenance Person III	B-19
5087	Mechanical Equipment Repair Person II	B-20
5090	Mechanical Equipment Repair Person III	B-22
0815	Parts Clerk	B-16
0187	Parts Stock Clerk II "B"	B-15
4115	Plant Maintenance Electrician "B"	B-24
4025	Plant Maintenance Mechanic "B"	B-22
4015	Plant Operator "B"	B-19
4040	Remote Facilities Person II	B-18
4041	Remote Facilities Person III	B-20
5185	Serviceperson - Mechanic	B-17
4037	Sewage Plant Maintenance Person I	B-16
4038	Sewage Plant Maintenance Person II	B-18
4039	Sewage Plant Maintenance Person III	B-20
5165	Tree Trimmer	B-17
5115	Utilities Person I	B-16
5120	Utilities Person II	B-18
5123	Utilities Person III	B-20

APPENDIX B

DISPLACEMENT DUE TO SUBCONTRACTING

- (A) Employees whose jobs are affected due to subcontracting and because of their low seniority are unable to bump shall be offered other bargaining unit work which they are capable of performing satisfactorily. When subcontracting will result in the displacement of more than one employee, assignments to such bargaining unit work shall be made on the basis of bargaining unit-wide seniority.
- (B) Employees whose jobs are affected due to subcontracting and who refuse bargaining unit work which they are capable of performing shall be laid off.
- (C) It is further understood by the parties that vacancies which exist may be subcontracted since they do not involve the displacement of bargaining unit members.
- (D) The salary of employees laid off or bumped due to subcontracting shall be frozen at their rate of pay immediately preceding layoff. Such employees shall, however, continue to receive longevity and across-the-board increases.

APPENDIX E

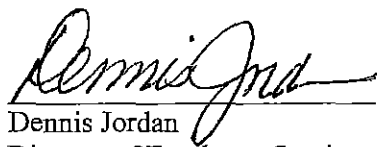
LABOR/MANAGEMENT COMMITTEE ADDENDUM

The parties agree to re-establish the LABOR/MANAGEMENT COMMITTEE in an effort to review our overall relationship as it relates to issues that hinder the collective process of the parties. Such issues may include, but are not limited to the following:

- Work place moral and productivity
- Workplace efficiency improvement
- Right of Way Improvements
- General Labor/Management relations and the future
- Committee shall meet once a month
- Inclement Weather Policy
- Wellness Program
- Health Care
- Seasonal Seniority Issue

City of Saginaw

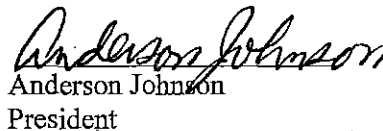
SEIU Local 517-M


Dennis Jordan

Director of Employee Services

Date:

4.5.10


Anderson Johnson

President

Date:

4/5/10

Appendix F
Pay Charts

Rate Increase: ██████ 0%

WEEKLY 07-01-06 THROUGH 06-30-07

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
01	1		34,101	16.3949	34,461	16.5680	34,821	16.7411	35,181	16.9141	35,541	17.0872	35,901	17.2603
	2		34,320	16.4999	34,680	16.6730	35,040	16.8460	35,400	17.0191	35,760	17.1922	36,120	17.3653
	3		34,563	16.6167	34,923	16.7897	35,283	16.9628	35,643	17.1359	36,003	17.3090	36,363	17.4820
	4		34,806	16.7334	35,166	16.9065	35,526	17.0796	35,886	17.2527	36,246	17.4257	36,606	17.5988
02	1		34,320	16.4999	34,680	16.6730	35,040	16.8460	35,400	17.0191	35,760	17.1922	36,120	17.3653
	2		34,563	16.6167	34,923	16.7897	35,283	16.9628	35,643	17.1359	36,003	17.3090	36,363	17.4820
	3		34,806	16.7334	35,166	16.9065	35,526	17.0796	35,886	17.2527	36,246	17.4257	36,606	17.5988
	4		35,048	16.8502	35,408	17.0233	35,768	17.1964	36,128	17.3694	36,488	17.5425	36,848	17.7156
03	1		34,563	16.6167	34,923	16.7897	35,283	16.9628	35,643	17.1359	36,003	17.3090	36,363	17.4820
	2		34,806	16.7334	35,166	16.9065	35,526	17.0796	35,886	17.2527	36,246	17.4257	36,606	17.5988
	3		35,048	16.8502	35,408	17.0233	35,768	17.1964	36,128	17.3694	36,488	17.5425	36,848	17.7156
	4		35,291	16.9670	35,651	17.1401	36,011	17.3131	36,371	17.4862	36,731	17.6593	37,091	17.8324
04	1		34,806	16.7334	35,166	16.9065	35,526	17.0796	35,886	17.2527	36,246	17.4257	36,606	17.5988
	2		35,048	16.8502	35,408	17.0233	35,768	17.1964	36,128	17.3694	36,488	17.5425	36,848	17.7156
	3		35,291	16.9670	35,651	17.1401	36,011	17.3131	36,371	17.4862	36,731	17.6593	37,091	17.8324
	4		35,559	17.0955	35,919	17.2686	36,279	17.4417	36,639	17.6148	36,999	17.7878	37,359	17.9609
05	1		35,048	16.8502	35,408	17.0233	35,768	17.1964	36,128	17.3694	36,488	17.5425	36,848	17.7156
	2		35,291	16.9670	35,651	17.1401	36,011	17.3131	36,371	17.4862	36,731	17.6593	37,091	17.8324
	3		35,559	17.0955	35,919	17.2686	36,279	17.4417	36,639	17.6148	36,999	17.7878	37,359	17.9609
	4		35,802	17.2123	36,162	17.3854	36,522	17.5585	36,882	17.7315	37,242	17.9046	37,602	18.0777
06	1		35,291	16.9670	35,651	17.1401	36,011	17.3131	36,371	17.4862	36,731	17.6593	37,091	17.8324
	2		35,559	17.0955	35,919	17.2686	36,279	17.4417	36,639	17.6148	36,999	17.7878	37,359	17.9609
	3		35,802	17.2123	36,162	17.3854	36,522	17.5585	36,882	17.7315	37,242	17.9046	37,602	18.0777
	4		36,069	17.3409	36,429	17.5140	36,789	17.6870	37,149	17.8601	37,509	18.0332	37,869	18.2063
07	1		35,559	17.0955	35,919	17.2686	36,279	17.4417	36,639	17.6148	36,999	17.7878	37,359	17.9609
	2		35,802	17.2123	36,162	17.3854	36,522	17.5585	36,882	17.7315	37,242	17.9046	37,602	18.0777
	3		36,069	17.3409	36,429	17.5140	36,789	17.6870	37,149	17.8601	37,509	18.0332	37,869	18.2063
	4		36,335	17.4689	36,695	17.6420	37,055	17.8150	37,415	17.9881	37,775	18.1612	38,135	18.3343
08	1		35,802	17.2123	36,162	17.3854	36,522	17.5585	36,882	17.7315	37,242	17.9046	37,602	18.0777
	2		36,069	17.3409	36,429	17.5140	36,789	17.6870	37,149	17.8601	37,509	18.0332	37,869	18.2063
	3		36,335	17.4689	36,695	17.6420	37,055	17.8150	37,415	17.9881	37,775	18.1612	38,135	18.3343
	4		36,627	17.6092	36,987	17.7823	37,347	17.9554	37,707	18.1285	38,067	18.3015	38,427	18.4746

WEEKLY 07-01-06 THROUGH 06-30-07

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
09	1		36,069	17.3409	36,429	17.5140	36,789	17.6870	37,149	17.8601	37,509	18.0332	37,869	18.2063
	2		36,335	17.4689	36,695	17.6420	37,055	17.8150	37,415	17.9881	37,775	18.1612	38,135	18.3343
	3		36,627	17.6092	36,987	17.7823	37,347	17.9554	37,707	18.1285	38,067	18.3015	38,427	18.4746
	4		36,895	17.7378	37,255	17.9109	37,615	18.0839	37,975	18.2570	38,335	18.4301	38,695	18.6032
10	1		36,335	17.4689	36,695	17.6420	37,055	17.8150	37,415	17.9881	37,775	18.1612	38,135	18.3343
	2		36,627	17.6092	36,987	17.7823	37,347	17.9554	37,707	18.1285	38,067	18.3015	38,427	18.4746
	3		36,895	17.7378	37,255	17.9109	37,615	18.0839	37,975	18.2570	38,335	18.4301	38,695	18.6032
	4		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
11	1		36,627	17.6092	36,987	17.7823	37,347	17.9554	37,707	18.1285	38,067	18.3015	38,427	18.4746
	2		36,895	17.7378	37,255	17.9109	37,615	18.0839	37,975	18.2570	38,335	18.4301	38,695	18.6032
	3		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
	4		37,526	18.0415	37,886	18.2146	38,246	18.3877	38,606	18.5608	38,966	18.7338	39,326	18.9069
12	1		36,895	17.7378	37,255	17.9109	37,615	18.0839	37,975	18.2570	38,335	18.4301	38,695	18.6032
	2		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
	3		37,526	18.0415	37,886	18.2146	38,246	18.3877	38,606	18.5608	38,966	18.7338	39,326	18.9069
	4		37,817	18.1813	38,177	18.3544	38,537	18.5275	38,897	18.7005	39,257	18.8736	39,617	19.0467
13	1		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
	2		37,526	18.0415	37,886	18.2146	38,246	18.3877	38,606	18.5608	38,966	18.7338	39,326	18.9069
	3		37,817	18.1813	38,177	18.3544	38,537	18.5275	38,897	18.7005	39,257	18.8736	39,617	19.0467
	4		38,134	18.3335	38,494	18.5065	38,854	18.6796	39,214	18.8527	39,574	19.0258	39,934	19.1988
14	1		37,526	18.0415	37,886	18.2146	38,246	18.3877	38,606	18.5608	38,966	18.7338	39,326	18.9069
	2		37,817	18.1813	38,177	18.3544	38,537	18.5275	38,897	18.7005	39,257	18.8736	39,617	19.0467
	3		38,134	18.3335	38,494	18.5065	38,854	18.6796	39,214	18.8527	39,574	19.0258	39,934	19.1988
	4		38,546	18.5316	38,906	18.7047	39,266	18.8778	39,626	19.0509	39,986	19.2239	40,346	19.3970
15	1		37,817	18.1813	38,177	18.3544	38,537	18.5275	38,897	18.7005	39,257	18.8736	39,617	19.0467
	2		38,134	18.3335	38,494	18.5065	38,854	18.6796	39,214	18.8527	39,574	19.0258	39,934	19.1988
	3		38,546	18.5316	38,906	18.7047	39,266	18.8778	39,626	19.0509	39,986	19.2239	40,346	19.3970
	4		38,838	18.6720	39,198	18.8451	39,558	19.0181	39,918	19.1912	40,278	19.3643	40,638	19.5374
16	1		38,134	18.3335	38,494	18.5065	38,854	18.6796	39,214	18.8527	39,574	19.0258	39,934	19.1988
	2		38,546	18.5316	38,906	18.7047	39,266	18.8778	39,626	19.0509	39,986	19.2239	40,346	19.3970
	3		38,838	18.6720	39,198	18.8451	39,558	19.0181	39,918	19.1912	40,278	19.3643	40,638	19.5374
	4		39,274	18.8820	39,634	19.0550	39,994	19.2281	40,354	19.4012	40,714	19.5743	41,074	19.7473

Rate Increase: ██████ 0%

WEEKLY 07-01-06 THROUGH 06-30-07

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
17	1		38,546	18.5316	38,906	18.7047	39,266	18.8778	39,626	19.0509	39,986	19.2239	40,346	19.3970
	2		38,838	18.6720	39,198	18.8451	39,558	19.0181	39,918	19.1912	40,278	19.3643	40,638	19.5374
	3		39,274	18.8820	39,634	19.0550	39,994	19.2281	40,354	19.4012	40,714	19.5743	41,074	19.7473
	4		39,566	19.0223	39,926	19.1954	40,286	19.3685	40,646	19.5415	41,006	19.7146	41,366	19.8877
18	1		38,838	18.6720	39,198	18.8451	39,558	19.0181	39,918	19.1912	40,278	19.3643	40,638	19.5374
	2		39,274	18.8820	39,634	19.0550	39,994	19.2281	40,354	19.4012	40,714	19.5743	41,074	19.7473
	3		39,566	19.0223	39,926	19.1954	40,286	19.3685	40,646	19.5415	41,006	19.7146	41,366	19.8877
	4		39,979	19.2205	40,339	19.3936	40,699	19.5666	41,059	19.7397	41,419	19.9128	41,779	20.0859
19	1		39,274	18.8820	39,634	19.0550	39,994	19.2281	40,354	19.4012	40,714	19.5743	41,074	19.7473
	2		39,566	19.0223	39,926	19.1954	40,286	19.3685	40,646	19.5415	41,006	19.7146	41,366	19.8877
	3		39,979	19.2205	40,339	19.3936	40,699	19.5666	41,059	19.7397	41,419	19.9128	41,779	20.0859
	4		40,320	19.3844	40,680	19.5575	41,040	19.7306	41,400	19.9036	41,760	20.0767	42,120	20.2498
20	1		39,566	19.0223	39,926	19.1954	40,286	19.3685	40,646	19.5415	41,006	19.7146	41,366	19.8877
	2		39,979	19.2205	40,339	19.3936	40,699	19.5666	41,059	19.7397	41,419	19.9128	41,779	20.0859
	3		40,320	19.3844	40,680	19.5575	41,040	19.7306	41,400	19.9036	41,760	20.0767	42,120	20.2498
	4		40,805	19.6180	41,165	19.7910	41,525	19.9641	41,885	20.1372	42,245	20.3103	42,605	20.4833
21	1		39,979	19.2205	40,339	19.3936	40,699	19.5666	41,059	19.7397	41,419	19.9128	41,779	20.0859
	2		40,320	19.3844	40,680	19.5575	41,040	19.7306	41,400	19.9036	41,760	20.0767	42,120	20.2498
	3		40,805	19.6180	41,165	19.7910	41,525	19.9641	41,885	20.1372	42,245	20.3103	42,605	20.4833
	4		41,145	19.7813	41,505	19.9544	41,865	20.1275	42,225	20.3006	42,585	20.4736	42,945	20.6467
22	1		40,320	19.3844	40,680	19.5575	41,040	19.7306	41,400	19.9036	41,760	20.0767	42,120	20.2498
	2		40,805	19.6180	41,165	19.7910	41,525	19.9641	41,885	20.1372	42,245	20.3103	42,605	20.4833
	3		41,145	19.7813	41,505	19.9544	41,865	20.1275	42,225	20.3006	42,585	20.4736	42,945	20.6467
	4		41,582	19.9913	41,942	20.1644	42,302	20.3375	42,662	20.5105	43,022	20.6836	43,382	20.8567
23	1		40,805	19.6180	41,165	19.7910	41,525	19.9641	41,885	20.1372	42,245	20.3103	42,605	20.4833
	2		41,145	19.7813	41,505	19.9544	41,865	20.1275	42,225	20.3006	42,585	20.4736	42,945	20.6467
	3		41,582	19.9913	41,942	20.1644	42,302	20.3375	42,662	20.5105	43,022	20.6836	43,382	20.8567
	4		41,995	20.1900	42,355	20.3631	42,715	20.5362	43,075	20.7093	43,435	20.8823	43,795	21.0554
24	1		41,145	19.7813	41,505	19.9544	41,865	20.1275	42,225	20.3006	42,585	20.4736	42,945	20.6467
	2		41,582	19.9913	41,942	20.1644	42,302	20.3375	42,662	20.5105	43,022	20.6836	43,382	20.8567
	3		41,995	20.1900	42,355	20.3631	42,715	20.5362	43,075	20.7093	43,435	20.8823	43,795	21.0554
	4		42,457	20.4118	42,817	20.5849	43,177	20.7580	43,537	20.9310	43,897	21.1041	44,257	21.2772

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		41,582	19.9913	41,942	20.1644	42,302	20.3375	42,662	20.5105	43,022	20.6836	43,382	20.8567
	2		41,995	20.1900	42,355	20.3631	42,715	20.5362	43,075	20.7093	43,435	20.8823	43,795	21.0554
	3		42,457	20.4118	42,817	20.5849	43,177	20.7580	43,537	20.9310	43,897	21.1041	44,257	21.2772
	4		42,918	20.6336	43,278	20.8066	43,638	20.9797	43,998	21.1528	44,358	21.3259	44,718	21.4989
26	1		41,995	20.1900	42,355	20.3631	42,715	20.5362	43,075	20.7093	43,435	20.8823	43,795	21.0554
	2		42,457	20.4118	42,817	20.5849	43,177	20.7580	43,537	20.9310	43,897	21.1041	44,257	21.2772
	3		42,918	20.6336	43,278	20.8066	43,638	20.9797	43,998	21.1528	44,358	21.3259	44,718	21.4989
	4		43,453	20.8907	43,813	21.0638	44,173	21.2368	44,533	21.4099	44,893	21.5830	45,253	21.7561
27	1		42,457	20.4118	42,817	20.5849	43,177	20.7580	43,537	20.9310	43,897	21.1041	44,257	21.2772
	2		42,918	20.6336	43,278	20.8066	43,638	20.9797	43,998	21.1528	44,358	21.3259	44,718	21.4989
	3		43,453	20.8907	43,813	21.0638	44,173	21.2368	44,533	21.4099	44,893	21.5830	45,253	21.7561
	4		43,914	21.1124	44,274	21.2855	44,634	21.4586	44,994	21.6317	45,354	21.8047	45,714	21.9778
28	1		42,918	20.6336	43,278	20.8066	43,638	20.9797	43,998	21.1528	44,358	21.3259	44,718	21.4989
	2		43,453	20.8907	43,813	21.0638	44,173	21.2368	44,533	21.4099	44,893	21.5830	45,253	21.7561
	3		43,914	21.1124	44,274	21.2855	44,634	21.4586	44,994	21.6317	45,354	21.8047	45,714	21.9778
	4		44,497	21.3926	44,857	21.5657	45,217	21.7387	45,577	21.9118	45,937	22.0849	46,297	22.2580
29	1		43,453	20.8907	43,813	21.0638	44,173	21.2368	44,533	21.4099	44,893	21.5830	45,253	21.7561
	2		43,914	21.1124	44,274	21.2855	44,634	21.4586	44,994	21.6317	45,354	21.8047	45,714	21.9778
	3		44,497	21.3926	44,857	21.5657	45,217	21.7387	45,577	21.9118	45,937	22.0849	46,297	22.2580
	4		45,056	21.6615	45,416	21.8346	45,776	22.0077	46,136	22.1807	46,496	22.3538	46,856	22.5269
30	1		43,914	21.1124	44,274	21.2855	44,634	21.4586	44,994	21.6317	45,354	21.8047	45,714	21.9778
	2		44,497	21.3926	44,857	21.5657	45,217	21.7387	45,577	21.9118	45,937	22.0849	46,297	22.2580
	3		45,056	21.6615	45,416	21.8346	45,776	22.0077	46,136	22.1807	46,496	22.3538	46,856	22.5269
	4		45,590	21.9181	45,950	22.0911	46,310	22.2642	46,670	22.4373	47,030	22.6104	47,390	22.7835
31	1		44,497	21.3926	44,857	21.5657	45,217	21.7387	45,577	21.9118	45,937	22.0849	46,297	22.2580
	2		45,056	21.6615	45,416	21.8346	45,776	22.0077	46,136	22.1807	46,496	22.3538	46,856	22.5269
	3		45,590	21.9181	45,950	22.0911	46,310	22.2642	46,670	22.4373	47,030	22.6104	47,390	22.7835
	4		46,149	22.1870	46,509	22.3601	46,869	22.5331	47,229	22.7062	47,589	22.8793	47,949	23.0524
32	1		45,056	21.6615	45,416	21.8346	45,776	22.0077	46,136	22.1807	46,496	22.3538	46,856	22.5269
	2		45,590	21.9181	45,950	22.0911	46,310	22.2642	46,670	22.4373	47,030	22.6104	47,390	22.7835
	3		46,149	22.1870	46,509	22.3601	46,869	22.5331	47,229	22.7062	47,589	22.8793	47,949	23.0524
	4		46,804	22.5019	47,164	22.6750	47,524	22.8481	47,884	23.0212	48,244	23.1942	48,604	23.3673

Rate Increase: ██████ 0%

WEEKLY 07-01-06 THROUGH 06-30-07

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
33	1		45,590	21.9181	45,950	22.0911	46,310	22.2642	46,670	22.4373	47,030	22.6104	47,390	22.7835
	2		46,149	22.1870	46,509	22.3601	46,869	22.5331	47,229	22.7062	47,589	22.8793	47,949	23.0524
	3		46,804	22.5019	47,164	22.6750	47,524	22.8481	47,884	23.0212	48,244	23.1942	48,604	23.3673
	4		47,363	22.7708	47,723	22.9439	48,083	23.1170	48,443	23.2901	48,803	23.4632	49,163	23.6362
34	1		46,149	22.1870	46,509	22.3601	46,869	22.5331	47,229	22.7062	47,589	22.8793	47,949	23.0524
	2		46,804	22.5019	47,164	22.6750	47,524	22.8481	47,884	23.0212	48,244	23.1942	48,604	23.3673
	3		47,363	22.7708	47,723	22.9439	48,083	23.1170	48,443	23.2901	48,803	23.4632	49,163	23.6362
	4		47,994	23.0740	48,354	23.2471	48,714	23.4202	49,074	23.5932	49,434	23.7663	49,794	23.9394
35	1		46,804	22.5019	47,164	22.6750	47,524	22.8481	47,884	23.0212	48,244	23.1942	48,604	23.3673
	2		47,363	22.7708	47,723	22.9439	48,083	23.1170	48,443	23.2901	48,803	23.4632	49,163	23.6362
	3		47,994	23.0740	48,354	23.2471	48,714	23.4202	49,074	23.5932	49,434	23.7663	49,794	23.9394
	4		48,578	23.3547	48,938	23.5278	49,298	23.7009	49,658	23.8739	50,018	24.0470	50,378	24.2201
36	1		47,363	22.7708	47,723	22.9439	48,083	23.1170	48,443	23.2901	48,803	23.4632	49,163	23.6362
	2		47,994	23.0740	48,354	23.2471	48,714	23.4202	49,074	23.5932	49,434	23.7663	49,794	23.9394
	3		48,578	23.3547	48,938	23.5278	49,298	23.7009	49,658	23.8739	50,018	24.0470	50,378	24.2201
	4		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
37	1		47,994	23.0740	48,354	23.2471	48,714	23.4202	49,074	23.5932	49,434	23.7663	49,794	23.9394
	2		48,578	23.3547	48,938	23.5278	49,298	23.7009	49,658	23.8739	50,018	24.0470	50,378	24.2201
	3		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
	4		49,889	23.9852	50,249	24.1583	50,609	24.3313	50,969	24.5044	51,329	24.6775	51,689	24.8506
38	1		48,578	23.3547	48,938	23.5278	49,298	23.7009	49,658	23.8739	50,018	24.0470	50,378	24.2201
	2		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
	3		49,889	23.9852	50,249	24.1583	50,609	24.3313	50,969	24.5044	51,329	24.6775	51,689	24.8506
	4		50,569	24.3119	50,929	24.4850	51,289	24.6581	51,649	24.8312	52,009	25.0042	52,369	25.1773
39	1		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
	2		49,889	23.9852	50,249	24.1583	50,609	24.3313	50,969	24.5044	51,329	24.6775	51,689	24.8506
	3		50,569	24.3119	50,929	24.4850	51,289	24.6581	51,649	24.8312	52,009	25.0042	52,369	25.1773
	4		51,176	24.6039	51,536	24.7769	51,896	24.9500	52,256	25.1231	52,616	25.2962	52,976	25.4692
40	1		49,889	23.9852	50,249	24.1583	50,609	24.3313	50,969	24.5044	51,329	24.6775	51,689	24.8506
	2		50,569	24.3119	50,929	24.4850	51,289	24.6581	51,649	24.8312	52,009	25.0042	52,369	25.1773
	3		51,176	24.6039	51,536	24.7769	51,896	24.9500	52,256	25.1231	52,616	25.2962	52,976	25.4692
	4		52,002	25.0008	52,362	25.1739	52,722	25.3469	53,082	25.5200	53,442	25.6931	53,802	25.8662

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
01	1		34,101	16.3949	34,461	16.5680	34,821	16.7411	35,181	16.9141	35,541	17.0872	35,901	17.2603
	2		34,320	16.4999	34,680	16.6730	35,040	16.8460	35,400	17.0191	35,760	17.1922	36,120	17.3653
	3		34,563	16.6167	34,923	16.7897	35,283	16.9628	35,643	17.1359	36,003	17.3090	36,363	17.4820
	4		34,806	16.7334	35,166	16.9065	35,526	17.0796	35,886	17.2527	36,246	17.4257	36,606	17.5988
02	1		34,320	16.4999	34,680	16.6730	35,040	16.8460	35,400	17.0191	35,760	17.1922	36,120	17.3653
	2		34,563	16.6167	34,923	16.7897	35,283	16.9628	35,643	17.1359	36,003	17.3090	36,363	17.4820
	3		34,806	16.7334	35,166	16.9065	35,526	17.0796	35,886	17.2527	36,246	17.4257	36,606	17.5988
	4		35,048	16.8502	35,408	17.0233	35,768	17.1964	36,128	17.3694	36,488	17.5425	36,848	17.7156
03	1		34,563	16.6167	34,923	16.7897	35,283	16.9628	35,643	17.1359	36,003	17.3090	36,363	17.4820
	2		34,806	16.7334	35,166	16.9065	35,526	17.0796	35,886	17.2527	36,246	17.4257	36,606	17.5988
	3		35,048	16.8502	35,408	17.0233	35,768	17.1964	36,128	17.3694	36,488	17.5425	36,848	17.7156
	4		35,291	16.9670	35,651	17.1401	36,011	17.3131	36,371	17.4862	36,731	17.6593	37,091	17.8324
04	1		34,806	16.7334	35,166	16.9065	35,526	17.0796	35,886	17.2527	36,246	17.4257	36,606	17.5988
	2		35,048	16.8502	35,408	17.0233	35,768	17.1964	36,128	17.3694	36,488	17.5425	36,848	17.7156
	3		35,291	16.9670	35,651	17.1401	36,011	17.3131	36,371	17.4862	36,731	17.6593	37,091	17.8324
	4		35,559	17.0955	35,919	17.2686	36,279	17.4417	36,639	17.6148	36,999	17.7878	37,359	17.9609
05	1		35,048	16.8502	35,408	17.0233	35,768	17.1964	36,128	17.3694	36,488	17.5425	36,848	17.7156
	2		35,291	16.9670	35,651	17.1401	36,011	17.3131	36,371	17.4862	36,731	17.6593	37,091	17.8324
	3		35,559	17.0955	35,919	17.2686	36,279	17.4417	36,639	17.6148	36,999	17.7878	37,359	17.9609
	4		35,802	17.2123	36,162	17.3854	36,522	17.5585	36,882	17.7315	37,242	17.9046	37,602	18.0777
06	1		35,291	16.9670	35,651	17.1401	36,011	17.3131	36,371	17.4862	36,731	17.6593	37,091	17.8324
	2		35,559	17.0955	35,919	17.2686	36,279	17.4417	36,639	17.6148	36,999	17.7878	37,359	17.9609
	3		35,802	17.2123	36,162	17.3854	36,522	17.5585	36,882	17.7315	37,242	17.9046	37,602	18.0777
	4		36,069	17.3409	36,429	17.5140	36,789	17.6870	37,149	17.8601	37,509	18.0332	37,869	18.2063
07	1		35,559	17.0955	35,919	17.2686	36,279	17.4417	36,639	17.6148	36,999	17.7878	37,359	17.9609
	2		35,802	17.2123	36,162	17.3854	36,522	17.5585	36,882	17.7315	37,242	17.9046	37,602	18.0777
	3		36,069	17.3409	36,429	17.5140	36,789	17.6870	37,149	17.8601	37,509	18.0332	37,869	18.2063
	4		36,335	17.4689	36,695	17.6420	37,055	17.8150	37,415	17.9881	37,775	18.1612	38,135	18.3343
08	1		35,802	17.2123	36,162	17.3854	36,522	17.5585	36,882	17.7315	37,242	17.9046	37,602	18.0777
	2		36,069	17.3409	36,429	17.5140	36,789	17.6870	37,149	17.8601	37,509	18.0332	37,869	18.2063
	3		36,335	17.4689	36,695	17.6420	37,055	17.8150	37,415	17.9881	37,775	18.1612	38,135	18.3343
	4		36,627	17.6092	36,987	17.7823	37,347	17.9554	37,707	18.1285	38,067	18.3015	38,427	18.4746

Rate Increase: ██████ 0%

WEEKLY 07-01-07 THROUGH 06-30-08

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
09	1		36,069	17.3409	36,429	17.5140	36,789	17.6870	37,149	17.8601	37,509	18.0332	37,869	18.2063
	2		36,335	17.4689	36,695	17.6420	37,055	17.8150	37,415	17.9881	37,775	18.1612	38,135	18.3343
	3		36,627	17.6092	36,987	17.7823	37,347	17.9554	37,707	18.1285	38,067	18.3015	38,427	18.4746
	4		36,895	17.7378	37,255	17.9109	37,615	18.0839	37,975	18.2570	38,335	18.4301	38,695	18.6032
10	1		36,335	17.4689	36,695	17.6420	37,055	17.8150	37,415	17.9881	37,775	18.1612	38,135	18.3343
	2		36,627	17.6092	36,987	17.7823	37,347	17.9554	37,707	18.1285	38,067	18.3015	38,427	18.4746
	3		36,895	17.7378	37,255	17.9109	37,615	18.0839	37,975	18.2570	38,335	18.4301	38,695	18.6032
	4		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
11	1		36,627	17.6092	36,987	17.7823	37,347	17.9554	37,707	18.1285	38,067	18.3015	38,427	18.4746
	2		36,895	17.7378	37,255	17.9109	37,615	18.0839	37,975	18.2570	38,335	18.4301	38,695	18.6032
	3		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
	4		37,526	18.0415	37,886	18.2146	38,246	18.3877	38,606	18.5608	38,966	18.7338	39,326	18.9069
12	1		36,895	17.7378	37,255	17.9109	37,615	18.0839	37,975	18.2570	38,335	18.4301	38,695	18.6032
	2		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
	3		37,526	18.0415	37,886	18.2146	38,246	18.3877	38,606	18.5608	38,966	18.7338	39,326	18.9069
	4		37,817	18.1813	38,177	18.3544	38,537	18.5275	38,897	18.7005	39,257	18.8736	39,617	19.0467
13	1		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
	2		37,526	18.0415	37,886	18.2146	38,246	18.3877	38,606	18.5608	38,966	18.7338	39,326	18.9069
	3		37,817	18.1813	38,177	18.3544	38,537	18.5275	38,897	18.7005	39,257	18.8736	39,617	19.0467
	4		38,134	18.3335	38,494	18.5065	38,854	18.6796	39,214	18.8527	39,574	19.0258	39,934	19.1988
14	1		37,526	18.0415	37,886	18.2146	38,246	18.3877	38,606	18.5608	38,966	18.7338	39,326	18.9069
	2		37,817	18.1813	38,177	18.3544	38,537	18.5275	38,897	18.7005	39,257	18.8736	39,617	19.0467
	3		38,134	18.3335	38,494	18.5065	38,854	18.6796	39,214	18.8527	39,574	19.0258	39,934	19.1988
	4		38,546	18.5316	38,906	18.7047	39,266	18.8778	39,626	19.0509	39,986	19.2239	40,346	19.3970
15	1		37,817	18.1813	38,177	18.3544	38,537	18.5275	38,897	18.7005	39,257	18.8736	39,617	19.0467
	2		38,134	18.3335	38,494	18.5065	38,854	18.6796	39,214	18.8527	39,574	19.0258	39,934	19.1988
	3		38,546	18.5316	38,906	18.7047	39,266	18.8778	39,626	19.0509	39,986	19.2239	40,346	19.3970
	4		38,838	18.6720	39,198	18.8451	39,558	19.0181	39,918	19.1912	40,278	19.3643	40,638	19.5374
16	1		38,134	18.3335	38,494	18.5065	38,854	18.6796	39,214	18.8527	39,574	19.0258	39,934	19.1988
	2		38,546	18.5316	38,906	18.7047	39,266	18.8778	39,626	19.0509	39,986	19.2239	40,346	19.3970
	3		38,838	18.6720	39,198	18.8451	39,558	19.0181	39,918	19.1912	40,278	19.3643	40,638	19.5374
	4		39,274	18.8820	39,634	19.0550	39,994	19.2281	40,354	19.4012	40,714	19.5743	41,074	19.7473

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
17	1		38,546	18.5316	38,906	18.7047	39,266	18.8778	39,626	19.0509	39,986	19.2239	40,346	19.3970
	2		38,838	18.6720	39,198	18.8451	39,558	19.0181	39,918	19.1912	40,278	19.3643	40,638	19.5374
	3		39,274	18.8820	39,634	19.0550	39,994	19.2281	40,354	19.4012	40,714	19.5743	41,074	19.7473
	4		39,566	19.0223	39,926	19.1954	40,286	19.3685	40,646	19.5415	41,006	19.7146	41,366	19.8877
18	1		38,838	18.6720	39,198	18.8451	39,558	19.0181	39,918	19.1912	40,278	19.3643	40,638	19.5374
	2		39,274	18.8820	39,634	19.0550	39,994	19.2281	40,354	19.4012	40,714	19.5743	41,074	19.7473
	3		39,566	19.0223	39,926	19.1954	40,286	19.3685	40,646	19.5415	41,006	19.7146	41,366	19.8877
	4		39,979	19.2205	40,339	19.3936	40,699	19.5666	41,059	19.7397	41,419	19.9128	41,779	20.0859
19	1		39,274	18.8820	39,634	19.0550	39,994	19.2281	40,354	19.4012	40,714	19.5743	41,074	19.7473
	2		39,566	19.0223	39,926	19.1954	40,286	19.3685	40,646	19.5415	41,006	19.7146	41,366	19.8877
	3		39,979	19.2205	40,339	19.3936	40,699	19.5666	41,059	19.7397	41,419	19.9128	41,779	20.0859
	4		40,320	19.3844	40,680	19.5575	41,040	19.7306	41,400	19.9036	41,760	20.0767	42,120	20.2498
20	1		39,566	19.0223	39,926	19.1954	40,286	19.3685	40,646	19.5415	41,006	19.7146	41,366	19.8877
	2		39,979	19.2205	40,339	19.3936	40,699	19.5666	41,059	19.7397	41,419	19.9128	41,779	20.0859
	3		40,320	19.3844	40,680	19.5575	41,040	19.7306	41,400	19.9036	41,760	20.0767	42,120	20.2498
	4		40,805	19.6180	41,165	19.7910	41,525	19.9641	41,885	20.1372	42,245	20.3103	42,605	20.4833
21	1		39,979	19.2205	40,339	19.3936	40,699	19.5666	41,059	19.7397	41,419	19.9128	41,779	20.0859
	2		40,320	19.3844	40,680	19.5575	41,040	19.7306	41,400	19.9036	41,760	20.0767	42,120	20.2498
	3		40,805	19.6180	41,165	19.7910	41,525	19.9641	41,885	20.1372	42,245	20.3103	42,605	20.4833
	4		41,145	19.7813	41,505	19.9544	41,865	20.1275	42,225	20.3006	42,585	20.4736	42,945	20.6467
22	1		40,320	19.3844	40,680	19.5575	41,040	19.7306	41,400	19.9036	41,760	20.0767	42,120	20.2498
	2		40,805	19.6180	41,165	19.7910	41,525	19.9641	41,885	20.1372	42,245	20.3103	42,605	20.4833
	3		41,145	19.7813	41,505	19.9544	41,865	20.1275	42,225	20.3006	42,585	20.4736	42,945	20.6467
	4		41,582	19.9913	41,942	20.1644	42,302	20.3375	42,662	20.5105	43,022	20.6836	43,382	20.8567
23	1		40,805	19.6180	41,165	19.7910	41,525	19.9641	41,885	20.1372	42,245	20.3103	42,605	20.4833
	2		41,145	19.7813	41,505	19.9544	41,865	20.1275	42,225	20.3006	42,585	20.4736	42,945	20.6467
	3		41,582	19.9913	41,942	20.1644	42,302	20.3375	42,662	20.5105	43,022	20.6836	43,382	20.8567
	4		41,995	20.1900	42,355	20.3631	42,715	20.5362	43,075	20.7093	43,435	20.8823	43,795	21.0554
24	1		41,145	19.7813	41,505	19.9544	41,865	20.1275	42,225	20.3006	42,585	20.4736	42,945	20.6467
	2		41,582	19.9913	41,942	20.1644	42,302	20.3375	42,662	20.5105	43,022	20.6836	43,382	20.8567
	3		41,995	20.1900	42,355	20.3631	42,715	20.5362	43,075	20.7093	43,435	20.8823	43,795	21.0554
	4		42,457	20.4118	42,817	20.5849	43,177	20.7580	43,537	20.9310	43,897	21.1041	44,257	21.2772

Rate Increase: ██████ 0%

WEEKLY 07-01-07 THROUGH 06-30-08

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		41,582	19.9913	41,942	20.1644	42,302	20.3375	42,662	20.5105	43,022	20.6836	43,382	20.8567
	2		41,995	20.1900	42,355	20.3631	42,715	20.5362	43,075	20.7093	43,435	20.8823	43,795	21.0554
	3		42,457	20.4118	42,817	20.5849	43,177	20.7580	43,537	20.9310	43,897	21.1041	44,257	21.2772
	4		42,918	20.6336	43,278	20.8066	43,638	20.9797	43,998	21.1528	44,358	21.3259	44,718	21.4989
26	1		41,995	20.1900	42,355	20.3631	42,715	20.5362	43,075	20.7093	43,435	20.8823	43,795	21.0554
	2		42,457	20.4118	42,817	20.5849	43,177	20.7580	43,537	20.9310	43,897	21.1041	44,257	21.2772
	3		42,918	20.6336	43,278	20.8066	43,638	20.9797	43,998	21.1528	44,358	21.3259	44,718	21.4989
	4		43,453	20.8907	43,813	21.0638	44,173	21.2368	44,533	21.4099	44,893	21.5830	45,253	21.7561
27	1		42,457	20.4118	42,817	20.5849	43,177	20.7580	43,537	20.9310	43,897	21.1041	44,257	21.2772
	2		42,918	20.6336	43,278	20.8066	43,638	20.9797	43,998	21.1528	44,358	21.3259	44,718	21.4989
	3		43,453	20.8907	43,813	21.0638	44,173	21.2368	44,533	21.4099	44,893	21.5830	45,253	21.7561
	4		43,914	21.1124	44,274	21.2855	44,634	21.4586	44,994	21.6317	45,354	21.8047	45,714	21.9778
28	1		42,918	20.6336	43,278	20.8066	43,638	20.9797	43,998	21.1528	44,358	21.3259	44,718	21.4989
	2		43,453	20.8907	43,813	21.0638	44,173	21.2368	44,533	21.4099	44,893	21.5830	45,253	21.7561
	3		43,914	21.1124	44,274	21.2855	44,634	21.4586	44,994	21.6317	45,354	21.8047	45,714	21.9778
	4		44,497	21.3926	44,857	21.5657	45,217	21.7387	45,577	21.9118	45,937	22.0849	46,297	22.2580
29	1		43,453	20.8907	43,813	21.0638	44,173	21.2368	44,533	21.4099	44,893	21.5830	45,253	21.7561
	2		43,914	21.1124	44,274	21.2855	44,634	21.4586	44,994	21.6317	45,354	21.8047	45,714	21.9778
	3		44,497	21.3926	44,857	21.5657	45,217	21.7387	45,577	21.9118	45,937	22.0849	46,297	22.2580
	4		45,056	21.6615	45,416	21.8346	45,776	22.0077	46,136	22.1807	46,496	22.3538	46,856	22.5269
30	1		43,914	21.1124	44,274	21.2855	44,634	21.4586	44,994	21.6317	45,354	21.8047	45,714	21.9778
	2		44,497	21.3926	44,857	21.5657	45,217	21.7387	45,577	21.9118	45,937	22.0849	46,297	22.2580
	3		45,056	21.6615	45,416	21.8346	45,776	22.0077	46,136	22.1807	46,496	22.3538	46,856	22.5269
	4		45,590	21.9181	45,950	22.0911	46,310	22.2642	46,670	22.4373	47,030	22.6104	47,390	22.7835
31	1		44,497	21.3926	44,857	21.5657	45,217	21.7387	45,577	21.9118	45,937	22.0849	46,297	22.2580
	2		45,056	21.6615	45,416	21.8346	45,776	22.0077	46,136	22.1807	46,496	22.3538	46,856	22.5269
	3		45,590	21.9181	45,950	22.0911	46,310	22.2642	46,670	22.4373	47,030	22.6104	47,390	22.7835
	4		46,149	22.1870	46,509	22.3601	46,869	22.5331	47,229	22.7062	47,589	22.8793	47,949	23.0524
32	1		45,056	21.6615	45,416	21.8346	45,776	22.0077	46,136	22.1807	46,496	22.3538	46,856	22.5269
	2		45,590	21.9181	45,950	22.0911	46,310	22.2642	46,670	22.4373	47,030	22.6104	47,390	22.7835
	3		46,149	22.1870	46,509	22.3601	46,869	22.5331	47,229	22.7062	47,589	22.8793	47,949	23.0524
	4		46,804	22.5019	47,164	22.6750	47,524	22.8481	47,884	23.0212	48,244	23.1942	48,604	23.3673

WEEKLY 07-01-07 THROUGH 06-30-08

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
33	1		45,590	21.9181	45,950	22.0911	46,310	22.2642	46,670	22.4373	47,030	22.6104	47,390	22.7835
	2		46,149	22.1870	46,509	22.3601	46,869	22.5331	47,229	22.7062	47,589	22.8793	47,949	23.0524
	3		46,804	22.5019	47,164	22.6750	47,524	22.8481	47,884	23.0212	48,244	23.1942	48,604	23.3673
	4		47,363	22.7708	47,723	22.9439	48,083	23.1170	48,443	23.2901	48,803	23.4632	49,163	23.6362
34	1		46,149	22.1870	46,509	22.3601	46,869	22.5331	47,229	22.7062	47,589	22.8793	47,949	23.0524
	2		46,804	22.5019	47,164	22.6750	47,524	22.8481	47,884	23.0212	48,244	23.1942	48,604	23.3673
	3		47,363	22.7708	47,723	22.9439	48,083	23.1170	48,443	23.2901	48,803	23.4632	49,163	23.6362
	4		47,994	23.0740	48,354	23.2471	48,714	23.4202	49,074	23.5932	49,434	23.7663	49,794	23.9394
35	1		46,804	22.5019	47,164	22.6750	47,524	22.8481	47,884	23.0212	48,244	23.1942	48,604	23.3673
	2		47,363	22.7708	47,723	22.9439	48,083	23.1170	48,443	23.2901	48,803	23.4632	49,163	23.6362
	3		47,994	23.0740	48,354	23.2471	48,714	23.4202	49,074	23.5932	49,434	23.7663	49,794	23.9394
	4		48,578	23.3547	48,938	23.5278	49,298	23.7009	49,658	23.8739	50,018	24.0470	50,378	24.2201
36	1		47,363	22.7708	47,723	22.9439	48,083	23.1170	48,443	23.2901	48,803	23.4632	49,163	23.6362
	2		47,994	23.0740	48,354	23.2471	48,714	23.4202	49,074	23.5932	49,434	23.7663	49,794	23.9394
	3		48,578	23.3547	48,938	23.5278	49,298	23.7009	49,658	23.8739	50,018	24.0470	50,378	24.2201
	4		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
37	1		47,994	23.0740	48,354	23.2471	48,714	23.4202	49,074	23.5932	49,434	23.7663	49,794	23.9394
	2		48,578	23.3547	48,938	23.5278	49,298	23.7009	49,658	23.8739	50,018	24.0470	50,378	24.2201
	3		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
	4		49,889	23.9852	50,249	24.1583	50,609	24.3313	50,969	24.5044	51,329	24.6775	51,689	24.8506
38	1		48,578	23.3547	48,938	23.5278	49,298	23.7009	49,658	23.8739	50,018	24.0470	50,378	24.2201
	2		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
	3		49,889	23.9852	50,249	24.1583	50,609	24.3313	50,969	24.5044	51,329	24.6775	51,689	24.8506
	4		50,569	24.3119	50,929	24.4850	51,289	24.6581	51,649	24.8312	52,009	25.0042	52,369	25.1773
39	1		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
	2		49,889	23.9852	50,249	24.1583	50,609	24.3313	50,969	24.5044	51,329	24.6775	51,689	24.8506
	3		50,569	24.3119	50,929	24.4850	51,289	24.6581	51,649	24.8312	52,009	25.0042	52,369	25.1773
	4		51,176	24.6039	51,536	24.7769	51,896	24.9500	52,256	25.1231	52,616	25.2962	52,976	25.4692
40	1		49,889	23.9852	50,249	24.1583	50,609	24.3313	50,969	24.5044	51,329	24.6775	51,689	24.8506
	2		50,569	24.3119	50,929	24.4850	51,289	24.6581	51,649	24.8312	52,009	25.0042	52,369	25.1773
	3		51,176	24.6039	51,536	24.7769	51,896	24.9500	52,256	25.1231	52,616	25.2962	52,976	25.4692
	4		52,002	25.0008	52,362	25.1739	52,722	25.3469	53,082	25.5200	53,442	25.6931	53,802	25.8662

Rate Increase: ██████ 1.5%

WEEKLY 07-01-08 THROUGH 06-30-09

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
01	1		34,613	16.6408	34,973	16.8139	35,333	16.9870	35,693	17.1601	36,053	17.3331	36,413	17.5062
	2		34,835	16.7474	35,195	16.9205	35,555	17.0935	35,915	17.2666	36,275	17.4397	36,635	17.6128
	3		35,081	16.8659	35,441	17.0390	35,801	17.2121	36,161	17.3851	36,521	17.5582	36,881	17.7313
	4		35,328	16.9844	35,688	17.1575	36,048	17.3306	36,408	17.5037	36,768	17.6767	37,128	17.8498
02	1		34,835	16.7474	35,195	16.9205	35,555	17.0935	35,915	17.2666	36,275	17.4397	36,635	17.6128
	2		35,081	16.8659	35,441	17.0390	35,801	17.2121	36,161	17.3851	36,521	17.5582	36,881	17.7313
	3		35,328	16.9844	35,688	17.1575	36,048	17.3306	36,408	17.5037	36,768	17.6767	37,128	17.8498
	4		35,574	17.1030	35,934	17.2760	36,294	17.4491	36,654	17.6222	37,014	17.7953	37,374	17.9683
03	1		35,081	16.8659	35,441	17.0390	35,801	17.2121	36,161	17.3851	36,521	17.5582	36,881	17.7313
	2		35,328	16.9844	35,688	17.1575	36,048	17.3306	36,408	17.5037	36,768	17.6767	37,128	17.8498
	3		35,574	17.1030	35,934	17.2760	36,294	17.4491	36,654	17.6222	37,014	17.7953	37,374	17.9683
	4		35,821	17.2215	36,181	17.3946	36,541	17.5676	36,901	17.7407	37,261	17.9138	37,621	18.0869
04	1		35,328	16.9844	35,688	17.1575	36,048	17.3306	36,408	17.5037	36,768	17.6767	37,128	17.8498
	2		35,574	17.1030	35,934	17.2760	36,294	17.4491	36,654	17.6222	37,014	17.7953	37,374	17.9683
	3		35,821	17.2215	36,181	17.3946	36,541	17.5676	36,901	17.7407	37,261	17.9138	37,621	18.0869
	4		36,092	17.3520	36,452	17.5251	36,812	17.6981	37,172	17.8712	37,532	18.0443	37,892	18.2174
05	1		35,574	17.1030	35,934	17.2760	36,294	17.4491	36,654	17.6222	37,014	17.7953	37,374	17.9683
	2		35,821	17.2215	36,181	17.3946	36,541	17.5676	36,901	17.7407	37,261	17.9138	37,621	18.0869
	3		36,092	17.3520	36,452	17.5251	36,812	17.6981	37,172	17.8712	37,532	18.0443	37,892	18.2174
	4		36,339	17.4705	36,699	17.6436	37,059	17.8167	37,419	17.9897	37,779	18.1628	38,139	18.3359
06	1		35,821	17.2215	36,181	17.3946	36,541	17.5676	36,901	17.7407	37,261	17.9138	37,621	18.0869
	2		36,092	17.3520	36,452	17.5251	36,812	17.6981	37,172	17.8712	37,532	18.0443	37,892	18.2174
	3		36,339	17.4705	36,699	17.6436	37,059	17.8167	37,419	17.9897	37,779	18.1628	38,139	18.3359
	4		36,610	17.6010	36,970	17.7741	37,330	17.9471	37,690	18.1202	38,050	18.2933	38,410	18.4664
07	1		36,092	17.3520	36,452	17.5251	36,812	17.6981	37,172	17.8712	37,532	18.0443	37,892	18.2174
	2		36,339	17.4705	36,699	17.6436	37,059	17.8167	37,419	17.9897	37,779	18.1628	38,139	18.3359
	3		36,610	17.6010	36,970	17.7741	37,330	17.9471	37,690	18.1202	38,050	18.2933	38,410	18.4664
	4		36,880	17.7309	37,240	17.9040	37,600	18.0771	37,960	18.2501	38,320	18.4232	38,680	18.5963
08	1		36,339	17.4705	36,699	17.6436	37,059	17.8167	37,419	17.9897	37,779	18.1628	38,139	18.3359
	2		36,610	17.6010	36,970	17.7741	37,330	17.9471	37,690	18.1202	38,050	18.2933	38,410	18.4664
	3		36,880	17.7309	37,240	17.9040	37,600	18.0771	37,960	18.2501	38,320	18.4232	38,680	18.5963
	4		37,177	17.8734	37,537	18.0464	37,897	18.2195	38,257	18.3926	38,617	18.5657	38,977	18.7388

Rate Increase: ██████ 1.5%

WEEKLY 07-01-08 THROUGH 06-30-09

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language:											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
09	1		36,610	17.6010	36,970	17.7741	37,330	17.9471	37,690	18.1202	38,050	18.2933	38,410	18.4664
	2		36,880	17.7309	37,240	17.9040	37,600	18.0771	37,960	18.2501	38,320	18.4232	38,680	18.5963
	3		37,177	17.8734	37,537	18.0464	37,897	18.2195	38,257	18.3926	38,617	18.5657	38,977	18.7388
	4		37,448	18.0039	37,808	18.1769	38,168	18.3500	38,528	18.5231	38,888	18.6962	39,248	18.8692
10	1		36,880	17.7309	37,240	17.9040	37,600	18.0771	37,960	18.2501	38,320	18.4232	38,680	18.5963
	2		37,177	17.8734	37,537	18.0464	37,897	18.2195	38,257	18.3926	38,617	18.5657	38,977	18.7388
	3		37,448	18.0039	37,808	18.1769	38,168	18.3500	38,528	18.5231	38,888	18.6962	39,248	18.8692
	4		37,743	18.1458	38,103	18.3188	38,463	18.4919	38,823	18.6650	39,183	18.8381	39,543	19.0111
11	1		37,177	17.8734	37,537	18.0464	37,897	18.2195	38,257	18.3926	38,617	18.5657	38,977	18.7388
	2		37,448	18.0039	37,808	18.1769	38,168	18.3500	38,528	18.5231	38,888	18.6962	39,248	18.8692
	3		37,743	18.1458	38,103	18.3188	38,463	18.4919	38,823	18.6650	39,183	18.8381	39,543	19.0111
	4		38,089	18.3121	38,449	18.4852	38,809	18.6583	39,169	18.8314	39,529	19.0045	39,889	19.1775
12	1		37,448	18.0039	37,808	18.1769	38,168	18.3500	38,528	18.5231	38,888	18.6962	39,248	18.8692
	2		37,743	18.1458	38,103	18.3188	38,463	18.4919	38,823	18.6650	39,183	18.8381	39,543	19.0111
	3		38,089	18.3121	38,449	18.4852	38,809	18.6583	39,169	18.8314	39,529	19.0045	39,889	19.1775
	4		38,384	18.4540	38,744	18.6271	39,104	18.8002	39,464	18.9733	39,824	19.1463	40,184	19.3194
13	1		37,743	18.1458	38,103	18.3188	38,463	18.4919	38,823	18.6650	39,183	18.8381	39,543	19.0111
	2		38,089	18.3121	38,449	18.4852	38,809	18.6583	39,169	18.8314	39,529	19.0045	39,889	19.1775
	3		38,384	18.4540	38,744	18.6271	39,104	18.8002	39,464	18.9733	39,824	19.1463	40,184	19.3194
	4		38,706	18.6085	39,066	18.7815	39,426	18.9546	39,786	19.1277	40,146	19.3008	40,506	19.4738
14	1		38,089	18.3121	38,449	18.4852	38,809	18.6583	39,169	18.8314	39,529	19.0045	39,889	19.1775
	2		38,384	18.4540	38,744	18.6271	39,104	18.8002	39,464	18.9733	39,824	19.1463	40,184	19.3194
	3		38,706	18.6085	39,066	18.7815	39,426	18.9546	39,786	19.1277	40,146	19.3008	40,506	19.4738
	4		39,124	18.8096	39,484	18.9827	39,844	19.1558	40,204	19.3288	40,564	19.5019	40,924	19.6750
15	1		38,384	18.4540	38,744	18.6271	39,104	18.8002	39,464	18.9733	39,824	19.1463	40,184	19.3194
	2		38,706	18.6085	39,066	18.7815	39,426	18.9546	39,786	19.1277	40,146	19.3008	40,506	19.4738
	3		39,124	18.8096	39,484	18.9827	39,844	19.1558	40,204	19.3288	40,564	19.5019	40,924	19.6750
	4		39,420	18.9521	39,780	19.1251	40,140	19.2982	40,500	19.4713	40,860	19.6444	41,220	19.8174
16	1		38,706	18.6085	39,066	18.7815	39,426	18.9546	39,786	19.1277	40,146	19.3008	40,506	19.4738
	2		39,124	18.8096	39,484	18.9827	39,844	19.1558	40,204	19.3288	40,564	19.5019	40,924	19.6750
	3		39,420	18.9521	39,780	19.1251	40,140	19.2982	40,500	19.4713	40,860	19.6444	41,220	19.8174
	4		39,864	19.1652	40,224	19.3383	40,584	19.5113	40,944	19.6844	41,304	19.8575	41,664	20.0306

Rate Increase: ██████ 1.5%

WEEKLY 07-01-08 THROUGH 06-30-09

RANGE (2&3 digits)	STEP *	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
17	1		39,124	18.8096	39,484	18.9827	39,844	19.1558	40,204	19.3288	40,564	19.5019	40,924	19.6750
	2		39,420	18.9521	39,780	19.1251	40,140	19.2982	40,500	19.4713	40,860	19.6444	41,220	19.8174
	3		39,864	19.1652	40,224	19.3383	40,584	19.5113	40,944	19.6844	41,304	19.8575	41,664	20.0306
	4		40,160	19.3076	40,520	19.4807	40,880	19.6538	41,240	19.8269	41,600	19.9999	41,960	20.1730
18	1		39,420	18.9521	39,780	19.1251	40,140	19.2982	40,500	19.4713	40,860	19.6444	41,220	19.8174
	2		39,864	19.1652	40,224	19.3383	40,584	19.5113	40,944	19.6844	41,304	19.8575	41,664	20.0306
	3		40,160	19.3076	40,520	19.4807	40,880	19.6538	41,240	19.8269	41,600	19.9999	41,960	20.1730
	4		40,578	19.5088	40,938	19.6819	41,298	19.8549	41,658	20.0280	42,018	20.2011	42,378	20.3742
19	1		39,864	19.1652	40,224	19.3383	40,584	19.5113	40,944	19.6844	41,304	19.8575	41,664	20.0306
	2		40,160	19.3076	40,520	19.4807	40,880	19.6538	41,240	19.8269	41,600	19.9999	41,960	20.1730
	3		40,578	19.5088	40,938	19.6819	41,298	19.8549	41,658	20.0280	42,018	20.2011	42,378	20.3742
	4		40,924	19.6752	41,284	19.8483	41,644	20.0213	42,004	20.1944	42,364	20.3675	42,724	20.5406
20	1		40,160	19.3076	40,520	19.4807	40,880	19.6538	41,240	19.8269	41,600	19.9999	41,960	20.1730
	2		40,578	19.5088	40,938	19.6819	41,298	19.8549	41,658	20.0280	42,018	20.2011	42,378	20.3742
	3		40,924	19.6752	41,284	19.8483	41,644	20.0213	42,004	20.1944	42,364	20.3675	42,724	20.5406
	4		41,417	19.9122	41,777	20.0853	42,137	20.2584	42,497	20.4315	42,857	20.6045	43,217	20.7776
21	1		40,578	19.5088	40,938	19.6819	41,298	19.8549	41,658	20.0280	42,018	20.2011	42,378	20.3742
	2		40,924	19.6752	41,284	19.8483	41,644	20.0213	42,004	20.1944	42,364	20.3675	42,724	20.5406
	3		41,417	19.9122	41,777	20.0853	42,137	20.2584	42,497	20.4315	42,857	20.6045	43,217	20.7776
	4		41,762	20.0781	42,122	20.2511	42,482	20.4242	42,842	20.5973	43,202	20.7704	43,562	20.9434
22	1		40,924	19.6752	41,284	19.8483	41,644	20.0213	42,004	20.1944	42,364	20.3675	42,724	20.5406
	2		41,417	19.9122	41,777	20.0853	42,137	20.2584	42,497	20.4315	42,857	20.6045	43,217	20.7776
	3		41,762	20.0781	42,122	20.2511	42,482	20.4242	42,842	20.5973	43,202	20.7704	43,562	20.9434
	4		42,206	20.2912	42,566	20.4642	42,926	20.6373	43,286	20.8104	43,646	20.9835	44,006	21.1566
23	1		41,417	19.9122	41,777	20.0853	42,137	20.2584	42,497	20.4315	42,857	20.6045	43,217	20.7776
	2		41,762	20.0781	42,122	20.2511	42,482	20.4242	42,842	20.5973	43,202	20.7704	43,562	20.9434
	3		42,206	20.2912	42,566	20.4642	42,926	20.6373	43,286	20.8104	43,646	20.9835	44,006	21.1566
	4		42,625	20.4929	42,985	20.6660	43,345	20.8390	43,705	21.0121	44,065	21.1852	44,425	21.3583
24	1		41,762	20.0781	42,122	20.2511	42,482	20.4242	42,842	20.5973	43,202	20.7704	43,562	20.9434
	2		42,206	20.2912	42,566	20.4642	42,926	20.6373	43,286	20.8104	43,646	20.9835	44,006	21.1566
	3		42,625	20.4929	42,985	20.6660	43,345	20.8390	43,705	21.0121	44,065	21.1852	44,425	21.3583
	4		43,093	20.7180	43,453	20.8911	43,813	21.0641	44,173	21.2372	44,533	21.4103	44,893	21.5834

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		42,206	20.2912	42,566	20.4642	42,926	20.6373	43,286	20.8104	43,646	20.9835	44,006	21.1566
	2		42,625	20.4929	42,985	20.6660	43,345	20.8390	43,705	21.0121	44,065	21.1852	44,425	21.3583
	3		43,093	20.7180	43,453	20.8911	43,813	21.0641	44,173	21.2372	44,533	21.4103	44,893	21.5834
	4		43,562	20.9431	43,922	21.1161	44,282	21.2892	44,642	21.4623	45,002	21.6354	45,362	21.8084
26	1		42,625	20.4929	42,985	20.6660	43,345	20.8390	43,705	21.0121	44,065	21.1852	44,425	21.3583
	2		43,093	20.7180	43,453	20.8911	43,813	21.0641	44,173	21.2372	44,533	21.4103	44,893	21.5834
	3		43,562	20.9431	43,922	21.1161	44,282	21.2892	44,642	21.4623	45,002	21.6354	45,362	21.8084
	4		44,104	21.2040	44,464	21.3771	44,824	21.5502	45,184	21.7233	45,544	21.8964	45,904	22.0694
27	1		43,093	20.7180	43,453	20.8911	43,813	21.0641	44,173	21.2372	44,533	21.4103	44,893	21.5834
	2		43,562	20.9431	43,922	21.1161	44,282	21.2892	44,642	21.4623	45,002	21.6354	45,362	21.8084
	3		44,104	21.2040	44,464	21.3771	44,824	21.5502	45,184	21.7233	45,544	21.8964	45,904	22.0694
	4		44,573	21.4291	44,933	21.6022	45,293	21.7753	45,653	21.9484	46,013	22.1214	46,373	22.2945
28	1		43,562	20.9431	43,922	21.1161	44,282	21.2892	44,642	21.4623	45,002	21.6354	45,362	21.8084
	2		44,104	21.2040	44,464	21.3771	44,824	21.5502	45,184	21.7233	45,544	21.8964	45,904	22.0694
	3		44,573	21.4291	44,933	21.6022	45,293	21.7753	45,653	21.9484	46,013	22.1214	46,373	22.2945
	4		45,164	21.7135	45,524	21.8866	45,884	22.0596	46,244	22.2327	46,604	22.4058	46,964	22.5789
29	1		44,104	21.2040	44,464	21.3771	44,824	21.5502	45,184	21.7233	45,544	21.8964	45,904	22.0694
	2		44,573	21.4291	44,933	21.6022	45,293	21.7753	45,653	21.9484	46,013	22.1214	46,373	22.2945
	3		45,164	21.7135	45,524	21.8866	45,884	22.0596	46,244	22.2327	46,604	22.4058	46,964	22.5789
	4		45,732	21.9864	46,092	22.1595	46,452	22.3326	46,812	22.5057	47,172	22.6787	47,532	22.8518
30	1		44,573	21.4291	44,933	21.6022	45,293	21.7753	45,653	21.9484	46,013	22.1214	46,373	22.2945
	2		45,164	21.7135	45,524	21.8866	45,884	22.0596	46,244	22.2327	46,604	22.4058	46,964	22.5789
	3		45,732	21.9864	46,092	22.1595	46,452	22.3326	46,812	22.5057	47,172	22.6787	47,532	22.8518
	4		46,273	22.2468	46,633	22.4199	46,993	22.5930	47,353	22.7661	47,713	22.9391	48,073	23.1122
31	1		45,164	21.7135	45,524	21.8866	45,884	22.0596	46,244	22.2327	46,604	22.4058	46,964	22.5789
	2		45,732	21.9864	46,092	22.1595	46,452	22.3326	46,812	22.5057	47,172	22.6787	47,532	22.8518
	3		46,273	22.2468	46,633	22.4199	46,993	22.5930	47,353	22.7661	47,713	22.9391	48,073	23.1122
	4		46,841	22.5198	47,201	22.6929	47,561	22.8659	47,921	23.0390	48,281	23.2121	48,641	23.3852
32	1		45,732	21.9864	46,092	22.1595	46,452	22.3326	46,812	22.5057	47,172	22.6787	47,532	22.8518
	2		46,273	22.2468	46,633	22.4199	46,993	22.5930	47,353	22.7661	47,713	22.9391	48,073	23.1122
	3		46,841	22.5198	47,201	22.6929	47,561	22.8659	47,921	23.0390	48,281	23.2121	48,641	23.3852
	4		47,506	22.8395	47,866	23.0125	48,226	23.1856	48,586	23.3587	48,946	23.5318	49,306	23.7048

Rate Increase: ██████ 1.5%

WEEKLY 07-01-08 THROUGH 06-30-09

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
33	1		46,273	22.2468	46,633	22.4199	46,993	22.5930	47,353	22.7661	47,713	22.9391	48,073	23.1122
	2		46,841	22.5198	47,201	22.6929	47,561	22.8659	47,921	23.0390	48,281	23.2121	48,641	23.3852
	3		47,506	22.8395	47,866	23.0125	48,226	23.1856	48,586	23.3587	48,946	23.5318	49,306	23.7048
	4		48,074	23.1124	48,434	23.2855	48,794	23.4586	49,154	23.6316	49,514	23.8047	49,874	23.9778
34	1		46,841	22.5198	47,201	22.6929	47,561	22.8659	47,921	23.0390	48,281	23.2121	48,641	23.3852
	2		47,506	22.8395	47,866	23.0125	48,226	23.1856	48,586	23.3587	48,946	23.5318	49,306	23.7048
	3		48,074	23.1124	48,434	23.2855	48,794	23.4586	49,154	23.6316	49,514	23.8047	49,874	23.9778
	4		48,714	23.4201	49,074	23.5932	49,434	23.7663	49,794	23.9394	50,154	24.1124	50,514	24.2855
35	1		47,506	22.8395	47,866	23.0125	48,226	23.1856	48,586	23.3587	48,946	23.5318	49,306	23.7048
	2		48,074	23.1124	48,434	23.2855	48,794	23.4586	49,154	23.6316	49,514	23.8047	49,874	23.9778
	3		48,714	23.4201	49,074	23.5932	49,434	23.7663	49,794	23.9394	50,154	24.1124	50,514	24.2855
	4		49,306	23.7050	49,666	23.8781	50,026	24.0512	50,386	24.2243	50,746	24.3973	51,106	24.5704
36	1		48,074	23.1124	48,434	23.2855	48,794	23.4586	49,154	23.6316	49,514	23.8047	49,874	23.9778
	2		48,714	23.4201	49,074	23.5932	49,434	23.7663	49,794	23.9394	50,154	24.1124	50,514	24.2855
	3		49,306	23.7050	49,666	23.8781	50,026	24.0512	50,386	24.2243	50,746	24.3973	51,106	24.5704
	4		50,021	24.0486	50,381	24.2217	50,741	24.3948	51,101	24.5679	51,461	24.7410	51,821	24.9140
37	1		48,714	23.4201	49,074	23.5932	49,434	23.7663	49,794	23.9394	50,154	24.1124	50,514	24.2855
	2		49,306	23.7050	49,666	23.8781	50,026	24.0512	50,386	24.2243	50,746	24.3973	51,106	24.5704
	3		50,021	24.0486	50,381	24.2217	50,741	24.3948	51,101	24.5679	51,461	24.7410	51,821	24.9140
	4		50,638	24.3450	50,998	24.5180	51,358	24.6911	51,718	24.8642	52,078	25.0373	52,438	25.2103
38	1		49,306	23.7050	49,666	23.8781	50,026	24.0512	50,386	24.2243	50,746	24.3973	51,106	24.5704
	2		50,021	24.0486	50,381	24.2217	50,741	24.3948	51,101	24.5679	51,461	24.7410	51,821	24.9140
	3		50,638	24.3450	50,998	24.5180	51,358	24.6911	51,718	24.8642	52,078	25.0373	52,438	25.2103
	4		51,327	24.6766	51,687	24.8497	52,047	25.0228	52,407	25.1958	52,767	25.3689	53,127	25.5420
39	1		50,021	24.0486	50,381	24.2217	50,741	24.3948	51,101	24.5679	51,461	24.7410	51,821	24.9140
	2		50,638	24.3450	50,998	24.5180	51,358	24.6911	51,718	24.8642	52,078	25.0373	52,438	25.2103
	3		51,327	24.6766	51,687	24.8497	52,047	25.0228	52,407	25.1958	52,767	25.3689	53,127	25.5420
	4		51,944	24.9729	52,304	25.1460	52,664	25.3191	53,024	25.4921	53,384	25.6652	53,744	25.8383
40	1		50,638	24.3450	50,998	24.5180	51,358	24.6911	51,718	24.8642	52,078	25.0373	52,438	25.2103
	2		51,327	24.6766	51,687	24.8497	52,047	25.0228	52,407	25.1958	52,767	25.3689	53,127	25.5420
	3		51,944	24.9729	52,304	25.1460	52,664	25.3191	53,024	25.4921	53,384	25.6652	53,744	25.8383
	4		52,782	25.3758	53,142	25.5489	53,502	25.7219	53,862	25.8950	54,222	26.0681	54,582	26.2412

WEEKLY 07-01-09 THROUGH 06-30-10

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
01	1		35,132	16.8904	35,492	17.0635	35,852	17.2366	36,212	17.4097	36,572	17.5827	36,932	17.7558
	2		35,357	16.9986	35,717	17.1717	36,077	17.3447	36,437	17.5178	36,797	17.6909	37,157	17.8640
	3		35,607	17.1189	35,967	17.2920	36,327	17.4650	36,687	17.6381	37,047	17.8112	37,407	17.9843
	4		35,858	17.2392	36,218	17.4123	36,578	17.5854	36,938	17.7584	37,298	17.9315	37,658	18.1046
02	1		35,357	16.9986	35,717	17.1717	36,077	17.3447	36,437	17.5178	36,797	17.6909	37,157	17.8640
	2		35,607	17.1189	35,967	17.2920	36,327	17.4650	36,687	17.6381	37,047	17.8112	37,407	17.9843
	3		35,858	17.2392	36,218	17.4123	36,578	17.5854	36,938	17.7584	37,298	17.9315	37,658	18.1046
	4		36,108	17.3595	36,468	17.5326	36,828	17.7057	37,188	17.8787	37,548	18.0518	37,908	18.2249
03	1		35,607	17.1189	35,967	17.2920	36,327	17.4650	36,687	17.6381	37,047	17.8112	37,407	17.9843
	2		35,858	17.2392	36,218	17.4123	36,578	17.5854	36,938	17.7584	37,298	17.9315	37,658	18.1046
	3		36,108	17.3595	36,468	17.5326	36,828	17.7057	37,188	17.8787	37,548	18.0518	37,908	18.2249
	4		36,358	17.4798	36,718	17.6529	37,078	17.8260	37,438	17.9990	37,798	18.1721	38,158	18.3452
04	1		35,858	17.2392	36,218	17.4123	36,578	17.5854	36,938	17.7584	37,298	17.9315	37,658	18.1046
	2		36,108	17.3595	36,468	17.5326	36,828	17.7057	37,188	17.8787	37,548	18.0518	37,908	18.2249
	3		36,358	17.4798	36,718	17.6529	37,078	17.8260	37,438	17.9990	37,798	18.1721	38,158	18.3452
	4		36,633	17.6123	36,993	17.7853	37,353	17.9584	37,713	18.1315	38,073	18.3046	38,433	18.4776
05	1		36,108	17.3595	36,468	17.5326	36,828	17.7057	37,188	17.8787	37,548	18.0518	37,908	18.2249
	2		36,358	17.4798	36,718	17.6529	37,078	17.8260	37,438	17.9990	37,798	18.1721	38,158	18.3452
	3		36,633	17.6123	36,993	17.7853	37,353	17.9584	37,713	18.1315	38,073	18.3046	38,433	18.4776
	4		36,884	17.7326	37,244	17.9056	37,604	18.0787	37,964	18.2518	38,324	18.4249	38,684	18.5979
06	1		36,358	17.4798	36,718	17.6529	37,078	17.8260	37,438	17.9990	37,798	18.1721	38,158	18.3452
	2		36,633	17.6123	36,993	17.7853	37,353	17.9584	37,713	18.1315	38,073	18.3046	38,433	18.4776
	3		36,884	17.7326	37,244	17.9056	37,604	18.0787	37,964	18.2518	38,324	18.4249	38,684	18.5979
	4		37,159	17.8650	37,519	18.0381	37,879	18.2112	38,239	18.3842	38,599	18.5573	38,959	18.7304
07	1		36,633	17.6123	36,993	17.7853	37,353	17.9584	37,713	18.1315	38,073	18.3046	38,433	18.4776
	2		36,884	17.7326	37,244	17.9056	37,604	18.0787	37,964	18.2518	38,324	18.4249	38,684	18.5979
	3		37,159	17.8650	37,519	18.0381	37,879	18.2112	38,239	18.3842	38,599	18.5573	38,959	18.7304
	4		37,434	17.9969	37,794	18.1700	38,154	18.3430	38,514	18.5161	38,874	18.6892	39,234	18.8623
08	1		36,884	17.7326	37,244	17.9056	37,604	18.0787	37,964	18.2518	38,324	18.4249	38,684	18.5979
	2		37,159	17.8650	37,519	18.0381	37,879	18.2112	38,239	18.3842	38,599	18.5573	38,959	18.7304
	3		37,434	17.9969	37,794	18.1700	38,154	18.3430	38,514	18.5161	38,874	18.6892	39,234	18.8623
	4		37,734	18.1415	38,094	18.3145	38,454	18.4876	38,814	18.6607	39,174	18.8338	39,534	19.0069

Rate Increase: ██████ 1.5%

WEEKLY 07-01-09 THROUGH 06-30-10

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly, Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
09	1		37,159	17.8650	37,519	18.0381	37,879	18.2112	38,239	18.3842	38,599	18.5573	38,959	18.7304
	2		37,434	17.9969	37,794	18.1700	38,154	18.3430	38,514	18.5161	38,874	18.6892	39,234	18.8623
	3		37,734	18.1415	38,094	18.3145	38,454	18.4876	38,814	18.6607	39,174	18.8338	39,534	19.0069
	4		38,010	18.2739	38,370	18.4470	38,730	18.6201	39,090	18.7932	39,450	18.9662	39,810	19.1393
10	1		37,434	17.9969	37,794	18.1700	38,154	18.3430	38,514	18.5161	38,874	18.6892	39,234	18.8623
	2		37,734	18.1415	38,094	18.3145	38,454	18.4876	38,814	18.6607	39,174	18.8338	39,534	19.0069
	3		38,010	18.2739	38,370	18.4470	38,730	18.6201	39,090	18.7932	39,450	18.9662	39,810	19.1393
	4		38,309	18.4179	38,669	18.5910	39,029	18.7641	39,389	18.9372	39,749	19.1102	40,109	19.2833
11	1		37,734	18.1415	38,094	18.3145	38,454	18.4876	38,814	18.6607	39,174	18.8338	39,534	19.0069
	2		38,010	18.2739	38,370	18.4470	38,730	18.6201	39,090	18.7932	39,450	18.9662	39,810	19.1393
	3		38,309	18.4179	38,669	18.5910	39,029	18.7641	39,389	18.9372	39,749	19.1102	40,109	19.2833
	4		38,661	18.5868	39,021	18.7599	39,381	18.9330	39,741	19.1061	40,101	19.2791	40,461	19.4522
12	1		38,010	18.2739	38,370	18.4470	38,730	18.6201	39,090	18.7932	39,450	18.9662	39,810	19.1393
	2		38,309	18.4179	38,669	18.5910	39,029	18.7641	39,389	18.9372	39,749	19.1102	40,109	19.2833
	3		38,661	18.5868	39,021	18.7599	39,381	18.9330	39,741	19.1061	40,101	19.2791	40,461	19.4522
	4		38,960	18.7308	39,320	18.9039	39,680	19.0770	40,040	19.2501	40,400	19.4231	40,760	19.5962
13	1		38,309	18.4179	38,669	18.5910	39,029	18.7641	39,389	18.9372	39,749	19.1102	40,109	19.2833
	2		38,661	18.5868	39,021	18.7599	39,381	18.9330	39,741	19.1061	40,101	19.2791	40,461	19.4522
	3		38,960	18.7308	39,320	18.9039	39,680	19.0770	40,040	19.2501	40,400	19.4231	40,760	19.5962
	4		39,286	18.8876	39,646	19.0607	40,006	19.2337	40,366	19.4068	40,726	19.5799	41,086	19.7530
14	1		38,661	18.5868	39,021	18.7599	39,381	18.9330	39,741	19.1061	40,101	19.2791	40,461	19.4522
	2		38,960	18.7308	39,320	18.9039	39,680	19.0770	40,040	19.2501	40,400	19.4231	40,760	19.5962
	3		39,286	18.8876	39,646	19.0607	40,006	19.2337	40,366	19.4068	40,726	19.5799	41,086	19.7530
	4		39,711	19.0918	40,071	19.2648	40,431	19.4379	40,791	19.6110	41,151	19.7841	41,511	19.9571
15	1		38,960	18.7308	39,320	18.9039	39,680	19.0770	40,040	19.2501	40,400	19.4231	40,760	19.5962
	2		39,286	18.8876	39,646	19.0607	40,006	19.2337	40,366	19.4068	40,726	19.5799	41,086	19.7530
	3		39,711	19.0918	40,071	19.2648	40,431	19.4379	40,791	19.6110	41,151	19.7841	41,511	19.9571
	4		40,012	19.2363	40,372	19.4094	40,732	19.5825	41,092	19.7556	41,452	19.9287	41,812	20.1017
16	1		39,286	18.8876	39,646	19.0607	40,006	19.2337	40,366	19.4068	40,726	19.5799	41,086	19.7530
	2		39,711	19.0918	40,071	19.2648	40,431	19.4379	40,791	19.6110	41,151	19.7841	41,511	19.9571
	3		40,012	19.2363	40,372	19.4094	40,732	19.5825	41,092	19.7556	41,452	19.9287	41,812	20.1017
	4		40,462	19.4527	40,822	19.6257	41,182	19.7988	41,542	19.9719	41,902	20.1450	42,262	20.3180

WEEKLY 07-01-09 THROUGH 06-30-10

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
			17	1	39,711	19.0918	40,071	19.2648	40,431	19.4379	40,791	19.6110	41,151	19.7841
	2	40,012	19.2363	40,372	19.4094	40,732	19.5825	41,092	19.7556	41,452	19.9287	41,812	20.1017	
	3	40,462	19.4527	40,822	19.6257	41,182	19.7988	41,542	19.9719	41,902	20.1450	42,262	20.3180	
	4	40,762	19.5973	41,122	19.7703	41,482	19.9434	41,842	20.1165	42,202	20.2896	42,562	20.4626	
18	1	40,012	19.2363	40,372	19.4094	40,732	19.5825	41,092	19.7556	41,452	19.9287	41,812	20.1017	
	2	40,462	19.4527	40,822	19.6257	41,182	19.7988	41,542	19.9719	41,902	20.1450	42,262	20.3180	
	3	40,762	19.5973	41,122	19.7703	41,482	19.9434	41,842	20.1165	42,202	20.2896	42,562	20.4626	
	4	41,187	19.8014	41,547	19.9745	41,907	20.1476	42,267	20.3207	42,627	20.4937	42,987	20.6668	
19	1	40,462	19.4527	40,822	19.6257	41,182	19.7988	41,542	19.9719	41,902	20.1450	42,262	20.3180	
	2	40,762	19.5973	41,122	19.7703	41,482	19.9434	41,842	20.1165	42,202	20.2896	42,562	20.4626	
	3	41,187	19.8014	41,547	19.9745	41,907	20.1476	42,267	20.3207	42,627	20.4937	42,987	20.6668	
	4	41,538	19.9703	41,898	20.1434	42,258	20.3165	42,618	20.4895	42,978	20.6626	43,338	20.8357	
20	1	40,762	19.5973	41,122	19.7703	41,482	19.9434	41,842	20.1165	42,202	20.2896	42,562	20.4626	
	2	41,187	19.8014	41,547	19.9745	41,907	20.1476	42,267	20.3207	42,627	20.4937	42,987	20.6668	
	3	41,538	19.9703	41,898	20.1434	42,258	20.3165	42,618	20.4895	42,978	20.6626	43,338	20.8357	
	4	42,039	20.2109	42,399	20.3840	42,759	20.5571	43,119	20.7301	43,479	20.9032	43,839	21.0763	
21	1	41,187	19.8014	41,547	19.9745	41,907	20.1476	42,267	20.3207	42,627	20.4937	42,987	20.6668	
	2	41,538	19.9703	41,898	20.1434	42,258	20.3165	42,618	20.4895	42,978	20.6626	43,338	20.8357	
	3	42,039	20.2109	42,399	20.3840	42,759	20.5571	43,119	20.7301	43,479	20.9032	43,839	21.0763	
	4	42,389	20.3792	42,749	20.5523	43,109	20.7254	43,469	20.8985	43,829	21.0715	44,189	21.2446	
22	1	41,538	19.9703	41,898	20.1434	42,258	20.3165	42,618	20.4895	42,978	20.6626	43,338	20.8357	
	2	42,039	20.2109	42,399	20.3840	42,759	20.5571	43,119	20.7301	43,479	20.9032	43,839	21.0763	
	3	42,389	20.3792	42,749	20.5523	43,109	20.7254	43,469	20.8985	43,829	21.0715	44,189	21.2446	
	4	42,839	20.5955	43,199	20.7686	43,559	20.9417	43,919	21.1148	44,279	21.2878	44,639	21.4609	
23	1	42,039	20.2109	42,399	20.3840	42,759	20.5571	43,119	20.7301	43,479	20.9032	43,839	21.0763	
	2	42,389	20.3792	42,749	20.5523	43,109	20.7254	43,469	20.8985	43,829	21.0715	44,189	21.2446	
	3	42,839	20.5955	43,199	20.7686	43,559	20.9417	43,919	21.1148	44,279	21.2878	44,639	21.4609	
	4	43,265	20.8003	43,625	20.9734	43,985	21.1464	44,345	21.3195	44,705	21.4926	45,065	21.6657	
24	1	42,389	20.3792	42,749	20.5523	43,109	20.7254	43,469	20.8985	43,829	21.0715	44,189	21.2446	
	2	42,839	20.5955	43,199	20.7686	43,559	20.9417	43,919	21.1148	44,279	21.2878	44,639	21.4609	
	3	43,265	20.8003	43,625	20.9734	43,985	21.1464	44,345	21.3195	44,705	21.4926	45,065	21.6657	
	4	43,740	21.0287	44,100	21.2018	44,460	21.3749	44,820	21.5480	45,180	21.7211	45,540	21.8941	

Rate Increase: ██████ 1.5%

WEEKLY 07-01-09 THROUGH 06-30-10

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		42,839	20.5955	43,199	20.7686	43,559	20.9417	43,919	21.1148	44,279	21.2878	44,639	21.4609
	2		43,265	20.8003	43,625	20.9734	43,985	21.1464	44,345	21.3195	44,705	21.4926	45,065	21.6657
	3		43,740	21.0287	44,100	21.2018	44,460	21.3749	44,820	21.5480	45,180	21.7211	45,540	21.8941
	4		44,215	21.2572	44,575	21.4303	44,935	21.6034	45,295	21.7764	45,655	21.9495	46,015	22.1226
26	1		43,265	20.8003	43,625	20.9734	43,985	21.1464	44,345	21.3195	44,705	21.4926	45,065	21.6657
	2		43,740	21.0287	44,100	21.2018	44,460	21.3749	44,820	21.5480	45,180	21.7211	45,540	21.8941
	3		44,215	21.2572	44,575	21.4303	44,935	21.6034	45,295	21.7764	45,655	21.9495	46,015	22.1226
	4		44,766	21.5221	45,126	21.6952	45,486	21.8683	45,846	22.0413	46,206	22.2144	46,566	22.3875
27	1		43,740	21.0287	44,100	21.2018	44,460	21.3749	44,820	21.5480	45,180	21.7211	45,540	21.8941
	2		44,215	21.2572	44,575	21.4303	44,935	21.6034	45,295	21.7764	45,655	21.9495	46,015	22.1226
	3		44,766	21.5221	45,126	21.6952	45,486	21.8683	45,846	22.0413	46,206	22.2144	46,566	22.3875
	4		45,241	21.7506	45,601	21.9236	45,961	22.0967	46,321	22.2698	46,681	22.4429	47,041	22.6159
28	1		44,215	21.2572	44,575	21.4303	44,935	21.6034	45,295	21.7764	45,655	21.9495	46,015	22.1226
	2		44,766	21.5221	45,126	21.6952	45,486	21.8683	45,846	22.0413	46,206	22.2144	46,566	22.3875
	3		45,241	21.7506	45,601	21.9236	45,961	22.0967	46,321	22.2698	46,681	22.4429	47,041	22.6159
	4		45,841	22.0392	46,201	22.2123	46,561	22.3853	46,921	22.5584	47,281	22.7315	47,641	22.9046
29	1		44,766	21.5221	45,126	21.6952	45,486	21.8683	45,846	22.0413	46,206	22.2144	46,566	22.3875
	2		45,241	21.7506	45,601	21.9236	45,961	22.0967	46,321	22.2698	46,681	22.4429	47,041	22.6159
	3		45,841	22.0392	46,201	22.2123	46,561	22.3853	46,921	22.5584	47,281	22.7315	47,641	22.9046
	4		46,418	22.3162	46,778	22.4893	47,138	22.6624	47,498	22.8355	47,858	23.0085	48,218	23.1816
30	1		45,241	21.7506	45,601	21.9236	45,961	22.0967	46,321	22.2698	46,681	22.4429	47,041	22.6159
	2		45,841	22.0392	46,201	22.2123	46,561	22.3853	46,921	22.5584	47,281	22.7315	47,641	22.9046
	3		46,418	22.3162	46,778	22.4893	47,138	22.6624	47,498	22.8355	47,858	23.0085	48,218	23.1816
	4		46,968	22.5805	47,328	22.7536	47,688	22.9267	48,048	23.0998	48,408	23.2728	48,768	23.4459
31	1		45,841	22.0392	46,201	22.2123	46,561	22.3853	46,921	22.5584	47,281	22.7315	47,641	22.9046
	2		46,418	22.3162	46,778	22.4893	47,138	22.6624	47,498	22.8355	47,858	23.0085	48,218	23.1816
	3		46,968	22.5805	47,328	22.7536	47,688	22.9267	48,048	23.0998	48,408	23.2728	48,768	23.4459
	4		47,544	22.8576	47,904	23.0307	48,264	23.2037	48,624	23.3768	48,984	23.5499	49,344	23.7230
32	1		46,418	22.3162	46,778	22.4893	47,138	22.6624	47,498	22.8355	47,858	23.0085	48,218	23.1816
	2		46,968	22.5805	47,328	22.7536	47,688	22.9267	48,048	23.0998	48,408	23.2728	48,768	23.4459
	3		47,544	22.8576	47,904	23.0307	48,264	23.2037	48,624	23.3768	48,984	23.5499	49,344	23.7230
	4		48,219	23.1821	48,579	23.3551	48,939	23.5282	49,299	23.7013	49,659	23.8744	50,019	24.0474

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
33	1		46,968	22.5805	47,328	22.7536	47,688	22.9267	48,048	23.0998	48,408	23.2728	48,768	23.4459
	2		47,544	22.8576	47,904	23.0307	48,264	23.2037	48,624	23.3768	48,984	23.5499	49,344	23.7230
	3		48,219	23.1821	48,579	23.3551	48,939	23.5282	49,299	23.7013	49,659	23.8744	50,019	24.0474
	4		48,795	23.4591	49,155	23.6322	49,515	23.8053	49,875	23.9783	50,235	24.1514	50,595	24.3245
34	1		47,544	22.8576	47,904	23.0307	48,264	23.2037	48,624	23.3768	48,984	23.5499	49,344	23.7230
	2		48,219	23.1821	48,579	23.3551	48,939	23.5282	49,299	23.7013	49,659	23.8744	50,019	24.0474
	3		48,795	23.4591	49,155	23.6322	49,515	23.8053	49,875	23.9783	50,235	24.1514	50,595	24.3245
	4		49,445	23.7714	49,805	23.9445	50,165	24.1176	50,525	24.2907	50,885	24.4637	51,245	24.6368
35	1		48,219	23.1821	48,579	23.3551	48,939	23.5282	49,299	23.7013	49,659	23.8744	50,019	24.0474
	2		48,795	23.4591	49,155	23.6322	49,515	23.8053	49,875	23.9783	50,235	24.1514	50,595	24.3245
	3		49,445	23.7714	49,805	23.9445	50,165	24.1176	50,525	24.2907	50,885	24.4637	51,245	24.6368
	4		50,046	24.0606	50,406	24.2337	50,766	24.4068	51,126	24.5798	51,486	24.7529	51,846	24.9260
36	1		48,795	23.4591	49,155	23.6322	49,515	23.8053	49,875	23.9783	50,235	24.1514	50,595	24.3245
	2		49,445	23.7714	49,805	23.9445	50,165	24.1176	50,525	24.2907	50,885	24.4637	51,245	24.6368
	3		50,046	24.0606	50,406	24.2337	50,766	24.4068	51,126	24.5798	51,486	24.7529	51,846	24.9260
	4		50,772	24.4094	51,132	24.5825	51,492	24.7555	51,852	24.9286	52,212	25.1017	52,572	25.2748
37	1		49,445	23.7714	49,805	23.9445	50,165	24.1176	50,525	24.2907	50,885	24.4637	51,245	24.6368
	2		50,046	24.0606	50,406	24.2337	50,766	24.4068	51,126	24.5798	51,486	24.7529	51,846	24.9260
	3		50,772	24.4094	51,132	24.5825	51,492	24.7555	51,852	24.9286	52,212	25.1017	52,572	25.2748
	4		51,397	24.7101	51,757	24.8832	52,117	25.0563	52,477	25.2294	52,837	25.4024	53,197	25.5755
38	1		50,046	24.0606	50,406	24.2337	50,766	24.4068	51,126	24.5798	51,486	24.7529	51,846	24.9260
	2		50,772	24.4094	51,132	24.5825	51,492	24.7555	51,852	24.9286	52,212	25.1017	52,572	25.2748
	3		51,397	24.7101	51,757	24.8832	52,117	25.0563	52,477	25.2294	52,837	25.4024	53,197	25.5755
	4		52,097	25.0468	52,457	25.2198	52,817	25.3929	53,177	25.5660	53,537	25.7391	53,897	25.9121
39	1		50,772	24.4094	51,132	24.5825	51,492	24.7555	51,852	24.9286	52,212	25.1017	52,572	25.2748
	2		51,397	24.7101	51,757	24.8832	52,117	25.0563	52,477	25.2294	52,837	25.4024	53,197	25.5755
	3		52,097	25.0468	52,457	25.2198	52,817	25.3929	53,177	25.5660	53,537	25.7391	53,897	25.9121
	4		52,723	25.3475	53,083	25.5206	53,443	25.6937	53,803	25.8667	54,163	26.0398	54,523	26.2129
40	1		51,397	24.7101	51,757	24.8832	52,117	25.0563	52,477	25.2294	52,837	25.4024	53,197	25.5755
	2		52,097	25.0468	52,457	25.2198	52,817	25.3929	53,177	25.5660	53,537	25.7391	53,897	25.9121
	3		52,723	25.3475	53,083	25.5206	53,443	25.6937	53,803	25.8667	54,163	26.0398	54,523	26.2129
	4		53,573	25.7564	53,933	25.9295	54,293	26.1026	54,653	26.2757	55,013	26.4487	55,373	26.6218

Rate Increase: ██████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
01	1		35,835	17.2282	36,195	17.4013	36,555	17.5744	36,915	17.7475	37,275	17.9206	37,635	18.0936
	2		36,064	17.3386	36,424	17.5116	36,784	17.6847	37,144	17.8578	37,504	18.0309	37,864	18.2039
	3		36,319	17.4613	36,679	17.6344	37,039	17.8074	37,399	17.9805	37,759	18.1536	38,119	18.3267
	4		36,575	17.5840	36,935	17.7571	37,295	17.9301	37,655	18.1032	38,015	18.2763	38,375	18.4494
02	1		36,064	17.3386	36,424	17.5116	36,784	17.6847	37,144	17.8578	37,504	18.0309	37,864	18.2039
	2		36,319	17.4613	36,679	17.6344	37,039	17.8074	37,399	17.9805	37,759	18.1536	38,119	18.3267
	3		36,575	17.5840	36,935	17.7571	37,295	17.9301	37,655	18.1032	38,015	18.2763	38,375	18.4494
	4		36,830	17.7067	37,190	17.8798	37,550	18.0528	37,910	18.2259	38,270	18.3990	38,630	18.5721
03	1		36,319	17.4613	36,679	17.6344	37,039	17.8074	37,399	17.9805	37,759	18.1536	38,119	18.3267
	2		36,575	17.5840	36,935	17.7571	37,295	17.9301	37,655	18.1032	38,015	18.2763	38,375	18.4494
	3		36,830	17.7067	37,190	17.8798	37,550	18.0528	37,910	18.2259	38,270	18.3990	38,630	18.5721
	4		37,085	17.8294	37,445	18.0025	37,805	18.1756	38,165	18.3486	38,525	18.5217	38,885	18.6948
04	1		36,575	17.5840	36,935	17.7571	37,295	17.9301	37,655	18.1032	38,015	18.2763	38,375	18.4494
	2		36,830	17.7067	37,190	17.8798	37,550	18.0528	37,910	18.2259	38,270	18.3990	38,630	18.5721
	3		37,085	17.8294	37,445	18.0025	37,805	18.1756	38,165	18.3486	38,525	18.5217	38,885	18.6948
	4		37,366	17.9645	37,726	18.1376	38,086	18.3107	38,446	18.4837	38,806	18.6568	39,166	18.8299
05	1		36,830	17.7067	37,190	17.8798	37,550	18.0528	37,910	18.2259	38,270	18.3990	38,630	18.5721
	2		37,085	17.8294	37,445	18.0025	37,805	18.1756	38,165	18.3486	38,525	18.5217	38,885	18.6948
	3		37,366	17.9645	37,726	18.1376	38,086	18.3107	38,446	18.4837	38,806	18.6568	39,166	18.8299
	4		37,621	18.0872	37,981	18.2603	38,341	18.4334	38,701	18.6064	39,061	18.7795	39,421	18.9526
06	1		37,085	17.8294	37,445	18.0025	37,805	18.1756	38,165	18.3486	38,525	18.5217	38,885	18.6948
	2		37,366	17.9645	37,726	18.1376	38,086	18.3107	38,446	18.4837	38,806	18.6568	39,166	18.8299
	3		37,621	18.0872	37,981	18.2603	38,341	18.4334	38,701	18.6064	39,061	18.7795	39,421	18.9526
	4		37,902	18.2223	38,262	18.3954	38,622	18.5685	38,982	18.7415	39,342	18.9146	39,702	19.0877
07	1		37,366	17.9645	37,726	18.1376	38,086	18.3107	38,446	18.4837	38,806	18.6568	39,166	18.8299
	2		37,621	18.0872	37,981	18.2603	38,341	18.4334	38,701	18.6064	39,061	18.7795	39,421	18.9526
	3		37,902	18.2223	38,262	18.3954	38,622	18.5685	38,982	18.7415	39,342	18.9146	39,702	19.0877
	4		38,182	18.3568	38,542	18.5299	38,902	18.7030	39,262	18.8760	39,622	19.0491	39,982	19.2222
08	1		37,621	18.0872	37,981	18.2603	38,341	18.4334	38,701	18.6064	39,061	18.7795	39,421	18.9526
	2		37,902	18.2223	38,262	18.3954	38,622	18.5685	38,982	18.7415	39,342	18.9146	39,702	19.0877
	3		38,182	18.3568	38,542	18.5299	38,902	18.7030	39,262	18.8760	39,622	19.0491	39,982	19.2222
	4		38,489	18.5043	38,849	18.6774	39,209	18.8505	39,569	19.0235	39,929	19.1966	40,289	19.3697

WEEKLY 07-01-10 THROUGH 06-30-11

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)												
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
09	1		37,902	18.2223	38,262	18.3954	38,622	18.5685	38,982	18.7415	39,342	18.9146	39,702	19.0877
	2		38,182	18.3568	38,542	18.5299	38,902	18.7030	39,262	18.8760	39,622	19.0491	39,982	19.2222
	3		38,489	18.5043	38,849	18.6774	39,209	18.8505	39,569	19.0235	39,929	19.1966	40,289	19.3697
	4		38,770	18.6394	39,130	18.8125	39,490	18.9856	39,850	19.1586	40,210	19.3317	40,570	19.5048
10	1		38,182	18.3568	38,542	18.5299	38,902	18.7030	39,262	18.8760	39,622	19.0491	39,982	19.2222
	2		38,489	18.5043	38,849	18.6774	39,209	18.8505	39,569	19.0235	39,929	19.1966	40,289	19.3697
	3		38,770	18.6394	39,130	18.8125	39,490	18.9856	39,850	19.1586	40,210	19.3317	40,570	19.5048
	4		39,075	18.7863	39,435	18.9594	39,795	19.1325	40,155	19.3055	40,515	19.4786	40,875	19.6517
11	1		38,489	18.5043	38,849	18.6774	39,209	18.8505	39,569	19.0235	39,929	19.1966	40,289	19.3697
	2		38,770	18.6394	39,130	18.8125	39,490	18.9856	39,850	19.1586	40,210	19.3317	40,570	19.5048
	3		39,075	18.7863	39,435	18.9594	39,795	19.1325	40,155	19.3055	40,515	19.4786	40,875	19.6517
	4		39,434	18.9586	39,794	19.1316	40,154	19.3047	40,514	19.4778	40,874	19.6509	41,234	19.8239
12	1		38,770	18.6394	39,130	18.8125	39,490	18.9856	39,850	19.1586	40,210	19.3317	40,570	19.5048
	2		39,075	18.7863	39,435	18.9594	39,795	19.1325	40,155	19.3055	40,515	19.4786	40,875	19.6517
	3		39,434	18.9586	39,794	19.1316	40,154	19.3047	40,514	19.4778	40,874	19.6509	41,234	19.8239
	4		39,739	19.1055	40,099	19.2785	40,459	19.4516	40,819	19.6247	41,179	19.7978	41,539	19.9708
13	1		39,075	18.7863	39,435	18.9594	39,795	19.1325	40,155	19.3055	40,515	19.4786	40,875	19.6517
	2		39,434	18.9586	39,794	19.1316	40,154	19.3047	40,514	19.4778	40,874	19.6509	41,234	19.8239
	3		39,739	19.1055	40,099	19.2785	40,459	19.4516	40,819	19.6247	41,179	19.7978	41,539	19.9708
	4		40,072	19.2653	40,432	19.4384	40,792	19.6115	41,152	19.7846	41,512	19.9576	41,872	20.1307
14	1		39,434	18.9586	39,794	19.1316	40,154	19.3047	40,514	19.4778	40,874	19.6509	41,234	19.8239
	2		39,739	19.1055	40,099	19.2785	40,459	19.4516	40,819	19.6247	41,179	19.7978	41,539	19.9708
	3		40,072	19.2653	40,432	19.4384	40,792	19.6115	41,152	19.7846	41,512	19.9576	41,872	20.1307
	4		40,505	19.4736	40,865	19.6467	41,225	19.8197	41,585	19.9928	41,945	20.1659	42,305	20.3390
15	1		39,739	19.1055	40,099	19.2785	40,459	19.4516	40,819	19.6247	41,179	19.7978	41,539	19.9708
	2		40,072	19.2653	40,432	19.4384	40,792	19.6115	41,152	19.7846	41,512	19.9576	41,872	20.1307
	3		40,505	19.4736	40,865	19.6467	41,225	19.8197	41,585	19.9928	41,945	20.1659	42,305	20.3390
	4		40,812	19.6211	41,172	19.7941	41,532	19.9672	41,892	20.1403	42,252	20.3134	42,612	20.4865
16	1		40,072	19.2653	40,432	19.4384	40,792	19.6115	41,152	19.7846	41,512	19.9576	41,872	20.1307
	2		40,505	19.4736	40,865	19.6467	41,225	19.8197	41,585	19.9928	41,945	20.1659	42,305	20.3390
	3		40,812	19.6211	41,172	19.7941	41,532	19.9672	41,892	20.1403	42,252	20.3134	42,612	20.4865
	4		41,271	19.8417	41,631	20.0148	41,991	20.1879	42,351	20.3609	42,711	20.5340	43,071	20.7071

Rate Increase: ██████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
17	1		40,505	19.4736	40,865	19.6467	41,225	19.8197	41,585	19.9928	41,945	20.1659	42,305	20.3390
	2		40,812	19.6211	41,172	19.7941	41,532	19.9672	41,892	20.1403	42,252	20.3134	42,612	20.4865
	3		41,271	19.8417	41,631	20.0148	41,991	20.1879	42,351	20.3609	42,711	20.5340	43,071	20.7071
	4		41,578	19.9892	41,938	20.1623	42,298	20.3354	42,658	20.5084	43,018	20.6815	43,378	20.8546
18	1		40,812	19.6211	41,172	19.7941	41,532	19.9672	41,892	20.1403	42,252	20.3134	42,612	20.4865
	2		41,271	19.8417	41,631	20.0148	41,991	20.1879	42,351	20.3609	42,711	20.5340	43,071	20.7071
	3		41,578	19.9892	41,938	20.1623	42,298	20.3354	42,658	20.5084	43,018	20.6815	43,378	20.8546
	4		42,011	20.1975	42,371	20.3705	42,731	20.5436	43,091	20.7167	43,451	20.8898	43,811	21.0628
19	1		41,271	19.8417	41,631	20.0148	41,991	20.1879	42,351	20.3609	42,711	20.5340	43,071	20.7071
	2		41,578	19.9892	41,938	20.1623	42,298	20.3354	42,658	20.5084	43,018	20.6815	43,378	20.8546
	3		42,011	20.1975	42,371	20.3705	42,731	20.5436	43,091	20.7167	43,451	20.8898	43,811	21.0628
	4		42,369	20.3697	42,729	20.5428	43,089	20.7159	43,449	20.8889	43,809	21.0620	44,169	21.2351
20	1		41,578	19.9892	41,938	20.1623	42,298	20.3354	42,658	20.5084	43,018	20.6815	43,378	20.8546
	2		42,011	20.1975	42,371	20.3705	42,731	20.5436	43,091	20.7167	43,451	20.8898	43,811	21.0628
	3		42,369	20.3697	42,729	20.5428	43,089	20.7159	43,449	20.8889	43,809	21.0620	44,169	21.2351
	4		42,879	20.6151	43,239	20.7882	43,599	20.9613	43,959	21.1344	44,319	21.3074	44,679	21.4805
21	1		42,011	20.1975	42,371	20.3705	42,731	20.5436	43,091	20.7167	43,451	20.8898	43,811	21.0628
	2		42,369	20.3697	42,729	20.5428	43,089	20.7159	43,449	20.8889	43,809	21.0620	44,169	21.2351
	3		42,879	20.6151	43,239	20.7882	43,599	20.9613	43,959	21.1344	44,319	21.3074	44,679	21.4805
	4		43,237	20.7868	43,597	20.9599	43,957	21.1330	44,317	21.3060	44,677	21.4791	45,037	21.6522
22	1		42,369	20.3697	42,729	20.5428	43,089	20.7159	43,449	20.8889	43,809	21.0620	44,169	21.2351
	2		42,879	20.6151	43,239	20.7882	43,599	20.9613	43,959	21.1344	44,319	21.3074	44,679	21.4805
	3		43,237	20.7868	43,597	20.9599	43,957	21.1330	44,317	21.3060	44,677	21.4791	45,037	21.6522
	4		43,695	21.0074	44,055	21.1805	44,415	21.3536	44,775	21.5267	45,135	21.6998	45,495	21.8728
23	1		42,879	20.6151	43,239	20.7882	43,599	20.9613	43,959	21.1344	44,319	21.3074	44,679	21.4805
	2		43,237	20.7868	43,597	20.9599	43,957	21.1330	44,317	21.3060	44,677	21.4791	45,037	21.6522
	3		43,695	21.0074	44,055	21.1805	44,415	21.3536	44,775	21.5267	45,135	21.6998	45,495	21.8728
	4		44,130	21.2163	44,490	21.3894	44,850	21.5624	45,210	21.7355	45,570	21.9086	45,930	22.0817
24	1		43,237	20.7868	43,597	20.9599	43,957	21.1330	44,317	21.3060	44,677	21.4791	45,037	21.6522
	2		43,695	21.0074	44,055	21.1805	44,415	21.3536	44,775	21.5267	45,135	21.6998	45,495	21.8728
	3		44,130	21.2163	44,490	21.3894	44,850	21.5624	45,210	21.7355	45,570	21.9086	45,930	22.0817
	4		44,615	21.4493	44,975	21.6224	45,335	21.7955	45,695	21.9686	46,055	22.1416	46,415	22.3147

Rate Increase: ██████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		43,695	21.0074	44,055	21.1805	44,415	21.3536	44,775	21.5267	45,135	21.6998	45,495	21.8728
	2		44,130	21.2163	44,490	21.3894	44,850	21.5624	45,210	21.7355	45,570	21.9086	45,930	22.0817
	3		44,615	21.4493	44,975	21.6224	45,335	21.7955	45,695	21.9686	46,055	22.1416	46,415	22.3147
	4		45,099	21.6823	45,459	21.8554	45,819	22.0285	46,179	22.2016	46,539	22.3747	46,899	22.5477
26	1		44,130	21.2163	44,490	21.3894	44,850	21.5624	45,210	21.7355	45,570	21.9086	45,930	22.0817
	2		44,615	21.4493	44,975	21.6224	45,335	21.7955	45,695	21.9686	46,055	22.1416	46,415	22.3147
	3		45,099	21.6823	45,459	21.8554	45,819	22.0285	46,179	22.2016	46,539	22.3747	46,899	22.5477
	4		45,661	21.9525	46,021	22.1256	46,381	22.2987	46,741	22.4718	47,101	22.6449	47,461	22.8179
27	1		44,615	21.4493	44,975	21.6224	45,335	21.7955	45,695	21.9686	46,055	22.1416	46,415	22.3147
	2		45,099	21.6823	45,459	21.8554	45,819	22.0285	46,179	22.2016	46,539	22.3747	46,899	22.5477
	3		45,661	21.9525	46,021	22.1256	46,381	22.2987	46,741	22.4718	47,101	22.6449	47,461	22.8179
	4		46,146	22.1856	46,506	22.3587	46,866	22.5317	47,226	22.7048	47,586	22.8779	47,946	23.0510
28	1		45,099	21.6823	45,459	21.8554	45,819	22.0285	46,179	22.2016	46,539	22.3747	46,899	22.5477
	2		45,661	21.9525	46,021	22.1256	46,381	22.2987	46,741	22.4718	47,101	22.6449	47,461	22.8179
	3		46,146	22.1856	46,506	22.3587	46,866	22.5317	47,226	22.7048	47,586	22.8779	47,946	23.0510
	4		46,758	22.4800	47,118	22.6530	47,478	22.8261	47,838	22.9992	48,198	23.1723	48,558	23.3453
29	1		45,661	21.9525	46,021	22.1256	46,381	22.2987	46,741	22.4718	47,101	22.6449	47,461	22.8179
	2		46,146	22.1856	46,506	22.3587	46,866	22.5317	47,226	22.7048	47,586	22.8779	47,946	23.0510
	3		46,758	22.4800	47,118	22.6530	47,478	22.8261	47,838	22.9992	48,198	23.1723	48,558	23.3453
	4		47,346	22.7625	47,706	22.9356	48,066	23.1087	48,426	23.2818	48,786	23.4549	49,146	23.6279
30	1		46,146	22.1856	46,506	22.3587	46,866	22.5317	47,226	22.7048	47,586	22.8779	47,946	23.0510
	2		46,758	22.4800	47,118	22.6530	47,478	22.8261	47,838	22.9992	48,198	23.1723	48,558	23.3453
	3		47,346	22.7625	47,706	22.9356	48,066	23.1087	48,426	23.2818	48,786	23.4549	49,146	23.6279
	4		47,907	23.0322	48,267	23.2052	48,627	23.3783	48,987	23.5514	49,347	23.7245	49,707	23.8975
31	1		46,758	22.4800	47,118	22.6530	47,478	22.8261	47,838	22.9992	48,198	23.1723	48,558	23.3453
	2		47,346	22.7625	47,706	22.9356	48,066	23.1087	48,426	23.2818	48,786	23.4549	49,146	23.6279
	3		47,907	23.0322	48,267	23.2052	48,627	23.3783	48,987	23.5514	49,347	23.7245	49,707	23.8975
	4		48,495	23.3147	48,855	23.4878	49,215	23.6609	49,575	23.8340	49,935	24.0070	50,295	24.1801
32	1		47,346	22.7625	47,706	22.9356	48,066	23.1087	48,426	23.2818	48,786	23.4549	49,146	23.6279
	2		47,907	23.0322	48,267	23.2052	48,627	23.3783	48,987	23.5514	49,347	23.7245	49,707	23.8975
	3		48,495	23.3147	48,855	23.4878	49,215	23.6609	49,575	23.8340	49,935	24.0070	50,295	24.1801
	4		49,183	23.6457	49,543	23.8188	49,903	23.9918	50,263	24.1649	50,623	24.3380	50,983	24.5111

Rate Increase: ██████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
33	1		47,907	23.0322	48,267	23.2052	48,627	23.3783	48,987	23.5514	49,347	23.7245	49,707	23.8975
	2		48,495	23.3147	48,855	23.4878	49,215	23.6609	49,575	23.8340	49,935	24.0070	50,295	24.1801
	3		49,183	23.6457	49,543	23.8188	49,903	23.9918	50,263	24.1649	50,623	24.3380	50,983	24.5111
	4		49,771	23.9283	50,131	24.1014	50,491	24.2744	50,851	24.4475	51,211	24.6206	51,571	24.7937
34	1		48,495	23.3147	48,855	23.4878	49,215	23.6609	49,575	23.8340	49,935	24.0070	50,295	24.1801
	2		49,183	23.6457	49,543	23.8188	49,903	23.9918	50,263	24.1649	50,623	24.3380	50,983	24.5111
	3		49,771	23.9283	50,131	24.1014	50,491	24.2744	50,851	24.4475	51,211	24.6206	51,571	24.7937
	4		50,433	24.2469	50,793	24.4199	51,153	24.5930	51,513	24.7661	51,873	24.9392	52,233	25.1122
35	1		49,183	23.6457	49,543	23.8188	49,903	23.9918	50,263	24.1649	50,623	24.3380	50,983	24.5111
	2		49,771	23.9283	50,131	24.1014	50,491	24.2744	50,851	24.4475	51,211	24.6206	51,571	24.7937
	3		50,433	24.2469	50,793	24.4199	51,153	24.5930	51,513	24.7661	51,873	24.9392	52,233	25.1122
	4		51,047	24.5418	51,407	24.7149	51,767	24.8880	52,127	25.0611	52,487	25.2341	52,847	25.4072
36	1		49,771	23.9283	50,131	24.1014	50,491	24.2744	50,851	24.4475	51,211	24.6206	51,571	24.7937
	2		50,433	24.2469	50,793	24.4199	51,153	24.5930	51,513	24.7661	51,873	24.9392	52,233	25.1122
	3		51,047	24.5418	51,407	24.7149	51,767	24.8880	52,127	25.0611	52,487	25.2341	52,847	25.4072
	4		51,787	24.8976	52,147	25.0706	52,507	25.2437	52,867	25.4168	53,227	25.5899	53,587	25.7629
37	1		50,433	24.2469	50,793	24.4199	51,153	24.5930	51,513	24.7661	51,873	24.9392	52,233	25.1122
	2		51,047	24.5418	51,407	24.7149	51,767	24.8880	52,127	25.0611	52,487	25.2341	52,847	25.4072
	3		51,787	24.8976	52,147	25.0706	52,507	25.2437	52,867	25.4168	53,227	25.5899	53,587	25.7629
	4		52,425	25.2043	52,785	25.3774	53,145	25.5505	53,505	25.7236	53,865	25.8966	54,225	26.0697
38	1		51,047	24.5418	51,407	24.7149	51,767	24.8880	52,127	25.0611	52,487	25.2341	52,847	25.4072
	2		51,787	24.8976	52,147	25.0706	52,507	25.2437	52,867	25.4168	53,227	25.5899	53,587	25.7629
	3		52,425	25.2043	52,785	25.3774	53,145	25.5505	53,505	25.7236	53,865	25.8966	54,225	26.0697
	4		53,139	25.5477	53,499	25.7208	53,859	25.8938	54,219	26.0669	54,579	26.2400	54,939	26.4131
39	1		51,787	24.8976	52,147	25.0706	52,507	25.2437	52,867	25.4168	53,227	25.5899	53,587	25.7629
	2		52,425	25.2043	52,785	25.3774	53,145	25.5505	53,505	25.7236	53,865	25.8966	54,225	26.0697
	3		53,139	25.5477	53,499	25.7208	53,859	25.8938	54,219	26.0669	54,579	26.2400	54,939	26.4131
	4		53,777	25.8545	54,137	26.0275	54,497	26.2006	54,857	26.3737	55,217	26.5468	55,577	26.7198
40	1		52,425	25.2043	52,785	25.3774	53,145	25.5505	53,505	25.7236	53,865	25.8966	54,225	26.0697
	2		53,139	25.5477	53,499	25.7208	53,859	25.8938	54,219	26.0669	54,579	26.2400	54,939	26.4131
	3		53,777	25.8545	54,137	26.0275	54,497	26.2006	54,857	26.3737	55,217	26.5468	55,577	26.7198
	4		54,645	26.2716	55,005	26.4446	55,365	26.6177	55,725	26.7908	56,085	26.9639	56,445	27.1369

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
			01	1	36,372	17.4867	36,732	17.6597	37,092	17.8328	37,452	18.0059	37,812	18.1790
	2	36,605	17.5986	36,965	17.7717	37,325	17.9448	37,685	18.1179	38,045	18.2910	38,405	18.4640	
	3	36,864	17.7232	37,224	17.8963	37,584	18.0693	37,944	18.2424	38,304	18.4155	38,664	18.5886	
	4	37,123	17.8477	37,483	18.0208	37,843	18.1939	38,203	18.3670	38,563	18.5401	38,923	18.7131	
02	1	36,605	17.5986	36,965	17.7717	37,325	17.9448	37,685	18.1179	38,045	18.2910	38,405	18.4640	
	2	36,864	17.7232	37,224	17.8963	37,584	18.0693	37,944	18.2424	38,304	18.4155	38,664	18.5886	
	3	37,123	17.8477	37,483	18.0208	37,843	18.1939	38,203	18.3670	38,563	18.5401	38,923	18.7131	
	4	37,382	17.9723	37,742	18.1454	38,102	18.3184	38,462	18.4915	38,822	18.6646	39,182	18.8377	
03	1	36,864	17.7232	37,224	17.8963	37,584	18.0693	37,944	18.2424	38,304	18.4155	38,664	18.5886	
	2	37,123	17.8477	37,483	18.0208	37,843	18.1939	38,203	18.3670	38,563	18.5401	38,923	18.7131	
	3	37,382	17.9723	37,742	18.1454	38,102	18.3184	38,462	18.4915	38,822	18.6646	39,182	18.8377	
	4	37,641	18.0968	38,001	18.2699	38,361	18.4430	38,721	18.6161	39,081	18.7891	39,441	18.9622	
04	1	37,123	17.8477	37,483	18.0208	37,843	18.1939	38,203	18.3670	38,563	18.5401	38,923	18.7131	
	2	37,382	17.9723	37,742	18.1454	38,102	18.3184	38,462	18.4915	38,822	18.6646	39,182	18.8377	
	3	37,641	18.0968	38,001	18.2699	38,361	18.4430	38,721	18.6161	39,081	18.7891	39,441	18.9622	
	4	37,927	18.2340	38,287	18.4070	38,647	18.5801	39,007	18.7532	39,367	18.9263	39,727	19.0994	
05	1	37,382	17.9723	37,742	18.1454	38,102	18.3184	38,462	18.4915	38,822	18.6646	39,182	18.8377	
	2	37,641	18.0968	38,001	18.2699	38,361	18.4430	38,721	18.6161	39,081	18.7891	39,441	18.9622	
	3	37,927	18.2340	38,287	18.4070	38,647	18.5801	39,007	18.7532	39,367	18.9263	39,727	19.0994	
	4	38,186	18.3585	38,546	18.5316	38,906	18.7047	39,266	18.8777	39,626	19.0508	39,986	19.2239	
06	1	37,641	18.0968	38,001	18.2699	38,361	18.4430	38,721	18.6161	39,081	18.7891	39,441	18.9622	
	2	37,927	18.2340	38,287	18.4070	38,647	18.5801	39,007	18.7532	39,367	18.9263	39,727	19.0994	
	3	38,186	18.3585	38,546	18.5316	38,906	18.7047	39,266	18.8777	39,626	19.0508	39,986	19.2239	
	4	38,471	18.4956	38,831	18.6687	39,191	18.8418	39,551	19.0149	39,911	19.1879	40,271	19.3610	
07	1	37,927	18.2340	38,287	18.4070	38,647	18.5801	39,007	18.7532	39,367	18.9263	39,727	19.0994	
	2	38,186	18.3585	38,546	18.5316	38,906	18.7047	39,266	18.8777	39,626	19.0508	39,986	19.2239	
	3	38,471	18.4956	38,831	18.6687	39,191	18.8418	39,551	19.0149	39,911	19.1879	40,271	19.3610	
	4	38,755	18.6322	39,115	18.8052	39,475	18.9783	39,835	19.1514	40,195	19.3245	40,555	19.4976	
08	1	38,186	18.3585	38,546	18.5316	38,906	18.7047	39,266	18.8777	39,626	19.0508	39,986	19.2239	
	2	38,471	18.4956	38,831	18.6687	39,191	18.8418	39,551	19.0149	39,911	19.1879	40,271	19.3610	
	3	38,755	18.6322	39,115	18.8052	39,475	18.9783	39,835	19.1514	40,195	19.3245	40,555	19.4976	
	4	39,066	18.7819	39,426	18.9549	39,786	19.1280	40,146	19.3011	40,506	19.4742	40,866	19.6473	

Rate Increase: ████████ 1.5%

WEEKLY 07-01-11 THROUGH 06-30-12

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G		H		I		J		K		Y	
			BASE		2%		4%		6%		8%		10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
09	1		38,471	18.4956	38,831	18.6687	39,191	18.8418	39,551	19.0149	39,911	19.1879	40,271	19.3610
	2		38,755	18.6322	39,115	18.8052	39,475	18.9783	39,835	19.1514	40,195	19.3245	40,555	19.4976
	3		39,066	18.7819	39,426	18.9549	39,786	19.1280	40,146	19.3011	40,506	19.4742	40,866	19.6473
	4		39,351	18.9190	39,711	19.0921	40,071	19.2651	40,431	19.4382	40,791	19.6113	41,151	19.7844
10	1		38,755	18.6322	39,115	18.8052	39,475	18.9783	39,835	19.1514	40,195	19.3245	40,555	19.4976
	2		39,066	18.7819	39,426	18.9549	39,786	19.1280	40,146	19.3011	40,506	19.4742	40,866	19.6473
	3		39,351	18.9190	39,711	19.0921	40,071	19.2651	40,431	19.4382	40,791	19.6113	41,151	19.7844
	4		39,662	19.0681	40,022	19.2412	40,382	19.4142	40,742	19.5873	41,102	19.7604	41,462	19.9335
11	1		39,066	18.7819	39,426	18.9549	39,786	19.1280	40,146	19.3011	40,506	19.4742	40,866	19.6473
	2		39,351	18.9190	39,711	19.0921	40,071	19.2651	40,431	19.4382	40,791	19.6113	41,151	19.7844
	3		39,662	19.0681	40,022	19.2412	40,382	19.4142	40,742	19.5873	41,102	19.7604	41,462	19.9335
	4		40,025	19.2429	40,385	19.4160	40,745	19.5891	41,105	19.7622	41,465	19.9352	41,825	20.1083
12	1		39,351	18.9190	39,711	19.0921	40,071	19.2651	40,431	19.4382	40,791	19.6113	41,151	19.7844
	2		39,662	19.0681	40,022	19.2412	40,382	19.4142	40,742	19.5873	41,102	19.7604	41,462	19.9335
	3		40,025	19.2429	40,385	19.4160	40,745	19.5891	41,105	19.7622	41,465	19.9352	41,825	20.1083
	4		40,335	19.3920	40,695	19.5651	41,055	19.7382	41,415	19.9113	41,775	20.0843	42,135	20.2574
13	1		39,662	19.0681	40,022	19.2412	40,382	19.4142	40,742	19.5873	41,102	19.7604	41,462	19.9335
	2		40,025	19.2429	40,385	19.4160	40,745	19.5891	41,105	19.7622	41,465	19.9352	41,825	20.1083
	3		40,335	19.3920	40,695	19.5651	41,055	19.7382	41,415	19.9113	41,775	20.0843	42,135	20.2574
	4		40,673	19.5543	41,033	19.7274	41,393	19.9005	41,753	20.0735	42,113	20.2466	42,473	20.4197
14	1		40,025	19.2429	40,385	19.4160	40,745	19.5891	41,105	19.7622	41,465	19.9352	41,825	20.1083
	2		40,335	19.3920	40,695	19.5651	41,055	19.7382	41,415	19.9113	41,775	20.0843	42,135	20.2574
	3		40,673	19.5543	41,033	19.7274	41,393	19.9005	41,753	20.0735	42,113	20.2466	42,473	20.4197
	4		41,113	19.7657	41,473	19.9388	41,833	20.1118	42,193	20.2849	42,553	20.4580	42,913	20.6311
15	1		40,335	19.3920	40,695	19.5651	41,055	19.7382	41,415	19.9113	41,775	20.0843	42,135	20.2574
	2		40,673	19.5543	41,033	19.7274	41,393	19.9005	41,753	20.0735	42,113	20.2466	42,473	20.4197
	3		41,113	19.7657	41,473	19.9388	41,833	20.1118	42,193	20.2849	42,553	20.4580	42,913	20.6311
	4		41,424	19.9154	41,784	20.0885	42,144	20.2615	42,504	20.4346	42,864	20.6077	43,224	20.7808
16	1		40,673	19.5543	41,033	19.7274	41,393	19.9005	41,753	20.0735	42,113	20.2466	42,473	20.4197
	2		41,113	19.7657	41,473	19.9388	41,833	20.1118	42,193	20.2849	42,553	20.4580	42,913	20.6311
	3		41,424	19.9154	41,784	20.0885	42,144	20.2615	42,504	20.4346	42,864	20.6077	43,224	20.7808
	4		41,890	20.1393	42,250	20.3124	42,610	20.4855	42,970	20.6586	43,330	20.8316	43,690	21.0047

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
17	1		41,113	19.7657	41,473	19.9388	41,833	20.1118	42,193	20.2849	42,553	20.4580	42,913	20.6311
	2		41,424	19.9154	41,784	20.0885	42,144	20.2615	42,504	20.4346	42,864	20.6077	43,224	20.7808
	3		41,890	20.1393	42,250	20.3124	42,610	20.4855	42,970	20.6586	43,330	20.8316	43,690	21.0047
	4		42,201	20.2890	42,561	20.4621	42,921	20.6352	43,281	20.8083	43,641	20.9813	44,001	21.1544
18	1		41,424	19.9154	41,784	20.0885	42,144	20.2615	42,504	20.4346	42,864	20.6077	43,224	20.7808
	2		41,890	20.1393	42,250	20.3124	42,610	20.4855	42,970	20.6586	43,330	20.8316	43,690	21.0047
	3		42,201	20.2890	42,561	20.4621	42,921	20.6352	43,281	20.8083	43,641	20.9813	44,001	21.1544
	4		42,641	20.5004	43,001	20.6735	43,361	20.8466	43,721	21.0196	44,081	21.1927	44,441	21.3658
19	1		41,890	20.1393	42,250	20.3124	42,610	20.4855	42,970	20.6586	43,330	20.8316	43,690	21.0047
	2		42,201	20.2890	42,561	20.4621	42,921	20.6352	43,281	20.8083	43,641	20.9813	44,001	21.1544
	3		42,641	20.5004	43,001	20.6735	43,361	20.8466	43,721	21.0196	44,081	21.1927	44,441	21.3658
	4		43,005	20.6753	43,365	20.8483	43,725	21.0214	44,085	21.1945	44,445	21.3676	44,805	21.5406
20	1		42,201	20.2890	42,561	20.4621	42,921	20.6352	43,281	20.8083	43,641	20.9813	44,001	21.1544
	2		42,641	20.5004	43,001	20.6735	43,361	20.8466	43,721	21.0196	44,081	21.1927	44,441	21.3658
	3		43,005	20.6753	43,365	20.8483	43,725	21.0214	44,085	21.1945	44,445	21.3676	44,805	21.5406
	4		43,523	20.9244	43,883	21.0974	44,243	21.2705	44,603	21.4436	44,963	21.6167	45,323	21.7897
21	1		42,641	20.5004	43,001	20.6735	43,361	20.8466	43,721	21.0196	44,081	21.1927	44,441	21.3658
	2		43,005	20.6753	43,365	20.8483	43,725	21.0214	44,085	21.1945	44,445	21.3676	44,805	21.5406
	3		43,523	20.9244	43,883	21.0974	44,243	21.2705	44,603	21.4436	44,963	21.6167	45,323	21.7897
	4		43,885	21.0986	44,245	21.2717	44,605	21.4448	44,965	21.6178	45,325	21.7909	45,685	21.9640
22	1		43,005	20.6753	43,365	20.8483	43,725	21.0214	44,085	21.1945	44,445	21.3676	44,805	21.5406
	2		43,523	20.9244	43,883	21.0974	44,243	21.2705	44,603	21.4436	44,963	21.6167	45,323	21.7897
	3		43,885	21.0986	44,245	21.2717	44,605	21.4448	44,965	21.6178	45,325	21.7909	45,685	21.9640
	4		44,351	21.3226	44,711	21.4956	45,071	21.6687	45,431	21.8418	45,791	22.0149	46,151	22.1879
23	1		43,523	20.9244	43,883	21.0974	44,243	21.2705	44,603	21.4436	44,963	21.6167	45,323	21.7897
	2		43,885	21.0986	44,245	21.2717	44,605	21.4448	44,965	21.6178	45,325	21.7909	45,685	21.9640
	3		44,351	21.3226	44,711	21.4956	45,071	21.6687	45,431	21.8418	45,791	22.0149	46,151	22.1879
	4		44,792	21.5345	45,152	21.7076	45,512	21.8807	45,872	22.0538	46,232	22.2268	46,592	22.3999
24	1		43,885	21.0986	44,245	21.2717	44,605	21.4448	44,965	21.6178	45,325	21.7909	45,685	21.9640
	2		44,351	21.3226	44,711	21.4956	45,071	21.6687	45,431	21.8418	45,791	22.0149	46,151	22.1879
	3		44,792	21.5345	45,152	21.7076	45,512	21.8807	45,872	22.0538	46,232	22.2268	46,592	22.3999
	4		45,284	21.7711	45,644	21.9441	46,004	22.1172	46,364	22.2903	46,724	22.4634	47,084	22.6364

Rate Increase: ██████ 1.5%

WEEKLY 07-01-11 THROUGH 06-30-12

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		44,351	21.3226	44,711	21.4956	45,071	21.6687	45,431	21.8418	45,791	22.0149	46,151	22.1879
	2		44,792	21.5345	45,152	21.7076	45,512	21.8807	45,872	22.0538	46,232	22.2268	46,592	22.3999
	3		45,284	21.7711	45,644	21.9441	46,004	22.1172	46,364	22.2903	46,724	22.4634	47,084	22.6364
	4		45,776	22.0076	46,136	22.1807	46,496	22.3537	46,856	22.5268	47,216	22.6999	47,576	22.8730
26	1		44,792	21.5345	45,152	21.7076	45,512	21.8807	45,872	22.0538	46,232	22.2268	46,592	22.3999
	2		45,284	21.7711	45,644	21.9441	46,004	22.1172	46,364	22.2903	46,724	22.4634	47,084	22.6364
	3		45,776	22.0076	46,136	22.1807	46,496	22.3537	46,856	22.5268	47,216	22.6999	47,576	22.8730
	4		46,346	22.2818	46,706	22.4549	47,066	22.6280	47,426	22.8011	47,786	22.9741	48,146	23.1472
27	1		45,284	21.7711	45,644	21.9441	46,004	22.1172	46,364	22.2903	46,724	22.4634	47,084	22.6364
	2		45,776	22.0076	46,136	22.1807	46,496	22.3537	46,856	22.5268	47,216	22.6999	47,576	22.8730
	3		46,346	22.2818	46,706	22.4549	47,066	22.6280	47,426	22.8011	47,786	22.9741	48,146	23.1472
	4		46,838	22.5184	47,198	22.6914	47,558	22.8645	47,918	23.0376	48,278	23.2107	48,638	23.3837
28	1		45,776	22.0076	46,136	22.1807	46,496	22.3537	46,856	22.5268	47,216	22.6999	47,576	22.8730
	2		46,346	22.2818	46,706	22.4549	47,066	22.6280	47,426	22.8011	47,786	22.9741	48,146	23.1472
	3		46,838	22.5184	47,198	22.6914	47,558	22.8645	47,918	23.0376	48,278	23.2107	48,638	23.3837
	4		47,460	22.8172	47,820	22.9902	48,180	23.1633	48,540	23.3364	48,900	23.5095	49,260	23.6825
29	1		46,346	22.2818	46,706	22.4549	47,066	22.6280	47,426	22.8011	47,786	22.9741	48,146	23.1472
	2		46,838	22.5184	47,198	22.6914	47,558	22.8645	47,918	23.0376	48,278	23.2107	48,638	23.3837
	3		47,460	22.8172	47,820	22.9902	48,180	23.1633	48,540	23.3364	48,900	23.5095	49,260	23.6825
	4		48,056	23.1040	48,416	23.2771	48,776	23.4501	49,136	23.6232	49,496	23.7963	49,856	23.9694
30	1		46,838	22.5184	47,198	22.6914	47,558	22.8645	47,918	23.0376	48,278	23.2107	48,638	23.3837
	2		47,460	22.8172	47,820	22.9902	48,180	23.1633	48,540	23.3364	48,900	23.5095	49,260	23.6825
	3		48,056	23.1040	48,416	23.2771	48,776	23.4501	49,136	23.6232	49,496	23.7963	49,856	23.9694
	4		48,625	23.3776	48,985	23.5507	49,345	23.7238	49,705	23.8969	50,065	24.0699	50,425	24.2430
31	1		47,460	22.8172	47,820	22.9902	48,180	23.1633	48,540	23.3364	48,900	23.5095	49,260	23.6825
	2		48,056	23.1040	48,416	23.2771	48,776	23.4501	49,136	23.6232	49,496	23.7963	49,856	23.9694
	3		48,625	23.3776	48,985	23.5507	49,345	23.7238	49,705	23.8969	50,065	24.0699	50,425	24.2430
	4		49,222	23.6645	49,582	23.8375	49,942	24.0106	50,302	24.1837	50,662	24.3568	51,022	24.5298
32	1		48,056	23.1040	48,416	23.2771	48,776	23.4501	49,136	23.6232	49,496	23.7963	49,856	23.9694
	2		48,625	23.3776	48,985	23.5507	49,345	23.7238	49,705	23.8969	50,065	24.0699	50,425	24.2430
	3		49,222	23.6645	49,582	23.8375	49,942	24.0106	50,302	24.1837	50,662	24.3568	51,022	24.5298
	4		49,921	24.0004	50,281	24.1735	50,641	24.3465	51,001	24.5196	51,361	24.6927	51,721	24.8658

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
33	1		48,625	23.3776	48,985	23.5507	49,345	23.7238	49,705	23.8969	50,065	24.0699	50,425	24.2430
	2		49,222	23.6645	49,582	23.8375	49,942	24.0106	50,302	24.1837	50,662	24.3568	51,022	24.5298
	3		49,921	24.0004	50,281	24.1735	50,641	24.3465	51,001	24.5196	51,361	24.6927	51,721	24.8658
	4		50,517	24.2872	50,877	24.4603	51,237	24.6334	51,597	24.8064	51,957	24.9795	52,317	25.1526
34	1		49,222	23.6645	49,582	23.8375	49,942	24.0106	50,302	24.1837	50,662	24.3568	51,022	24.5298
	2		49,921	24.0004	50,281	24.1735	50,641	24.3465	51,001	24.5196	51,361	24.6927	51,721	24.8658
	3		50,517	24.2872	50,877	24.4603	51,237	24.6334	51,597	24.8064	51,957	24.9795	52,317	25.1526
	4		51,190	24.6106	51,550	24.7836	51,910	24.9567	52,270	25.1298	52,630	25.3029	52,990	25.4759
35	1		49,921	24.0004	50,281	24.1735	50,641	24.3465	51,001	24.5196	51,361	24.6927	51,721	24.8658
	2		50,517	24.2872	50,877	24.4603	51,237	24.6334	51,597	24.8064	51,957	24.9795	52,317	25.1526
	3		51,190	24.6106	51,550	24.7836	51,910	24.9567	52,270	25.1298	52,630	25.3029	52,990	25.4759
	4		51,813	24.9100	52,173	25.0830	52,533	25.2561	52,893	25.4292	53,253	25.6023	53,613	25.7753
36	1		50,517	24.2872	50,877	24.4603	51,237	24.6334	51,597	24.8064	51,957	24.9795	52,317	25.1526
	2		51,190	24.6106	51,550	24.7836	51,910	24.9567	52,270	25.1298	52,630	25.3029	52,990	25.4759
	3		51,813	24.9100	52,173	25.0830	52,533	25.2561	52,893	25.4292	53,253	25.6023	53,613	25.7753
	4		52,564	25.2710	52,924	25.4441	53,284	25.6172	53,644	25.7903	54,004	25.9633	54,364	26.1364
37	1		51,190	24.6106	51,550	24.7836	51,910	24.9567	52,270	25.1298	52,630	25.3029	52,990	25.4759
	2		51,813	24.9100	52,173	25.0830	52,533	25.2561	52,893	25.4292	53,253	25.6023	53,613	25.7753
	3		52,564	25.2710	52,924	25.4441	53,284	25.6172	53,644	25.7903	54,004	25.9633	54,364	26.1364
	4		53,211	25.5824	53,571	25.7555	53,931	25.9286	54,291	26.1016	54,651	26.2747	55,011	26.4478
38	1		51,813	24.9100	52,173	25.0830	52,533	25.2561	52,893	25.4292	53,253	25.6023	53,613	25.7753
	2		52,564	25.2710	52,924	25.4441	53,284	25.6172	53,644	25.7903	54,004	25.9633	54,364	26.1364
	3		53,211	25.5824	53,571	25.7555	53,931	25.9286	54,291	26.1016	54,651	26.2747	55,011	26.4478
	4		53,936	25.9309	54,296	26.1040	54,656	26.2771	55,016	26.4501	55,376	26.6232	55,736	26.7963
39	1		52,564	25.2710	52,924	25.4441	53,284	25.6172	53,644	25.7903	54,004	25.9633	54,364	26.1364
	2		53,211	25.5824	53,571	25.7555	53,931	25.9286	54,291	26.1016	54,651	26.2747	55,011	26.4478
	3		53,936	25.9309	54,296	26.1040	54,656	26.2771	55,016	26.4501	55,376	26.6232	55,736	26.7963
	4		54,584	26.2423	54,944	26.4154	55,304	26.5884	55,664	26.7615	56,024	26.9346	56,384	27.1077
40	1		53,211	25.5824	53,571	25.7555	53,931	25.9286	54,291	26.1016	54,651	26.2747	55,011	26.4478
	2		53,936	25.9309	54,296	26.1040	54,656	26.2771	55,016	26.4501	55,376	26.6232	55,736	26.7963
	3		54,584	26.2423	54,944	26.4154	55,304	26.5884	55,664	26.7615	56,024	26.9346	56,384	27.1077
	4		55,465	26.6656	55,825	26.8387	56,185	27.0118	56,545	27.1849	56,905	27.3579	57,265	27.5310

Rate Increase: ████████ 1.5%

WEEKLY 07-01-09 THROUGH 06-30-10

For Employees Hired On or After July 1, 2009

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
01	1		35,132	16.8904	35,312	16.9770	35,492	17.0635	35,672	17.1501	35,852	17.2366	36,032	17.3231
	2		35,357	16.9986	35,537	17.0851	35,717	17.1717	35,897	17.2582	36,077	17.3447	36,257	17.4313
	3		35,607	17.1189	35,787	17.2054	35,967	17.2920	36,147	17.3785	36,327	17.4650	36,507	17.5516
	4		35,858	17.2392	36,038	17.3257	36,218	17.4123	36,398	17.4988	36,578	17.5854	36,758	17.6719
02	1		35,357	16.9986	35,537	17.0851	35,717	17.1717	35,897	17.2582	36,077	17.3447	36,257	17.4313
	2		35,607	17.1189	35,787	17.2054	35,967	17.2920	36,147	17.3785	36,327	17.4650	36,507	17.5516
	3		35,858	17.2392	36,038	17.3257	36,218	17.4123	36,398	17.4988	36,578	17.5854	36,758	17.6719
	4		36,108	17.3595	36,288	17.4460	36,468	17.5326	36,648	17.6191	36,828	17.7057	37,008	17.7922
03	1		35,607	17.1189	35,787	17.2054	35,967	17.2920	36,147	17.3785	36,327	17.4650	36,507	17.5516
	2		35,858	17.2392	36,038	17.3257	36,218	17.4123	36,398	17.4988	36,578	17.5854	36,758	17.6719
	3		36,108	17.3595	36,288	17.4460	36,468	17.5326	36,648	17.6191	36,828	17.7057	37,008	17.7922
	4		36,358	17.4798	36,538	17.5663	36,718	17.6529	36,898	17.7394	37,078	17.8260	37,258	17.9125
04	1		35,858	17.2392	36,038	17.3257	36,218	17.4123	36,398	17.4988	36,578	17.5854	36,758	17.6719
	2		36,108	17.3595	36,288	17.4460	36,468	17.5326	36,648	17.6191	36,828	17.7057	37,008	17.7922
	3		36,358	17.4798	36,538	17.5663	36,718	17.6529	36,898	17.7394	37,078	17.8260	37,258	17.9125
	4		36,633	17.6123	36,813	17.6988	36,993	17.7853	37,173	17.8719	37,353	17.9584	37,533	18.0449
05	1		36,108	17.3595	36,288	17.4460	36,468	17.5326	36,648	17.6191	36,828	17.7057	37,008	17.7922
	2		36,358	17.4798	36,538	17.5663	36,718	17.6529	36,898	17.7394	37,078	17.8260	37,258	17.9125
	3		36,633	17.6123	36,813	17.6988	36,993	17.7853	37,173	17.8719	37,353	17.9584	37,533	18.0449
	4		36,884	17.7326	37,064	17.8191	37,244	17.9056	37,424	17.9922	37,604	18.0787	37,784	18.1652
06	1		36,358	17.4798	36,538	17.5663	36,718	17.6529	36,898	17.7394	37,078	17.8260	37,258	17.9125
	2		36,633	17.6123	36,813	17.6988	36,993	17.7853	37,173	17.8719	37,353	17.9584	37,533	18.0449
	3		36,884	17.7326	37,064	17.8191	37,244	17.9056	37,424	17.9922	37,604	18.0787	37,784	18.1652
	4		37,159	17.8650	37,339	17.9515	37,519	18.0381	37,699	18.1246	37,879	18.2112	38,059	18.2977
07	1		36,633	17.6123	36,813	17.6988	36,993	17.7853	37,173	17.8719	37,353	17.9584	37,533	18.0449
	2		36,884	17.7326	37,064	17.8191	37,244	17.9056	37,424	17.9922	37,604	18.0787	37,784	18.1652
	3		37,159	17.8650	37,339	17.9515	37,519	18.0381	37,699	18.1246	37,879	18.2112	38,059	18.2977
	4		37,434	17.9969	37,614	18.0834	37,794	18.1700	37,974	18.2565	38,154	18.3430	38,334	18.4296
08	1		36,884	17.7326	37,064	17.8191	37,244	17.9056	37,424	17.9922	37,604	18.0787	37,784	18.1652
	2		37,159	17.8650	37,339	17.9515	37,519	18.0381	37,699	18.1246	37,879	18.2112	38,059	18.2977
	3		37,434	17.9969	37,614	18.0834	37,794	18.1700	37,974	18.2565	38,154	18.3430	38,334	18.4296
	4		37,734	18.1415	37,914	18.2280	38,094	18.3145	38,274	18.4011	38,454	18.4876	38,634	18.5742

Rate Increase: 1.5%

WEEKLY 07-01-09 THROUGH 06-30-10

For Employees Hired On or After July 1, 2009

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
			09	1	37,159	17.8650	37,339	17.9515	37,519	18.0381	37,699	18.1246	37,879	18.2112
	2	37,434	17.9969	37,614	18.0834	37,794	18.1700	37,974	18.2565	38,154	18.3430	38,334	18.4296	
	3	37,734	18.1415	37,914	18.2280	38,094	18.3145	38,274	18.4011	38,454	18.4876	38,634	18.5742	
	4	38,010	18.2739	38,190	18.3605	38,370	18.4470	38,550	18.5335	38,730	18.6201	38,910	18.7066	
10	1	37,434	17.9969	37,614	18.0834	37,794	18.1700	37,974	18.2565	38,154	18.3430	38,334	18.4296	
	2	37,734	18.1415	37,914	18.2280	38,094	18.3145	38,274	18.4011	38,454	18.4876	38,634	18.5742	
	3	38,010	18.2739	38,190	18.3605	38,370	18.4470	38,550	18.5335	38,730	18.6201	38,910	18.7066	
	4	38,309	18.4179	38,489	18.5045	38,669	18.5910	38,849	18.6776	39,029	18.7641	39,209	18.8506	
11	1	37,734	18.1415	37,914	18.2280	38,094	18.3145	38,274	18.4011	38,454	18.4876	38,634	18.5742	
	2	38,010	18.2739	38,190	18.3605	38,370	18.4470	38,550	18.5335	38,730	18.6201	38,910	18.7066	
	3	38,309	18.4179	38,489	18.5045	38,669	18.5910	38,849	18.6776	39,029	18.7641	39,209	18.8506	
	4	38,661	18.5868	38,841	18.6734	39,021	18.7599	39,201	18.8464	39,381	18.9330	39,561	19.0195	
12	1	38,010	18.2739	38,190	18.3605	38,370	18.4470	38,550	18.5335	38,730	18.6201	38,910	18.7066	
	2	38,309	18.4179	38,489	18.5045	38,669	18.5910	38,849	18.6776	39,029	18.7641	39,209	18.8506	
	3	38,661	18.5868	38,841	18.6734	39,021	18.7599	39,201	18.8464	39,381	18.9330	39,561	19.0195	
	4	38,960	18.7308	39,140	18.8174	39,320	18.9039	39,500	18.9905	39,680	19.0770	39,860	19.1635	
13	1	38,309	18.4179	38,489	18.5045	38,669	18.5910	38,849	18.6776	39,029	18.7641	39,209	18.8506	
	2	38,661	18.5868	38,841	18.6734	39,021	18.7599	39,201	18.8464	39,381	18.9330	39,561	19.0195	
	3	38,960	18.7308	39,140	18.8174	39,320	18.9039	39,500	18.9905	39,680	19.0770	39,860	19.1635	
	4	39,286	18.8876	39,466	18.9741	39,646	19.0607	39,826	19.1472	40,006	19.2337	40,186	19.3203	
14	1	38,661	18.5868	38,841	18.6734	39,021	18.7599	39,201	18.8464	39,381	18.9330	39,561	19.0195	
	2	38,960	18.7308	39,140	18.8174	39,320	18.9039	39,500	18.9905	39,680	19.0770	39,860	19.1635	
	3	39,286	18.8876	39,466	18.9741	39,646	19.0607	39,826	19.1472	40,006	19.2337	40,186	19.3203	
	4	39,711	19.0918	39,891	19.1783	40,071	19.2648	40,251	19.3514	40,431	19.4379	40,611	19.5244	
15	1	38,960	18.7308	39,140	18.8174	39,320	18.9039	39,500	18.9905	39,680	19.0770	39,860	19.1635	
	2	39,286	18.8876	39,466	18.9741	39,646	19.0607	39,826	19.1472	40,006	19.2337	40,186	19.3203	
	3	39,711	19.0918	39,891	19.1783	40,071	19.2648	40,251	19.3514	40,431	19.4379	40,611	19.5244	
	4	40,012	19.2363	40,192	19.3229	40,372	19.4094	40,552	19.4960	40,732	19.5825	40,912	19.6690	
16	1	39,286	18.8876	39,466	18.9741	39,646	19.0607	39,826	19.1472	40,006	19.2337	40,186	19.3203	
	2	39,711	19.0918	39,891	19.1783	40,071	19.2648	40,251	19.3514	40,431	19.4379	40,611	19.5244	
	3	40,012	19.2363	40,192	19.3229	40,372	19.4094	40,552	19.4960	40,732	19.5825	40,912	19.6690	
	4	40,462	19.4527	40,642	19.5392	40,822	19.6257	41,002	19.7123	41,182	19.7988	41,362	19.8854	

Rate Increase: ██████ 1.5%

WEEKLY 07-01-09 THROUGH 06-30-10

For Employees Hired On or After July 1, 2009

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
17	1		39,711	19.0918	39,891	19.1783	40,071	19.2648	40,251	19.3514	40,431	19.4379	40,611	19.5244
	2		40,012	19.2363	40,192	19.3229	40,372	19.4094	40,552	19.4960	40,732	19.5825	40,912	19.6690
	3		40,462	19.4527	40,642	19.5392	40,822	19.6257	41,002	19.7123	41,182	19.7988	41,362	19.8854
	4		40,762	19.5973	40,942	19.6838	41,122	19.7703	41,302	19.8569	41,482	19.9434	41,662	20.0299
18	1		40,012	19.2363	40,192	19.3229	40,372	19.4094	40,552	19.4960	40,732	19.5825	40,912	19.6690
	2		40,462	19.4527	40,642	19.5392	40,822	19.6257	41,002	19.7123	41,182	19.7988	41,362	19.8854
	3		40,762	19.5973	40,942	19.6838	41,122	19.7703	41,302	19.8569	41,482	19.9434	41,662	20.0299
	4		41,187	19.8014	41,367	19.8880	41,547	19.9745	41,727	20.0610	41,907	20.1476	42,087	20.2341
19	1		40,462	19.4527	40,642	19.5392	40,822	19.6257	41,002	19.7123	41,182	19.7988	41,362	19.8854
	2		40,762	19.5973	40,942	19.6838	41,122	19.7703	41,302	19.8569	41,482	19.9434	41,662	20.0299
	3		41,187	19.8014	41,367	19.8880	41,547	19.9745	41,727	20.0610	41,907	20.1476	42,087	20.2341
	4		41,538	19.9703	41,718	20.0568	41,898	20.1434	42,078	20.2299	42,258	20.3165	42,438	20.4030
20	1		40,762	19.5973	40,942	19.6838	41,122	19.7703	41,302	19.8569	41,482	19.9434	41,662	20.0299
	2		41,187	19.8014	41,367	19.8880	41,547	19.9745	41,727	20.0610	41,907	20.1476	42,087	20.2341
	3		41,538	19.9703	41,718	20.0568	41,898	20.1434	42,078	20.2299	42,258	20.3165	42,438	20.4030
	4		42,039	20.2109	42,219	20.2975	42,399	20.3840	42,579	20.4705	42,759	20.5571	42,939	20.6436
21	1		41,187	19.8014	41,367	19.8880	41,547	19.9745	41,727	20.0610	41,907	20.1476	42,087	20.2341
	2		41,538	19.9703	41,718	20.0568	41,898	20.1434	42,078	20.2299	42,258	20.3165	42,438	20.4030
	3		42,039	20.2109	42,219	20.2975	42,399	20.3840	42,579	20.4705	42,759	20.5571	42,939	20.6436
	4		42,389	20.3792	42,569	20.4658	42,749	20.5523	42,929	20.6388	43,109	20.7254	43,289	20.8119
22	1		41,538	19.9703	41,718	20.0568	41,898	20.1434	42,078	20.2299	42,258	20.3165	42,438	20.4030
	2		42,039	20.2109	42,219	20.2975	42,399	20.3840	42,579	20.4705	42,759	20.5571	42,939	20.6436
	3		42,389	20.3792	42,569	20.4658	42,749	20.5523	42,929	20.6388	43,109	20.7254	43,289	20.8119
	4		42,839	20.5955	43,019	20.6821	43,199	20.7686	43,379	20.8552	43,559	20.9417	43,739	21.0282
23	1		42,039	20.2109	42,219	20.2975	42,399	20.3840	42,579	20.4705	42,759	20.5571	42,939	20.6436
	2		42,389	20.3792	42,569	20.4658	42,749	20.5523	42,929	20.6388	43,109	20.7254	43,289	20.8119
	3		42,839	20.5955	43,019	20.6821	43,199	20.7686	43,379	20.8552	43,559	20.9417	43,739	21.0282
	4		43,265	20.8003	43,445	20.8868	43,625	20.9734	43,805	21.0599	43,985	21.1464	44,165	21.2330
24	1		42,389	20.3792	42,569	20.4658	42,749	20.5523	42,929	20.6388	43,109	20.7254	43,289	20.8119
	2		42,839	20.5955	43,019	20.6821	43,199	20.7686	43,379	20.8552	43,559	20.9417	43,739	21.0282
	3		43,265	20.8003	43,445	20.8868	43,625	20.9734	43,805	21.0599	43,985	21.1464	44,165	21.2330
	4		43,740	21.0287	43,920	21.1153	44,100	21.2018	44,280	21.2884	44,460	21.3749	44,640	21.4614

Rate Increase: ████████ 1.5%

WEEKLY 07-01-09 THROUGH 06-30-10

For Employees Hired On or After July 1, 2009

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		42,839	20.5955	43,019	20.6821	43,199	20.7686	43,379	20.8552	43,559	20.9417	43,739	21.0282
	2		43,265	20.8003	43,445	20.8868	43,625	20.9734	43,805	21.0599	43,985	21.1464	44,165	21.2330
	3		43,740	21.0287	43,920	21.1153	44,100	21.2018	44,280	21.2884	44,460	21.3749	44,640	21.4614
	4		44,215	21.2572	44,395	21.3437	44,575	21.4303	44,755	21.5168	44,935	21.6034	45,115	21.6899
26	1		43,265	20.8003	43,445	20.8868	43,625	20.9734	43,805	21.0599	43,985	21.1464	44,165	21.2330
	2		43,740	21.0287	43,920	21.1153	44,100	21.2018	44,280	21.2884	44,460	21.3749	44,640	21.4614
	3		44,215	21.2572	44,395	21.3437	44,575	21.4303	44,755	21.5168	44,935	21.6034	45,115	21.6899
	4		44,766	21.5221	44,946	21.6086	45,126	21.6952	45,306	21.7817	45,486	21.8683	45,666	21.9548
27	1		43,740	21.0287	43,920	21.1153	44,100	21.2018	44,280	21.2884	44,460	21.3749	44,640	21.4614
	2		44,215	21.2572	44,395	21.3437	44,575	21.4303	44,755	21.5168	44,935	21.6034	45,115	21.6899
	3		44,766	21.5221	44,946	21.6086	45,126	21.6952	45,306	21.7817	45,486	21.8683	45,666	21.9548
	4		45,241	21.7506	45,421	21.8371	45,601	21.9236	45,781	22.0102	45,961	22.0967	46,141	22.1833
28	1		44,215	21.2572	44,395	21.3437	44,575	21.4303	44,755	21.5168	44,935	21.6034	45,115	21.6899
	2		44,766	21.5221	44,946	21.6086	45,126	21.6952	45,306	21.7817	45,486	21.8683	45,666	21.9548
	3		45,241	21.7506	45,421	21.8371	45,601	21.9236	45,781	22.0102	45,961	22.0967	46,141	22.1833
	4		45,841	22.0392	46,021	22.1257	46,201	22.2123	46,381	22.2988	46,561	22.3853	46,741	22.4719
29	1		44,766	21.5221	44,946	21.6086	45,126	21.6952	45,306	21.7817	45,486	21.8683	45,666	21.9548
	2		45,241	21.7506	45,421	21.8371	45,601	21.9236	45,781	22.0102	45,961	22.0967	46,141	22.1833
	3		45,841	22.0392	46,021	22.1257	46,201	22.2123	46,381	22.2988	46,561	22.3853	46,741	22.4719
	4		46,418	22.3162	46,598	22.4028	46,778	22.4893	46,958	22.5758	47,138	22.6624	47,318	22.7489
30	1		45,241	21.7506	45,421	21.8371	45,601	21.9236	45,781	22.0102	45,961	22.0967	46,141	22.1833
	2		45,841	22.0392	46,021	22.1257	46,201	22.2123	46,381	22.2988	46,561	22.3853	46,741	22.4719
	3		46,418	22.3162	46,598	22.4028	46,778	22.4893	46,958	22.5758	47,138	22.6624	47,318	22.7489
	4		46,968	22.5805	47,148	22.6671	47,328	22.7536	47,508	22.8402	47,688	22.9267	47,868	23.0132
31	1		45,841	22.0392	46,021	22.1257	46,201	22.2123	46,381	22.2988	46,561	22.3853	46,741	22.4719
	2		46,418	22.3162	46,598	22.4028	46,778	22.4893	46,958	22.5758	47,138	22.6624	47,318	22.7489
	3		46,968	22.5805	47,148	22.6671	47,328	22.7536	47,508	22.8402	47,688	22.9267	47,868	23.0132
	4		47,544	22.8576	47,724	22.9441	47,904	23.0307	48,084	23.1172	48,264	23.2037	48,444	23.2903
32	1		46,418	22.3162	46,598	22.4028	46,778	22.4893	46,958	22.5758	47,138	22.6624	47,318	22.7489
	2		46,968	22.5805	47,148	22.6671	47,328	22.7536	47,508	22.8402	47,688	22.9267	47,868	23.0132
	3		47,544	22.8576	47,724	22.9441	47,904	23.0307	48,084	23.1172	48,264	23.2037	48,444	23.2903
	4		48,219	23.1821	48,399	23.2686	48,579	23.3551	48,759	23.4417	48,939	23.5282	49,119	23.6147

Rate Increase: ██████ 1.5%

WEEKLY 07-01-09 THROUGH 06-30-10

For Employees Hired On or After July 1, 2009

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
			33	1		46,968	22.5805	47,148	22.6671	47,328	22.7536	47,508	22.8402	47,688
2		47,544		22.8576	47,724	22.9441	47,904	23.0307	48,084	23.1172	48,264	23.2037	48,444	23.2903
3		48,219		23.1821	48,399	23.2686	48,579	23.3551	48,759	23.4417	48,939	23.5282	49,119	23.6147
4		48,795		23.4591	48,975	23.5456	49,155	23.6322	49,335	23.7187	49,515	23.8053	49,695	23.8918
34	1		47,544	22.8576	47,724	22.9441	47,904	23.0307	48,084	23.1172	48,264	23.2037	48,444	23.2903
	2		48,219	23.1821	48,399	23.2686	48,579	23.3551	48,759	23.4417	48,939	23.5282	49,119	23.6147
	3		48,795	23.4591	48,975	23.5456	49,155	23.6322	49,335	23.7187	49,515	23.8053	49,695	23.8918
	4		49,445	23.7714	49,625	23.8580	49,805	23.9445	49,985	24.0310	50,165	24.1176	50,345	24.2041
35	1		48,219	23.1821	48,399	23.2686	48,579	23.3551	48,759	23.4417	48,939	23.5282	49,119	23.6147
	2		48,795	23.4591	48,975	23.5456	49,155	23.6322	49,335	23.7187	49,515	23.8053	49,695	23.8918
	3		49,445	23.7714	49,625	23.8580	49,805	23.9445	49,985	24.0310	50,165	24.1176	50,345	24.2041
	4		50,046	24.0606	50,226	24.1472	50,406	24.2337	50,586	24.3202	50,766	24.4068	50,946	24.4933
36	1		48,795	23.4591	48,975	23.5456	49,155	23.6322	49,335	23.7187	49,515	23.8053	49,695	23.8918
	2		49,445	23.7714	49,625	23.8580	49,805	23.9445	49,985	24.0310	50,165	24.1176	50,345	24.2041
	3		50,046	24.0606	50,226	24.1472	50,406	24.2337	50,586	24.3202	50,766	24.4068	50,946	24.4933
	4		50,772	24.4094	50,952	24.4959	51,132	24.5825	51,312	24.6690	51,492	24.7555	51,672	24.8421
37	1		49,445	23.7714	49,625	23.8580	49,805	23.9445	49,985	24.0310	50,165	24.1176	50,345	24.2041
	2		50,046	24.0606	50,226	24.1472	50,406	24.2337	50,586	24.3202	50,766	24.4068	50,946	24.4933
	3		50,772	24.4094	50,952	24.4959	51,132	24.5825	51,312	24.6690	51,492	24.7555	51,672	24.8421
	4		51,397	24.7101	51,577	24.7967	51,757	24.8832	51,937	24.9698	52,117	25.0563	52,297	25.1428
38	1		50,046	24.0606	50,226	24.1472	50,406	24.2337	50,586	24.3202	50,766	24.4068	50,946	24.4933
	2		50,772	24.4094	50,952	24.4959	51,132	24.5825	51,312	24.6690	51,492	24.7555	51,672	24.8421
	3		51,397	24.7101	51,577	24.7967	51,757	24.8832	51,937	24.9698	52,117	25.0563	52,297	25.1428
	4		52,097	25.0468	52,277	25.1333	52,457	25.2198	52,637	25.3064	52,817	25.3929	52,997	25.4794
39	1		50,772	24.4094	50,952	24.4959	51,132	24.5825	51,312	24.6690	51,492	24.7555	51,672	24.8421
	2		51,397	24.7101	51,577	24.7967	51,757	24.8832	51,937	24.9698	52,117	25.0563	52,297	25.1428
	3		52,097	25.0468	52,277	25.1333	52,457	25.2198	52,637	25.3064	52,817	25.3929	52,997	25.4794
	4		52,723	25.3475	52,903	25.4340	53,083	25.5206	53,263	25.6071	53,443	25.6937	53,623	25.7802
40	1		51,397	24.7101	51,577	24.7967	51,757	24.8832	51,937	24.9698	52,117	25.0563	52,297	25.1428
	2		52,097	25.0468	52,277	25.1333	52,457	25.2198	52,637	25.3064	52,817	25.3929	52,997	25.4794
	3		52,723	25.3475	52,903	25.4340	53,083	25.5206	53,263	25.6071	53,443	25.6937	53,623	25.7802
	4		53,573	25.7564	53,753	25.8430	53,933	25.9295	54,113	26.0160	54,293	26.1026	54,473	26.1891

Rate Increase: ████████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

For Employees Hired On or After July 1, 2009

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G		H		I		J		K		Y	
			BASE		2%		4%		6%		8%		10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
01	1		35,835	17.2282	36,015	17.3148	36,195	17.4013	36,375	17.4879	36,555	17.5744	36,735	17.6609
	2		36,064	17.3386	36,244	17.4251	36,424	17.5116	36,604	17.5982	36,784	17.6847	36,964	17.7713
	3		36,319	17.4613	36,499	17.5478	36,679	17.6344	36,859	17.7209	37,039	17.8074	37,219	17.8940
	4		36,575	17.5840	36,755	17.6705	36,935	17.7571	37,115	17.8436	37,295	17.9301	37,475	18.0167
02	1		36,064	17.3386	36,244	17.4251	36,424	17.5116	36,604	17.5982	36,784	17.6847	36,964	17.7713
	2		36,319	17.4613	36,499	17.5478	36,679	17.6344	36,859	17.7209	37,039	17.8074	37,219	17.8940
	3		36,575	17.5840	36,755	17.6705	36,935	17.7571	37,115	17.8436	37,295	17.9301	37,475	18.0167
	4		36,830	17.7067	37,010	17.7932	37,190	17.8798	37,370	17.9663	37,550	18.0528	37,730	18.1394
03	1		36,319	17.4613	36,499	17.5478	36,679	17.6344	36,859	17.7209	37,039	17.8074	37,219	17.8940
	2		36,575	17.5840	36,755	17.6705	36,935	17.7571	37,115	17.8436	37,295	17.9301	37,475	18.0167
	3		36,830	17.7067	37,010	17.7932	37,190	17.8798	37,370	17.9663	37,550	18.0528	37,730	18.1394
	4		37,085	17.8294	37,265	17.9159	37,445	18.0025	37,625	18.0890	37,805	18.1756	37,985	18.2621
04	1		36,575	17.5840	36,755	17.6705	36,935	17.7571	37,115	17.8436	37,295	17.9301	37,475	18.0167
	2		36,830	17.7067	37,010	17.7932	37,190	17.8798	37,370	17.9663	37,550	18.0528	37,730	18.1394
	3		37,085	17.8294	37,265	17.9159	37,445	18.0025	37,625	18.0890	37,805	18.1756	37,985	18.2621
	4		37,366	17.9645	37,546	18.0510	37,726	18.1376	37,906	18.2241	38,086	18.3107	38,266	18.3972
05	1		36,830	17.7067	37,010	17.7932	37,190	17.8798	37,370	17.9663	37,550	18.0528	37,730	18.1394
	2		37,085	17.8294	37,265	17.9159	37,445	18.0025	37,625	18.0890	37,805	18.1756	37,985	18.2621
	3		37,366	17.9645	37,546	18.0510	37,726	18.1376	37,906	18.2241	38,086	18.3107	38,266	18.3972
	4		37,621	18.0872	37,801	18.1737	37,981	18.2603	38,161	18.3468	38,341	18.4334	38,521	18.5199
06	1		37,085	17.8294	37,265	17.9159	37,445	18.0025	37,625	18.0890	37,805	18.1756	37,985	18.2621
	2		37,366	17.9645	37,546	18.0510	37,726	18.1376	37,906	18.2241	38,086	18.3107	38,266	18.3972
	3		37,621	18.0872	37,801	18.1737	37,981	18.2603	38,161	18.3468	38,341	18.4334	38,521	18.5199
	4		37,902	18.2223	38,082	18.3088	38,262	18.3954	38,442	18.4819	38,622	18.5685	38,802	18.6550
07	1		37,366	17.9645	37,546	18.0510	37,726	18.1376	37,906	18.2241	38,086	18.3107	38,266	18.3972
	2		37,621	18.0872	37,801	18.1737	37,981	18.2603	38,161	18.3468	38,341	18.4334	38,521	18.5199
	3		37,902	18.2223	38,082	18.3088	38,262	18.3954	38,442	18.4819	38,622	18.5685	38,802	18.6550
	4		38,182	18.3568	38,362	18.4434	38,542	18.5299	38,722	18.6164	38,902	18.7030	39,082	18.7895
08	1		37,621	18.0872	37,801	18.1737	37,981	18.2603	38,161	18.3468	38,341	18.4334	38,521	18.5199
	2		37,902	18.2223	38,082	18.3088	38,262	18.3954	38,442	18.4819	38,622	18.5685	38,802	18.6550
	3		38,182	18.3568	38,362	18.4434	38,542	18.5299	38,722	18.6164	38,902	18.7030	39,082	18.7895
	4		38,489	18.5043	38,669	18.5908	38,849	18.6774	39,029	18.7639	39,209	18.8505	39,389	18.9370

Rate Increase: ██████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

For Employees Hired On or After July 1, 2009

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
09	1		37,902	18.2223	38,082	18.3088	38,262	18.3954	38,442	18.4819	38,622	18.5685	38,802	18.6550
	2		38,182	18.3568	38,362	18.4434	38,542	18.5299	38,722	18.6164	38,902	18.7030	39,082	18.7895
	3		38,489	18.5043	38,669	18.5908	38,849	18.6774	39,029	18.7639	39,209	18.8505	39,389	18.9370
	4		38,770	18.6394	38,950	18.7259	39,130	18.8125	39,310	18.8990	39,490	18.9856	39,670	19.0721
10	1		38,182	18.3568	38,362	18.4434	38,542	18.5299	38,722	18.6164	38,902	18.7030	39,082	18.7895
	2		38,489	18.5043	38,669	18.5908	38,849	18.6774	39,029	18.7639	39,209	18.8505	39,389	18.9370
	3		38,770	18.6394	38,950	18.7259	39,130	18.8125	39,310	18.8990	39,490	18.9856	39,670	19.0721
	4		39,075	18.7863	39,255	18.8728	39,435	18.9594	39,615	19.0459	39,795	19.1325	39,975	19.2190
11	1		38,489	18.5043	38,669	18.5908	38,849	18.6774	39,029	18.7639	39,209	18.8505	39,389	18.9370
	2		38,770	18.6394	38,950	18.7259	39,130	18.8125	39,310	18.8990	39,490	18.9856	39,670	19.0721
	3		39,075	18.7863	39,255	18.8728	39,435	18.9594	39,615	19.0459	39,795	19.1325	39,975	19.2190
	4		39,434	18.9586	39,614	19.0451	39,794	19.1316	39,974	19.2182	40,154	19.3047	40,334	19.3913
12	1		38,770	18.6394	38,950	18.7259	39,130	18.8125	39,310	18.8990	39,490	18.9856	39,670	19.0721
	2		39,075	18.7863	39,255	18.8728	39,435	18.9594	39,615	19.0459	39,795	19.1325	39,975	19.2190
	3		39,434	18.9586	39,614	19.0451	39,794	19.1316	39,974	19.2182	40,154	19.3047	40,334	19.3913
	4		39,739	19.1055	39,919	19.1920	40,099	19.2785	40,279	19.3651	40,459	19.4516	40,639	19.5382
13	1		39,075	18.7863	39,255	18.8728	39,435	18.9594	39,615	19.0459	39,795	19.1325	39,975	19.2190
	2		39,434	18.9586	39,614	19.0451	39,794	19.1316	39,974	19.2182	40,154	19.3047	40,334	19.3913
	3		39,739	19.1055	39,919	19.1920	40,099	19.2785	40,279	19.3651	40,459	19.4516	40,639	19.5382
	4		40,072	19.2653	40,252	19.3519	40,432	19.4384	40,612	19.5249	40,792	19.6115	40,972	19.6980
14	1		39,434	18.9586	39,614	19.0451	39,794	19.1316	39,974	19.2182	40,154	19.3047	40,334	19.3913
	2		39,739	19.1055	39,919	19.1920	40,099	19.2785	40,279	19.3651	40,459	19.4516	40,639	19.5382
	3		40,072	19.2653	40,252	19.3519	40,432	19.4384	40,612	19.5249	40,792	19.6115	40,972	19.6980
	4		40,505	19.4736	40,685	19.5601	40,865	19.6467	41,045	19.7332	41,225	19.8197	41,405	19.9063
15	1		39,739	19.1055	39,919	19.1920	40,099	19.2785	40,279	19.3651	40,459	19.4516	40,639	19.5382
	2		40,072	19.2653	40,252	19.3519	40,432	19.4384	40,612	19.5249	40,792	19.6115	40,972	19.6980
	3		40,505	19.4736	40,685	19.5601	40,865	19.6467	41,045	19.7332	41,225	19.8197	41,405	19.9063
	4		40,812	19.6211	40,992	19.7076	41,172	19.7941	41,352	19.8807	41,532	19.9672	41,712	20.0538
16	1		40,072	19.2653	40,252	19.3519	40,432	19.4384	40,612	19.5249	40,792	19.6115	40,972	19.6980
	2		40,505	19.4736	40,685	19.5601	40,865	19.6467	41,045	19.7332	41,225	19.8197	41,405	19.9063
	3		40,812	19.6211	40,992	19.7076	41,172	19.7941	41,352	19.8807	41,532	19.9672	41,712	20.0538
	4		41,271	19.8417	41,451	19.9283	41,631	20.0148	41,811	20.1013	41,991	20.1879	42,171	20.2744

Rate Increase: ██████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

For Employees Hired On or After July 1, 2009

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G		H		I		J		K		Y	
			BASE		2%		4%		6%		8%		10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
17	1		40,505	19.4736	40,685	19.5601	40,865	19.6467	41,045	19.7332	41,225	19.8197	41,405	19.9063
	2		40,812	19.6211	40,992	19.7076	41,172	19.7941	41,352	19.8807	41,532	19.9672	41,712	20.0538
	3		41,271	19.8417	41,451	19.9283	41,631	20.0148	41,811	20.1013	41,991	20.1879	42,171	20.2744
	4		41,578	19.9892	41,758	20.0757	41,938	20.1623	42,118	20.2488	42,298	20.3354	42,478	20.4219
18	1		40,812	19.6211	40,992	19.7076	41,172	19.7941	41,352	19.8807	41,532	19.9672	41,712	20.0538
	2		41,271	19.8417	41,451	19.9283	41,631	20.0148	41,811	20.1013	41,991	20.1879	42,171	20.2744
	3		41,578	19.9892	41,758	20.0757	41,938	20.1623	42,118	20.2488	42,298	20.3354	42,478	20.4219
	4		42,011	20.1975	42,191	20.2840	42,371	20.3705	42,551	20.4571	42,731	20.5436	42,911	20.6301
19	1		41,271	19.8417	41,451	19.9283	41,631	20.0148	41,811	20.1013	41,991	20.1879	42,171	20.2744
	2		41,578	19.9892	41,758	20.0757	41,938	20.1623	42,118	20.2488	42,298	20.3354	42,478	20.4219
	3		42,011	20.1975	42,191	20.2840	42,371	20.3705	42,551	20.4571	42,731	20.5436	42,911	20.6301
	4		42,369	20.3697	42,549	20.4563	42,729	20.5428	42,909	20.6293	43,089	20.7159	43,269	20.8024
20	1		41,578	19.9892	41,758	20.0757	41,938	20.1623	42,118	20.2488	42,298	20.3354	42,478	20.4219
	2		42,011	20.1975	42,191	20.2840	42,371	20.3705	42,551	20.4571	42,731	20.5436	42,911	20.6301
	3		42,369	20.3697	42,549	20.4563	42,729	20.5428	42,909	20.6293	43,089	20.7159	43,269	20.8024
	4		42,879	20.6151	43,059	20.7017	43,239	20.7882	43,419	20.8747	43,599	20.9613	43,779	21.0478
21	1		42,011	20.1975	42,191	20.2840	42,371	20.3705	42,551	20.4571	42,731	20.5436	42,911	20.6301
	2		42,369	20.3697	42,549	20.4563	42,729	20.5428	42,909	20.6293	43,089	20.7159	43,269	20.8024
	3		42,879	20.6151	43,059	20.7017	43,239	20.7882	43,419	20.8747	43,599	20.9613	43,779	21.0478
	4		43,237	20.7868	43,417	20.8733	43,597	20.9599	43,777	21.0464	43,957	21.1330	44,137	21.2195
22	1		42,369	20.3697	42,549	20.4563	42,729	20.5428	42,909	20.6293	43,089	20.7159	43,269	20.8024
	2		42,879	20.6151	43,059	20.7017	43,239	20.7882	43,419	20.8747	43,599	20.9613	43,779	21.0478
	3		43,237	20.7868	43,417	20.8733	43,597	20.9599	43,777	21.0464	43,957	21.1330	44,137	21.2195
	4		43,695	21.0074	43,875	21.0940	44,055	21.1805	44,235	21.2671	44,415	21.3536	44,595	21.4401
23	1		42,879	20.6151	43,059	20.7017	43,239	20.7882	43,419	20.8747	43,599	20.9613	43,779	21.0478
	2		43,237	20.7868	43,417	20.8733	43,597	20.9599	43,777	21.0464	43,957	21.1330	44,137	21.2195
	3		43,695	21.0074	43,875	21.0940	44,055	21.1805	44,235	21.2671	44,415	21.3536	44,595	21.4401
	4		44,130	21.2163	44,310	21.3028	44,490	21.3894	44,670	21.4759	44,850	21.5624	45,030	21.6490
24	1		43,237	20.7868	43,417	20.8733	43,597	20.9599	43,777	21.0464	43,957	21.1330	44,137	21.2195
	2		43,695	21.0074	43,875	21.0940	44,055	21.1805	44,235	21.2671	44,415	21.3536	44,595	21.4401
	3		44,130	21.2163	44,310	21.3028	44,490	21.3894	44,670	21.4759	44,850	21.5624	45,030	21.6490
	4		44,615	21.4493	44,795	21.5359	44,975	21.6224	45,155	21.7089	45,335	21.7955	45,515	21.8820

Rate Increase: ██████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

For Employees Hired On or After July 1, 2009

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		43,695	21.0074	43,875	21.0940	44,055	21.1805	44,235	21.2671	44,415	21.3536	44,595	21.4401
	2		44,130	21.2163	44,310	21.3028	44,490	21.3894	44,670	21.4759	44,850	21.5624	45,030	21.6490
	3		44,615	21.4493	44,795	21.5359	44,975	21.6224	45,155	21.7089	45,335	21.7955	45,515	21.8820
	4		45,099	21.6823	45,279	21.7689	45,459	21.8554	45,639	21.9420	45,819	22.0285	45,999	22.1150
26	1		44,130	21.2163	44,310	21.3028	44,490	21.3894	44,670	21.4759	44,850	21.5624	45,030	21.6490
	2		44,615	21.4493	44,795	21.5359	44,975	21.6224	45,155	21.7089	45,335	21.7955	45,515	21.8820
	3		45,099	21.6823	45,279	21.7689	45,459	21.8554	45,639	21.9420	45,819	22.0285	45,999	22.1150
	4		45,661	21.9525	45,841	22.0391	46,021	22.1256	46,201	22.2122	46,381	22.2987	46,561	22.3852
27	1		44,615	21.4493	44,795	21.5359	44,975	21.6224	45,155	21.7089	45,335	21.7955	45,515	21.8820
	2		45,099	21.6823	45,279	21.7689	45,459	21.8554	45,639	21.9420	45,819	22.0285	45,999	22.1150
	3		45,661	21.9525	45,841	22.0391	46,021	22.1256	46,201	22.2122	46,381	22.2987	46,561	22.3852
	4		46,146	22.1856	46,326	22.2721	46,506	22.3587	46,686	22.4452	46,866	22.5317	47,046	22.6183
28	1		45,099	21.6823	45,279	21.7689	45,459	21.8554	45,639	21.9420	45,819	22.0285	45,999	22.1150
	2		45,661	21.9525	45,841	22.0391	46,021	22.1256	46,201	22.2122	46,381	22.2987	46,561	22.3852
	3		46,146	22.1856	46,326	22.2721	46,506	22.3587	46,686	22.4452	46,866	22.5317	47,046	22.6183
	4		46,758	22.4800	46,938	22.5665	47,118	22.6530	47,298	22.7396	47,478	22.8261	47,658	22.9127
29	1		45,661	21.9525	45,841	22.0391	46,021	22.1256	46,201	22.2122	46,381	22.2987	46,561	22.3852
	2		46,146	22.1856	46,326	22.2721	46,506	22.3587	46,686	22.4452	46,866	22.5317	47,046	22.6183
	3		46,758	22.4800	46,938	22.5665	47,118	22.6530	47,298	22.7396	47,478	22.8261	47,658	22.9127
	4		47,346	22.7625	47,526	22.8491	47,706	22.9356	47,886	23.0222	48,066	23.1087	48,246	23.1952
30	1		46,146	22.1856	46,326	22.2721	46,506	22.3587	46,686	22.4452	46,866	22.5317	47,046	22.6183
	2		46,758	22.4800	46,938	22.5665	47,118	22.6530	47,298	22.7396	47,478	22.8261	47,658	22.9127
	3		47,346	22.7625	47,526	22.8491	47,706	22.9356	47,886	23.0222	48,066	23.1087	48,246	23.1952
	4		47,907	23.0322	48,087	23.1187	48,267	23.2052	48,447	23.2918	48,627	23.3783	48,807	23.4648
31	1		46,758	22.4800	46,938	22.5665	47,118	22.6530	47,298	22.7396	47,478	22.8261	47,658	22.9127
	2		47,346	22.7625	47,526	22.8491	47,706	22.9356	47,886	23.0222	48,066	23.1087	48,246	23.1952
	3		47,907	23.0322	48,087	23.1187	48,267	23.2052	48,447	23.2918	48,627	23.3783	48,807	23.4648
	4		48,495	23.3147	48,675	23.4013	48,855	23.4878	49,035	23.5744	49,215	23.6609	49,395	23.7474
32	1		47,346	22.7625	47,526	22.8491	47,706	22.9356	47,886	23.0222	48,066	23.1087	48,246	23.1952
	2		47,907	23.0322	48,087	23.1187	48,267	23.2052	48,447	23.2918	48,627	23.3783	48,807	23.4648
	3		48,495	23.3147	48,675	23.4013	48,855	23.4878	49,035	23.5744	49,215	23.6609	49,395	23.7474
	4		49,183	23.6457	49,363	23.7322	49,543	23.8188	49,723	23.9053	49,903	23.9918	50,083	24.0784

Rate Increase: ██████ 2%

WEEKLY 07-01-10 THROUGH 06-30-11

For Employees Hired On or After July 1, 2009

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G		H		I		J		K		Y	
			BASE		2%		4%		6%		8%		10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
33	1		47,907	23.0322	48,087	23.1187	48,267	23.2052	48,447	23.2918	48,627	23.3783	48,807	23.4648
	2		48,495	23.3147	48,675	23.4013	48,855	23.4878	49,035	23.5744	49,215	23.6609	49,395	23.7474
	3		49,183	23.6457	49,363	23.7322	49,543	23.8188	49,723	23.9053	49,903	23.9918	50,083	24.0784
	4		49,771	23.9283	49,951	24.0148	50,131	24.1014	50,311	24.1879	50,491	24.2744	50,671	24.3610
34	1		48,495	23.3147	48,675	23.4013	48,855	23.4878	49,035	23.5744	49,215	23.6609	49,395	23.7474
	2		49,183	23.6457	49,363	23.7322	49,543	23.8188	49,723	23.9053	49,903	23.9918	50,083	24.0784
	3		49,771	23.9283	49,951	24.0148	50,131	24.1014	50,311	24.1879	50,491	24.2744	50,671	24.3610
	4		50,433	24.2469	50,613	24.3334	50,793	24.4199	50,973	24.5065	51,153	24.5930	51,333	24.6795
35	1		49,183	23.6457	49,363	23.7322	49,543	23.8188	49,723	23.9053	49,903	23.9918	50,083	24.0784
	2		49,771	23.9283	49,951	24.0148	50,131	24.1014	50,311	24.1879	50,491	24.2744	50,671	24.3610
	3		50,433	24.2469	50,613	24.3334	50,793	24.4199	50,973	24.5065	51,153	24.5930	51,333	24.6795
	4		51,047	24.5418	51,227	24.6284	51,407	24.7149	51,587	24.8014	51,767	24.8880	51,947	24.9745
36	1		49,771	23.9283	49,951	24.0148	50,131	24.1014	50,311	24.1879	50,491	24.2744	50,671	24.3610
	2		50,433	24.2469	50,613	24.3334	50,793	24.4199	50,973	24.5065	51,153	24.5930	51,333	24.6795
	3		51,047	24.5418	51,227	24.6284	51,407	24.7149	51,587	24.8014	51,767	24.8880	51,947	24.9745
	4		51,787	24.8976	51,967	24.9841	52,147	25.0706	52,327	25.1572	52,507	25.2437	52,687	25.3303
37	1		50,433	24.2469	50,613	24.3334	50,793	24.4199	50,973	24.5065	51,153	24.5930	51,333	24.6795
	2		51,047	24.5418	51,227	24.6284	51,407	24.7149	51,587	24.8014	51,767	24.8880	51,947	24.9745
	3		51,787	24.8976	51,967	24.9841	52,147	25.0706	52,327	25.1572	52,507	25.2437	52,687	25.3303
	4		52,425	25.2043	52,605	25.2909	52,785	25.3774	52,965	25.4640	53,145	25.5505	53,325	25.6370
38	1		51,047	24.5418	51,227	24.6284	51,407	24.7149	51,587	24.8014	51,767	24.8880	51,947	24.9745
	2		51,787	24.8976	51,967	24.9841	52,147	25.0706	52,327	25.1572	52,507	25.2437	52,687	25.3303
	3		52,425	25.2043	52,605	25.2909	52,785	25.3774	52,965	25.4640	53,145	25.5505	53,325	25.6370
	4		53,139	25.5477	53,319	25.6342	53,499	25.7208	53,679	25.8073	53,859	25.8938	54,039	25.9804
39	1		51,787	24.8976	51,967	24.9841	52,147	25.0706	52,327	25.1572	52,507	25.2437	52,687	25.3303
	2		52,425	25.2043	52,605	25.2909	52,785	25.3774	52,965	25.4640	53,145	25.5505	53,325	25.6370
	3		53,139	25.5477	53,319	25.6342	53,499	25.7208	53,679	25.8073	53,859	25.8938	54,039	25.9804
	4		53,777	25.8545	53,957	25.9410	54,137	26.0275	54,317	26.1141	54,497	26.2006	54,677	26.2872
40	1		52,425	25.2043	52,605	25.2909	52,785	25.3774	52,965	25.4640	53,145	25.5505	53,325	25.6370
	2		53,139	25.5477	53,319	25.6342	53,499	25.7208	53,679	25.8073	53,859	25.8938	54,039	25.9804
	3		53,777	25.8545	53,957	25.9410	54,137	26.0275	54,317	26.1141	54,497	26.2006	54,677	26.2872
	4		54,645	26.2716	54,825	26.3581	55,005	26.4446	55,185	26.5312	55,365	26.6177	55,545	26.7042

Rate Increase: ██████ 1.5%

WEEKLY 07-01-11 THROUGH 06-30-12

For Employees Hired On or After July 1, 2009

Rate type - Hourly; Employee Setup - Hourly
Step Increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
			01	1		36,372	17.4867	36,552	17.5732	36,732	17.6597	36,912	17.7463	37,092
2		36,605		17.5986	36,785	17.6852	36,965	17.7717	37,145	17.8583	37,325	17.9448	37,505	18.0313
3		36,864		17.7232	37,044	17.8097	37,224	17.8963	37,404	17.9828	37,584	18.0693	37,764	18.1559
4		37,123		17.8477	37,303	17.9343	37,483	18.0208	37,663	18.1074	37,843	18.1939	38,023	18.2804
02	1		36,605	17.5986	36,785	17.6852	36,965	17.7717	37,145	17.8583	37,325	17.9448	37,505	18.0313
	2		36,864	17.7232	37,044	17.8097	37,224	17.8963	37,404	17.9828	37,584	18.0693	37,764	18.1559
	3		37,123	17.8477	37,303	17.9343	37,483	18.0208	37,663	18.1074	37,843	18.1939	38,023	18.2804
	4		37,382	17.9723	37,562	18.0588	37,742	18.1454	37,922	18.2319	38,102	18.3184	38,282	18.4050
03	1		36,864	17.7232	37,044	17.8097	37,224	17.8963	37,404	17.9828	37,584	18.0693	37,764	18.1559
	2		37,123	17.8477	37,303	17.9343	37,483	18.0208	37,663	18.1074	37,843	18.1939	38,023	18.2804
	3		37,382	17.9723	37,562	18.0588	37,742	18.1454	37,922	18.2319	38,102	18.3184	38,282	18.4050
	4		37,641	18.0968	37,821	18.1834	38,001	18.2699	38,181	18.3565	38,361	18.4430	38,541	18.5295
04	1		37,123	17.8477	37,303	17.9343	37,483	18.0208	37,663	18.1074	37,843	18.1939	38,023	18.2804
	2		37,382	17.9723	37,562	18.0588	37,742	18.1454	37,922	18.2319	38,102	18.3184	38,282	18.4050
	3		37,641	18.0968	37,821	18.1834	38,001	18.2699	38,181	18.3565	38,361	18.4430	38,541	18.5295
	4		37,927	18.2340	38,107	18.3205	38,287	18.4070	38,467	18.4936	38,647	18.5801	38,827	18.6667
05	1		37,382	17.9723	37,562	18.0588	37,742	18.1454	37,922	18.2319	38,102	18.3184	38,282	18.4050
	2		37,641	18.0968	37,821	18.1834	38,001	18.2699	38,181	18.3565	38,361	18.4430	38,541	18.5295
	3		37,927	18.2340	38,107	18.3205	38,287	18.4070	38,467	18.4936	38,647	18.5801	38,827	18.6667
	4		38,186	18.3585	38,366	18.4451	38,546	18.5316	38,726	18.6181	38,906	18.7047	39,086	18.7912
06	1		37,641	18.0968	37,821	18.1834	38,001	18.2699	38,181	18.3565	38,361	18.4430	38,541	18.5295
	2		37,927	18.2340	38,107	18.3205	38,287	18.4070	38,467	18.4936	38,647	18.5801	38,827	18.6667
	3		38,186	18.3585	38,366	18.4451	38,546	18.5316	38,726	18.6181	38,906	18.7047	39,086	18.7912
	4		38,471	18.4956	38,651	18.5822	38,831	18.6687	39,011	18.7553	39,191	18.8418	39,371	18.9283
07	1		37,927	18.2340	38,107	18.3205	38,287	18.4070	38,467	18.4936	38,647	18.5801	38,827	18.6667
	2		38,186	18.3585	38,366	18.4451	38,546	18.5316	38,726	18.6181	38,906	18.7047	39,086	18.7912
	3		38,471	18.4956	38,651	18.5822	38,831	18.6687	39,011	18.7553	39,191	18.8418	39,371	18.9283
	4		38,755	18.6322	38,935	18.7187	39,115	18.8052	39,295	18.8918	39,475	18.9783	39,655	19.0649
08	1		38,186	18.3585	38,366	18.4451	38,546	18.5316	38,726	18.6181	38,906	18.7047	39,086	18.7912
	2		38,471	18.4956	38,651	18.5822	38,831	18.6687	39,011	18.7553	39,191	18.8418	39,371	18.9283
	3		38,755	18.6322	38,935	18.7187	39,115	18.8052	39,295	18.8918	39,475	18.9783	39,655	19.0649
	4		39,066	18.7819	39,246	18.8684	39,426	18.9549	39,606	19.0415	39,786	19.1280	39,966	19.2146

Rate Increase: ██████ 1.5%

WEEKLY 07-01-11 THROUGH 06-30-12

For Employees Hired On or After July 1, 2009

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
09	1		38,471	18.4956	38,651	18.5822	38,831	18.6687	39,011	18.7553	39,191	18.8418	39,371	18.9283
	2		38,755	18.6322	38,935	18.7187	39,115	18.8052	39,295	18.8918	39,475	18.9783	39,655	19.0649
	3		39,066	18.7819	39,246	18.8684	39,426	18.9549	39,606	19.0415	39,786	19.1280	39,966	19.2146
	4		39,351	18.9190	39,531	19.0055	39,711	19.0921	39,891	19.1786	40,071	19.2651	40,251	19.3517
10	1		38,755	18.6322	38,935	18.7187	39,115	18.8052	39,295	18.8918	39,475	18.9783	39,655	19.0649
	2		39,066	18.7819	39,246	18.8684	39,426	18.9549	39,606	19.0415	39,786	19.1280	39,966	19.2146
	3		39,351	18.9190	39,531	19.0055	39,711	19.0921	39,891	19.1786	40,071	19.2651	40,251	19.3517
	4		39,662	19.0681	39,842	19.1546	40,022	19.2412	40,202	19.3277	40,382	19.4142	40,562	19.5008
11	1		39,066	18.7819	39,246	18.8684	39,426	18.9549	39,606	19.0415	39,786	19.1280	39,966	19.2146
	2		39,351	18.9190	39,531	19.0055	39,711	19.0921	39,891	19.1786	40,071	19.2651	40,251	19.3517
	3		39,662	19.0681	39,842	19.1546	40,022	19.2412	40,202	19.3277	40,382	19.4142	40,562	19.5008
	4		40,025	19.2429	40,205	19.3295	40,385	19.4160	40,565	19.5026	40,745	19.5891	40,925	19.6756
12	1		39,351	18.9190	39,531	19.0055	39,711	19.0921	39,891	19.1786	40,071	19.2651	40,251	19.3517
	2		39,662	19.0681	39,842	19.1546	40,022	19.2412	40,202	19.3277	40,382	19.4142	40,562	19.5008
	3		40,025	19.2429	40,205	19.3295	40,385	19.4160	40,565	19.5026	40,745	19.5891	40,925	19.6756
	4		40,335	19.3920	40,515	19.4786	40,695	19.5651	40,875	19.6517	41,055	19.7382	41,235	19.8247
13	1		39,662	19.0681	39,842	19.1546	40,022	19.2412	40,202	19.3277	40,382	19.4142	40,562	19.5008
	2		40,025	19.2429	40,205	19.3295	40,385	19.4160	40,565	19.5026	40,745	19.5891	40,925	19.6756
	3		40,335	19.3920	40,515	19.4786	40,695	19.5651	40,875	19.6517	41,055	19.7382	41,235	19.8247
	4		40,673	19.5543	40,853	19.6409	41,033	19.7274	41,213	19.8139	41,393	19.9005	41,573	19.9870
14	1		40,025	19.2429	40,205	19.3295	40,385	19.4160	40,565	19.5026	40,745	19.5891	40,925	19.6756
	2		40,335	19.3920	40,515	19.4786	40,695	19.5651	40,875	19.6517	41,055	19.7382	41,235	19.8247
	3		40,673	19.5543	40,853	19.6409	41,033	19.7274	41,213	19.8139	41,393	19.9005	41,573	19.9870
	4		41,113	19.7657	41,293	19.8522	41,473	19.9388	41,653	20.0253	41,833	20.1118	42,013	20.1984
15	1		40,335	19.3920	40,515	19.4786	40,695	19.5651	40,875	19.6517	41,055	19.7382	41,235	19.8247
	2		40,673	19.5543	40,853	19.6409	41,033	19.7274	41,213	19.8139	41,393	19.9005	41,573	19.9870
	3		41,113	19.7657	41,293	19.8522	41,473	19.9388	41,653	20.0253	41,833	20.1118	42,013	20.1984
	4		41,424	19.9154	41,604	20.0019	41,784	20.0885	41,964	20.1750	42,144	20.2615	42,324	20.3481
16	1		40,673	19.5543	40,853	19.6409	41,033	19.7274	41,213	19.8139	41,393	19.9005	41,573	19.9870
	2		41,113	19.7657	41,293	19.8522	41,473	19.9388	41,653	20.0253	41,833	20.1118	42,013	20.1984
	3		41,424	19.9154	41,604	20.0019	41,784	20.0885	41,964	20.1750	42,144	20.2615	42,324	20.3481
	4		41,890	20.1393	42,070	20.2259	42,250	20.3124	42,430	20.3990	42,610	20.4855	42,790	20.5720

Rate Increase: ████████ 1.5%

WEEKLY 07-01-11 THROUGH 06-30-12

For Employees Hired On or After July 1, 2009

Rate type - Hourly; Employee Setup - Hourly
Step increases based on contractual language.

RANGE (2&3 digits)	STEP	RANGE (1st digit)	G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
			17	1		41,113	19.7657	41,293	19.8522	41,473	19.9388	41,653	20.0253	41,833
	2		41,424	19.9154	41,604	20.0019	41,784	20.0885	41,964	20.1750	42,144	20.2615	42,324	20.3481
	3		41,890	20.1393	42,070	20.2259	42,250	20.3124	42,430	20.3990	42,610	20.4855	42,790	20.5720
	4		42,201	20.2890	42,381	20.3756	42,561	20.4621	42,741	20.5487	42,921	20.6352	43,101	20.7217
18	1		41,424	19.9154	41,604	20.0019	41,784	20.0885	41,964	20.1750	42,144	20.2615	42,324	20.3481
	2		41,890	20.1393	42,070	20.2259	42,250	20.3124	42,430	20.3990	42,610	20.4855	42,790	20.5720
	3		42,201	20.2890	42,381	20.3756	42,561	20.4621	42,741	20.5487	42,921	20.6352	43,101	20.7217
	4		42,641	20.5004	42,821	20.5870	43,001	20.6735	43,181	20.7600	43,361	20.8466	43,541	20.9331
19	1		41,890	20.1393	42,070	20.2259	42,250	20.3124	42,430	20.3990	42,610	20.4855	42,790	20.5720
	2		42,201	20.2890	42,381	20.3756	42,561	20.4621	42,741	20.5487	42,921	20.6352	43,101	20.7217
	3		42,641	20.5004	42,821	20.5870	43,001	20.6735	43,181	20.7600	43,361	20.8466	43,541	20.9331
	4		43,005	20.6753	43,185	20.7618	43,365	20.8483	43,545	20.9349	43,725	21.0214	43,905	21.1080
20	1		42,201	20.2890	42,381	20.3756	42,561	20.4621	42,741	20.5487	42,921	20.6352	43,101	20.7217
	2		42,641	20.5004	42,821	20.5870	43,001	20.6735	43,181	20.7600	43,361	20.8466	43,541	20.9331
	3		43,005	20.6753	43,185	20.7618	43,365	20.8483	43,545	20.9349	43,725	21.0214	43,905	21.1080
	4		43,523	20.9244	43,703	21.0109	43,883	21.0974	44,063	21.1840	44,243	21.2705	44,423	21.3571
21	1		42,641	20.5004	42,821	20.5870	43,001	20.6735	43,181	20.7600	43,361	20.8466	43,541	20.9331
	2		43,005	20.6753	43,185	20.7618	43,365	20.8483	43,545	20.9349	43,725	21.0214	43,905	21.1080
	3		43,523	20.9244	43,703	21.0109	43,883	21.0974	44,063	21.1840	44,243	21.2705	44,423	21.3571
	4		43,885	21.0986	44,065	21.1851	44,245	21.2717	44,425	21.3582	44,605	21.4448	44,785	21.5313
22	1		43,005	20.6753	43,185	20.7618	43,365	20.8483	43,545	20.9349	43,725	21.0214	43,905	21.1080
	2		43,523	20.9244	43,703	21.0109	43,883	21.0974	44,063	21.1840	44,243	21.2705	44,423	21.3571
	3		43,885	21.0986	44,065	21.1851	44,245	21.2717	44,425	21.3582	44,605	21.4448	44,785	21.5313
	4		44,351	21.3226	44,531	21.4091	44,711	21.4956	44,891	21.5822	45,071	21.6687	45,251	21.7553
23	1		43,523	20.9244	43,703	21.0109	43,883	21.0974	44,063	21.1840	44,243	21.2705	44,423	21.3571
	2		43,885	21.0986	44,065	21.1851	44,245	21.2717	44,425	21.3582	44,605	21.4448	44,785	21.5313
	3		44,351	21.3226	44,531	21.4091	44,711	21.4956	44,891	21.5822	45,071	21.6687	45,251	21.7553
	4		44,792	21.5345	44,972	21.6211	45,152	21.7076	45,332	21.7942	45,512	21.8807	45,692	21.9672
24	1		43,885	21.0986	44,065	21.1851	44,245	21.2717	44,425	21.3582	44,605	21.4448	44,785	21.5313
	2		44,351	21.3226	44,531	21.4091	44,711	21.4956	44,891	21.5822	45,071	21.6687	45,251	21.7553
	3		44,792	21.5345	44,972	21.6211	45,152	21.7076	45,332	21.7942	45,512	21.8807	45,692	21.9672
	4		45,284	21.7711	45,464	21.8576	45,644	21.9441	45,824	22.0307	46,004	22.1172	46,184	22.2038

Rate Increase: ██████ 1.5%

WEEKLY 07-01-11 THROUGH 06-30-12

For Employees Hired On or After July 1, 2009

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
25	1		44,351	21.3226	44,531	21.4091	44,711	21.4956	44,891	21.5822	45,071	21.6687	45,251	21.7553
	2		44,792	21.5345	44,972	21.6211	45,152	21.7076	45,332	21.7942	45,512	21.8807	45,692	21.9672
	3		45,284	21.7711	45,464	21.8576	45,644	21.9441	45,824	22.0307	46,004	22.1172	46,184	22.2038
	4		45,776	22.0076	45,956	22.0941	46,136	22.1807	46,316	22.2672	46,496	22.3537	46,676	22.4403
26	1		44,792	21.5345	44,972	21.6211	45,152	21.7076	45,332	21.7942	45,512	21.8807	45,692	21.9672
	2		45,284	21.7711	45,464	21.8576	45,644	21.9441	45,824	22.0307	46,004	22.1172	46,184	22.2038
	3		45,776	22.0076	45,956	22.0941	46,136	22.1807	46,316	22.2672	46,496	22.3537	46,676	22.4403
	4		46,346	22.2818	46,526	22.3684	46,706	22.4549	46,886	22.5414	47,066	22.6280	47,246	22.7145
27	1		45,284	21.7711	45,464	21.8576	45,644	21.9441	45,824	22.0307	46,004	22.1172	46,184	22.2038
	2		45,776	22.0076	45,956	22.0941	46,136	22.1807	46,316	22.2672	46,496	22.3537	46,676	22.4403
	3		46,346	22.2818	46,526	22.3684	46,706	22.4549	46,886	22.5414	47,066	22.6280	47,246	22.7145
	4		46,838	22.5184	47,018	22.6049	47,198	22.6914	47,378	22.7780	47,558	22.8645	47,738	22.9511
28	1		45,776	22.0076	45,956	22.0941	46,136	22.1807	46,316	22.2672	46,496	22.3537	46,676	22.4403
	2		46,346	22.2818	46,526	22.3684	46,706	22.4549	46,886	22.5414	47,066	22.6280	47,246	22.7145
	3		46,838	22.5184	47,018	22.6049	47,198	22.6914	47,378	22.7780	47,558	22.8645	47,738	22.9511
	4		47,460	22.8172	47,640	22.9037	47,820	22.9902	48,000	23.0768	48,180	23.1633	48,360	23.2499
29	1		46,346	22.2818	46,526	22.3684	46,706	22.4549	46,886	22.5414	47,066	22.6280	47,246	22.7145
	2		46,838	22.5184	47,018	22.6049	47,198	22.6914	47,378	22.7780	47,558	22.8645	47,738	22.9511
	3		47,460	22.8172	47,640	22.9037	47,820	22.9902	48,000	23.0768	48,180	23.1633	48,360	23.2499
	4		48,056	23.1040	48,236	23.1905	48,416	23.2771	48,596	23.3636	48,776	23.4501	48,956	23.5367
30	1		46,838	22.5184	47,018	22.6049	47,198	22.6914	47,378	22.7780	47,558	22.8645	47,738	22.9511
	2		47,460	22.8172	47,640	22.9037	47,820	22.9902	48,000	23.0768	48,180	23.1633	48,360	23.2499
	3		48,056	23.1040	48,236	23.1905	48,416	23.2771	48,596	23.3636	48,776	23.4501	48,956	23.5367
	4		48,625	23.3776	48,805	23.4642	48,985	23.5507	49,165	23.6372	49,345	23.7238	49,525	23.8103
31	1		47,460	22.8172	47,640	22.9037	47,820	22.9902	48,000	23.0768	48,180	23.1633	48,360	23.2499
	2		48,056	23.1040	48,236	23.1905	48,416	23.2771	48,596	23.3636	48,776	23.4501	48,956	23.5367
	3		48,625	23.3776	48,805	23.4642	48,985	23.5507	49,165	23.6372	49,345	23.7238	49,525	23.8103
	4		49,222	23.6645	49,402	23.7510	49,582	23.8375	49,762	23.9241	49,942	24.0106	50,122	24.0971
32	1		48,056	23.1040	48,236	23.1905	48,416	23.2771	48,596	23.3636	48,776	23.4501	48,956	23.5367
	2		48,625	23.3776	48,805	23.4642	48,985	23.5507	49,165	23.6372	49,345	23.7238	49,525	23.8103
	3		49,222	23.6645	49,402	23.7510	49,582	23.8375	49,762	23.9241	49,942	24.0106	50,122	24.0971
	4		49,921	24.0004	50,101	24.0869	50,281	24.1735	50,461	24.2600	50,641	24.3465	50,821	24.4331

Rate Increase: ████████ 1.5%

WEEKLY 07-01-11 THROUGH 06-30-12

For Employees Hired On or After July 1, 2009

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			G BASE		H 2%		I 4%		J 6%		K 8%		Y 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
33	1		48,625	23.3776	48,805	23.4642	48,985	23.5507	49,165	23.6372	49,345	23.7238	49,525	23.8103
	2		49,222	23.6645	49,402	23.7510	49,582	23.8375	49,762	23.9241	49,942	24.0106	50,122	24.0971
	3		49,921	24.0004	50,101	24.0869	50,281	24.1735	50,461	24.2600	50,641	24.3465	50,821	24.4331
	4		50,517	24.2872	50,697	24.3737	50,877	24.4603	51,057	24.5468	51,237	24.6334	51,417	24.7199
34	1		49,222	23.6645	49,402	23.7510	49,582	23.8375	49,762	23.9241	49,942	24.0106	50,122	24.0971
	2		49,921	24.0004	50,101	24.0869	50,281	24.1735	50,461	24.2600	50,641	24.3465	50,821	24.4331
	3		50,517	24.2872	50,697	24.3737	50,877	24.4603	51,057	24.5468	51,237	24.6334	51,417	24.7199
	4		51,190	24.6106	51,370	24.6971	51,550	24.7836	51,730	24.8702	51,910	24.9567	52,090	25.0432
35	1		49,921	24.0004	50,101	24.0869	50,281	24.1735	50,461	24.2600	50,641	24.3465	50,821	24.4331
	2		50,517	24.2872	50,697	24.3737	50,877	24.4603	51,057	24.5468	51,237	24.6334	51,417	24.7199
	3		51,190	24.6106	51,370	24.6971	51,550	24.7836	51,730	24.8702	51,910	24.9567	52,090	25.0432
	4		51,813	24.9100	51,993	24.9965	52,173	25.0830	52,353	25.1696	52,533	25.2561	52,713	25.3426
36	1		50,517	24.2872	50,697	24.3737	50,877	24.4603	51,057	24.5468	51,237	24.6334	51,417	24.7199
	2		51,190	24.6106	51,370	24.6971	51,550	24.7836	51,730	24.8702	51,910	24.9567	52,090	25.0432
	3		51,813	24.9100	51,993	24.9965	52,173	25.0830	52,353	25.1696	52,533	25.2561	52,713	25.3426
	4		52,564	25.2710	52,744	25.3576	52,924	25.4441	53,104	25.5306	53,284	25.6172	53,464	25.7037
37	1		51,190	24.6106	51,370	24.6971	51,550	24.7836	51,730	24.8702	51,910	24.9567	52,090	25.0432
	2		51,813	24.9100	51,993	24.9965	52,173	25.0830	52,353	25.1696	52,533	25.2561	52,713	25.3426
	3		52,564	25.2710	52,744	25.3576	52,924	25.4441	53,104	25.5306	53,284	25.6172	53,464	25.7037
	4		53,211	25.5824	53,391	25.6689	53,571	25.7555	53,751	25.8420	53,931	25.9286	54,111	26.0151
38	1		51,813	24.9100	51,993	24.9965	52,173	25.0830	52,353	25.1696	52,533	25.2561	52,713	25.3426
	2		52,564	25.2710	52,744	25.3576	52,924	25.4441	53,104	25.5306	53,284	25.6172	53,464	25.7037
	3		53,211	25.5824	53,391	25.6689	53,571	25.7555	53,751	25.8420	53,931	25.9286	54,111	26.0151
	4		53,936	25.9309	54,116	26.0174	54,296	26.1040	54,476	26.1905	54,656	26.2771	54,836	26.3636
39	1		52,564	25.2710	52,744	25.3576	52,924	25.4441	53,104	25.5306	53,284	25.6172	53,464	25.7037
	2		53,211	25.5824	53,391	25.6689	53,571	25.7555	53,751	25.8420	53,931	25.9286	54,111	26.0151
	3		53,936	25.9309	54,116	26.0174	54,296	26.1040	54,476	26.1905	54,656	26.2771	54,836	26.3636
	4		54,584	26.2423	54,764	26.3288	54,944	26.4154	55,124	26.5019	55,304	26.5884	55,484	26.6750
40	1		53,211	25.5824	53,391	25.6689	53,571	25.7555	53,751	25.8420	53,931	25.9286	54,111	26.0151
	2		53,936	25.9309	54,116	26.0174	54,296	26.1040	54,476	26.1905	54,656	26.2771	54,836	26.3636
	3		54,584	26.2423	54,764	26.3288	54,944	26.4154	55,124	26.5019	55,304	26.5884	55,484	26.6750
	4		55,465	26.6656	55,645	26.7522	55,825	26.8387	56,005	26.9252	56,185	27.0118	56,365	27.0983

Appendix G
Letter of Understanding
Streets Patching

LETTER OF UNDERSTANDING

This letter is the agreed upon understanding between the City of Saginaw, hereinafter called "the City" and SEIU Local 466-M, hereinafter called "the Union". The parties have entered into this agreement pursuant to the resolution of case no. 00-33155-CL-2 (SEIU v. City of Saginaw). The City has agreed to create a seasonal work crew, specifically for Street Patching. This arrangement would be very similar to the Parks Grounds Keeper crew, used for grass cutting and park work. In that same manner the parties have come together to be proactive in ending a long dispute (The Bargaining Unit Erosion) and reducing cost to operations.

This agreement shall serve as acknowledgement of the full and final resolution of the above referenced case. The City and the Union agree to the terms and conditions of the Letter of Understanding. Said terms and conditions, including agreed stipulations are as follows.

1. This Letter shall be attached and/or incorporated to the SEIU-Hourly collective bargaining agreement. All other provisions, except as modified or excluded in this letter, of the SEIU-Hourly contract shall apply.
2. The employees shall be a part of the City's work force and will be categorized as "SEASONAL" employees. There shall be a maximum of ten (10) seasonal employee positions, called the "Core" group.
3. Employees shall be employed between March 1 and November 30 of each year, unless mutually agreed upon by the City and the Union that additional employment time is needed.
4. This Letter of Understanding would not negate language in the current SEIU-Hourly contract concerning an employee becoming full-time under Article 15, section 15.20 (b), referred to as the 12-month rule, which includes "Seasonal" employees.
5. The City will not be able to use "Agency Temps" on the Street Patching crew and related functions, between March 1 and November 30 of each year, unless the "Core" group of "SEASONAL" City employees are performing Street Patching activities. The parties may mutually agree to alter this restriction.
6. The employees will be required to do traditional street patching work. These duties include, removing and replacing concrete/asphalt pavement, removing and replacing concrete sidewalk, general pavement and sidewalk repair and maintenance, grading and leveling, cement saw cutting and related Street Division activities.
7. Beginning and ending dates, identified in item #3 & #5 above, will remain flexible to best meet the needs of the Streets Division, as weather conditions permit.
8. The parties agree to alter the Recognition Clause in the SEIU-Hourly contract, to include SEASONAL Street Patching employees.
9. The SEASONAL employee vacancies shall be first offered to remaining senior employees under this agreement.
10. Seniority for the SEASONAL employees shall be established the first year by the drawing of numbers, if hired on the same date, then within each classification.

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11. Work Hours - The SEASONAL employees work time shall be set for 7:00a.m. to 3:30p.m., with one half hour for lunch and two (2) fifteen minute breaks. The workweek shall be forty (40) hours Monday - Friday. The City may need flexibility in setting the starting and finishing hours of work, primarily due to whether conditions.

12. Probation Period - Each newly hired SEASONAL employee shall serve a thirty-day probationary period. Employees shall become Union members at the completion of their one-time thirty-day probationary period. The City shall process the Union initiation fee and Union dues the same as full-time employees.

13. Wages, Classifications and Benefits

Wages per classification:	Cement/Asphalt finisher & crew leader	\$12.00
	Cement/Asphalt finisher	\$11.00
	Backhoe operator	\$11.00
	Truck driver/Equipment operator	\$10.00
	General Laborer	\$8.50

Overtime is paid at the rate of time and one half the hourly rate for all hours worked over forty hours in a week. All paid time off shall as time worked for the purpose of overtime.

Out of Class Assignments shall mean when an employee is assigned work at a higher classification, said employee shall be paid the rate of pay for the type of work performed. The assignment shall be in four (4) hour or eight (8) hour time blocks, with the most senior employee in the next highest classification getting the first opportunity.

Benefits: The Street Patching employees would be entitled to single coverage Health insurance - Community Blue PPO, single coverage Dental and Vision, with the premium cost paid by the City. Employees may purchase coverage for their dependents at City rates. The employees may opt-out of the Health insurance only.

Paid Time-off (PTO) - Employees shall receive seven (7) PTO days each year, after completing the initial thirty-day probation. Each November 30, employees will cash out all unused PTO days at their current rate of pay. There will be no carry-over of PTO days from year to year.

Retirement - The City shall contribute 5% of each employees wages into a 457 Deferred Compensation Plan or 401 (A) - (with approval from ICMA). Employees may contribute, if they choose. All funds will belong to the employees.

Holidays - Employees shall be entitled to three (3) paid holidays in accordance with this agreement (Memorial Day, July 4th, and Labor Day).

Bereavement Leave - Shall be as stated in the SEIU-Hourly contract.

Life Insurance - Each employee will be covered by \$10,000 life insurance policy.

*Benefits will be paid to employees only during their work months.

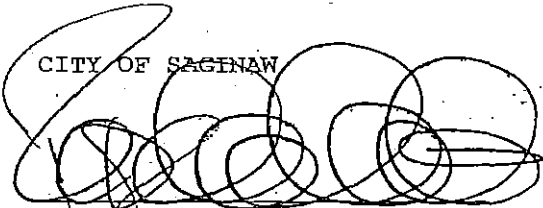


14. Layoff & Recall - Shall be based on bargaining unit seniority within classifications. The "Core" group of Street Patching employees may apply for full time hourly positions and shall be considered before SEIU regular part-time employees.

15. Economic Benefits that employees would "NOT" be entitled to: Educational benefits, pregnancy leave, longevity, call-in-pay, stand-by pay, Jury duty pay, injury-time benefits, short/long term disability benefits, family coverage for health care, dental/vision.

The signatures below evidence the parties' full acknowledgement and agreement in this Letter of Understanding.

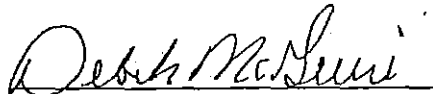
CITY OF SAGINAW



Ralph D. Carter

Date 4-24-03

SEIU LOCAL 466-M



Deborah McGuire

Date 4-24-03



Appendix H
Letter of Understanding
Parks Grass Cutting

LETTER OF UNDERSTANDING

This letter is the agreed upon understanding between the City of Saginaw, hereinafter called "the City" and SEIU Local 466-M, hereinafter called "the Union". The parties have entered in to this agreement pursuant to language in the SEIU-Hourly contract, under Article 5.00, paragraph c, of that agreement. The City has followed the language with respect to having discussions with the Union about the subcontracting of bargaining unit work, specifically, the Parks Grass Cutting. The City supplied the Union with a bid packet, copies of bids submitted and the relative information as it would pertain to parks grass cutting specifications. The Union exercised their option of submitting a proposal to the City as an alternative to subcontracting the work outside of the SEIU-Hourly bargaining unit. As a matter of the contract language and the City's cost reduction efforts, the City agreed to accept the Union's proposal, with minor modifications.

The terms and conditions of this Letter of Understanding have been agreed to by the City and the Union. Said terms and conditions, including agreed upon modifications are as follows,

1. This Letter shall be attached to the SEIU-Hourly collective bargaining agreement. All other provisions, except as modified or excluded in this letter, of the SEIU hourly contract shall apply.
2. The employees shall be a part of the City's work force and will be categorized as "SEASONAL" employees. There shall be ten (10) seasonal employee positions, called the "Core" group.
3. Employees shall be employed from April 1 through October 31 of each year, unless mutually agreed upon by the City and the Union that additional employment time is needed.
4. This Letter of Understanding would not negate language in the current SEIU-Hourly contract concerning an employee becoming full-time under Article 15, section 15.20 (b), referred to as 12-month rule, which includes "Seasonal" employees.
5. The City will not be able to use "Agency Temps" in the Park grass cutting and related functions, between April 1 and October 31 of each year, unless the "Core" group of SEASONAL City employees are performing Park grass activities. The parties may mutually agree to alter this restriction.

Letter of Understanding

6. The employees will be required to do traditional park work that was previously performed by former SEIU park employees. These duties include mowing of City Park grounds, trimming, debris pick-up and property management related activities with no overtime, such as, placement or arrangement of park picnic tables for special event activities.

7. Beginning and ending dates, identified in item 3 above, will remain flexible to best meet the needs of the Park properties as weather conditions permit.

8. The parties agree to alter the Recognition Clause in the SEIU-Hourly contract, to include SEASONAL Park Employees.

9. The SEASONAL employee vacancies shall be first offered to remaining senior employees under this agreement.

10. Seniority for the SEASONAL employees shall be established the first year by drawing of numbers, if hired on the same date, then within each classification.

11. Work Hours - The SEASONAL Employees work time shall be set for 7:00a.m. to 3:30p.m., with one half hour for lunch and two (2) fifteen minute breaks. The workweek shall be forty (40) hours Monday - Friday.

12. Probation Period - Each newly hired SEASONAL Employee shall serve a thirty (30) day probationary period. Employees shall become Union members at the completion of their one-time thirty (30) day probationary period. The City shall process the Union initiation fee and Union dues the same as full-time employees.

13. Wages, Classifications and Benefits

Wages per classification: Large Mowers (580D & Bush hogs)	\$9.00/hr
72" Mowers	\$8.25/hr
Trimmers, raking,	\$7.50/hr
Push-mowers & clean-up	

Overtime is paid at the rate of 1.5 times the hourly rate for all hours over (40) in a week. All paid time off, serves as time worked. Out of Class Assignments, shall mean an employee is paid the rate of pay for the type of work they perform. The assignment shall be in 4 hour or 8 hour time block, with the most senior in the next higher classification getting the first opportunity.

Page #3.

Letter of Understanding

Benefits: The SEASONAL Employees would be entitled to single coverage Health insurance - Community Blue PPO, single coverage Dental and Vision, with the premium cost paid by the City. Employees may purchase coverage for their dependants at City rates. The employees may opt-out of the Health insurance only.

Paid Time-Off (PTO) - Employees shall receive seven (7) PTO days each year, after completing the initial thirty (30) day probation. Each October 31, employees will cash-out all unused PTO days at their current rate of pay. There will be no carry over of PTO days from year to year.

Retirement - The City shall contribute 5% of each employees wages into a 457 Deferred Compensation Plan or 401(A)-(with approval from ICMA). Employees may contribute, if they choose. All funds will belong to the employees.

Holidays - Employees shall be entitled to (3) paid holidays in accordance with this agreement (Memorial Day, July 4th and Labor Day).

Bereavement - As stated in the SEIU-Hourly contract.

Life Insurance - Each employee will be covered by \$10,000 life insurance policy.

Benefits will be paid to employees only during their work months.

14. **Layoff & Recall** - Based on bargaining unit seniority within classifications. The "Core" Seasonal employees may apply for full time hourly positions. They shall be considered before SEIU regular PT employees.

15. Economic benefits that employees would NOT be entitled to: Educational Benefits, pregnancy leave, Longevity, call-in-time, stand-by pay, Jury Duty Pay, injury-time benefits, short/long term disability benefits, family coverage for health care, dental/vision.

The parties' full acknowledgement and agreement to this LETTER OF UNDERSTANDING, is evidenced by the signatures below.

CITY OF SAGINAW

Ralph D. Carter
Date 6/29/01

SEIU LOCAL 466-N

Deborah McGuire
Date 6-29-01

APPENDIX H (1)
ADDENDUM

Letter of Understanding
Parks Grass Cutting

This addendum is the agreed upon understanding between the City of Saginaw hereinafter called "the City" and SEIU Local 517M, hereinafter called "the Union". The parties have agreed to the following:

Benefits

The SEASONAL Employees would be entitled to single coverage Health insurance-Community Blue PPO-3 (CB3), single coverage Dental and vision, with the premium cost paid by the City. Employees may purchase coverage for their dependents at City rates. The employees may **opt-out** of the health insurance only. Benefits shall be paid to employees only during their work months.

Paid Time Off (PTO)

Employees shall receive seven (7) PTO days each year, after completing the initial thirty (30) day probation. Each October 31, employees will cash-out all unused PTO days at their current rate of pay. There will be no carry over of PTO days from year to year. If any seasonal employee works beyond November 15th of each year, shall receive one (1) added PTO day.

Holidays

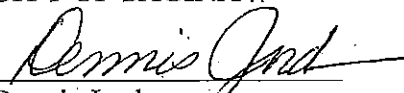
Employees shall be entitled to four (4) paid holidays in accordance with this agreement (Memorial Day, July 4th, Labor Day, and Veteran's Day).

Wages Per Classification (effective July 2009)

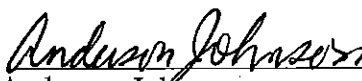
Large Mowers (580D & Bush Hogs)	\$10.8174
72" Mowers	\$ 9.5634
Trimmers, Raking, Push Mowers & Clean up	\$ 8.4872

The parties' full acknowledgement and agreement to the ADDENDUM of the Letter of Understanding, is evidenced by the signatures below.

CITY OF SAGINAW


Dennis Jordan
Date 4.5.10

SEIU LOCAL 517M


Anderson Johnson
Date 4/5/10

