

**THE CITY OF SAGINAW**



**SALARY BARGAINING UNIT  
JULY 1, 2006 - JUNE 30, 2012**

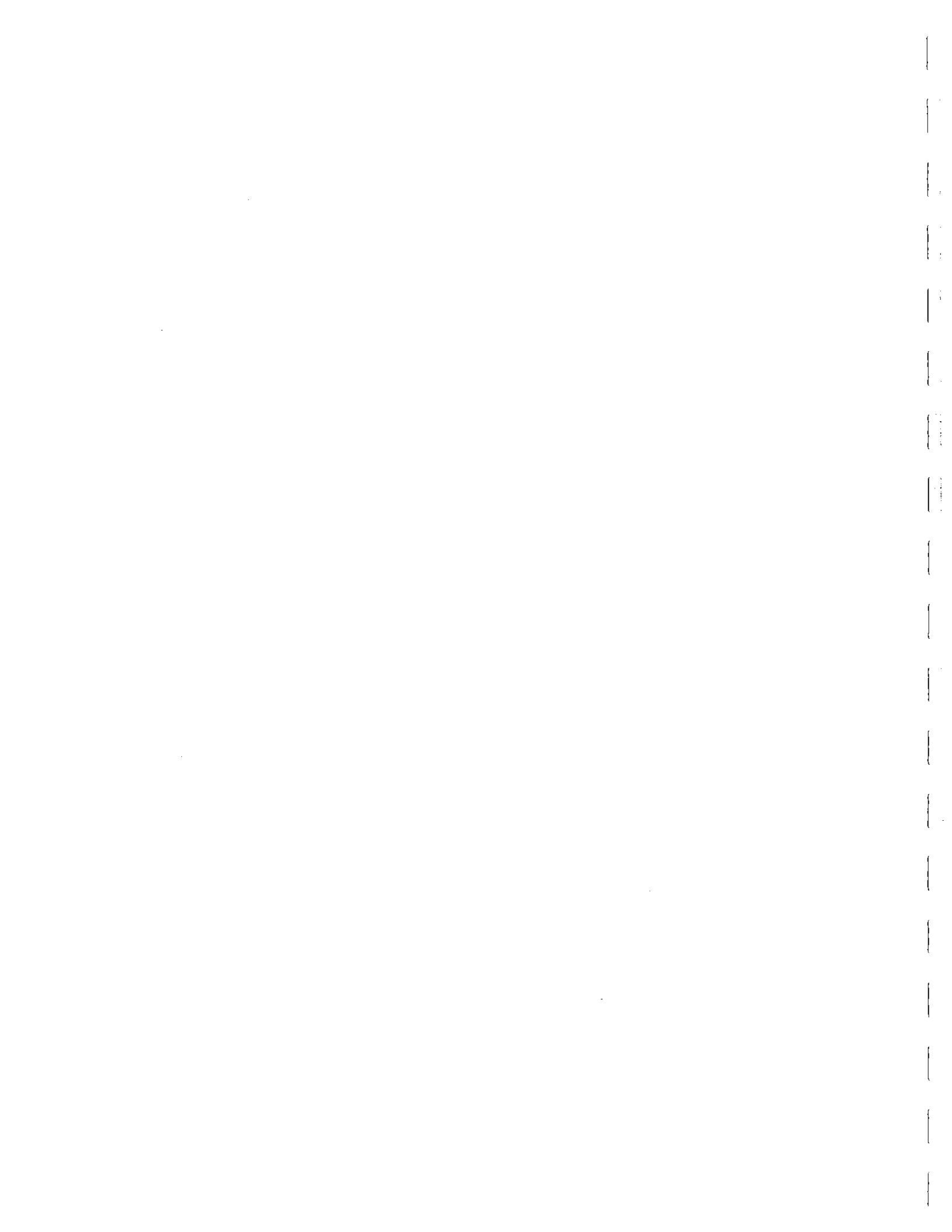


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COLLECTIVE BARGAINING AGREEMENT  
FOR SALARIED BARGAINING UNIT, S.E.I.U., LOCAL 517-M

AND

CITY OF SAGINAW

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 full-time clerical, fiscal, engineering, technical, welfare, recreation and those crafts and maintenance employees holding classifications listed in Appendix "A."

**2.20 Rights of Individual**

In the event an individual employee chooses to represent himself/herself in the processing of his/her own grievance, the employer will notify the Union. The Union shall be allowed to have a silent observer, without pay, witness any discussions and adjustments of the grievance. Any adjustments, which may result there from shall be consistent with the terms of this Agreement.

3.00 Employer-Employee Union Defined

The term "employee" as used in this Agreement shall mean any employee within the bargaining unit as described in paragraph 2.10 above. The term "employer" or "City" as used in this Agreement shall mean the City of Saginaw or its designated representative(s), including those specifically designated in this Agreement. The term "Union" as used in this Agreement shall mean Local 517-M, Service Employees International Union, AFL-CIO, CLC.

#### 4.00 Union Security

Each employee who would be eligible to acquire or maintain membership in the Union and who fails voluntarily to acquire or maintain membership in the Union shall be required as a condition of employment, upon completing the probationary period, to pay to the Union each month a service charge as a contribution toward the administration of this Agreement and the representation of such employees. The service charge shall be an appropriate amount set by the Union.

During the term of this Agreement, for those employees for whom properly executed payroll deduction authorization cards are delivered to the Finance Department, the employer will deduct from their pay each month the monthly Union dues along with a one time initiation fee as designated to the Finance Department by the financial secretary of the Union and shall promptly remit any and all amounts so deducted to the financial secretary of the union. Employees entering the bargaining unit from the S.E.I.U. Part-time bargaining unit shall continue to have Union dues/Service charge deducted from their pay and shall not be required to execute an additional authorization card. Such employees shall be required to pay the amount required for full-time employees, however, such employees shall not be required to pay an additional initiation fee. Such Part-time employees entering the bargaining unit from the Part-time bargaining unit, shall not have access to the grievance procedure for the purpose of discipline and discharge during their initial probationary period as a full-time employee.

The Union agrees to indemnify and save the employer harmless against any and all claims, suits, and other forms of liability that may arise out of or by reason of action taken in reliance upon such individual authorization cards or by reason of the employer's compliance with the provisions of this article.

#### 5.00 Management Rights Clause

The City, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States.

Further, all rights which ordinarily vest in and are exercised by employers except such as are specifically relinquished herein are reserved to and remain vested in the City, including but without limiting the generality of foregoing the right:

- A. To manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the

control of materials, tools and equipment to be used, and the discontinuance of any services, material or methods of operation;

- B. To introduce new equipment, methods, machinery or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment and tools to be purchased;
- C. To subcontract or purchase any or all work, processes or services, or the construction of new facilities or the improvement of existing facilities; Subcontracting of additional bargaining unit work shall be a mandatory topic for discussions through the joint Management-Labor Committee. These discussions shall take place during the onset of the contemplation of additional subcontracting of bargaining unit work or as soon as possible. During the discussions the City and Union shall work together in an attempt to avoid additional subcontracting of bargaining unit work and such discussions shall also be in accordance with all other provisions listed elsewhere in this agreement.
- D. To determine the number, location and type of facilities and installations;
- E. To determine the size of the work force and increase or decrease its size;
- F. To hire, assign and layoff employees, to reduce the workweek or the workday or effect reductions in hours worked by combined layoffs and reductions in workweek or workday;
- G. To permit municipal employees not included in a bargaining unit to perform bargaining unit work when, in the opinion of management, this is necessary for the conduct of municipal services;
- H. To direct the work force, assign work and determine the number of employees assigned to operations;
- I. To establish, change, combine or discontinue job classifications and prescribe and assign job duties, content and classification, and to establish wage rates for any new or changed classifications;
- J. To determine lunch, rest periods and cleanup times, the starting and quitting time and the number 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, promote, and demote employees from one classification, department or shift to another;
- O. To select employees for promotion or transfer 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 F)

#### 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 clearly 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 and Bargaining Committee Defined

The Grievance Committee shall be composed of three (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 four (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 Committee Members

Committeemen, stewards and/or alternates shall be paid by the employer for necessary 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 their intended absence from their regular work assignments to process such grievances has been authorized by the employer. Such authorization shall not be unreasonably withheld. 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 three (3). 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 four (4) employees elected within the bargaining unit as set forth in paragraph 8.10 shall be paid by the employer for necessary time lost in negotiations with the City of Saginaw only during their regularly scheduled working hours at their regularly scheduled earned rate. The Office of Employee Services 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 four (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 and prior approval is obtained. Such approval shall not be unreasonably withheld.

**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 telephone number of officers, committeemen, stewards and alternate stewards shall be given in writing to the Office of Employee Services at least seven (7) calendar days prior to their assuming office. No officer, committeeman, steward, or alternate steward shall function as such until the Office of Employee Services has been advised of his/her selection in writing by the officers of the Local Union, or representative of the International Union or State Council.

**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 between the parties relative to hours, wages and working conditions.

13.00 Any committeeperson, 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 Procedure:** Grievances shall be handled in the following manner:

**14.40 Step One: Immediate Supervisor Level/ Division Head Level**

14.41 An employee who has a grievance shall submit it in writing to his/her immediate supervisor within five (5) working days after the event, giving rise to the grievance or within five (5) working days after he/she should have reasonably become aware of it. In no case shall the time exceed thirty (30) days from the date of occurrence of the event. The grievance shall be on forms supplied by the employer. The City and Union agree to discuss the development of a new grievance form. However, management shall make the final determination on the content of the form. The grievance shall state the event, condition, or circumstance, giving rise to the grievance, the provisions of the Agreement allegedly violated or misinterpreted, state the relief requested, and be signed by the employee.

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

14.43 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.

14.44 Any 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 a specified grievance.

14.45 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 provisions 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.

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

**14.50 Step Two: Department Head Level**

14.51 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 receipt of the division head's written answer.

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

14.53 The employee's department head shall render his/her written disposition of the grievance within five (5) working days after the meeting provided in 14.62.

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

**14.60 Step Three: City-Wide Level**

14.61 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 two.

14.62 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.

14.63 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.

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

**14.70 Step Four: Arbitration**

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

- 14.72 Any grievance processed by the Union may only be submitted for arbitration by the Union.
- 14.73 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 FMCS, in which case within ten (10) working days of receipt of the second list from 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.
- 14.74 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.
- 14.75 The arbitrator shall have no power to alter, add to, subtract from, ignore relevant provisions, or modify any of the provisions of this agreement.
- 14.76 The decision of the arbitrator shall be final and binding on all parties and they hereby agree to abide by such decisions.
- 14.77 The cost of the arbitrator's fee under this paragraph shall be divided equally between the City and the Union.

#### **14.80 Miscellaneous**

- 14.81 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.
- 14.82 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. Grievances not answered by the City in the specified time limits above, shall be deemed to be automatically appealed to the next step of the grievance procedure, unless the City's Office of Employee Services is notified in writing by the Union that it does not want to appeal the matter further. The City is required to provide the Union with grievance answers as set forth in the grievance procedure. In the event the City fails to comply with the contractual time limits, and the City's Office of

Employee Services is notified in writing of the Union's desire to continue the grievance, further time limits shall be computed from the date that the City meets its contractual responsibility to provide such grievance answer. The City shall make every effort to abide by the time limits set forth in this grievance procedure.

- 14.83 The term "working day" as used in this Article shall mean the days Monday through Friday, inclusive, but shall exclude holidays as defined herein.
- 14.84 Grievances involving suspensions or discharges shall be initiated at the step three 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 grievances shall be submitted within five (5) working days after 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.
- 14.85 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.
- 14.86 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.
- 14.87 Employees who elect to process certain grievances in accordance with section 40 of the Saginaw City Charter (Personnel Advisory Board) shall be precluded from processing the same grievance through arbitration as provided herein.
- 14.88 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 Probationary Employees - Status as a full-time employee shall be acquired by:

- A. Being appointed to a 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 for nine months shall be made full-time. Exceptions to this nine-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 nine months 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, full-time 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 nine months.

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. Employees initially hired by the City shall not be covered by the terms and conditions of this labor agreement during their initial probationary period unless otherwise specifically stated herein.

An employee's seniority shall be considered continuous except when he/she voluntarily resigns, retires, or is discharged for cause or is absent from work as scheduled for three (3) consecutive days without notice to the Employer.

**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. Said probationary period may be extended upon the mutual written agreement of the Union and the Employer for up to six (6) additional months.

**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 City-wide 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 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, Citywide seniority.

#### 16.00 Longevity Compensations

Rules governing payment of longevity compensations are as follows:

**16.10** Longevity compensation will be granted to employees upon the completion of 5 years of service with the City and additional increments will be paid at the completion of 5-year intervals thereafter up to and including 25 years of service.

**16.20** Longevity compensation is based upon total continuous, uninterrupted 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 5, 10, 15, 20 and 25 years of service at the rate of 2080 hours, equaling 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 annual rate upon completion of 5 years of continuous full-time service

4% of annual rate upon completion of 10 years of continuous full-time service

6% of annual rate upon completion of 15 years of continuous full-time service

8% of annual rate upon completion of 20 years of continuous full-time service

10% of annual 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 compensations.

**16.70** 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. 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 employee's expressed preference to the fullest extent possible. Also, when an employee makes a lateral bump to the same classification, that they hold, no trial period will be necessary.
- 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, the employee shall be given forty-five (45) calendar day trial period to demonstrate whether the employee is capable of assuming the full responsibilities of the job. When an employee bumps into the same classification that they hold, no trial period will be necessary.
- 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 the layoff 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) calendar 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 PTO adder shall be based on the employee's original date of hire. PTO 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 PTO time was paid off, shall have the option of buying back any or all paid off PTO 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 PTO and longevity computed as of their original date of hire minus time spent on lay off. Bargaining unit employees shall be recalled to their former classification before such classifications are filled from the outside in accordance with Article 21.00.

#### **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** Job Posting

Posting of jobs: All job openings shall be posted on each Union division bulletin board as provided in Article 48.00 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.

#### **20.00** 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 from the bargaining unit, 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.

## 21.00 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 salaried bargaining unit from the hourly bargaining unit will serve a thirty 30 day orientation period as part of a ninety day (90 day) probationary period. Employees are NOT excluded from overtime opportunities during a probationary/orientation 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

Vacancies will be filled from the appropriate register in accordance with the following priority:

#### 21.10 Recall - Pursuant to Article 17.00.

#### 21.20 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 office of Employee Services 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 office of Employee Services 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 Article 48.00 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 SEIU (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 office of Employee Services office 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.

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

21.31 Unit Seniority

21.32 Department Seniority

21.33 Division Seniority

21.34 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 class, 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 a 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 salaried bargaining unit from the hourly bargaining unit will retain their Citywide seniority and enter said unit with no bargaining unit seniority (unless prior salaried 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.

**21.40** 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.

**21.50** 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.

**21.60** 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.

**21.70** An employee shall be paid upon being transferred the same rate as in his/her prior position and his/her salary progression, shall not, be affected by the transfer.

**21.80** Any employee filling a vacancy of a non-promotional nature shall be on probation in that position for 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.

## 22.00 Reallocations 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.

## 23.00 Work Hours and Premium Pay Rates

**23.10** 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.

- 23.11 For the purpose of computing premium pay, a regularly scheduled work shift shall consist of eight (8) hours. Unpaid lunchtime is excluded from the computation of premium time.
- 23.12 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.



23.13 There shall be five steps of premium payments:

- A. Shift Premium
- B. Overtime: General
- C. Overtime: Saturday
- D. Overtime: Sunday
- E. Overtime: Holidays

23.14 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.

**23.20 Shift Premium**

23.21 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.

23.22 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.

23.23 Where shift work is required, assignment to such shift shall be done according to bargaining unit seniority with the most senior employees in the classification having priority for the 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 bargaining unit 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 transfer, shall only, be made by employees in the section 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, 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 (30) days in order to:

1. Compensate for fluctuating or emergency workloads,
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.

### **23.30 Overtime: General**

- 23.31 Where it is necessary for overtime work to be performed, department heads may specifically authorize such overtime work, but every effort should 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 over eight (8) hours in a day.
- 23.32 The City shall provide at least twelve (12) hours notice prior to the start of the employee's, reassigned shift, which will then be considered the employee's new regularly scheduled shift.
- 23.33 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.
- 23.34 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/she is released from work for 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.

#### **23.35 Compensatory Time**

Employees may elect to receive compensatory time off in lieu of overtime pay as provided in Article 23.00. 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.

#### **23.40 Overtime: Saturday**

23.41 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.

#### **23.50 Overtime: Sunday**

23.51 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 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 officer, bargaining committee and grievance committee for the purpose of conducting Union business shall be counted as time worked for the purpose of computing overtime.

### 23.60 Overtime: Holidays

23.61 In addition to 8 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 36.20 is the day for which the double time premium is paid.

23.62 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 8 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.

23.63 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.

### 23.70 Equalization of Overtime

23.71 It is the intent that the opportunity for all employees within sections and classifications 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.

23.72 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 three hours.

23.73 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 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. Such absent employees may be asked for overtime where other bargaining unit employees are unavailable or where necessary.

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.

23.74 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.

### **23.80 Reporting for Overtime and Emergency Work**

23.81 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 23.34 and Section 23.70.

23.82 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 23.34 and 23.70.

### **23.90 Pyramiding of Premium Payments**

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

### **24.00 Meal Periods**

24.10 An employee shall be entitled to an unpaid meal period of not less than 30 no more than 60 minutes as determined by department policy. The meal period shall be scheduled as near as practicable after completion of approximately one-half of his/her scheduled shift.

24.11 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.

**24.20** 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 two hours past the end of his/her regularly scheduled work shift, provided said employee is to be required to work beyond such meal break.

**24.30** Employees called out for overtime work shall be entitled to ½ hour unpaid 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.

#### **25.00** Meal Periods During Emergency Work

**25.10** 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.

**25.20** 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:

**25.21** Six hours shall be a maximum length of time required to work without eating.

**25.22** Arrangements may be made by the supervisor to purchased food and eat on the job site. In which case, the employer will bear the expense of the meal.

**25.23** The crew may leave the job site and will be allowed mealtime as provided for in paragraph 25 to obtain food. In this case, the employee will bear the expense of the meal.

#### **26.00** Lunch Hour Procedures

**26.10** 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. The employer reserves the right to designate the site of a meal period to minimize paid travel time where applicable under Article 26.20.

**26.20** The unpaid lunch period shall be not less than 30 nor more than 60 minutes as provided under Article 25.10 including wash up time and travel time. However, employees who through the nature of their work need to clean up before eating will be granted such paid time, not to exceed five minutes for

cleanup. Employees who are assigned to work at a location other than their shift reporting location will be allowed the paid time necessary to travel to and from said shift reporting location for their lunch period. Any deviation from the regular scheduled lunch period must be approved by appropriate supervisory personnel.

#### 27.00 Rest Periods

**27.10** 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.

#### 28.00 Clean-Up Time

**28.10** Employees, who through the nature of their work need to clean up at the end of their work shift, will be entitled to a reasonable amount of paid clean-up time not to exceed seven minutes.

#### 29.00 Reporting Time

Any employee scheduled to come to work without having been properly notified that there will be no work shall receive a minimum of two (2) hours work or two (2) hours pay at the regular hourly rate. This guarantee is not applicable when public facilities are closed due to weather and such closure is reported in local public media prior to employees leaving for work. Employees may use earned vacation time for such days.

#### 30.00 Call-In Pay

When an employee reports for work when called in outside of his/her scheduled shift, he/she shall be paid one (1) hour at time and one-half plus time worked at applicable rate. A two (2) hour minimum call-in period shall be provided unless the employee wishes to leave the job earlier.

**30.10 Emergency Stand-By** If, employees are required to do stand-by duty they 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.

#### 31.00 Paid Time Off (PTO)

**31.10** The PTO schedule is as follows:

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	22 days + 6 days for S/L = 28
Over 10 years, less than 15	24 days + 6 days for S/L = 30
Over 15 years	27 days + 6 days for S/L = 33

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).

**31.20** 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).

**31.30** PTO days with pay 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.

**31.40** 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.



**31.50** Paid holidays falling within scheduled PTO days will not be charged against the earned PTO days.

**31.60** 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 off 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.

**31.70** 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.

31.71 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.

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

**31.80** 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.

### 31.90 Priority

31.91 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 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, 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) working 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 PTO day schedules as provided in Article 31.60 nor does it waive the requirement of the employee to obtain a signed approved PTO day request form prior to their leave. PTO day(s) requests for the ten (10) working days period following the close of the PTO day scheduling period shall be approved or denied as soon as possible.
- B. Employees may schedule PTO days after the PTO day 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 day scheduling months may be bumped by more senior employees provided such PTO days are scheduled less than two weeks in advance.

31.92 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 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.

31.93 Time off work on PTO leave, short/long term disability provisions and 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.

31.94 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 employee's use of PTO time in certain situations where possible abuse is evident.

### 32.00 Bereavement Leave

32.10 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, son-in-law, daughter-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.

- i. 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.
- ii. Verification of the death shall be provided when not attending actual funeral. The obituary of the relative involved may serve as verification.

32.20 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.

32.21 The employee shall provide proper verification appointing the employee as an executor or executrix of an estate to the City. PTO days used in this manner shall be used in no less than four (4) hour segments.

- i. Nothing herein shall prevent an employee from using PTO days as provided for in Article 31.00.

### 33.00 Short and Long Term Disability

#### Short Term Disability

33.10 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 (1<sup>st</sup>) day for an accident or injury and the eighth (8<sup>th</sup>) day for illness. Benefits shall be paid at 66 2/3% of the employee's wage.

33.20 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

33.30 All employees who have completed the probationary period shall be covered by Group Long Term Disability Plan. 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.

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 of family members shall not exceed ten (10) days in a contract year.

33.40 Up to four (4) hours shall be considered PTO time for doctor 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. The department may require proof of such visit.

The employees shall notify their supervisor of doctor's appointments upon becoming aware of such appointments.

**33.50** When an employee has been absent for five (5) consecutive 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 a 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 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.

**33.60** 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. The City Manager's decision shall be final.

**33.70** 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 33.60.

#### **34.00** 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.

### 35.00 Holidays

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

35.11 To be eligible for a paid holiday the employee must have worked his/her entire last preceding regular scheduled workday before the holiday and have worked his/her first succeeding regular 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.

**35.20 Holidays** All employees shall receive the following holidays as paid holidays:

- New Year's Day
- 3<sup>rd</sup> 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.

### 36.00 Injury Time

Each full-time employee who is unable to work as a result of an injury arising out of and in the course of his/her employment shall receive full pay for a period not to exceed 4 weeks following date of injury and 75% of regular pay for any such time lost in the subsequent 48 weeks, provided that a committee composed of the City Manager, City Attorney and Health Officer may grant an additional 25% in individual cases upon a showing of merit during the 48-week period; and provided further that the committee determination shall be reviewed at least once in each 4-week period. Payment shall be made as follows:

Such an employee shall be paid an amount, which together with the weekly workmen's compensation benefits to which he/she may be entitled, shall equal in the case of a salaried employee his/her regular biweekly salary rate at the time of the injury. Further payments shall then be made as required under the provisions of the Worker's Compensation Act (Act 10 of Public Acts of 1912, First Extra Session, as amended). Provided that no employee, on or after the commencement date of any pension to which said employee, may be entitled by reason of employment by the City of Saginaw, shall be entitled to further benefit as provided herein.

When an employee has been unable to work, as herein before provided, for such time as to be entitled to Workmen's Compensation benefits for the first week of disability, said employee shall refund to the City an amount equal to the amount of Workmen's Compensation benefits payable for said first week of disability. It is intended hereby that no employee shall receive more than his/her regular biweekly salary or weekly wage by reason of the provisions of this section.

PTO leave shall accrue while the employee continues to receive injury time benefits or the sick leave benefits described below. PTO leave and annual leave shall cease to accrue while an employee is receiving Workmen's Compensation only. An employee who becomes disabled and continues to be disabled more than 1 year after the date of a work related injury may use accumulated sick leave to supplement Workmen's Compensation benefits. In such cases sick leave is to be used as follows:

One-half day of PTO leave for each workday the employee is absent.

In order to receive injury leave benefits, the employee must contact the Health 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.

**36.10 Physical Inability to Work** 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.

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.

### 37.00 Unpaid Leaves of Absence

**37.10** 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 one year. Upon expiration of the leave, the employee will be reinstated to the position held before the leave was granted.

**37.20** Failure of the employee to report promptly at the expiration of the leave shall be cause for dismissal.

**37.30** 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) 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 12 months. Upon expiration of this leave, the employee shall return to work or his/her work with the City shall be terminated.

**37.40** No leave shall be granted to an employee for the purpose of seeking or obtaining employment elsewhere.

**37.50** Leaves of absence without pay for periods not to exceed five (5) days may be granted by the department head.

**37.60** "D" leave shall mean any approved unpaid leave of absence unless otherwise specified. "W" leave shall mean any unapproved unpaid leave of absence unless otherwise specified.

"U" leave shall be unpaid leave of absence for the purpose of conducting Union business.

### **38.00** Military Leave

**38.10** Any 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.

**38.20** 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:

38.21 He/She 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.

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

38.23 He/She 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.

**38.30** 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.

**38.40** 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.

**38.50** 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.

**38.60 Reserve Leaves** Any full-time employee who is an obligated reservist and who must attend an "annual active duty for training" shall be compensated by the employer so as to suffer no wage loss from his/her regular pay for the ten (10) work days of pay he/she would have otherwise been entitled to had he/she been working. Reimbursement for wage loss shall be determined as follows:

- A. Determine the pay the employee would have received from the City for the ten (10) workday period absent.
- B. Determine the military pay for the entire period of leave, not to exceed fourteen (14) calendar days. Military pay includes base pay but excludes all allowances and reimbursement for travel to and from the training site.

If "A" is greater than "B" the employee shall be reimbursed the difference between the two. If "B" is greater than "A", the employee receives no pay adjustment from the City. Leaves of absence for attendance at Reserve duty shall not exceed fourteen (14) calendar days. Employees may take vacation or leave of absence without pay in lieu of military leave for required attendance at the annual active duty for training. Such leave shall be granted only upon advance notice of one (1) week to the employer.

### 39.00 Disciplinary Procedures

**39.10 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.

**39.20** 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 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.

**39.30** 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 24 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 24 months from the date of issue of the last warning.

All disciplinary actions, 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 36 months unless the employee commits a similar offense, in which case all such similar actions shall remain in effect for a period of 36 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 Salaried Employees shall be issued within six (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, seventy-five (75) days of the incident.

#### 40.00 Insurance Benefits

**40.10 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.

40.11 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.

**40.20 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 15<sup>th</sup> through November 30<sup>th</sup> 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 \$20 per pay period.
- (E) Effective **July 1, 2009**, Retiree Health Care shall be changed 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 will elect to contribute as follows: Salaried employees: \$2.50 - \$250 per bi-weekly pay.
- (F) A **one time 20 hours** is added to PTO or Comp accrual, will be issued on July 1, 2009.

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

**40.30** 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).

**40.40** 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.

**40.50** 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 C)

**40.60** 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.

**40.70** 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 (65<sup>th</sup>) birthday and, therefore, are not eligible for Medicare coverage. The working restriction shall not apply to retired employees who have reached their sixty-fifth (65<sup>th</sup>) 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 20<sup>th</sup> 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 1<sup>st</sup>. Payment of such premium will be prorated on a quarterly basis.

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 20<sup>th</sup> of any month in order for it to be effective the following month. (Effective July 1, 2000 retirees opt-out shall be \$2,500.

**Article 40.75 moved to Article 40.20.**

**40.80** 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.

**41.00** Car Allowance

In the event that any 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 the mileage rates set forth by the City.

**42.00** Protective Clothing and Safety Equipment

The Employer shall make proper provisions for the work-related safety and health of all employees. Employees are required to comply with safety regulations. The employer will furnish required nonprescription safety glasses, goggles, canvas gloves, rain clothing, rubber gloves, and boots to employees when essential. The employee, if and when supplied, must use this equipment. The City shall contribute \$100 every other year toward the purchase of prescription safety glasses for employees required to wear, the same.

**42.10** In the event the employer requires any employee to wear a special type safety footwear, the employer shall provide such footwear and shall be reimbursed by the employee for the amount in excess of \$10 of the purchase price. Such footwear becomes the property of the employee and shall be given normal care and protection.

**42.11** The employer shall reimburse employees for up to \$35 for repairing or replacing prescription glasses when damage or loss is directly caused by and during the proper performance of job duties and where employee negligence is not the cause.

#### 43.00 Safety Meetings

There shall be 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. Safety meetings shall be held upon mutual agreement of the parties, however, either party may unilaterally call for a safety meeting not more than once every 3 months.

**43.10** 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.

**43.11** A union Safety Coordinator may attend safety meetings without pay.

#### 44.00 Uniforms

**44.10** The City shall provide uniforms for employees in traffic engineering, civic center, water treatment operations, inspections, and others as required by the City, with the exception of clerical and professional employees. Employees in the Parking Ramps will be provided with five long sleeve shirts, five short sleeve shirts and four pair of pants each year. Employees in the water treatment operations will be provided with five (5) changes per week. Employees in the inspections division will be provided with five (5) long-sleeved shirts and five (5) short-sleeved shirts per year.

#### 45.00 Tool Allowance

The City shall furnish tools it deems necessary to bargaining unit employees. City employees shall be responsible for assigned tools lost or damaged through negligence of the employee. If a bargaining unit employee is required by written notice to furnish, as a condition of continued employment, his/her own tools to perform his/her job, then the City shall pay up to \$75 per year for tools worn or broken on the job.



46.00 Wage Adjustments

**46.10 Trainee Rate** Trainee positions may be established at a rate not less than 70 percent of the prescribed, established pay range for the position while the person is trained to meet the minimum qualifications required for the position, such rate to be approved by the department head, Director of Employee Services, and the City Manager. No person shall occupy a trainee position for more than 6 consecutive months.

**46.20 Automatic and Merit Increases** Employee's who are appointed at the minimum step of the pay range shall be granted pay increases in accordance with the schedule for the classification to which they are assigned in the following manner.

46.21 Step "A" is the entrance pay step. Employees will remain in this step for the first 6 months of employment.

46.22 Step "B" is the second step in the pay range. Employees are eligible for an automatic increase in pay to this step upon completion of 6 months of continuous employment. Upon recommendation of the department head, an employee may receive this increase while serving an extension of his/her probation period.

46.23 Step "C" is the third step in the pay range. Employees are eligible for an automatic increase in pay to this step upon completion of 12 months of continuous, full-time employment.

46.24 Step "D" is the fourth step in the pay range. Employees become eligible for consideration for an automatic increase to this step upon the completion of 24 months of continuous, full-time employment.

46.25 Step "E" is the fifth step in the pay range. Employees become eligible for consideration for a merit increase to this step upon the completion of 36 months of continuous, full-time employment.

46.26 Step "F" is the sixth step in the pay range. Employees become eligible for consideration for a merit increase to this step upon the completion of 48 months of continuous, full-time employment.

Merit increases are granted only upon the recommendation of the department head. Employees who become eligible for merit increases upon completion of the required length of employment shall be considered for merit increases but it

is within the discretion of the department head to deny or postpone such increases for good cause.

**46.30** In those instances when an employee is started above the minimum step for their classification, they shall progress as though they started at the first step. For example, an employee starting at Step "B" would receive an increase after 6, 12, 24 and 36 months.

When an employee moves from one pay range to another due to promotion, reclassification or reallocation, the step progression after initial placement in the new range will be as though that step was the beginning step of the range. For example an employee who moves from Range 19, Step D to Range 21, Step C, will begin the progression at Step C as though it was the beginning step of the range.

**46.40** Effective Dates for Pay Changes The effective date for pay changes relating to promotions, demotions, reclassifications, transfers, reallocations, longevity and other actions affecting a single individual will be on the date of change. Pay changes affecting the entire bargaining unit will be made effective on the same day for all employees.

#### **46.50** Computation of Fractional Payments – Salaried Employees

- 46.51 Computation of Hourly Rate: Equivalent hourly rates of pay for salaried employees shall be computed by dividing the annual rate of pay for the position by the normal annual hours of work (2080 for a 40-hour week).
- 46.52 Upon initial employment, salaried employees who work part of a pay period shall be paid on an hourly basis for the number of hours worked in the pay period.
- 46.53 Any incomplete pay period after initial employment, the employee shall be paid for hours actually worked except that no deduction shall be made for authorized vacation, sick leave, or authorized absences while conducting City business or attending authorized conferences, training or licensing programs.

#### **47.00** 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 pay day will be paid in accordance with the current practice.

**47.10** All employees shall be paid biweekly.

#### 48.00 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.

#### 49.00 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.

**49.10 Cost of Living Program** The City acknowledges that SEIU Local 517-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 50 of the current collective bargaining agreement will remain as text in the 94-97 contract the parties agree to discontinue any payment of COLA under the provisions of Article 50 from July 1, 1994 to June 30, 1997. 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, 1997, 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 517-M expressly preserves 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 50 or no COLA whatsoever in collective bargaining agreements after June 30, 1997. If the parties cannot agree on the issue of COLA, they may avail themselves of any remedies which may then exist under State Law.

#### 50.00 Pensions

Employee' 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. Effective July 1, 1991 the B-4 option.
- C. Benefit Program F-50 of the Municipal Employee's Retirement System statute for members of the bargaining unit who have 25 or more years of credited service.
- D. Effective July 1, 1992 FAC-3 option.
- 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. Employee 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.

**50.10** 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.

**50.11 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

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

#### **51.00 Necessary Seven-Day Operations**

The provisions listed elsewhere in this agreement shall govern any provision not specifically addressed in this article.

**51.10 Work Schedule:** Crews in 24-hour continuous operations shall work in accordance with the five (5) person rotating work schedule illustrated herein. 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. (See Appendix E - Letter of Understanding)

The City shall implement the new Union proposed schedule for a one (1) year trial period beginning October 1, 1994. At anytime during this trial period either party may, upon four (4) weeks notice to the other party, declare the schedule unworkable and revert to the old swing schedule.

During the time the new schedule is in effect, Section 10.10 shall not exclude seven-day operations. If it becomes necessary to revert to the old schedule, Section 23.32 and 23.33 shall not apply to relief shift only.

Section 52.30 shall govern holidays for seven-day operations. Section 23.60 does not apply.

**51.20 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 26.

51.21 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.

51.22 The unpaid lunch period is the employee's 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.

**51.30** Each employee working the five (5) man rotating schedule shall be paid eight (8) hours holiday pay for holidays set forth in 36.20 which they do not work or they shall be compensated with a paid day off in lieu of the eight (8) hours pay.

Each employee working the five (5) man rotating schedule shall be paid two (2) times his/her regular hourly rate for all hours worked on holidays set forth in Section 36.20 in addition to the eight (8) hours holiday pay.

**51.40 Overtime General Time** 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.

**51.50** 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.

**51.60 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.

**51.70 Shift Differential** Employees at the Water 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.

**51.80 Bonuses for Licenses** Any employee of the Water Treatment and/or Wastewater Treatment Plants who earn and maintain any level of operator's license from the State of Michigan will receive a bonus each year according to the following table:

<u>If the highest licensure the Employee possesses is</u>	<u>The employee will receive:</u>
F-1/Class A	\$500/year
F-2/Class B	\$300/year
F-3/Class C	\$200/year
F-4/Class D	\$100/year

The bonus will be paid annually upon proof of licensure.

## **52.00 Wages**

**52.10** 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.

**52.20** The probationary rate for new employees will be established as a range. This beginning point of this range is two steps or pay ranges below the A step of the classification. For example, the probationary rate for the pay range of 19 may vary from the pay rate of a 17A to the rate for a 19A. Management reserves the right to hire within this range.

### 53.00 General Clauses

**53.10** 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.

**53.20** Waiver Clause The parties agree that all negotiable items have been or could have been discussed during negotiations leading to this Agreement. Furthermore, the parties agree to waive required negotiations and reopening of negotiations on any item, whether or not contained herein or whether or not discussed at any time during negotiations, during the life of this Agreement.

**53.30** 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.

**53.40** Subject to the requirements of the City's Affirmative Action Plan, both the City and the Union agree to support the principles of Equal Employment Opportunity and will obey all applicable laws and regulations regarding discrimination against any employee or applicant for employment because of such individual's religion, race, color, national origin, age, handicap, or sex. It is understood, whenever in this Agreement employees are referred to in the male gender, it shall be regarded as referring to both male and female employees.

**53.50** Past Practice Clause, The parties agree that this Agreement incorporates their full and complete understanding and that prior oral agreements or practices inconsistent with this Agreement are superseded by the terms of this Agreement.



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

**54.00** 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.

**55.00** Terms of Agreement

This Agreement shall continue in full force and effect for the period from date of execution of this agreement to June 30, 2012, and thereafter until amended or terminated 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.

**56.00** 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 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 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.

#### 57.00 Political Check-Off

The City hereby agrees to honor contribution deduction authorizations 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.

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

#### 58.00 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 38.30 shall govern.

#### 59.00 Tuition Reimbursement

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.

**59.10 Licensing, Certification, Fees, and Renewals** The City shall reimburse any employee for licensing, certification, and renewal fees including the cost of seminars and/or other training sessions necessary to obtain or renew said licenses or certification.

#### 60.00 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.

#### 61.00 Out of Class Assignments

In the event it becomes necessary to assign bargaining unit work which is allocated to a higher pay range, such employee will be paid at the lowest rate of pay in the newly assigned classification or one step higher than their current rate of pay, whichever is higher.

The employee who performs duties of the higher classification shall be compensated for all time worked on an assignment at the out-of-class rate. Out-of-class assignments will be rotated among the employees within the division where the out-of-class work exists provided said employees possess the present ability to do the required work. The employee with the most bargaining unit seniority who possesses the present ability to do said work assignment shall be given the first out-of-class work assignment within the division. The next senior employee with the present ability to do such out-of-class work shall be given the

next out-of-class assignment and so on through the seniority list. Exceptions to this procedure may be made by mutual agreement by the parties.

62.00 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.

63.00 Time Clocks

No salaried employee shall be required to punch a time clock. Time Clocks shall not be installed in any location where they are not currently in use.

64.00 Job Descriptions

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

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 Employees Services should review it 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.

65.00 Winter Clothing Allowance

Employees required to work out of doors during the months from October 1st to March 31st, the employer, shall provide a winter clothing allowance credit in the amount of \$150.00 per contract year. New hires shall receive \$200 one-time and \$150 thereafter. This credit does not accumulate from year to year. (This article excludes Parking Facilities and Traffic Engineering employees.)

IN WITNESS WHEREOF, the parties hereto have set their hands this 5<sup>th</sup> day of, April, 2010.

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

**CITY OF SAGINAW**

By: Anderson Johnson  
Anderson Johnson, President

By: Greg Branch  
Greg Branch, Mayor

By: Janice Hoffman  
Janice Hoffman, Vice-President

By: Diane Herman  
Diane Herman, City Clerk

By: Raquel Charboneau  
Raquel Charboneau  
Bargaining Team Member

By: Leticia Trevino  
Leticia Trevino  
Bargaining Team Member

By: Robert Davis  
Robert Davis  
Bargaining Team Member

Approved as to Substance

Darnell Earley  
Darnell Earley, City Manager

Approved as to Form

Thomas H Fancher  
Thomas H Fancher, City Attorney

APPENDIX A

CLASS CODE	CLASS TITLE	RANGE
0128	Accountant/SEDC Coordinator	A-37
0099	Accounts Payable Coordinator	A-21
0044	Administrative Professional	O-4
1064	* Assistant Building Inspector II	A-26
1065	* Assistant Building Inspector III	A-29
1125	Associate Planner	A-28
3035	Biologist	A-29
0665	Block Grant Specialist	A-30
1070	Code Enforcement Inspector	A-23
1072	Code Enforcement Specialist	A-26
3360	Collections Correspondent	A-19
5030	Custodial Worker "A"	A-14
0196	Customer Service Coordinator	A-13
0195	Customer Service Representative	A-10
1075	Dangerous Building Inspector	A-26
1080	Electrical Inspector	A-28
1002	Engineering Assistant	A-27
1017	Engineering Technician I	A-27
1045	GIS Analyst	A-34
1042	GIS Technician	A-22
3425	Environmental Compliance Analyst	A-26
0188	Environmental Support Specialist	A-12
0677	Equipment & Safety Specialist	A-23
4035	Filtration Plant Maintenance Person I	A-19
4036	Filtration Plant Maintenance Person II	A-21
4034	Filtration Plant Maintenance Person III	A-24
0725	Firearms & Property Management Specialist	A-26
0112	Income Tax Audit Specialist	A-28
0113	Income Tax Auditor	A-19
0325	Information Svcs. Applications Analyst	A-37
4112	Instrumentation & Controls Technician	A-25
3010	Laboratory Technician	A-26
0052	Legal Assistant II	A-28
0053	Legal Assistant I	A-26
0210	Meter Attendant	A-09
0041	Office Assistant I	O-1
0042	Office Assistant II	O-2
0043	Office Assistant III	O-3
0110	Payroll Specialist	A-26
4098	Plant Maintenance Electrician I	A-26
4097	Plant Maintenance Electrician II	A-32
4026	Plant Maintenance Mechanic "A"	A-29
4013	Plant Operator "A"	A-23
1085	Plumbing/Mechanical Inspector	A-28
1050	* Property Appraiser I	A-24
1055	Property Appraiser II	A-29
1057	Property Appraiser III	A-31

APPENDIX A continued

0585	Property & Evidence Specialist	A-21
0735	Purchasing Assistant	A-20
0515	Rehabilitation Application Specialist	A-23
0645	Residential Rehabilitation Specialist	A-26
0037	SEDC Loan Specialist	A-26
0045	Staff Professional	O-5
0186	Stock Clerk, WT	A-21
1190	Surveying Assistant III	A-24
1195	Surveying Technician I	A-28
0322	TAC/LEIN Operator	A-19
0088	Technical Support Specialist	A-25
4135	Traffic Electrician I	A-30
4136	Traffic Electrician II	A-33
4120	Traffic Maintenance Technician I	A-18
4125	Traffic Maintenance Technician II	A-22
1210	Transportation Engineering Assistant	A-28
1043	Web Technology Developer	A-30

\* Inactive Status





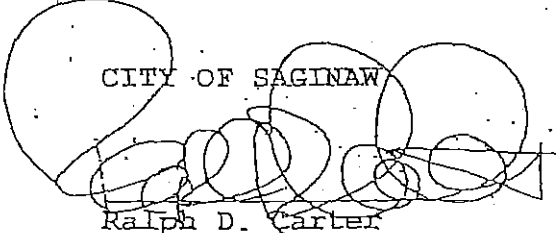
APPENDIX E

LETTER OF UNDERSTANDING

This understanding is hereby agreed to by both parties, that being the City of Saginaw and SEIU Local 466-M. SEIU is the sole and exclusive bargaining representative of the Hourly and Salaried units. It is further understood and agreed that the language listed in Article 52.00 Necessary Seven-Day Operations, of the Salaried agreement, and specifically the reference to schedules being adjusted, altered or temporarily substituted by the Division head, is in full force and mutually agreed to by the parties. There are no contractual restrictions, other than what currently exists in this collective bargaining agreement, between the City of Saginaw and SEIU Local 466-M. The application of this language has been, and is, for meeting the operational requirements of the Water Treatment Plant and the appropriate and efficient delivery of City services.

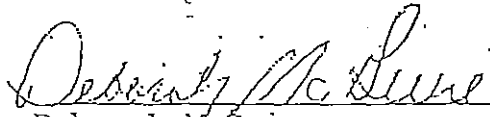
The above-stated understanding is acknowledged and agreed to by the parties that have affixed their signatures below.

CITY OF SAGINAW

  
Ralph D. Carter  
Labor Relations Administrator

Date 10-2-97

SEIU LOCAL 466-M

  
Deborah McGuire  
President

Date 10-2-97

APPENDIX F

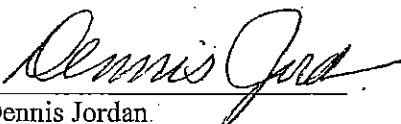
LABOR/MANAGEMENT COMMITTEE ADDENDUM


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

  
Anderson Johnson  
President

Date: 4/5/10

Date: 4/5/10

APPENDIX G  
Pay Tables

Rate Increase: 0%

BI-WEEKLY CLERICAL 07-01-06 THROUGH 06-30-07.

RANGE (1&2 digits)		STEP	RANGE (3rd digit)		Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.									
			0 BASE		2 2%		4 4%		6 6%		8 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
O1	1		22,126	10.6376	22,486	10.8107	22,846	10.9838	23,206	11.1569	23,566	11.3299	23,926	11.5030
	2		23,567	11.3304	23,927	11.5035	24,287	11.6766	24,647	11.8496	25,007	12.0227	25,367	12.1958
	3		25,009	12.0237	25,369	12.1968	25,729	12.3699	26,089	12.5430	26,449	12.7161	26,809	12.8891
	4		26,450	12.7165	26,810	12.8896	27,170	13.0627	27,530	13.2358	27,890	13.4088	28,250	13.5819
	5		27,893	13.4099	28,253	13.5830	28,613	13.7560	28,973	13.9291	29,333	14.1022	29,693	14.2753
	6		29,334	14.1027	29,694	14.2757	30,054	14.4488	30,414	14.6219	30,774	14.7950	31,134	14.9680
O2	1		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	2		25,997	12.4987	26,357	12.6718	26,717	12.8449	27,077	13.0179	27,437	13.1910	27,797	13.3641
	3		27,341	13.1449	27,701	13.3180	28,061	13.4910	28,421	13.6641	28,781	13.8372	29,141	14.0103
	4		28,685	13.7911	29,045	13.9642	29,405	14.1372	29,765	14.3103	30,125	14.4834	30,485	14.6565
	5		30,028	14.4367	30,388	14.6098	30,748	14.7829	31,108	14.9559	31,468	15.1290	31,828	15.3021
	6		31,372	15.0829	31,732	15.2560	32,092	15.4290	32,452	15.6021	32,812	15.7752	33,172	15.9483
O3	1		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	2		27,961	13.4430	28,321	13.6161	28,681	13.7892	29,041	13.9622	29,401	14.1353	29,761	14.3084
	3		29,568	14.2155	29,928	14.3886	30,288	14.5617	30,648	14.7347	31,008	14.9078	31,368	15.0809
	4		31,176	14.9886	31,536	15.1616	31,896	15.3347	32,256	15.5078	32,616	15.6809	32,976	15.8539
	5		32,783	15.7611	33,143	15.9341	33,503	16.1072	33,863	16.2803	34,223	16.4534	34,583	16.6265
	6		34,391	16.5341	34,751	16.7072	35,111	16.8803	35,471	17.0534	35,831	17.2264	36,191	17.3995
O4	1		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	2		30,772	14.7943	31,132	14.9674	31,492	15.1405	31,852	15.3135	32,212	15.4866	32,572	15.6597
	3		32,762	15.7510	33,122	15.9240	33,482	16.0971	33,842	16.2702	34,202	16.4433	34,562	16.6163
	4		34,752	16.7076	35,112	16.8807	35,472	17.0538	35,832	17.2268	36,192	17.3999	36,552	17.5730
	5		36,743	17.6648	37,103	17.8379	37,463	18.0110	37,823	18.1840	38,183	18.3571	38,543	18.5302
	6		38,733	18.6215	39,093	18.7945	39,453	18.9676	39,813	19.1407	40,173	19.3138	40,533	19.4868
O5	1		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	2		37,159	17.8647	37,519	18.0378	37,879	18.2108	38,239	18.3839	38,599	18.5570	38,959	18.7301
	3		38,783	18.6456	39,143	18.8187	39,503	18.9918	39,863	19.1648	40,223	19.3379	40,583	19.5110
	4		40,408	19.4271	40,768	19.6002	41,128	19.7732	41,488	19.9463	41,848	20.1194	42,208	20.2925
	5		42,033	20.2080	42,393	20.3811	42,753	20.5542	43,113	20.7272	43,473	20.9003	43,833	21.0734
	6		43,657	20.9889	44,017	21.1620	44,377	21.3351	44,737	21.5082	45,097	21.6812	45,457	21.8543

Rate Increase: ██████ 0%

**BI-WEEKLY CLERICAL 07-01-07 THROUGH 06-30-08**

RANGE (1&2 digits)	STEP	RANGE (3rd digit)	Rate type - Hourly; Employee Setup - Hourly Step Increases based on contractual language.											
			0 BASE		2 2%		4 4%		6 6%		8 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
O1	1		22,126	10.6376	22,486	10.8107	22,846	10.9838	23,206	11.1569	23,566	11.3299	23,926	11.5030
	2		23,567	11.3304	23,927	11.5035	24,287	11.6766	24,647	11.8496	25,007	12.0227	25,367	12.1958
	3		25,009	12.0237	25,369	12.1968	25,729	12.3699	26,089	12.5430	26,449	12.7161	26,809	12.8891
	4		26,450	12.7165	26,810	12.8896	27,170	13.0627	27,530	13.2358	27,890	13.4088	28,250	13.5819
	5		27,893	13.4099	28,253	13.5830	28,613	13.7560	28,973	13.9291	29,333	14.1022	29,693	14.2753
	6		29,334	14.1027	29,694	14.2757	30,054	14.4488	30,414	14.6219	30,774	14.7950	31,134	14.9680
O2	1		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	2		25,997	12.4987	26,357	12.6718	26,717	12.8449	27,077	13.0179	27,437	13.1910	27,797	13.3641
	3		27,341	13.1449	27,701	13.3180	28,061	13.4910	28,421	13.6641	28,781	13.8372	29,141	14.0103
	4		28,685	13.7911	29,045	13.9642	29,405	14.1372	29,765	14.3103	30,125	14.4834	30,485	14.6565
	5		30,028	14.4367	30,388	14.6098	30,748	14.7829	31,108	14.9559	31,468	15.1290	31,828	15.3021
	6		31,372	15.0829	31,732	15.2560	32,092	15.4290	32,452	15.6021	32,812	15.7752	33,172	15.9483
O3	1		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	2		27,961	13.4430	28,321	13.6161	28,681	13.7892	29,041	13.9622	29,401	14.1353	29,761	14.3084
	3		29,568	14.2155	29,928	14.3886	30,288	14.5617	30,648	14.7347	31,008	14.9078	31,368	15.0809
	4		31,176	14.9886	31,536	15.1616	31,896	15.3347	32,256	15.5078	32,616	15.6809	32,976	15.8539
	5		32,783	15.7611	33,143	15.9341	33,503	16.1072	33,863	16.2803	34,223	16.4534	34,583	16.6265
	6		34,391	16.5341	34,751	16.7072	35,111	16.8803	35,471	17.0534	35,831	17.2264	36,191	17.3995
O4	1		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	2		30,772	14.7943	31,132	14.9674	31,492	15.1405	31,852	15.3135	32,212	15.4866	32,572	15.6597
	3		32,762	15.7510	33,122	15.9240	33,482	16.0971	33,842	16.2702	34,202	16.4433	34,562	16.6163
	4		34,752	16.7076	35,112	16.8807	35,472	17.0538	35,832	17.2268	36,192	17.3999	36,552	17.5730
	5		36,743	17.6648	37,103	17.8379	37,463	18.0110	37,823	18.1840	38,183	18.3571	38,543	18.5302
	6		38,733	18.6215	39,093	18.7945	39,453	18.9676	39,813	19.1407	40,173	19.3138	40,533	19.4868
O5	1		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	2		37,159	17.8647	37,519	18.0378	37,879	18.2108	38,239	18.3839	38,599	18.5570	38,959	18.7301
	3		38,783	18.6456	39,143	18.8187	39,503	18.9918	39,863	19.1648	40,223	19.3379	40,583	19.5110
	4		40,408	19.4271	40,768	19.6002	41,128	19.7732	41,488	19.9463	41,848	20.1194	42,208	20.2925
	5		42,033	20.2080	42,393	20.3811	42,753	20.5542	43,113	20.7272	43,473	20.9003	43,833	21.0734
	6		43,657	20.9889	44,017	21.1620	44,377	21.3351	44,737	21.5082	45,097	21.6812	45,457	21.8543

Rate Increase: ██████ 1.5%

**BI-WEEKLY CLERICAL 07-01-08 THROUGH 06-30-09**

RANGE (1&2 digits)	STEP	RANGE (3rd digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			0 BASE		2 2%		4 4%		6 6%		8 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
O1	1		22,458	10.7972	22,818	10.9703	23,178	11.1433	23,538	11.3164	23,898	11.4895	24,258	11.6626
	2		23,921	11.5004	24,281	11.6734	24,641	11.8465	25,001	12.0196	25,361	12.1927	25,721	12.3657
	3		25,385	12.2041	25,745	12.3772	26,105	12.5503	26,465	12.7233	26,825	12.8964	27,185	13.0695
	4		26,847	12.9073	27,207	13.0804	27,567	13.2534	27,927	13.4265	28,287	13.5996	28,647	13.7727
	5		28,311	13.6110	28,671	13.7841	29,031	13.9572	29,391	14.1303	29,751	14.3033	30,111	14.4764
	6		29,774	14.3142	30,134	14.4873	30,494	14.6604	30,854	14.8334	31,214	15.0065	31,574	15.1796
O2	1		25,023	12.0303	25,383	12.2034	25,743	12.3765	26,103	12.5495	26,463	12.7226	26,823	12.8957
	2		26,387	12.6862	26,747	12.8593	27,107	13.0323	27,467	13.2054	27,827	13.3785	28,187	13.5516
	3		27,751	13.3421	28,111	13.5151	28,471	13.6882	28,831	13.8613	29,191	14.0344	29,551	14.2074
	4		29,116	13.9979	29,476	14.1710	29,836	14.3441	30,196	14.5172	30,556	14.6902	30,916	14.8633
	5		30,479	14.6532	30,839	14.8263	31,199	14.9994	31,559	15.1725	31,919	15.3456	32,279	15.5186
	6		31,843	15.3091	32,203	15.4822	32,563	15.6553	32,923	15.8284	33,283	16.0014	33,643	16.1745
O3	1		26,749	12.8600	27,109	13.0331	27,469	13.2061	27,829	13.3792	28,189	13.5523	28,549	13.7254
	2		28,381	13.6446	28,741	13.8177	29,101	13.9908	29,461	14.1639	29,821	14.3370	30,181	14.5100
	3		30,012	14.4287	30,372	14.6018	30,732	14.7749	31,092	14.9480	31,452	15.1210	31,812	15.2941
	4		31,644	15.2134	32,004	15.3865	32,364	15.5595	32,724	15.7326	33,084	15.9057	33,444	16.0788
	5		33,275	15.9975	33,635	16.1706	33,995	16.3436	34,355	16.5167	34,715	16.6898	35,075	16.8629
	6		34,907	16.7821	35,267	16.9552	35,627	17.1283	35,987	17.3014	36,347	17.4744	36,707	17.6475
O4	1		29,214	14.0452	29,574	14.2183	29,934	14.3914	30,294	14.5645	30,654	14.7375	31,014	14.9106
	2		31,234	15.0162	31,594	15.1893	31,954	15.3624	32,314	15.5355	32,674	15.7085	33,034	15.8816
	3		33,253	15.9872	33,613	16.1603	33,973	16.3334	34,333	16.5065	34,693	16.6795	35,053	16.8526
	4		35,273	16.9582	35,633	17.1313	35,993	17.3044	36,353	17.4775	36,713	17.6505	37,073	17.8236
	5		37,294	17.9298	37,654	18.1029	38,014	18.2759	38,374	18.4490	38,734	18.6221	39,094	18.7952
	6		39,314	18.9008	39,674	19.0739	40,034	19.2469	40,394	19.4200	40,754	19.5931	41,114	19.7662
O5	1		36,067	17.3400	36,427	17.5131	36,787	17.6862	37,147	17.8592	37,507	18.0323	37,867	18.2054
	2		37,716	18.1326	38,076	18.3057	38,436	18.4788	38,796	18.6519	39,156	18.8250	39,516	18.9980
	3		39,365	18.9253	39,725	19.0984	40,085	19.2714	40,445	19.4445	40,805	19.6176	41,165	19.7907
	4		41,014	19.7185	41,374	19.8916	41,734	20.0646	42,094	20.2377	42,454	20.4108	42,814	20.5839
	5		42,663	20.5111	43,023	20.6842	43,383	20.8573	43,743	21.0304	44,103	21.2034	44,463	21.3765
	6		44,312	21.3038	44,672	21.4768	45,032	21.6499	45,392	21.8230	45,752	21.9961	46,112	22.1691

Rate Increase: ██████ 1.5%

**BI-WEEKLY CLERICAL 07-01-09 THROUGH 06-30-10**

RANGE (1&2 digits)	STEP	RANGE (3rd digit)	Rate type - Hourly, Employee Setup - Hourly Step increases based on contractual language.											
			0 BASE		2 2%		4 4%		6 6%		8 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
O1	1		22,795	10.9591	23,155	11.1322	23,515	11.3053	23,875	11.4784	24,235	11.6515	24,595	11.8245
	2		24,280	11.6729	24,640	11.8459	25,000	12.0190	25,360	12.1921	25,720	12.3652	26,080	12.5383
	3		25,765	12.3872	26,125	12.5602	26,485	12.7333	26,845	12.9064	27,205	13.0795	27,565	13.2526
	4		27,250	13.1009	27,610	13.2740	27,970	13.4470	28,330	13.6201	28,690	13.7932	29,050	13.9663
	5		28,736	13.8152	29,096	13.9883	29,456	14.1613	29,816	14.3344	30,176	14.5075	30,536	14.6806
	6		30,220	14.5289	30,580	14.7020	30,940	14.8751	31,300	15.0481	31,660	15.2212	32,020	15.3943
O2	1		25,398	12.2108	25,758	12.3838	26,118	12.5569	26,478	12.7300	26,838	12.9031	27,198	13.0761
	2		26,783	12.8765	27,143	13.0496	27,503	13.2226	27,863	13.3957	28,223	13.5688	28,583	13.7419
	3		28,168	13.5422	28,528	13.7153	28,888	13.8883	29,248	14.0614	29,608	14.2345	29,968	14.4076
	4		29,552	14.2079	29,912	14.3810	30,272	14.5541	30,632	14.7271	30,992	14.9002	31,352	15.0733
	5		30,936	14.8730	31,296	15.0461	31,656	15.2192	32,016	15.3923	32,376	15.5654	32,736	15.7384
	6		32,321	15.5388	32,681	15.7118	33,041	15.8849	33,401	16.0580	33,761	16.2311	34,121	16.4041
O3	1		27,150	13.0529	27,510	13.2260	27,870	13.3990	28,230	13.5721	28,590	13.7452	28,950	13.9183
	2		28,807	13.8493	29,167	14.0224	29,527	14.1955	29,887	14.3685	30,247	14.5416	30,607	14.7147
	3		30,462	14.6452	30,822	14.8182	31,182	14.9913	31,542	15.1644	31,902	15.3375	32,262	15.5105
	4		32,119	15.4416	32,479	15.6147	32,839	15.7877	33,199	15.9608	33,559	16.1339	33,919	16.3070
	5		33,774	16.2374	34,134	16.4105	34,494	16.5836	34,854	16.7567	35,214	16.9298	35,574	17.1028
	6		35,430	17.0339	35,790	17.2070	36,150	17.3800	36,510	17.5531	36,870	17.7262	37,230	17.8993
O4	1		29,652	14.2559	30,012	14.4290	30,372	14.6021	30,732	14.7751	31,092	14.9482	31,452	15.1213
	2		31,702	15.2415	32,062	15.4146	32,422	15.5876	32,782	15.7607	33,142	15.9338	33,502	16.1069
	3		33,752	16.2270	34,112	16.4001	34,472	16.5732	34,832	16.7463	35,192	16.9193	35,552	17.0924
	4		35,802	17.2126	36,162	17.3857	36,522	17.5587	36,882	17.7318	37,242	17.9049	37,602	18.0780
	5		37,853	18.1987	38,213	18.3718	38,573	18.5449	38,933	18.7180	39,293	18.8910	39,653	19.0641
	6		39,903	19.1843	40,263	19.3574	40,623	19.5304	40,983	19.7035	41,343	19.8766	41,703	20.0497
O5	1		36,608	17.6001	36,968	17.7732	37,328	17.9463	37,688	18.1193	38,048	18.2924	38,408	18.4655
	2		38,282	18.4046	38,642	18.5777	39,002	18.7508	39,362	18.9239	39,722	19.0969	40,082	19.2700
	3		39,955	19.2092	40,315	19.3822	40,675	19.5553	41,035	19.7284	41,395	19.9015	41,755	20.0745
	4		41,630	20.0143	41,990	20.1873	42,350	20.3604	42,710	20.5335	43,070	20.7066	43,430	20.8797
	5		43,303	20.8188	43,663	20.9919	44,023	21.1649	44,383	21.3380	44,743	21.5111	45,103	21.6842
	6		44,977	21.6233	45,337	21.7964	45,697	21.9695	46,057	22.1426	46,417	22.3156	46,777	22.4887

Rate Increase: ██████ 2%

**BI-WEEKLY CLERICAL 07-01-10 THROUGH 06-30-11**

RANGE (1&2 digits)	STEP	RANGE (3rd digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			0 BASE		2 2%		4 4%		6 6%		8 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
O1	1		23,251	11.1783	23,611	11.3514	23,971	11.5245	24,331	11.6976	24,691	11.8706	25,051	12.0437
	2		24,765	11.9063	25,125	12.0794	25,485	12.2525	25,845	12.4256	26,205	12.5986	26,565	12.7717
	3		26,281	12.6349	26,641	12.8080	27,001	12.9811	27,361	13.1541	27,721	13.3272	28,081	13.5003
	4		27,795	13.3629	28,155	13.5360	28,515	13.7091	28,875	13.8821	29,235	14.0552	29,595	14.2283
	5		29,310	14.0915	29,670	14.2646	30,030	14.4376	30,390	14.6107	30,750	14.7838	31,110	14.9569
	6		30,825	14.8195	31,185	14.9926	31,545	15.1656	31,905	15.3387	32,265	15.5118	32,625	15.6849
O2	1		25,906	12.4550	26,266	12.6281	26,626	12.8011	26,986	12.9742	27,346	13.1473	27,706	13.3204
	2		27,319	13.1340	27,679	13.3071	28,039	13.4802	28,399	13.6532	28,759	13.8263	29,119	13.9994
	3		28,731	13.8130	29,091	13.9861	29,451	14.1592	29,811	14.3323	30,171	14.5053	30,531	14.6784
	4		30,143	14.4921	30,503	14.6651	30,863	14.8382	31,223	15.0113	31,583	15.1844	31,943	15.3575
	5		31,555	15.1705	31,915	15.3436	32,275	15.5167	32,635	15.6897	32,995	15.8628	33,355	16.0359
	6		32,967	15.8495	33,327	16.0226	33,687	16.1957	34,047	16.3688	34,407	16.5418	34,767	16.7149
O3	1		27,693	13.3139	28,053	13.4870	28,413	13.6601	28,773	13.8332	29,133	14.0062	29,493	14.1793
	2		29,383	14.1263	29,743	14.2994	30,103	14.4725	30,463	14.6455	30,823	14.8186	31,183	14.9917
	3		31,071	14.9381	31,431	15.1111	31,791	15.2842	32,151	15.4573	32,511	15.6304	32,871	15.8035
	4		32,761	15.7504	33,121	15.9235	33,481	16.0966	33,841	16.2697	34,201	16.4427	34,561	16.6158
	5		34,449	16.5622	34,809	16.7353	35,169	16.9083	35,529	17.0814	35,889	17.2545	36,249	17.4276
	6		36,139	17.3746	36,499	17.5476	36,859	17.7207	37,219	17.8938	37,579	18.0669	37,939	18.2399
O4	1		30,245	14.5410	30,605	14.7141	30,965	14.8872	31,325	15.0603	31,685	15.2333	32,045	15.4064
	2		32,336	15.5463	32,696	15.7194	33,056	15.8925	33,416	16.0655	33,776	16.2386	34,136	16.4117
	3		34,427	16.5516	34,787	16.7247	35,147	16.8977	35,507	17.0708	35,867	17.2439	36,227	17.4170
	4		36,518	17.5568	36,878	17.7299	37,238	17.9030	37,598	18.0761	37,958	18.2492	38,318	18.4222
	5		38,610	18.5627	38,970	18.7358	39,330	18.9089	39,690	19.0819	40,050	19.2550	40,410	19.4281
	6		40,701	19.5680	41,061	19.7411	41,421	19.9141	41,781	20.0872	42,141	20.2603	42,501	20.4334
O5	1		37,340	17.9521	37,700	18.1252	38,060	18.2983	38,420	18.4713	38,780	18.6444	39,140	18.8175
	2		39,047	18.7727	39,407	18.9458	39,767	19.1189	40,127	19.2920	40,487	19.4650	40,847	19.6381
	3		40,754	19.5933	41,114	19.7664	41,474	19.9395	41,834	20.1126	42,194	20.2857	42,554	20.4587
	4		42,462	20.4146	42,822	20.5876	43,182	20.7607	43,542	20.9338	43,902	21.1069	44,262	21.2799
	5		44,169	21.2352	44,529	21.4082	44,889	21.5813	45,249	21.7544	45,609	21.9275	45,969	22.1006
	6		45,876	22.0558	46,236	22.2289	46,596	22.4019	46,956	22.5750	47,316	22.7481	47,676	22.9212



Rate Increase: ██████ 1.5%

**BI-WEEKLY CLERICAL 07-01-11 THROUGH 06-30-12**

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

RANGE (1&2 digits)	STEP	RANGE (3rd digit)	0		2		4		6		8		X	
			BASE		2%		4%		6%		8%		10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
O1	1		23,600	11.3460	23,960	11.5191	24,320	11.6922	24,680	11.8652	25,040	12.0383	25,400	12.2114
	2		25,137	12.0849	25,497	12.2580	25,857	12.4311	26,217	12.6042	26,577	12.7772	26,937	12.9503
	3		26,675	12.8244	27,035	12.9975	27,395	13.1706	27,755	13.3437	28,115	13.5167	28,475	13.6898
	4		28,212	13.5634	28,572	13.7364	28,932	13.9095	29,292	14.0826	29,652	14.2557	30,012	14.4287
	5		29,750	14.3029	30,110	14.4759	30,470	14.6490	30,830	14.8221	31,190	14.9952	31,550	15.1682
	6		31,287	15.0418	31,647	15.2149	32,007	15.3879	32,367	15.5610	32,727	15.7341	33,087	15.9072
O2	1		26,295	12.6418	26,655	12.8149	27,015	12.9880	27,375	13.1610	27,735	13.3341	28,095	13.5072
	2		27,729	13.3310	28,089	13.5041	28,449	13.6772	28,809	13.8502	29,169	14.0233	29,529	14.1964
	3		29,162	14.0202	29,522	14.1933	29,882	14.3664	30,242	14.5395	30,602	14.7125	30,962	14.8856
	4		30,596	14.7094	30,956	14.8825	31,316	15.0556	31,676	15.2287	32,036	15.4018	32,396	15.5748
	5		32,028	15.3981	32,388	15.5711	32,748	15.7442	33,108	15.9173	33,468	16.0904	33,828	16.2634
	6		33,462	16.0873	33,822	16.2604	34,182	16.4334	34,542	16.6065	34,902	16.7796	35,262	16.9527
O3	1		28,108	13.5137	28,468	13.6867	28,828	13.8598	29,188	14.0329	29,548	14.2060	29,908	14.3790
	2		29,823	14.3382	30,183	14.5113	30,543	14.6843	30,903	14.8574	31,263	15.0305	31,623	15.2036
	3		31,537	15.1621	31,897	15.3352	32,257	15.5083	32,617	15.6814	32,977	15.8544	33,337	16.0275
	4		33,252	15.9867	33,612	16.1598	33,972	16.3328	34,332	16.5059	34,692	16.6790	35,052	16.8521
	5		34,966	16.8106	35,326	16.9837	35,686	17.1568	36,046	17.3299	36,406	17.5029	36,766	17.6760
	6		36,681	17.6352	37,041	17.8082	37,401	17.9813	37,761	18.1544	38,121	18.3275	38,481	18.5006
O4	1		30,699	14.7591	31,059	14.9322	31,419	15.1053	31,779	15.2784	32,139	15.4515	32,499	15.6245
	2		32,821	15.7795	33,181	15.9526	33,541	16.1257	33,901	16.2987	34,261	16.4718	34,621	16.6449
	3		34,944	16.7998	35,304	16.9729	35,664	17.1460	36,024	17.3191	36,384	17.4922	36,744	17.6652
	4		37,066	17.8202	37,426	17.9933	37,786	18.1664	38,146	18.3394	38,506	18.5125	38,866	18.6856
	5		39,190	18.8411	39,550	19.0142	39,910	19.1873	40,270	19.3604	40,630	19.5335	40,990	19.7065
	6		41,312	19.8615	41,672	20.0346	42,032	20.2077	42,392	20.3807	42,752	20.5538	43,112	20.7269
O5	1		37,900	18.2214	38,260	18.3945	38,620	18.5675	38,980	18.7406	39,340	18.9137	39,700	19.0868
	2		39,633	19.0543	39,993	19.2274	40,353	19.4005	40,713	19.5735	41,073	19.7466	41,433	19.9197
	3		41,365	19.8872	41,725	20.0603	42,085	20.2334	42,445	20.4065	42,805	20.5796	43,165	20.7526
	4		43,099	20.7208	43,459	20.8938	43,819	21.0669	44,179	21.2400	44,539	21.4131	44,899	21.5862
	5		44,832	21.5537	45,192	21.7268	45,552	21.8999	45,912	22.0729	46,272	22.2460	46,632	22.4191
	6		46,564	22.3866	46,924	22.5597	47,284	22.7328	47,644	22.9059	48,004	23.0789	48,364	23.2520

Rate Increase: 1.5%

**BI-WEEKLY CLERICAL 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 (1&2 digits)	STEP	RANGE (3rd digit)	0 BASE		2 2%		4 4%		6 6%		8 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
			O1	1		22,795	10.9591	22,975	11.0457	23,155	11.1322	23,335	11.2188	23,515
	2		24,280	11.6729	24,460	11.7594	24,640	11.8459	24,820	11.9325	25,000	12.0190	25,180	12.1056
	3		25,765	12.3872	25,945	12.4737	26,125	12.5602	26,305	12.6468	26,485	12.7333	26,665	12.8199
	4		27,250	13.1009	27,430	13.1874	27,610	13.2740	27,790	13.3605	27,970	13.4470	28,150	13.5336
	5		28,736	13.8152	28,916	13.9017	29,096	13.9883	29,276	14.0748	29,456	14.1613	29,636	14.2479
	6		30,220	14.5289	30,400	14.6154	30,580	14.7020	30,760	14.7885	30,940	14.8751	31,120	14.9616
O2	1		25,398	12.2108	25,578	12.2973	25,758	12.3838	25,938	12.4704	26,118	12.5569	26,298	12.6435
	2		26,783	12.8765	26,963	12.9630	27,143	13.0496	27,323	13.1361	27,503	13.2226	27,683	13.3092
	3		28,168	13.5422	28,348	13.6287	28,528	13.7153	28,708	13.8018	28,888	13.8883	29,068	13.9749
	4		29,552	14.2079	29,732	14.2944	29,912	14.3810	30,092	14.4675	30,272	14.5541	30,452	14.6406
	5		30,936	14.8730	31,116	14.9596	31,296	15.0461	31,476	15.1327	31,656	15.2192	31,836	15.3057
	6		32,321	15.5388	32,501	15.6253	32,681	15.7118	32,861	15.7984	33,041	15.8849	33,221	15.9715
O3	1		27,150	13.0529	27,330	13.1394	27,510	13.2260	27,690	13.3125	27,870	13.3990	28,050	13.4856
	2		28,807	13.8493	28,987	13.9359	29,167	14.0224	29,347	14.1089	29,527	14.1955	29,707	14.2820
	3		30,462	14.6452	30,642	14.7317	30,822	14.8182	31,002	14.9048	31,182	14.9913	31,362	15.0779
	4		32,119	15.4416	32,299	15.5281	32,479	15.6147	32,659	15.7012	32,839	15.7877	33,019	15.8743
	5		33,774	16.2374	33,954	16.3240	34,134	16.4105	34,314	16.4971	34,494	16.5836	34,674	16.6701
	6		35,430	17.0339	35,610	17.1204	35,790	17.2070	35,970	17.2935	36,150	17.3800	36,330	17.4666
O4	1		29,652	14.2559	29,832	14.3425	30,012	14.4290	30,192	14.5155	30,372	14.6021	30,552	14.6886
	2		31,702	15.2415	31,882	15.3280	32,062	15.4146	32,242	15.5011	32,422	15.5876	32,602	15.6742
	3		33,752	16.2270	33,932	16.3136	34,112	16.4001	34,292	16.4866	34,472	16.5732	34,652	16.6597
	4		35,802	17.2126	35,982	17.2991	36,162	17.3857	36,342	17.4722	36,522	17.5587	36,702	17.6453
	5		37,853	18.1987	38,033	18.2853	38,213	18.3718	38,393	18.4583	38,573	18.5449	38,753	18.6314
	6		39,903	19.1843	40,083	19.2708	40,263	19.3574	40,443	19.4439	40,623	19.5304	40,803	19.6170
O5	1		36,608	17.6001	36,788	17.6866	36,968	17.7732	37,148	17.8597	37,328	17.9463	37,508	18.0328
	2		38,282	18.4046	38,462	18.4912	38,642	18.5777	38,822	18.6643	39,002	18.7508	39,182	18.8373
	3		39,955	19.2092	40,135	19.2957	40,315	19.3822	40,495	19.4688	40,675	19.5553	40,855	19.6419
	4		41,630	20.0143	41,810	20.1008	41,990	20.1873	42,170	20.2739	42,350	20.3604	42,530	20.4470
	5		43,303	20.8188	43,483	20.9053	43,663	20.9919	43,843	21.0784	44,023	21.1649	44,203	21.2515
	6		44,977	21.6233	45,157	21.7099	45,337	21.7964	45,517	21.8829	45,697	21.9695	45,877	22.0560

Rate Increase: ██████ 2%

## BI-WEEKLY CLERICAL 07-01-10 THROUGH 06-30-11

For Employees Hired on or After July 1, 2009

RANGE (1&2 digits)	STEP	RANGE (3rd digit)	Rate type - Hourly; Employee Setup - Hourly Step increases based on contractual language.											
			0 BASE		2 2%		4 4%		6 6%		8 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
O1	1		23,251	11.1783	23,431	11.2649	23,611	11.3514	23,791	11.4379	23,971	11.5245	24,151	11.6110
	2		24,765	11.9063	24,945	11.9929	25,125	12.0794	25,305	12.1659	25,485	12.2525	25,665	12.3390
	3		26,281	12.6349	26,461	12.7214	26,641	12.8080	26,821	12.8945	27,001	12.9811	27,181	13.0676
	4		27,795	13.3629	27,975	13.4494	28,155	13.5360	28,335	13.6225	28,515	13.7091	28,695	13.7956
	5		29,310	14.0915	29,490	14.1780	29,670	14.2646	29,850	14.3511	30,030	14.4376	30,210	14.5242
	6		30,825	14.8195	31,005	14.9060	31,185	14.9926	31,365	15.0791	31,545	15.1656	31,725	15.2522
O2	1		25,906	12.4550	26,086	12.5415	26,266	12.6281	26,446	12.7146	26,626	12.8011	26,806	12.8877
	2		27,319	13.1340	27,499	13.2205	27,679	13.3071	27,859	13.3936	28,039	13.4802	28,219	13.5667
	3		28,731	13.8130	28,911	13.8996	29,091	13.9861	29,271	14.0727	29,451	14.1592	29,631	14.2457
	4		30,143	14.4921	30,323	14.5786	30,503	14.6651	30,683	14.7517	30,863	14.8382	31,043	14.9248
	5		31,555	15.1705	31,735	15.2570	31,915	15.3436	32,095	15.4301	32,275	15.5167	32,455	15.6032
	6		32,967	15.8495	33,147	15.9361	33,327	16.0226	33,507	16.1092	33,687	16.1957	33,867	16.2822
O3	1		27,693	13.3139	27,873	13.4005	28,053	13.4870	28,233	13.5736	28,413	13.6601	28,593	13.7466
	2		29,383	14.1263	29,563	14.2128	29,743	14.2994	29,923	14.3859	30,103	14.4725	30,283	14.5590
	3		31,071	14.9381	31,251	15.0246	31,431	15.1111	31,611	15.1977	31,791	15.2842	31,971	15.3708
	4		32,761	15.7504	32,941	15.8370	33,121	15.9235	33,301	16.0100	33,481	16.0966	33,661	16.1831
	5		34,449	16.5622	34,629	16.6487	34,809	16.7353	34,989	16.8218	35,169	16.9083	35,349	16.9949
	6		36,139	17.3746	36,319	17.4611	36,499	17.5476	36,679	17.6342	36,859	17.7207	37,039	17.8072
O4	1		30,245	14.5410	30,425	14.6276	30,605	14.7141	30,785	14.8006	30,965	14.8872	31,145	14.9737
	2		32,336	15.5463	32,516	15.6328	32,696	15.7194	32,876	15.8059	33,056	15.8925	33,236	15.9790
	3		34,427	16.5516	34,607	16.6381	34,787	16.7247	34,967	16.8112	35,147	16.8977	35,327	16.9843
	4		36,518	17.5568	36,698	17.6434	36,878	17.7299	37,058	17.8165	37,238	17.9030	37,418	17.9895
	5		38,610	18.5627	38,790	18.6492	38,970	18.7358	39,150	18.8223	39,330	18.9089	39,510	18.9954
	6		40,701	19.5680	40,881	19.6545	41,061	19.7411	41,241	19.8276	41,421	19.9141	41,601	20.0007
O5	1		37,340	17.9521	37,520	18.0386	37,700	18.1252	37,880	18.2117	38,060	18.2983	38,240	18.3848
	2		39,047	18.7727	39,227	18.8593	39,407	18.9458	39,587	19.0323	39,767	19.1189	39,947	19.2054
	3		40,754	19.5933	40,934	19.6799	41,114	19.7664	41,294	19.8530	41,474	19.9395	41,654	20.0260
	4		42,462	20.4146	42,642	20.5011	42,822	20.5876	43,002	20.6742	43,182	20.7607	43,362	20.8472
	5		44,169	21.2352	44,349	21.3217	44,529	21.4082	44,709	21.4948	44,889	21.5813	45,069	21.6679
	6		45,876	22.0558	46,056	22.1423	46,236	22.2289	46,416	22.3154	46,596	22.4019	46,776	22.4885

Rate Increase: ██████ 1.5%

## BI-WEEKLY CLERICAL 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 (1&2 digits)	STEP	RANGE (3rd digit)	0		2		4		6		8		X	
			BASE		2%		4%		6%		8%		10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
O1	1		23,600	11.3460	23,780	11.4325	23,960	11.5191	24,140	11.6056	24,320	11.6922	24,500	11.7787
	2		25,137	12.0849	25,317	12.1715	25,497	12.2580	25,677	12.3445	25,857	12.4311	26,037	12.5176
	3		26,675	12.8244	26,855	12.9110	27,035	12.9975	27,215	13.0841	27,395	13.1706	27,575	13.2571
	4		28,212	13.5634	28,392	13.6499	28,572	13.7364	28,752	13.8230	28,932	13.9095	29,112	13.9960
	5		29,750	14.3029	29,930	14.3894	30,110	14.4759	30,290	14.5625	30,470	14.6490	30,650	14.7356
	6		31,287	15.0418	31,467	15.1283	31,647	15.2149	31,827	15.3014	32,007	15.3879	32,187	15.4745
O2	1		26,295	12.6418	26,475	12.7283	26,655	12.8149	26,835	12.9014	27,015	12.9880	27,195	13.0745
	2		27,729	13.3310	27,909	13.4176	28,089	13.5041	28,269	13.5906	28,449	13.6772	28,629	13.7637
	3		29,162	14.0202	29,342	14.1068	29,522	14.1933	29,702	14.2798	29,882	14.3664	30,062	14.4529
	4		30,596	14.7094	30,776	14.7960	30,956	14.8825	31,136	14.9691	31,316	15.0556	31,496	15.1421
	5		32,028	15.3981	32,208	15.4846	32,388	15.5711	32,568	15.6577	32,748	15.7442	32,928	15.8308
	6		33,462	16.0873	33,642	16.1738	33,822	16.2604	34,002	16.3469	34,182	16.4334	34,362	16.5200
O3	1		28,108	13.5137	28,288	13.6002	28,468	13.6867	28,648	13.7733	28,828	13.8598	29,008	13.9463
	2		29,823	14.3382	30,003	14.4247	30,183	14.5113	30,363	14.5978	30,543	14.6843	30,723	14.7709
	3		31,537	15.1621	31,717	15.2487	31,897	15.3352	32,077	15.4218	32,257	15.5083	32,437	15.5948
	4		33,252	15.9867	33,432	16.0732	33,612	16.1598	33,792	16.2463	33,972	16.3328	34,152	16.4194
	5		34,966	16.8106	35,146	16.8972	35,326	16.9837	35,506	17.0702	35,686	17.1568	35,866	17.2433
	6		36,681	17.6352	36,861	17.7217	37,041	17.8082	37,221	17.8948	37,401	17.9813	37,581	18.0679
O4	1		30,699	14.7591	30,879	14.8457	31,059	14.9322	31,239	15.0188	31,419	15.1053	31,599	15.1918
	2		32,821	15.7795	33,001	15.8660	33,181	15.9526	33,361	16.0391	33,541	16.1257	33,721	16.2122
	3		34,944	16.7998	35,124	16.8864	35,304	16.9729	35,484	17.0595	35,664	17.1460	35,844	17.2325
	4		37,066	17.8202	37,246	17.9067	37,426	17.9933	37,606	18.0798	37,786	18.1664	37,966	18.2529
	5		39,190	18.8411	39,370	18.9277	39,550	19.0142	39,730	19.1008	39,910	19.1873	40,090	19.2738
	6		41,312	19.8615	41,492	19.9480	41,672	20.0346	41,852	20.1211	42,032	20.2077	42,212	20.2942
O5	1		37,900	18.2214	38,080	18.3079	38,260	18.3945	38,440	18.4810	38,620	18.5675	38,800	18.6541
	2		39,633	19.0543	39,813	19.1409	39,993	19.2274	40,173	19.3139	40,353	19.4005	40,533	19.4870
	3		41,365	19.8872	41,545	19.9738	41,725	20.0603	41,905	20.1469	42,085	20.2334	42,265	20.3199
	4		43,099	20.7208	43,279	20.8073	43,459	20.8938	43,639	20.9804	43,819	21.0669	43,999	21.1535
	5		44,832	21.5537	45,012	21.6402	45,192	21.7268	45,372	21.8133	45,552	21.8999	45,732	21.9864
	6		46,564	22.3866	46,744	22.4732	46,924	22.5597	47,104	22.6462	47,284	22.7328	47,464	22.8193

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		18,775	9.0264	19,135	9.1995	19,495	9.3725	19,855	9.5456	20,215	9.7187	20,575	9.8918
	2		19,115	9.1897	19,475	9.3628	19,835	9.5359	20,195	9.7090	20,555	9.8821	20,915	10.0551
	3		19,479	9.3649	19,839	9.5380	20,199	9.7111	20,559	9.8841	20,919	10.0572	21,279	10.2303
	4		19,868	9.5519	20,228	9.7249	20,588	9.8980	20,948	10.0711	21,308	10.2442	21,668	10.4172
	5		20,257	9.7388	20,617	9.9119	20,977	10.0850	21,337	10.2580	21,697	10.4311	22,057	10.6042
	6		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
01	1		21,204	10.1941	21,564	10.3672	21,924	10.5403	22,284	10.7133	22,644	10.8864	23,004	11.0595
	2		21,617	10.3928	21,977	10.5659	22,337	10.7390	22,697	10.9121	23,057	11.0852	23,417	11.2582
	3		22,126	10.6376	22,486	10.8107	22,846	10.9838	23,206	11.1569	23,566	11.3299	23,926	11.5030
	4		22,661	10.8948	23,021	11.0678	23,381	11.2409	23,741	11.4140	24,101	11.5871	24,461	11.7601
	5		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	6		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
02	1		21,617	10.3928	21,977	10.5659	22,337	10.7390	22,697	10.9121	23,057	11.0852	23,417	11.2582
	2		22,126	10.6376	22,486	10.8107	22,846	10.9838	23,206	11.1569	23,566	11.3299	23,926	11.5030
	3		22,661	10.8948	23,021	11.0678	23,381	11.2409	23,741	11.4140	24,101	11.5871	24,461	11.7601
	4		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	5		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	6		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
03	1		22,126	10.6376	22,486	10.8107	22,846	10.9838	23,206	11.1569	23,566	11.3299	23,926	11.5030
	2		22,661	10.8948	23,021	11.0678	23,381	11.2409	23,741	11.4140	24,101	11.5871	24,461	11.7601
	3		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	4		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	5		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	6		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
04	1		22,661	10.8948	23,021	11.0678	23,381	11.2409	23,741	11.4140	24,101	11.5871	24,461	11.7601
	2		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	3		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	4		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	5		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	6		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
05	1		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	2		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	3		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	4		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	5		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	6		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	2		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	3		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	4		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	5		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	6		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
07	1		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	2		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	3		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	4		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	5		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	6		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
08	1		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	2		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	3		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	4		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	5		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	6		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
09	1		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	2		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	3		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	4		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	5		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	6		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
10	1		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	2		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	3		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	4		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	5		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	6		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
11	1		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	2		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	3		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	4		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	5		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	6		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	2		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	3		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	4		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	5		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	6		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
13	1		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	2		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	3		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	4		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	5		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	6		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
14	1		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	2		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	3		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	4		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	5		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	6		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
15	1		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	2		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	3		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	4		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	5		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	6		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
16	1		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	2		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	3		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	4		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	5		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	6		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
17	1		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	2		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	3		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	4		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	5		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	6		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	2		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	3		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	4		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	5		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	6		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
19	1		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	2		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	3		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	4		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	5		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	6		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
20	1		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	2		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	3		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	4		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	5		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	6		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
21	1		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	2		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	3		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	4		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	5		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	6		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
22	1		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	2		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	3		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	4		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	5		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
	6		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
23	1		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	2		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	3		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	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
	5		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	6		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075



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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	2		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	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		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	5		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	6		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
25	1		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	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		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	4		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	5		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	6		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
26	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		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	3		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	4		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	5		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	6		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
27	1		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	2		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	3		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	4		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	5		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	6		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
28	1		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	2		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	3		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	4		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	5		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	6		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
29	1		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	2		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	3		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	4		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	5		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	6		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	2		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	3		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	4		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	5		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	6		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
31	1		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	2		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	3		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	4		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	5		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	6		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
32	1		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	2		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	3		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	4		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	5		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	6		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
33	1		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	2		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	3		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	4		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	5		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
	6		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
34	1		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	2		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	3		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	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
	5		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	6		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
35	1		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	2		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	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		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	5		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	6		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	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		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	4		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	5		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	6		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
37	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		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	3		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	4		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	5		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
	6		55,815	26.8343	56,175	27.0074	56,535	27.1805	56,895	27.3536	57,255	27.5267	57,615	27.6997
38	1		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	2		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	3		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	4		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
	5		55,815	26.8343	56,175	27.0074	56,535	27.1805	56,895	27.3536	57,255	27.5267	57,615	27.6997
	6		57,248	27.5232	57,608	27.6963	57,968	27.8694	58,328	28.0424	58,688	28.2155	59,048	28.3886
39	1		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	2		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	3		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
	4		55,815	26.8343	56,175	27.0074	56,535	27.1805	56,895	27.3536	57,255	27.5267	57,615	27.6997
	5		57,248	27.5232	57,608	27.6963	57,968	27.8694	58,328	28.0424	58,688	28.2155	59,048	28.3886
	6		58,755	28.2474	59,115	28.4205	59,475	28.5936	59,835	28.7666	60,195	28.9397	60,555	29.1128
40	1		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	2		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
	3		55,815	26.8343	56,175	27.0074	56,535	27.1805	56,895	27.3536	57,255	27.5267	57,615	27.6997
	4		57,248	27.5232	57,608	27.6963	57,968	27.8694	58,328	28.0424	58,688	28.2155	59,048	28.3886
	5		58,755	28.2474	59,115	28.4205	59,475	28.5936	59,835	28.7666	60,195	28.9397	60,555	29.1128
	6		60,333	29.0064	60,693	29.1795	61,053	29.3526	61,413	29.5257	61,773	29.6988	62,133	29.8718

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		18,775	9.0264	19,135	9.1995	19,495	9.3725	19,855	9.5456	20,215	9.7187	20,575	9.8918
	2		19,115	9.1897	19,475	9.3628	19,835	9.5359	20,195	9.7090	20,555	9.8821	20,915	10.0551
	3		19,479	9.3649	19,839	9.5380	20,199	9.7111	20,559	9.8841	20,919	10.0572	21,279	10.2303
	4		19,868	9.5519	20,228	9.7249	20,588	9.8980	20,948	10.0711	21,308	10.2442	21,668	10.4172
	5		20,257	9.7388	20,617	9.9119	20,977	10.0850	21,337	10.2580	21,697	10.4311	22,057	10.6042
	6		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
01	1		21,204	10.1941	21,564	10.3672	21,924	10.5403	22,284	10.7133	22,644	10.8864	23,004	11.0595
	2		21,617	10.3928	21,977	10.5659	22,337	10.7390	22,697	10.9121	23,057	11.0852	23,417	11.2582
	3		22,126	10.6376	22,486	10.8107	22,846	10.9838	23,206	11.1569	23,566	11.3299	23,926	11.5030
	4		22,661	10.8948	23,021	11.0678	23,381	11.2409	23,741	11.4140	24,101	11.5871	24,461	11.7601
	5		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	6		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
02	1		21,617	10.3928	21,977	10.5659	22,337	10.7390	22,697	10.9121	23,057	11.0852	23,417	11.2582
	2		22,126	10.6376	22,486	10.8107	22,846	10.9838	23,206	11.1569	23,566	11.3299	23,926	11.5030
	3		22,661	10.8948	23,021	11.0678	23,381	11.2409	23,741	11.4140	24,101	11.5871	24,461	11.7601
	4		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	5		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	6		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
03	1		22,126	10.6376	22,486	10.8107	22,846	10.9838	23,206	11.1569	23,566	11.3299	23,926	11.5030
	2		22,661	10.8948	23,021	11.0678	23,381	11.2409	23,741	11.4140	24,101	11.5871	24,461	11.7601
	3		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	4		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	5		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	6		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
04	1		22,661	10.8948	23,021	11.0678	23,381	11.2409	23,741	11.4140	24,101	11.5871	24,461	11.7601
	2		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	3		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	4		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	5		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	6		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
05	1		23,122	11.1165	23,482	11.2896	23,842	11.4627	24,202	11.6357	24,562	11.8088	24,922	11.9819
	2		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	3		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	4		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	5		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	6		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		23,730	11.4084	24,090	11.5815	24,450	11.7546	24,810	11.9277	25,170	12.1008	25,530	12.2738
	2		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	3		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	4		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	5		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	6		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
07	1		24,143	11.6072	24,503	11.7803	24,863	11.9533	25,223	12.1264	25,583	12.2995	25,943	12.4726
	2		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	3		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	4		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	5		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	6		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
08	1		24,653	11.8525	25,013	12.0256	25,373	12.1987	25,733	12.3718	26,093	12.5448	26,453	12.7179
	2		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	3		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	4		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	5		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	6		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
09	1		25,284	12.1557	25,644	12.3288	26,004	12.5018	26,364	12.6749	26,724	12.8480	27,084	13.0211
	2		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	3		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	4		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	5		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	6		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
10	1		25,770	12.3892	26,130	12.5623	26,490	12.7354	26,850	12.9085	27,210	13.0815	27,570	13.2546
	2		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	3		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	4		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	5		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	6		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
11	1		26,353	12.6699	26,713	12.8430	27,073	13.0161	27,433	13.1892	27,793	13.3622	28,153	13.5353
	2		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	3		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	4		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	5		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	6		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		26,912	12.9383	27,272	13.1114	27,632	13.2844	27,992	13.4575	28,352	13.6306	28,712	13.8037
	2		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	3		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	4		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	5		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	6		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
13	1		27,519	13.2302	27,879	13.4033	28,239	13.5764	28,599	13.7495	28,959	13.9225	29,319	14.0956
	2		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	3		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	4		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	5		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	6		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
14	1		28,102	13.5104	28,462	13.6834	28,822	13.8565	29,182	14.0296	29,542	14.2027	29,902	14.3758
	2		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	3		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	4		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	5		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	6		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
15	1		28,782	13.8377	29,142	14.0107	29,502	14.1838	29,862	14.3569	30,222	14.5300	30,582	14.7031
	2		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	3		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	4		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	5		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	6		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
16	1		29,437	14.1526	29,797	14.3257	30,157	14.4988	30,517	14.6719	30,877	14.8449	31,237	15.0180
	2		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	3		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	4		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	5		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	6		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
17	1		30,166	14.5029	30,526	14.6760	30,886	14.8491	31,246	15.0222	31,606	15.1953	31,966	15.3683
	2		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	3		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	4		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	5		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	6		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		30,822	14.8185	31,182	14.9915	31,542	15.1646	31,902	15.3377	32,262	15.5108	32,622	15.6838
	2		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	3		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	4		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	5		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	6		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
19	1		31,551	15.1688	31,911	15.3419	32,271	15.5149	32,631	15.6880	32,991	15.8611	33,351	16.0342
	2		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	3		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	4		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	5		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	6		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
20	1		32,328	15.5421	32,688	15.7152	33,048	15.8883	33,408	16.0613	33,768	16.2344	34,128	16.4075
	2		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	3		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	4		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	5		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	6		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
21	1		33,081	15.9042	33,441	16.0773	33,801	16.2504	34,161	16.4235	34,521	16.5965	34,881	16.7696
	2		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	3		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	4		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	5		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	6		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
22	1		33,785	16.2428	34,145	16.4158	34,505	16.5889	34,865	16.7620	35,225	16.9351	35,585	17.1081
	2		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	3		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	4		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	5		37,185	17.8776	37,545	18.0507	37,905	18.2237	38,265	18.3968	38,625	18.5699	38,985	18.7430
	6		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
23	1		34,635	16.6515	34,995	16.8245	35,355	16.9976	35,715	17.1707	36,075	17.3438	36,435	17.5168
	2		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	3		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	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
	5		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	6		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		35,534	17.0838	35,894	17.2568	36,254	17.4299	36,614	17.6030	36,974	17.7761	37,334	17.9491
	2		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	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		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	5		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	6		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
25	1		36,312	17.4577	36,672	17.6307	37,032	17.8038	37,392	17.9769	37,752	18.1500	38,112	18.3230
	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		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	4		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	5		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	6		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
26	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		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	3		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	4		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	5		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	6		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
27	1		38,035	18.2863	38,395	18.4594	38,755	18.6324	39,115	18.8055	39,475	18.9786	39,835	19.1517
	2		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	3		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	4		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	5		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	6		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
28	1		38,984	18.7422	39,344	18.9152	39,704	19.0883	40,064	19.2614	40,424	19.4345	40,784	19.6075
	2		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	3		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	4		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	5		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	6		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
29	1		40,052	19.2559	40,412	19.4289	40,772	19.6020	41,132	19.7751	41,492	19.9482	41,852	20.1212
	2		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	3		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	4		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	5		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	6		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188



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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		41,096	19.7578	41,456	19.9308	41,816	20.1039	42,176	20.2770	42,536	20.4501	42,896	20.6231
	2		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	3		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	4		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	5		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	6		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
31	1		42,189	20.2832	42,549	20.4563	42,909	20.6294	43,269	20.8025	43,629	20.9755	43,989	21.1486
	2		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	3		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	4		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	5		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	6		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
32	1		43,331	20.8323	43,691	21.0054	44,051	21.1784	44,411	21.3515	44,771	21.5246	45,131	21.6977
	2		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	3		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	4		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	5		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	6		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
33	1		44,424	21.3578	44,784	21.5309	45,144	21.7039	45,504	21.8770	45,864	22.0501	46,224	22.2232
	2		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	3		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	4		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	5		49,282	23.6932	49,642	23.8663	50,002	24.0394	50,362	24.2125	50,722	24.3856	51,082	24.5586
	6		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
34	1		45,663	21.9534	46,023	22.1265	46,383	22.2996	46,743	22.4727	47,103	22.6457	47,463	22.8188
	2		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	3		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	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
	5		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	6		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
35	1		46,878	22.5373	47,238	22.7104	47,598	22.8835	47,958	23.0565	48,318	23.2296	48,678	23.4027
	2		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	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		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	5		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	6		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270

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

Rate Increase: 0%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		48,043	23.0976	48,403	23.2707	48,763	23.4437	49,123	23.6168	49,483	23.7899	49,843	23.9630
	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		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	4		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	5		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	6		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
37	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		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	3		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	4		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	5		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
	6		55,815	26.8343	56,175	27.0074	56,535	27.1805	56,895	27.3536	57,255	27.5267	57,615	27.6997
38	1		50,521	24.2889	50,881	24.4620	51,241	24.6351	51,601	24.8081	51,961	24.9812	52,321	25.1543
	2		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	3		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	4		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
	5		55,815	26.8343	56,175	27.0074	56,535	27.1805	56,895	27.3536	57,255	27.5267	57,615	27.6997
	6		57,248	27.5232	57,608	27.6963	57,968	27.8694	58,328	28.0424	58,688	28.2155	59,048	28.3886
39	1		51,832	24.9194	52,192	25.0924	52,552	25.2655	52,912	25.4386	53,272	25.6117	53,632	25.7848
	2		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	3		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
	4		55,815	26.8343	56,175	27.0074	56,535	27.1805	56,895	27.3536	57,255	27.5267	57,615	27.6997
	5		57,248	27.5232	57,608	27.6963	57,968	27.8694	58,328	28.0424	58,688	28.2155	59,048	28.3886
	6		58,755	28.2474	59,115	28.4205	59,475	28.5936	59,835	28.7666	60,195	28.9397	60,555	29.1128
40	1		53,168	25.5616	53,528	25.7347	53,888	25.9078	54,248	26.0809	54,608	26.2539	54,968	26.4270
	2		54,431	26.1685	54,791	26.3416	55,151	26.5147	55,511	26.6877	55,871	26.8608	56,231	27.0339
	3		55,815	26.8343	56,175	27.0074	56,535	27.1805	56,895	27.3536	57,255	27.5267	57,615	27.6997
	4		57,248	27.5232	57,608	27.6963	57,968	27.8694	58,328	28.0424	58,688	28.2155	59,048	28.3886
	5		58,755	28.2474	59,115	28.4205	59,475	28.5936	59,835	28.7666	60,195	28.9397	60,555	29.1128
	6		60,333	29.0064	60,693	29.1795	61,053	29.3526	61,413	29.5257	61,773	29.6988	62,133	29.8718

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		19,056	9.1618	19,416	9.3348	19,776	9.5079	20,136	9.6810	20,496	9.8541	20,856	10.0272
	2		19,401	9.3276	19,761	9.5007	20,121	9.6737	20,481	9.8468	20,841	10.0199	21,201	10.1930
	3		19,771	9.5054	20,131	9.6785	20,491	9.8515	20,851	10.0246	21,211	10.1977	21,571	10.3708
	4		20,166	9.6951	20,526	9.8682	20,886	10.0413	21,246	10.2144	21,606	10.3874	21,966	10.5605
	5		20,561	9.8849	20,921	10.0580	21,281	10.2310	21,641	10.4041	22,001	10.5772	22,361	10.7503
	6		23,469	11.2833	23,829	11.4563	24,189	11.6294	24,549	11.8025	24,909	11.9756	25,269	12.1486
01	1		21,522	10.3470	21,882	10.5201	22,242	10.6932	22,602	10.8663	22,962	11.0393	23,322	11.2124
	2		21,941	10.5487	22,301	10.7218	22,661	10.8949	23,021	11.0680	23,381	11.2410	23,741	11.4141
	3		22,458	10.7972	22,818	10.9703	23,178	11.1433	23,538	11.3164	23,898	11.4895	24,258	11.6626
	4		23,001	11.0582	23,361	11.2312	23,721	11.4043	24,081	11.5774	24,441	11.7505	24,801	11.9236
	5		23,469	11.2833	23,829	11.4563	24,189	11.6294	24,549	11.8025	24,909	11.9756	25,269	12.1486
	6		24,086	11.5796	24,446	11.7526	24,806	11.9257	25,166	12.0988	25,526	12.2719	25,886	12.4450
02	1		21,941	10.5487	22,301	10.7218	22,661	10.8949	23,021	11.0680	23,381	11.2410	23,741	11.4141
	2		22,458	10.7972	22,818	10.9703	23,178	11.1433	23,538	11.3164	23,898	11.4895	24,258	11.6626
	3		23,001	11.0582	23,361	11.2312	23,721	11.4043	24,081	11.5774	24,441	11.7505	24,801	11.9236
	4		23,469	11.2833	23,829	11.4563	24,189	11.6294	24,549	11.8025	24,909	11.9756	25,269	12.1486
	5		24,086	11.5796	24,446	11.7526	24,806	11.9257	25,166	12.0988	25,526	12.2719	25,886	12.4450
	6		24,505	11.7813	24,865	11.9544	25,225	12.1274	25,585	12.3005	25,945	12.4736	26,305	12.6467
03	1		22,458	10.7972	22,818	10.9703	23,178	11.1433	23,538	11.3164	23,898	11.4895	24,258	11.6626
	2		23,001	11.0582	23,361	11.2312	23,721	11.4043	24,081	11.5774	24,441	11.7505	24,801	11.9236
	3		23,469	11.2833	23,829	11.4563	24,189	11.6294	24,549	11.8025	24,909	11.9756	25,269	12.1486
	4		24,086	11.5796	24,446	11.7526	24,806	11.9257	25,166	12.0988	25,526	12.2719	25,886	12.4450
	5		24,505	11.7813	24,865	11.9544	25,225	12.1274	25,585	12.3005	25,945	12.4736	26,305	12.6467
	6		25,023	12.0303	25,383	12.2034	25,743	12.3765	26,103	12.5495	26,463	12.7226	26,823	12.8957
04	1		23,001	11.0582	23,361	11.2312	23,721	11.4043	24,081	11.5774	24,441	11.7505	24,801	11.9236
	2		23,469	11.2833	23,829	11.4563	24,189	11.6294	24,549	11.8025	24,909	11.9756	25,269	12.1486
	3		24,086	11.5796	24,446	11.7526	24,806	11.9257	25,166	12.0988	25,526	12.2719	25,886	12.4450
	4		24,505	11.7813	24,865	11.9544	25,225	12.1274	25,585	12.3005	25,945	12.4736	26,305	12.6467
	5		25,023	12.0303	25,383	12.2034	25,743	12.3765	26,103	12.5495	26,463	12.7226	26,823	12.8957
	6		25,663	12.3380	26,023	12.5111	26,383	12.6842	26,743	12.8572	27,103	13.0303	27,463	13.2034
05	1		23,469	11.2833	23,829	11.4563	24,189	11.6294	24,549	11.8025	24,909	11.9756	25,269	12.1486
	2		24,086	11.5796	24,446	11.7526	24,806	11.9257	25,166	12.0988	25,526	12.2719	25,886	12.4450
	3		24,505	11.7813	24,865	11.9544	25,225	12.1274	25,585	12.3005	25,945	12.4736	26,305	12.6467
	4		25,023	12.0303	25,383	12.2034	25,743	12.3765	26,103	12.5495	26,463	12.7226	26,823	12.8957
	5		25,663	12.3380	26,023	12.5111	26,383	12.6842	26,743	12.8572	27,103	13.0303	27,463	13.2034
	6		26,156	12.5751	26,516	12.7481	26,876	12.9212	27,236	13.0943	27,596	13.2674	27,956	13.4405

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		24,086	11.5796	24,446	11.7526	24,806	11.9257	25,166	12.0988	25,526	12.2719	25,886	12.4450
	2		24,505	11.7813	24,865	11.9544	25,225	12.1274	25,585	12.3005	25,945	12.4736	26,305	12.6467
	3		25,023	12.0303	25,383	12.2034	25,743	12.3765	26,103	12.5495	26,463	12.7226	26,823	12.8957
	4		25,663	12.3380	26,023	12.5111	26,383	12.6842	26,743	12.8572	27,103	13.0303	27,463	13.2034
	5		26,156	12.5751	26,516	12.7481	26,876	12.9212	27,236	13.0943	27,596	13.2674	27,956	13.4405
	6		26,749	12.8600	27,109	13.0331	27,469	13.2061	27,829	13.3792	28,189	13.5523	28,549	13.7254
07	1		24,505	11.7813	24,865	11.9544	25,225	12.1274	25,585	12.3005	25,945	12.4736	26,305	12.6467
	2		25,023	12.0303	25,383	12.2034	25,743	12.3765	26,103	12.5495	26,463	12.7226	26,823	12.8957
	3		25,663	12.3380	26,023	12.5111	26,383	12.6842	26,743	12.8572	27,103	13.0303	27,463	13.2034
	4		26,156	12.5751	26,516	12.7481	26,876	12.9212	27,236	13.0943	27,596	13.2674	27,956	13.4405
	5		26,749	12.8600	27,109	13.0331	27,469	13.2061	27,829	13.3792	28,189	13.5523	28,549	13.7254
	6		27,315	13.1324	27,675	13.3054	28,035	13.4785	28,395	13.6516	28,755	13.8247	29,115	13.9977
08	1		25,023	12.0303	25,383	12.2034	25,743	12.3765	26,103	12.5495	26,463	12.7226	26,823	12.8957
	2		25,663	12.3380	26,023	12.5111	26,383	12.6842	26,743	12.8572	27,103	13.0303	27,463	13.2034
	3		26,156	12.5751	26,516	12.7481	26,876	12.9212	27,236	13.0943	27,596	13.2674	27,956	13.4405
	4		26,749	12.8600	27,109	13.0331	27,469	13.2061	27,829	13.3792	28,189	13.5523	28,549	13.7254
	5		27,315	13.1324	27,675	13.3054	28,035	13.4785	28,395	13.6516	28,755	13.8247	29,115	13.9977
	6		27,932	13.4287	28,292	13.6018	28,652	13.7748	29,012	13.9479	29,372	14.1210	29,732	14.2941
09	1		25,663	12.3380	26,023	12.5111	26,383	12.6842	26,743	12.8572	27,103	13.0303	27,463	13.2034
	2		26,156	12.5751	26,516	12.7481	26,876	12.9212	27,236	13.0943	27,596	13.2674	27,956	13.4405
	3		26,749	12.8600	27,109	13.0331	27,469	13.2061	27,829	13.3792	28,189	13.5523	28,549	13.7254
	4		27,315	13.1324	27,675	13.3054	28,035	13.4785	28,395	13.6516	28,755	13.8247	29,115	13.9977
	5		27,932	13.4287	28,292	13.6018	28,652	13.7748	29,012	13.9479	29,372	14.1210	29,732	14.2941
	6		28,523	13.7130	28,883	13.8861	29,243	14.0592	29,603	14.2323	29,963	14.4053	30,323	14.5784
10	1		26,156	12.5751	26,516	12.7481	26,876	12.9212	27,236	13.0943	27,596	13.2674	27,956	13.4405
	2		26,749	12.8600	27,109	13.0331	27,469	13.2061	27,829	13.3792	28,189	13.5523	28,549	13.7254
	3		27,315	13.1324	27,675	13.3054	28,035	13.4785	28,395	13.6516	28,755	13.8247	29,115	13.9977
	4		27,932	13.4287	28,292	13.6018	28,652	13.7748	29,012	13.9479	29,372	14.1210	29,732	14.2941
	5		28,523	13.7130	28,883	13.8861	29,243	14.0592	29,603	14.2323	29,963	14.4053	30,323	14.5784
	6		29,214	14.0452	29,574	14.2183	29,934	14.3914	30,294	14.5645	30,654	14.7375	31,014	14.9106
11	1		26,749	12.8600	27,109	13.0331	27,469	13.2061	27,829	13.3792	28,189	13.5523	28,549	13.7254
	2		27,315	13.1324	27,675	13.3054	28,035	13.4785	28,395	13.6516	28,755	13.8247	29,115	13.9977
	3		27,932	13.4287	28,292	13.6018	28,652	13.7748	29,012	13.9479	29,372	14.1210	29,732	14.2941
	4		28,523	13.7130	28,883	13.8861	29,243	14.0592	29,603	14.2323	29,963	14.4053	30,323	14.5784
	5		29,214	14.0452	29,574	14.2183	29,934	14.3914	30,294	14.5645	30,654	14.7375	31,014	14.9106
	6		29,879	14.3649	30,239	14.5380	30,599	14.7111	30,959	14.8841	31,319	15.0572	31,679	15.2303

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		27,315	13.1324	27,675	13.3054	28,035	13.4785	28,395	13.6516	28,755	13.8247	29,115	13.9977
	2		27,932	13.4287	28,292	13.6018	28,652	13.7748	29,012	13.9479	29,372	14.1210	29,732	14.2941
	3		28,523	13.7130	28,883	13.8861	29,243	14.0592	29,603	14.2323	29,963	14.4053	30,323	14.5784
	4		29,214	14.0452	29,574	14.2183	29,934	14.3914	30,294	14.5645	30,654	14.7375	31,014	14.9106
	5		29,879	14.3649	30,239	14.5380	30,599	14.7111	30,959	14.8841	31,319	15.0572	31,679	15.2303
	6		30,619	14.7205	30,979	14.8936	31,339	15.0666	31,699	15.2397	32,059	15.4128	32,419	15.5859
13	1		27,932	13.4287	28,292	13.6018	28,652	13.7748	29,012	13.9479	29,372	14.1210	29,732	14.2941
	2		28,523	13.7130	28,883	13.8861	29,243	14.0592	29,603	14.2323	29,963	14.4053	30,323	14.5784
	3		29,214	14.0452	29,574	14.2183	29,934	14.3914	30,294	14.5645	30,654	14.7375	31,014	14.9106
	4		29,879	14.3649	30,239	14.5380	30,599	14.7111	30,959	14.8841	31,319	15.0572	31,679	15.2303
	5		30,619	14.7205	30,979	14.8936	31,339	15.0666	31,699	15.2397	32,059	15.4128	32,419	15.5859
	6		31,285	15.0407	31,645	15.2138	32,005	15.3869	32,365	15.5600	32,725	15.7330	33,085	15.9061
14	1		28,523	13.7130	28,883	13.8861	29,243	14.0592	29,603	14.2323	29,963	14.4053	30,323	14.5784
	2		29,214	14.0452	29,574	14.2183	29,934	14.3914	30,294	14.5645	30,654	14.7375	31,014	14.9106
	3		29,879	14.3649	30,239	14.5380	30,599	14.7111	30,959	14.8841	31,319	15.0572	31,679	15.2303
	4		30,619	14.7205	30,979	14.8936	31,339	15.0666	31,699	15.2397	32,059	15.4128	32,419	15.5859
	5		31,285	15.0407	31,645	15.2138	32,005	15.3869	32,365	15.5600	32,725	15.7330	33,085	15.9061
	6		32,024	15.3963	32,384	15.5694	32,744	15.7425	33,104	15.9155	33,464	16.0886	33,824	16.2617
15	1		29,214	14.0452	29,574	14.2183	29,934	14.3914	30,294	14.5645	30,654	14.7375	31,014	14.9106
	2		29,879	14.3649	30,239	14.5380	30,599	14.7111	30,959	14.8841	31,319	15.0572	31,679	15.2303
	3		30,619	14.7205	30,979	14.8936	31,339	15.0666	31,699	15.2397	32,059	15.4128	32,419	15.5859
	4		31,285	15.0407	31,645	15.2138	32,005	15.3869	32,365	15.5600	32,725	15.7330	33,085	15.9061
	5		32,024	15.3963	32,384	15.5694	32,744	15.7425	33,104	15.9155	33,464	16.0886	33,824	16.2617
	6		32,813	15.7752	33,173	15.9483	33,533	16.1214	33,893	16.2945	34,253	16.4676	34,613	16.6406
16	1		29,879	14.3649	30,239	14.5380	30,599	14.7111	30,959	14.8841	31,319	15.0572	31,679	15.2303
	2		30,619	14.7205	30,979	14.8936	31,339	15.0666	31,699	15.2397	32,059	15.4128	32,419	15.5859
	3		31,285	15.0407	31,645	15.2138	32,005	15.3869	32,365	15.5600	32,725	15.7330	33,085	15.9061
	4		32,024	15.3963	32,384	15.5694	32,744	15.7425	33,104	15.9155	33,464	16.0886	33,824	16.2617
	5		32,813	15.7752	33,173	15.9483	33,533	16.1214	33,893	16.2945	34,253	16.4676	34,613	16.6406
	6		33,577	16.1428	33,937	16.3159	34,297	16.4889	34,657	16.6620	35,017	16.8351	35,377	17.0082
17	1		30,619	14.7205	30,979	14.8936	31,339	15.0666	31,699	15.2397	32,059	15.4128	32,419	15.5859
	2		31,285	15.0407	31,645	15.2138	32,005	15.3869	32,365	15.5600	32,725	15.7330	33,085	15.9061
	3		32,024	15.3963	32,384	15.5694	32,744	15.7425	33,104	15.9155	33,464	16.0886	33,824	16.2617
	4		32,813	15.7752	33,173	15.9483	33,533	16.1214	33,893	16.2945	34,253	16.4676	34,613	16.6406
	5		33,577	16.1428	33,937	16.3159	34,297	16.4889	34,657	16.6620	35,017	16.8351	35,377	17.0082
	6		34,292	16.4864	34,652	16.6595	35,012	16.8326	35,372	17.0056	35,732	17.1787	36,092	17.3518

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		31,285	15.0407	31,645	15.2138	32,005	15.3869	32,365	15.5600	32,725	15.7330	33,085	15.9061
	2		32,024	15.3963	32,384	15.5694	32,744	15.7425	33,104	15.9155	33,464	16.0886	33,824	16.2617
	3		32,813	15.7752	33,173	15.9483	33,533	16.1214	33,893	16.2945	34,253	16.4676	34,613	16.6406
	4		33,577	16.1428	33,937	16.3159	34,297	16.4889	34,657	16.6620	35,017	16.8351	35,377	17.0082
	5		34,292	16.4864	34,652	16.6595	35,012	16.8326	35,372	17.0056	35,732	17.1787	36,092	17.3518
	6		35,155	16.9012	35,515	17.0743	35,875	17.2474	36,235	17.4205	36,595	17.5935	36,955	17.7666
19	1		32,024	15.3963	32,384	15.5694	32,744	15.7425	33,104	15.9155	33,464	16.0886	33,824	16.2617
	2		32,813	15.7752	33,173	15.9483	33,533	16.1214	33,893	16.2945	34,253	16.4676	34,613	16.6406
	3		33,577	16.1428	33,937	16.3159	34,297	16.4889	34,657	16.6620	35,017	16.8351	35,377	17.0082
	4		34,292	16.4864	34,652	16.6595	35,012	16.8326	35,372	17.0056	35,732	17.1787	36,092	17.3518
	5		35,155	16.9012	35,515	17.0743	35,875	17.2474	36,235	17.4205	36,595	17.5935	36,955	17.7666
	6		36,067	17.3400	36,427	17.5131	36,787	17.6862	37,147	17.8592	37,507	18.0323	37,867	18.2054
20	1		32,813	15.7752	33,173	15.9483	33,533	16.1214	33,893	16.2945	34,253	16.4676	34,613	16.6406
	2		33,577	16.1428	33,937	16.3159	34,297	16.4889	34,657	16.6620	35,017	16.8351	35,377	17.0082
	3		34,292	16.4864	34,652	16.6595	35,012	16.8326	35,372	17.0056	35,732	17.1787	36,092	17.3518
	4		35,155	16.9012	35,515	17.0743	35,875	17.2474	36,235	17.4205	36,595	17.5935	36,955	17.7666
	5		36,067	17.3400	36,427	17.5131	36,787	17.6862	37,147	17.8592	37,507	18.0323	37,867	18.2054
	6		36,857	17.7195	37,217	17.8926	37,577	18.0657	37,937	18.2387	38,297	18.4118	38,657	18.5849
21	1		33,577	16.1428	33,937	16.3159	34,297	16.4889	34,657	16.6620	35,017	16.8351	35,377	17.0082
	2		34,292	16.4864	34,652	16.6595	35,012	16.8326	35,372	17.0056	35,732	17.1787	36,092	17.3518
	3		35,155	16.9012	35,515	17.0743	35,875	17.2474	36,235	17.4205	36,595	17.5935	36,955	17.7666
	4		36,067	17.3400	36,427	17.5131	36,787	17.6862	37,147	17.8592	37,507	18.0323	37,867	18.2054
	5		36,857	17.7195	37,217	17.8926	37,577	18.0657	37,937	18.2387	38,297	18.4118	38,657	18.5849
	6		37,743	18.1458	38,103	18.3188	38,463	18.4919	38,823	18.6650	39,183	18.8381	39,543	19.0111
22	1		34,292	16.4864	34,652	16.6595	35,012	16.8326	35,372	17.0056	35,732	17.1787	36,092	17.3518
	2		35,155	16.9012	35,515	17.0743	35,875	17.2474	36,235	17.4205	36,595	17.5935	36,955	17.7666
	3		36,067	17.3400	36,427	17.5131	36,787	17.6862	37,147	17.8592	37,507	18.0323	37,867	18.2054
	4		36,857	17.7195	37,217	17.8926	37,577	18.0657	37,937	18.2387	38,297	18.4118	38,657	18.5849
	5		37,743	18.1458	38,103	18.3188	38,463	18.4919	38,823	18.6650	39,183	18.8381	39,543	19.0111
	6		38,606	18.5606	38,966	18.7337	39,326	18.9067	39,686	19.0798	40,046	19.2529	40,406	19.4260
23	1		35,155	16.9012	35,515	17.0743	35,875	17.2474	36,235	17.4205	36,595	17.5935	36,955	17.7666
	2		36,067	17.3400	36,427	17.5131	36,787	17.6862	37,147	17.8592	37,507	18.0323	37,867	18.2054
	3		36,857	17.7195	37,217	17.8926	37,577	18.0657	37,937	18.2387	38,297	18.4118	38,657	18.5849
	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
	5		38,606	18.5606	38,966	18.7337	39,326	18.9067	39,686	19.0798	40,046	19.2529	40,406	19.4260
	6		39,568	19.0233	39,928	19.1964	40,288	19.3694	40,648	19.5425	41,008	19.7156	41,368	19.8887

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		36,067	17.3400	36,427	17.5131	36,787	17.6862	37,147	17.8592	37,507	18.0323	37,867	18.2054
	2		36,857	17.7195	37,217	17.8926	37,577	18.0657	37,937	18.2387	38,297	18.4118	38,657	18.5849
	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		38,606	18.5606	38,966	18.7337	39,326	18.9067	39,686	19.0798	40,046	19.2529	40,406	19.4260
	5		39,568	19.0233	39,928	19.1964	40,288	19.3694	40,648	19.5425	41,008	19.7156	41,368	19.8887
	6		40,653	19.5447	41,013	19.7178	41,373	19.8908	41,733	20.0639	42,093	20.2370	42,453	20.4101
25	1		36,857	17.7195	37,217	17.8926	37,577	18.0657	37,937	18.2387	38,297	18.4118	38,657	18.5849
	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		38,606	18.5606	38,966	18.7337	39,326	18.9067	39,686	19.0798	40,046	19.2529	40,406	19.4260
	4		39,568	19.0233	39,928	19.1964	40,288	19.3694	40,648	19.5425	41,008	19.7156	41,368	19.8887
	5		40,653	19.5447	41,013	19.7178	41,373	19.8908	41,733	20.0639	42,093	20.2370	42,453	20.4101
	6		41,713	20.0541	42,073	20.2272	42,433	20.4003	42,793	20.5734	43,153	20.7464	43,513	20.9195
26	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		38,606	18.5606	38,966	18.7337	39,326	18.9067	39,686	19.0798	40,046	19.2529	40,406	19.4260
	3		39,568	19.0233	39,928	19.1964	40,288	19.3694	40,648	19.5425	41,008	19.7156	41,368	19.8887
	4		40,653	19.5447	41,013	19.7178	41,373	19.8908	41,733	20.0639	42,093	20.2370	42,453	20.4101
	5		41,713	20.0541	42,073	20.2272	42,433	20.4003	42,793	20.5734	43,153	20.7464	43,513	20.9195
	6		42,822	20.5875	43,182	20.7606	43,542	20.9336	43,902	21.1067	44,262	21.2798	44,622	21.4529
27	1		38,606	18.5606	38,966	18.7337	39,326	18.9067	39,686	19.0798	40,046	19.2529	40,406	19.4260
	2		39,568	19.0233	39,928	19.1964	40,288	19.3694	40,648	19.5425	41,008	19.7156	41,368	19.8887
	3		40,653	19.5447	41,013	19.7178	41,373	19.8908	41,733	20.0639	42,093	20.2370	42,453	20.4101
	4		41,713	20.0541	42,073	20.2272	42,433	20.4003	42,793	20.5734	43,153	20.7464	43,513	20.9195
	5		42,822	20.5875	43,182	20.7606	43,542	20.9336	43,902	21.1067	44,262	21.2798	44,622	21.4529
	6		43,981	21.1448	44,341	21.3179	44,701	21.4909	45,061	21.6640	45,421	21.8371	45,781	22.0102
28	1		39,568	19.0233	39,928	19.1964	40,288	19.3694	40,648	19.5425	41,008	19.7156	41,368	19.8887
	2		40,653	19.5447	41,013	19.7178	41,373	19.8908	41,733	20.0639	42,093	20.2370	42,453	20.4101
	3		41,713	20.0541	42,073	20.2272	42,433	20.4003	42,793	20.5734	43,153	20.7464	43,513	20.9195
	4		42,822	20.5875	43,182	20.7606	43,542	20.9336	43,902	21.1067	44,262	21.2798	44,622	21.4529
	5		43,981	21.1448	44,341	21.3179	44,701	21.4909	45,061	21.6640	45,421	21.8371	45,781	22.0102
	6		45,091	21.6781	45,451	21.8512	45,811	22.0243	46,171	22.1974	46,531	22.3705	46,891	22.5435
29	1		40,653	19.5447	41,013	19.7178	41,373	19.8908	41,733	20.0639	42,093	20.2370	42,453	20.4101
	2		41,713	20.0541	42,073	20.2272	42,433	20.4003	42,793	20.5734	43,153	20.7464	43,513	20.9195
	3		42,822	20.5875	43,182	20.7606	43,542	20.9336	43,902	21.1067	44,262	21.2798	44,622	21.4529
	4		43,981	21.1448	44,341	21.3179	44,701	21.4909	45,061	21.6640	45,421	21.8371	45,781	22.0102
	5		45,091	21.6781	45,451	21.8512	45,811	22.0243	46,171	22.1974	46,531	22.3705	46,891	22.5435
	6		46,348	22.2827	46,708	22.4558	47,068	22.6289	47,428	22.8020	47,788	22.9750	48,148	23.1481

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		41,713	20.0541	42,073	20.2272	42,433	20.4003	42,793	20.5734	43,153	20.7464	43,513	20.9195
	2		42,822	20.5875	43,182	20.7606	43,542	20.9336	43,902	21.1067	44,262	21.2798	44,622	21.4529
	3		43,981	21.1448	44,341	21.3179	44,701	21.4909	45,061	21.6640	45,421	21.8371	45,781	22.0102
	4		45,091	21.6781	45,451	21.8512	45,811	22.0243	46,171	22.1974	46,531	22.3705	46,891	22.5435
	5		46,348	22.2827	46,708	22.4558	47,068	22.6289	47,428	22.8020	47,788	22.9750	48,148	23.1481
	6		47,581	22.8754	47,941	23.0484	48,301	23.2215	48,661	23.3946	49,021	23.5677	49,381	23.7407
31	1		42,822	20.5875	43,182	20.7606	43,542	20.9336	43,902	21.1067	44,262	21.2798	44,622	21.4529
	2		43,981	21.1448	44,341	21.3179	44,701	21.4909	45,061	21.6640	45,421	21.8371	45,781	22.0102
	3		45,091	21.6781	45,451	21.8512	45,811	22.0243	46,171	22.1974	46,531	22.3705	46,891	22.5435
	4		46,348	22.2827	46,708	22.4558	47,068	22.6289	47,428	22.8020	47,788	22.9750	48,148	23.1481
	5		47,581	22.8754	47,941	23.0484	48,301	23.2215	48,661	23.3946	49,021	23.5677	49,381	23.7407
	6		48,764	23.4441	49,124	23.6171	49,484	23.7902	49,844	23.9633	50,204	24.1364	50,564	24.3094
32	1		43,981	21.1448	44,341	21.3179	44,701	21.4909	45,061	21.6640	45,421	21.8371	45,781	22.0102
	2		45,091	21.6781	45,451	21.8512	45,811	22.0243	46,171	22.1974	46,531	22.3705	46,891	22.5435
	3		46,348	22.2827	46,708	22.4558	47,068	22.6289	47,428	22.8020	47,788	22.9750	48,148	23.1481
	4		47,581	22.8754	47,941	23.0484	48,301	23.2215	48,661	23.3946	49,021	23.5677	49,381	23.7407
	5		48,764	23.4441	49,124	23.6171	49,484	23.7902	49,844	23.9633	50,204	24.1364	50,564	24.3094
	6		50,021	24.0486	50,381	24.2217	50,741	24.3948	51,101	24.5679	51,461	24.7410	51,821	24.9140
33	1		45,091	21.6781	45,451	21.8512	45,811	22.0243	46,171	22.1974	46,531	22.3705	46,891	22.5435
	2		46,348	22.2827	46,708	22.4558	47,068	22.6289	47,428	22.8020	47,788	22.9750	48,148	23.1481
	3		47,581	22.8754	47,941	23.0484	48,301	23.2215	48,661	23.3946	49,021	23.5677	49,381	23.7407
	4		48,764	23.4441	49,124	23.6171	49,484	23.7902	49,844	23.9633	50,204	24.1364	50,564	24.3094
	5		50,021	24.0486	50,381	24.2217	50,741	24.3948	51,101	24.5679	51,461	24.7410	51,821	24.9140
	6		51,279	24.6532	51,639	24.8263	51,999	24.9994	52,359	25.1725	52,719	25.3455	53,079	25.5186
34	1		46,348	22.2827	46,708	22.4558	47,068	22.6289	47,428	22.8020	47,788	22.9750	48,148	23.1481
	2		47,581	22.8754	47,941	23.0484	48,301	23.2215	48,661	23.3946	49,021	23.5677	49,381	23.7407
	3		48,764	23.4441	49,124	23.6171	49,484	23.7902	49,844	23.9633	50,204	24.1364	50,564	24.3094
	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
	5		51,279	24.6532	51,639	24.8263	51,999	24.9994	52,359	25.1725	52,719	25.3455	53,079	25.5186
	6		52,610	25.2932	52,970	25.4662	53,330	25.6393	53,690	25.8124	54,050	25.9855	54,410	26.1585
35	1		47,581	22.8754	47,941	23.0484	48,301	23.2215	48,661	23.3946	49,021	23.5677	49,381	23.7407
	2		48,764	23.4441	49,124	23.6171	49,484	23.7902	49,844	23.9633	50,204	24.1364	50,564	24.3094
	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		51,279	24.6532	51,639	24.8263	51,999	24.9994	52,359	25.1725	52,719	25.3455	53,079	25.5186
	5		52,610	25.2932	52,970	25.4662	53,330	25.6393	53,690	25.8124	54,050	25.9855	54,410	26.1585
	6		53,966	25.9451	54,326	26.1181	54,686	26.2912	55,046	26.4643	55,406	26.6374	55,766	26.8104



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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		48,764	23.4441	49,124	23.6171	49,484	23.7902	49,844	23.9633	50,204	24.1364	50,564	24.3094
	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		51,279	24.6532	51,639	24.8263	51,999	24.9994	52,359	25.1725	52,719	25.3455	53,079	25.5186
	4		52,610	25.2932	52,970	25.4662	53,330	25.6393	53,690	25.8124	54,050	25.9855	54,410	26.1585
	5		53,966	25.9451	54,326	26.1181	54,686	26.2912	55,046	26.4643	55,406	26.6374	55,766	26.8104
	6		55,247	26.5610	55,607	26.7341	55,967	26.9072	56,327	27.0803	56,687	27.2533	57,047	27.4264
37	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		51,279	24.6532	51,639	24.8263	51,999	24.9994	52,359	25.1725	52,719	25.3455	53,079	25.5186
	3		52,610	25.2932	52,970	25.4662	53,330	25.6393	53,690	25.8124	54,050	25.9855	54,410	26.1585
	4		53,966	25.9451	54,326	26.1181	54,686	26.2912	55,046	26.4643	55,406	26.6374	55,766	26.8104
	5		55,247	26.5610	55,607	26.7341	55,967	26.9072	56,327	27.0803	56,687	27.2533	57,047	27.4264
	6		56,653	27.2369	57,013	27.4099	57,373	27.5830	57,733	27.7561	58,093	27.9292	58,453	28.1022
38	1		51,279	24.6532	51,639	24.8263	51,999	24.9994	52,359	25.1725	52,719	25.3455	53,079	25.5186
	2		52,610	25.2932	52,970	25.4662	53,330	25.6393	53,690	25.8124	54,050	25.9855	54,410	26.1585
	3		53,966	25.9451	54,326	26.1181	54,686	26.2912	55,046	26.4643	55,406	26.6374	55,766	26.8104
	4		55,247	26.5610	55,607	26.7341	55,967	26.9072	56,327	27.0803	56,687	27.2533	57,047	27.4264
	5		56,653	27.2369	57,013	27.4099	57,373	27.5830	57,733	27.7561	58,093	27.9292	58,453	28.1022
	6		58,107	27.9360	58,467	28.1091	58,827	28.2822	59,187	28.4553	59,547	28.6284	59,907	28.8014
39	1		52,610	25.2932	52,970	25.4662	53,330	25.6393	53,690	25.8124	54,050	25.9855	54,410	26.1585
	2		53,966	25.9451	54,326	26.1181	54,686	26.2912	55,046	26.4643	55,406	26.6374	55,766	26.8104
	3		55,247	26.5610	55,607	26.7341	55,967	26.9072	56,327	27.0803	56,687	27.2533	57,047	27.4264
	4		56,653	27.2369	57,013	27.4099	57,373	27.5830	57,733	27.7561	58,093	27.9292	58,453	28.1022
	5		58,107	27.9360	58,467	28.1091	58,827	28.2822	59,187	28.4553	59,547	28.6284	59,907	28.8014
	6		59,636	28.6711	59,996	28.8442	60,356	29.0173	60,716	29.1904	61,076	29.3634	61,436	29.5365
40	1		53,966	25.9451	54,326	26.1181	54,686	26.2912	55,046	26.4643	55,406	26.6374	55,766	26.8104
	2		55,247	26.5610	55,607	26.7341	55,967	26.9072	56,327	27.0803	56,687	27.2533	57,047	27.4264
	3		56,653	27.2369	57,013	27.4099	57,373	27.5830	57,733	27.7561	58,093	27.9292	58,453	28.1022
	4		58,107	27.9360	58,467	28.1091	58,827	28.2822	59,187	28.4553	59,547	28.6284	59,907	28.8014
	5		59,636	28.6711	59,996	28.8442	60,356	29.0173	60,716	29.1904	61,076	29.3634	61,436	29.5365
	6		61,238	29.4415	61,598	29.6146	61,958	29.7877	62,318	29.9608	62,678	30.1339	63,038	30.3069

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

Rate Increase: 1.5%

RANGE (2&3 digite)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		19,342	9.2992	19,702	9.4723	20,062	9.6453	20,422	9.8184	20,782	9.9915	21,142	10.1646
	2		19,692	9.4675	20,052	9.6406	20,412	9.8137	20,772	9.9867	21,132	10.1598	21,492	10.3329
	3		20,068	9.6480	20,428	9.8210	20,788	9.9941	21,148	10.1672	21,508	10.3403	21,868	10.5133
	4		20,468	9.8406	20,828	10.0136	21,188	10.1867	21,548	10.3598	21,908	10.5329	22,268	10.7059
	5		20,869	10.0332	21,229	10.2062	21,589	10.3793	21,949	10.5524	22,309	10.7255	22,669	10.8985
	6		23,821	11.4525	24,181	11.6256	24,541	11.7987	24,901	11.9717	25,261	12.1448	25,621	12.3179
01	1		21,845	10.5022	22,205	10.6753	22,565	10.8484	22,925	11.0215	23,285	11.1945	23,645	11.3676
	2		22,271	10.7070	22,631	10.8801	22,991	11.0531	23,351	11.2262	23,711	11.3993	24,071	11.5724
	3		22,795	10.9591	23,155	11.1322	23,515	11.3053	23,875	11.4784	24,235	11.6515	24,595	11.8245
	4		23,346	11.2240	23,706	11.3971	24,066	11.5702	24,426	11.7433	24,786	11.9164	25,146	12.0894
	5		23,821	11.4525	24,181	11.6256	24,541	11.7987	24,901	11.9717	25,261	12.1448	25,621	12.3179
	6		24,447	11.7533	24,807	11.9263	25,167	12.0994	25,527	12.2725	25,887	12.4456	26,247	12.6186
02	1		22,271	10.7070	22,631	10.8801	22,991	11.0531	23,351	11.2262	23,711	11.3993	24,071	11.5724
	2		22,795	10.9591	23,155	11.1322	23,515	11.3053	23,875	11.4784	24,235	11.6515	24,595	11.8245
	3		23,346	11.2240	23,706	11.3971	24,066	11.5702	24,426	11.7433	24,786	11.9164	25,146	12.0894
	4		23,821	11.4525	24,181	11.6256	24,541	11.7987	24,901	11.9717	25,261	12.1448	25,621	12.3179
	5		24,447	11.7533	24,807	11.9263	25,167	12.0994	25,527	12.2725	25,887	12.4456	26,247	12.6186
	6		24,873	11.9580	25,233	12.1311	25,593	12.3042	25,953	12.4772	26,313	12.6503	26,673	12.8234
03	1		22,795	10.9591	23,155	11.1322	23,515	11.3053	23,875	11.4784	24,235	11.6515	24,595	11.8245
	2		23,346	11.2240	23,706	11.3971	24,066	11.5702	24,426	11.7433	24,786	11.9164	25,146	12.0894
	3		23,821	11.4525	24,181	11.6256	24,541	11.7987	24,901	11.9717	25,261	12.1448	25,621	12.3179
	4		24,447	11.7533	24,807	11.9263	25,167	12.0994	25,527	12.2725	25,887	12.4456	26,247	12.6186
	5		24,873	11.9580	25,233	12.1311	25,593	12.3042	25,953	12.4772	26,313	12.6503	26,673	12.8234
	6		25,398	12.2108	25,758	12.3838	26,118	12.5569	26,478	12.7300	26,838	12.9031	27,198	13.0761
04	1		23,346	11.2240	23,706	11.3971	24,066	11.5702	24,426	11.7433	24,786	11.9164	25,146	12.0894
	2		23,821	11.4525	24,181	11.6256	24,541	11.7987	24,901	11.9717	25,261	12.1448	25,621	12.3179
	3		24,447	11.7533	24,807	11.9263	25,167	12.0994	25,527	12.2725	25,887	12.4456	26,247	12.6186
	4		24,873	11.9580	25,233	12.1311	25,593	12.3042	25,953	12.4772	26,313	12.6503	26,673	12.8234
	5		25,398	12.2108	25,758	12.3838	26,118	12.5569	26,478	12.7300	26,838	12.9031	27,198	13.0761
	6		26,048	12.5231	26,408	12.6962	26,768	12.8692	27,128	13.0423	27,488	13.2154	27,848	13.3885
05	1		23,821	11.4525	24,181	11.6256	24,541	11.7987	24,901	11.9717	25,261	12.1448	25,621	12.3179
	2		24,447	11.7533	24,807	11.9263	25,167	12.0994	25,527	12.2725	25,887	12.4456	26,247	12.6186
	3		24,873	11.9580	25,233	12.1311	25,593	12.3042	25,953	12.4772	26,313	12.6503	26,673	12.8234
	4		25,398	12.2108	25,758	12.3838	26,118	12.5569	26,478	12.7300	26,838	12.9031	27,198	13.0761
	5		26,048	12.5231	26,408	12.6962	26,768	12.8692	27,128	13.0423	27,488	13.2154	27,848	13.3885
	6		26,548	12.7637	26,908	12.9368	27,268	13.1098	27,628	13.2829	27,988	13.4560	28,348	13.6291

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		24,447	11.7533	24,807	11.9263	25,167	12.0994	25,527	12.2725	25,887	12.4456	26,247	12.6186
	2		24,873	11.9580	25,233	12.1311	25,593	12.3042	25,953	12.4772	26,313	12.6503	26,673	12.8234
	3		25,398	12.2108	25,758	12.3838	26,118	12.5569	26,478	12.7300	26,838	12.9031	27,198	13.0761
	4		26,048	12.5231	26,408	12.6962	26,768	12.8692	27,128	13.0423	27,488	13.2154	27,848	13.3885
	5		26,548	12.7637	26,908	12.9368	27,268	13.1098	27,628	13.2829	27,988	13.4560	28,348	13.6291
	6		27,150	13.0529	27,510	13.2260	27,870	13.3990	28,230	13.5721	28,590	13.7452	28,950	13.9183
07	1		24,873	11.9580	25,233	12.1311	25,593	12.3042	25,953	12.4772	26,313	12.6503	26,673	12.8234
	2		25,398	12.2108	25,758	12.3838	26,118	12.5569	26,478	12.7300	26,838	12.9031	27,198	13.0761
	3		26,048	12.5231	26,408	12.6962	26,768	12.8692	27,128	13.0423	27,488	13.2154	27,848	13.3885
	4		26,548	12.7637	26,908	12.9368	27,268	13.1098	27,628	13.2829	27,988	13.4560	28,348	13.6291
	5		27,150	13.0529	27,510	13.2260	27,870	13.3990	28,230	13.5721	28,590	13.7452	28,950	13.9183
	6		27,725	13.3293	28,085	13.5024	28,445	13.6755	28,805	13.8486	29,165	14.0217	29,525	14.1947
08	1		25,398	12.2108	25,758	12.3838	26,118	12.5569	26,478	12.7300	26,838	12.9031	27,198	13.0761
	2		26,048	12.5231	26,408	12.6962	26,768	12.8692	27,128	13.0423	27,488	13.2154	27,848	13.3885
	3		26,548	12.7637	26,908	12.9368	27,268	13.1098	27,628	13.2829	27,988	13.4560	28,348	13.6291
	4		27,150	13.0529	27,510	13.2260	27,870	13.3990	28,230	13.5721	28,590	13.7452	28,950	13.9183
	5		27,725	13.3293	28,085	13.5024	28,445	13.6755	28,805	13.8486	29,165	14.0217	29,525	14.1947
	6		28,351	13.6301	28,711	13.8032	29,071	13.9763	29,431	14.1493	29,791	14.3224	30,151	14.4955
09	1		26,048	12.5231	26,408	12.6962	26,768	12.8692	27,128	13.0423	27,488	13.2154	27,848	13.3885
	2		26,548	12.7637	26,908	12.9368	27,268	13.1098	27,628	13.2829	27,988	13.4560	28,348	13.6291
	3		27,150	13.0529	27,510	13.2260	27,870	13.3990	28,230	13.5721	28,590	13.7452	28,950	13.9183
	4		27,725	13.3293	28,085	13.5024	28,445	13.6755	28,805	13.8486	29,165	14.0217	29,525	14.1947
	5		28,351	13.6301	28,711	13.8032	29,071	13.9763	29,431	14.1493	29,791	14.3224	30,151	14.4955
	6		28,951	13.9187	29,311	14.0918	29,671	14.2649	30,031	14.4379	30,391	14.6110	30,751	14.7841
10	1		26,548	12.7637	26,908	12.9368	27,268	13.1098	27,628	13.2829	27,988	13.4560	28,348	13.6291
	2		27,150	13.0529	27,510	13.2260	27,870	13.3990	28,230	13.5721	28,590	13.7452	28,950	13.9183
	3		27,725	13.3293	28,085	13.5024	28,445	13.6755	28,805	13.8486	29,165	14.0217	29,525	14.1947
	4		28,351	13.6301	28,711	13.8032	29,071	13.9763	29,431	14.1493	29,791	14.3224	30,151	14.4955
	5		28,951	13.9187	29,311	14.0918	29,671	14.2649	30,031	14.4379	30,391	14.6110	30,751	14.7841
	6		29,652	14.2559	30,012	14.4290	30,372	14.6021	30,732	14.7751	31,092	14.9482	31,452	15.1213
11	1		27,150	13.0529	27,510	13.2260	27,870	13.3990	28,230	13.5721	28,590	13.7452	28,950	13.9183
	2		27,725	13.3293	28,085	13.5024	28,445	13.6755	28,805	13.8486	29,165	14.0217	29,525	14.1947
	3		28,351	13.6301	28,711	13.8032	29,071	13.9763	29,431	14.1493	29,791	14.3224	30,151	14.4955
	4		28,951	13.9187	29,311	14.0918	29,671	14.2649	30,031	14.4379	30,391	14.6110	30,751	14.7841
	5		29,652	14.2559	30,012	14.4290	30,372	14.6021	30,732	14.7751	31,092	14.9482	31,452	15.1213
	6		30,327	14.5804	30,687	14.7535	31,047	14.9265	31,407	15.0996	31,767	15.2727	32,127	15.4458

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP -	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		27,725	13.3293	28,085	13.5024	28,445	13.6755	28,805	13.8486	29,165	14.0217	29,525	14.1947
	2		28,351	13.6301	28,711	13.8032	29,071	13.9763	29,431	14.1493	29,791	14.3224	30,151	14.4955
	3		28,951	13.9187	29,311	14.0918	29,671	14.2649	30,031	14.4379	30,391	14.6110	30,751	14.7841
	4		29,652	14.2559	30,012	14.4290	30,372	14.6021	30,732	14.7751	31,092	14.9482	31,452	15.1213
	5		30,327	14.5804	30,687	14.7535	31,047	14.9265	31,407	15.0996	31,767	15.2727	32,127	15.4458
	6		31,078	14.9413	31,438	15.1144	31,798	15.2874	32,158	15.4605	32,518	15.6336	32,878	15.8067
13	1		28,351	13.6301	28,711	13.8032	29,071	13.9763	29,431	14.1493	29,791	14.3224	30,151	14.4955
	2		28,951	13.9187	29,311	14.0918	29,671	14.2649	30,031	14.4379	30,391	14.6110	30,751	14.7841
	3		29,652	14.2559	30,012	14.4290	30,372	14.6021	30,732	14.7751	31,092	14.9482	31,452	15.1213
	4		30,327	14.5804	30,687	14.7535	31,047	14.9265	31,407	15.0996	31,767	15.2727	32,127	15.4458
	5		31,078	14.9413	31,438	15.1144	31,798	15.2874	32,158	15.4605	32,518	15.6336	32,878	15.8067
	6		31,754	15.2663	32,114	15.4394	32,474	15.6125	32,834	15.7856	33,194	15.9587	33,554	16.1317
14	1		28,951	13.9187	29,311	14.0918	29,671	14.2649	30,031	14.4379	30,391	14.6110	30,751	14.7841
	2		29,652	14.2559	30,012	14.4290	30,372	14.6021	30,732	14.7751	31,092	14.9482	31,452	15.1213
	3		30,327	14.5804	30,687	14.7535	31,047	14.9265	31,407	15.0996	31,767	15.2727	32,127	15.4458
	4		31,078	14.9413	31,438	15.1144	31,798	15.2874	32,158	15.4605	32,518	15.6336	32,878	15.8067
	5		31,754	15.2663	32,114	15.4394	32,474	15.6125	32,834	15.7856	33,194	15.9587	33,554	16.1317
	6		32,505	15.6273	32,865	15.8003	33,225	15.9734	33,585	16.1465	33,945	16.3196	34,305	16.4926
15	1		29,652	14.2559	30,012	14.4290	30,372	14.6021	30,732	14.7751	31,092	14.9482	31,452	15.1213
	2		30,327	14.5804	30,687	14.7535	31,047	14.9265	31,407	15.0996	31,767	15.2727	32,127	15.4458
	3		31,078	14.9413	31,438	15.1144	31,798	15.2874	32,158	15.4605	32,518	15.6336	32,878	15.8067
	4		31,754	15.2663	32,114	15.4394	32,474	15.6125	32,834	15.7856	33,194	15.9587	33,554	16.1317
	5		32,505	15.6273	32,865	15.8003	33,225	15.9734	33,585	16.1465	33,945	16.3196	34,305	16.4926
	6		33,305	16.0119	33,665	16.1850	34,025	16.3580	34,385	16.5311	34,745	16.7042	35,105	16.8773
16	1		30,327	14.5804	30,687	14.7535	31,047	14.9265	31,407	15.0996	31,767	15.2727	32,127	15.4458
	2		31,078	14.9413	31,438	15.1144	31,798	15.2874	32,158	15.4605	32,518	15.6336	32,878	15.8067
	3		31,754	15.2663	32,114	15.4394	32,474	15.6125	32,834	15.7856	33,194	15.9587	33,554	16.1317
	4		32,505	15.6273	32,865	15.8003	33,225	15.9734	33,585	16.1465	33,945	16.3196	34,305	16.4926
	5		33,305	16.0119	33,665	16.1850	34,025	16.3580	34,385	16.5311	34,745	16.7042	35,105	16.8773
	6		34,081	16.3849	34,441	16.5580	34,801	16.7311	35,161	16.9042	35,521	17.0772	35,881	17.2503
17	1		31,078	14.9413	31,438	15.1144	31,798	15.2874	32,158	15.4605	32,518	15.6336	32,878	15.8067
	2		31,754	15.2663	32,114	15.4394	32,474	15.6125	32,834	15.7856	33,194	15.9587	33,554	16.1317
	3		32,505	15.6273	32,865	15.8003	33,225	15.9734	33,585	16.1465	33,945	16.3196	34,305	16.4926
	4		33,305	16.0119	33,665	16.1850	34,025	16.3580	34,385	16.5311	34,745	16.7042	35,105	16.8773
	5		34,081	16.3849	34,441	16.5580	34,801	16.7311	35,161	16.9042	35,521	17.0772	35,881	17.2503
	6		34,806	16.7337	35,166	16.9068	35,526	17.0798	35,886	17.2529	36,246	17.4260	36,606	17.5991

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		31,754	15.2663	32,114	15.4394	32,474	15.6125	32,834	15.7856	33,194	15.9587	33,554	16.1317
	2		32,505	15.6273	32,865	15.8003	33,225	15.9734	33,585	16.1465	33,945	16.3196	34,305	16.4926
	3		33,305	16.0119	33,665	16.1850	34,025	16.3580	34,385	16.5311	34,745	16.7042	35,105	16.8773
	4		34,081	16.3849	34,441	16.5580	34,801	16.7311	35,161	16.9042	35,521	17.0772	35,881	17.2503
	5		34,806	16.7337	35,166	16.9068	35,526	17.0798	35,886	17.2529	36,246	17.4260	36,606	17.5991
	6		35,682	17.1548	36,042	17.3278	36,402	17.5009	36,762	17.6740	37,122	17.8471	37,482	18.0201
19	1		32,505	15.6273	32,865	15.8003	33,225	15.9734	33,585	16.1465	33,945	16.3196	34,305	16.4926
	2		33,305	16.0119	33,665	16.1850	34,025	16.3580	34,385	16.5311	34,745	16.7042	35,105	16.8773
	3		34,081	16.3849	34,441	16.5580	34,801	16.7311	35,161	16.9042	35,521	17.0772	35,881	17.2503
	4		34,806	16.7337	35,166	16.9068	35,526	17.0798	35,886	17.2529	36,246	17.4260	36,606	17.5991
	5		35,682	17.1548	36,042	17.3278	36,402	17.5009	36,762	17.6740	37,122	17.8471	37,482	18.0201
	6		36,608	17.6001	36,968	17.7732	37,328	17.9463	37,688	18.1193	38,048	18.2924	38,408	18.4655
20	1		33,305	16.0119	33,665	16.1850	34,025	16.3580	34,385	16.5311	34,745	16.7042	35,105	16.8773
	2		34,081	16.3849	34,441	16.5580	34,801	16.7311	35,161	16.9042	35,521	17.0772	35,881	17.2503
	3		34,806	16.7337	35,166	16.9068	35,526	17.0798	35,886	17.2529	36,246	17.4260	36,606	17.5991
	4		35,682	17.1548	36,042	17.3278	36,402	17.5009	36,762	17.6740	37,122	17.8471	37,482	18.0201
	5		36,608	17.6001	36,968	17.7732	37,328	17.9463	37,688	18.1193	38,048	18.2924	38,408	18.4655
	6		37,409	17.9853	37,769	18.1584	38,129	18.3315	38,489	18.5045	38,849	18.6776	39,209	18.8507
21	1		34,081	16.3849	34,441	16.5580	34,801	16.7311	35,161	16.9042	35,521	17.0772	35,881	17.2503
	2		34,806	16.7337	35,166	16.9068	35,526	17.0798	35,886	17.2529	36,246	17.4260	36,606	17.5991
	3		35,682	17.1548	36,042	17.3278	36,402	17.5009	36,762	17.6740	37,122	17.8471	37,482	18.0201
	4		36,608	17.6001	36,968	17.7732	37,328	17.9463	37,688	18.1193	38,048	18.2924	38,408	18.4655
	5		37,409	17.9853	37,769	18.1584	38,129	18.3315	38,489	18.5045	38,849	18.6776	39,209	18.8507
	6		38,309	18.4179	38,669	18.5910	39,029	18.7641	39,389	18.9372	39,749	19.1102	40,109	19.2833
22	1		34,806	16.7337	35,166	16.9068	35,526	17.0798	35,886	17.2529	36,246	17.4260	36,606	17.5991
	2		35,682	17.1548	36,042	17.3278	36,402	17.5009	36,762	17.6740	37,122	17.8471	37,482	18.0201
	3		36,608	17.6001	36,968	17.7732	37,328	17.9463	37,688	18.1193	38,048	18.2924	38,408	18.4655
	4		37,409	17.9853	37,769	18.1584	38,129	18.3315	38,489	18.5045	38,849	18.6776	39,209	18.8507
	5		38,309	18.4179	38,669	18.5910	39,029	18.7641	39,389	18.9372	39,749	19.1102	40,109	19.2833
	6		39,185	18.8390	39,545	19.0121	39,905	19.1852	40,265	19.3582	40,625	19.5313	40,985	19.7044
23	1		35,682	17.1548	36,042	17.3278	36,402	17.5009	36,762	17.6740	37,122	17.8471	37,482	18.0201
	2		36,608	17.6001	36,968	17.7732	37,328	17.9463	37,688	18.1193	38,048	18.2924	38,408	18.4655
	3		37,409	17.9853	37,769	18.1584	38,129	18.3315	38,489	18.5045	38,849	18.6776	39,209	18.8507
	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
	5		39,185	18.8390	39,545	19.0121	39,905	19.1852	40,265	19.3582	40,625	19.5313	40,985	19.7044
	6		40,162	19.3086	40,522	19.4817	40,882	19.6548	41,242	19.8279	41,602	20.0010	41,962	20.1740

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		36,608	17.6001	36,968	17.7732	37,328	17.9463	37,688	18.1193	38,048	18.2924	38,408	18.4655
	2		37,409	17.9853	37,769	18.1584	38,129	18.3315	38,489	18.5045	38,849	18.6776	39,209	18.8507
	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		39,185	18.8390	39,545	19.0121	39,905	19.1852	40,265	19.3582	40,625	19.5313	40,985	19.7044
	5		40,162	19.3086	40,522	19.4817	40,882	19.6548	41,242	19.8279	41,602	20.0010	41,962	20.1740
	6		41,263	19.8379	41,623	20.0109	41,983	20.1840	42,343	20.3571	42,703	20.5302	43,063	20.7032
25	1		37,409	17.9853	37,769	18.1584	38,129	18.3315	38,489	18.5045	38,849	18.6776	39,209	18.8507
	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		39,185	18.8390	39,545	19.0121	39,905	19.1852	40,265	19.3582	40,625	19.5313	40,985	19.7044
	4		40,162	19.3086	40,522	19.4817	40,882	19.6548	41,242	19.8279	41,602	20.0010	41,962	20.1740
	5		41,263	19.8379	41,623	20.0109	41,983	20.1840	42,343	20.3571	42,703	20.5302	43,063	20.7032
	6		42,338	20.3549	42,698	20.5280	43,058	20.7011	43,418	20.8742	43,778	21.0472	44,138	21.2203
26	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		39,185	18.8390	39,545	19.0121	39,905	19.1852	40,265	19.3582	40,625	19.5313	40,985	19.7044
	3		40,162	19.3086	40,522	19.4817	40,882	19.6548	41,242	19.8279	41,602	20.0010	41,962	20.1740
	4		41,263	19.8379	41,623	20.0109	41,983	20.1840	42,343	20.3571	42,703	20.5302	43,063	20.7032
	5		42,338	20.3549	42,698	20.5280	43,058	20.7011	43,418	20.8742	43,778	21.0472	44,138	21.2203
	6		43,464	20.8963	43,824	21.0694	44,184	21.2425	44,544	21.4155	44,904	21.5886	45,264	21.7617
27	1		39,185	18.8390	39,545	19.0121	39,905	19.1852	40,265	19.3582	40,625	19.5313	40,985	19.7044
	2		40,162	19.3086	40,522	19.4817	40,882	19.6548	41,242	19.8279	41,602	20.0010	41,962	20.1740
	3		41,263	19.8379	41,623	20.0109	41,983	20.1840	42,343	20.3571	42,703	20.5302	43,063	20.7032
	4		42,338	20.3549	42,698	20.5280	43,058	20.7011	43,418	20.8742	43,778	21.0472	44,138	21.2203
	5		43,464	20.8963	43,824	21.0694	44,184	21.2425	44,544	21.4155	44,904	21.5886	45,264	21.7617
	6		44,641	21.4620	45,001	21.6350	45,361	21.8081	45,721	21.9812	46,081	22.1543	46,441	22.3273
28	1		40,162	19.3086	40,522	19.4817	40,882	19.6548	41,242	19.8279	41,602	20.0010	41,962	20.1740
	2		41,263	19.8379	41,623	20.0109	41,983	20.1840	42,343	20.3571	42,703	20.5302	43,063	20.7032
	3		42,338	20.3549	42,698	20.5280	43,058	20.7011	43,418	20.8742	43,778	21.0472	44,138	21.2203
	4		43,464	20.8963	43,824	21.0694	44,184	21.2425	44,544	21.4155	44,904	21.5886	45,264	21.7617
	5		44,641	21.4620	45,001	21.6350	45,361	21.8081	45,721	21.9812	46,081	22.1543	46,441	22.3273
	6		45,767	22.0033	46,127	22.1764	46,487	22.3495	46,847	22.5225	47,207	22.6956	47,567	22.8687
29	1		41,263	19.8379	41,623	20.0109	41,983	20.1840	42,343	20.3571	42,703	20.5302	43,063	20.7032
	2		42,338	20.3549	42,698	20.5280	43,058	20.7011	43,418	20.8742	43,778	21.0472	44,138	21.2203
	3		43,464	20.8963	43,824	21.0694	44,184	21.2425	44,544	21.4155	44,904	21.5886	45,264	21.7617
	4		44,641	21.4620	45,001	21.6350	45,361	21.8081	45,721	21.9812	46,081	22.1543	46,441	22.3273
	5		45,767	22.0033	46,127	22.1764	46,487	22.3495	46,847	22.5225	47,207	22.6956	47,567	22.8687
	6		47,043	22.6170	47,403	22.7901	47,763	22.9631	48,123	23.1362	48,483	23.3093	48,843	23.4824

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		42,338	20.3549	42,698	20.5280	43,058	20.7011	43,418	20.8742	43,778	21.0472	44,138	21.2203
	2		43,464	20.8963	43,824	21.0694	44,184	21.2425	44,544	21.4155	44,904	21.5886	45,264	21.7617
	3		44,641	21.4620	45,001	21.6350	45,361	21.8081	45,721	21.9812	46,081	22.1543	46,441	22.3273
	4		45,767	22.0033	46,127	22.1764	46,487	22.3495	46,847	22.5225	47,207	22.6956	47,567	22.8687
	5		47,043	22.6170	47,403	22.7901	47,763	22.9631	48,123	23.1362	48,483	23.3093	48,843	23.4824
	6		48,294	23.2185	48,654	23.3916	49,014	23.5646	49,374	23.7377	49,734	23.9108	50,094	24.0839
31	1		43,464	20.8963	43,824	21.0694	44,184	21.2425	44,544	21.4155	44,904	21.5886	45,264	21.7617
	2		44,641	21.4620	45,001	21.6350	45,361	21.8081	45,721	21.9812	46,081	22.1543	46,441	22.3273
	3		45,767	22.0033	46,127	22.1764	46,487	22.3495	46,847	22.5225	47,207	22.6956	47,567	22.8687
	4		47,043	22.6170	47,403	22.7901	47,763	22.9631	48,123	23.1362	48,483	23.3093	48,843	23.4824
	5		48,294	23.2185	48,654	23.3916	49,014	23.5646	49,374	23.7377	49,734	23.9108	50,094	24.0839
	6		49,495	23.7957	49,855	23.9688	50,215	24.1419	50,575	24.3149	50,935	24.4880	51,295	24.6611
32	1		44,641	21.4620	45,001	21.6350	45,361	21.8081	45,721	21.9812	46,081	22.1543	46,441	22.3273
	2		45,767	22.0033	46,127	22.1764	46,487	22.3495	46,847	22.5225	47,207	22.6956	47,567	22.8687
	3		47,043	22.6170	47,403	22.7901	47,763	22.9631	48,123	23.1362	48,483	23.3093	48,843	23.4824
	4		48,294	23.2185	48,654	23.3916	49,014	23.5646	49,374	23.7377	49,734	23.9108	50,094	24.0839
	5		49,495	23.7957	49,855	23.9688	50,215	24.1419	50,575	24.3149	50,935	24.4880	51,295	24.6611
	6		50,772	24.4094	51,132	24.5825	51,492	24.7555	51,852	24.9286	52,212	25.1017	52,572	25.2748
33	1		45,767	22.0033	46,127	22.1764	46,487	22.3495	46,847	22.5225	47,207	22.6956	47,567	22.8687
	2		47,043	22.6170	47,403	22.7901	47,763	22.9631	48,123	23.1362	48,483	23.3093	48,843	23.4824
	3		48,294	23.2185	48,654	23.3916	49,014	23.5646	49,374	23.7377	49,734	23.9108	50,094	24.0839
	4		49,495	23.7957	49,855	23.9688	50,215	24.1419	50,575	24.3149	50,935	24.4880	51,295	24.6611
	5		50,772	24.4094	51,132	24.5825	51,492	24.7555	51,852	24.9286	52,212	25.1017	52,572	25.2748
	6		52,048	25.0230	52,408	25.1961	52,768	25.3692	53,128	25.5423	53,488	25.7153	53,848	25.8884
34	1		47,043	22.6170	47,403	22.7901	47,763	22.9631	48,123	23.1362	48,483	23.3093	48,843	23.4824
	2		48,294	23.2185	48,654	23.3916	49,014	23.5646	49,374	23.7377	49,734	23.9108	50,094	24.0839
	3		49,495	23.7957	49,855	23.9688	50,215	24.1419	50,575	24.3149	50,935	24.4880	51,295	24.6611
	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
	5		52,048	25.0230	52,408	25.1961	52,768	25.3692	53,128	25.5423	53,488	25.7153	53,848	25.8884
	6		53,399	25.6726	53,759	25.8456	54,119	26.0187	54,479	26.1918	54,839	26.3649	55,199	26.5379
35	1		48,294	23.2185	48,654	23.3916	49,014	23.5646	49,374	23.7377	49,734	23.9108	50,094	24.0839
	2		49,495	23.7957	49,855	23.9688	50,215	24.1419	50,575	24.3149	50,935	24.4880	51,295	24.6611
	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		52,048	25.0230	52,408	25.1961	52,768	25.3692	53,128	25.5423	53,488	25.7153	53,848	25.8884
	5		53,399	25.6726	53,759	25.8456	54,119	26.0187	54,479	26.1918	54,839	26.3649	55,199	26.5379
	6		54,775	26.3342	55,135	26.5073	55,495	26.6804	55,855	26.8535	56,215	27.0265	56,575	27.1996

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		49,495	23.7957	49,855	23.9688	50,215	24.1419	50,575	24.3149	50,935	24.4880	51,295	24.6611
	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		52,048	25.0230	52,408	25.1961	52,768	25.3692	53,128	25.5423	53,488	25.7153	53,848	25.8884
	4		53,399	25.6726	53,759	25.8456	54,119	26.0187	54,479	26.1918	54,839	26.3649	55,199	26.5379
	5		54,775	26.3342	55,135	26.5073	55,495	26.6804	55,855	26.8535	56,215	27.0265	56,575	27.1996
	6		56,076	26.9595	56,436	27.1325	56,796	27.3056	57,156	27.4787	57,516	27.6518	57,876	27.8248
37	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		52,048	25.0230	52,408	25.1961	52,768	25.3692	53,128	25.5423	53,488	25.7153	53,848	25.8884
	3		53,399	25.6726	53,759	25.8456	54,119	26.0187	54,479	26.1918	54,839	26.3649	55,199	26.5379
	4		54,775	26.3342	55,135	26.5073	55,495	26.6804	55,855	26.8535	56,215	27.0265	56,575	27.1996
	5		56,076	26.9595	56,436	27.1325	56,796	27.3056	57,156	27.4787	57,516	27.6518	57,876	27.8248
	6		57,502	27.6454	57,862	27.8185	58,222	27.9916	58,582	28.1646	58,942	28.3377	59,302	28.5108
38	1		52,048	25.0230	52,408	25.1961	52,768	25.3692	53,128	25.5423	53,488	25.7153	53,848	25.8884
	2		53,399	25.6726	53,759	25.8456	54,119	26.0187	54,479	26.1918	54,839	26.3649	55,199	26.5379
	3		54,775	26.3342	55,135	26.5073	55,495	26.6804	55,855	26.8535	56,215	27.0265	56,575	27.1996
	4		56,076	26.9595	56,436	27.1325	56,796	27.3056	57,156	27.4787	57,516	27.6518	57,876	27.8248
	5		57,502	27.6454	57,862	27.8185	58,222	27.9916	58,582	28.1646	58,942	28.3377	59,302	28.5108
	6		58,979	28.3551	59,339	28.5282	59,699	28.7012	60,059	28.8743	60,419	29.0474	60,779	29.2205
39	1		53,399	25.6726	53,759	25.8456	54,119	26.0187	54,479	26.1918	54,839	26.3649	55,199	26.5379
	2		54,775	26.3342	55,135	26.5073	55,495	26.6804	55,855	26.8535	56,215	27.0265	56,575	27.1996
	3		56,076	26.9595	56,436	27.1325	56,796	27.3056	57,156	27.4787	57,516	27.6518	57,876	27.8248
	4		57,502	27.6454	57,862	27.8185	58,222	27.9916	58,582	28.1646	58,942	28.3377	59,302	28.5108
	5		58,979	28.3551	59,339	28.5282	59,699	28.7012	60,059	28.8743	60,419	29.0474	60,779	29.2205
	6		60,530	29.1012	60,890	29.2743	61,250	29.4474	61,610	29.6204	61,970	29.7935	62,330	29.9666
40	1		54,775	26.3342	55,135	26.5073	55,495	26.6804	55,855	26.8535	56,215	27.0265	56,575	27.1996
	2		56,076	26.9595	56,436	27.1325	56,796	27.3056	57,156	27.4787	57,516	27.6518	57,876	27.8248
	3		57,502	27.6454	57,862	27.8185	58,222	27.9916	58,582	28.1646	58,942	28.3377	59,302	28.5108
	4		58,979	28.3551	59,339	28.5282	59,699	28.7012	60,059	28.8743	60,419	29.0474	60,779	29.2205
	5		60,530	29.1012	60,890	29.2743	61,250	29.4474	61,610	29.6204	61,970	29.7935	62,330	29.9666
	6		62,157	29.8832	62,517	30.0562	62,877	30.2293	63,237	30.4024	63,597	30.5755	63,957	30.7486



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

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		19,729	9.4852	20,089	9.6583	20,449	9.8313	20,809	10.0044	21,169	10.1775	21,529	10.3506
	2		20,086	9.6569	20,446	9.8299	20,806	10.0030	21,166	10.1761	21,526	10.3492	21,886	10.5222
	3		20,469	9.8409	20,829	10.0140	21,189	10.1871	21,549	10.3601	21,909	10.5332	22,269	10.7063
	4		20,878	10.0374	21,238	10.2104	21,598	10.3835	21,958	10.5566	22,318	10.7297	22,678	10.9028
	5		21,286	10.2338	21,646	10.4069	22,006	10.5800	22,366	10.7531	22,726	10.9261	23,086	11.0992
	6		24,298	11.6816	24,658	11.8546	25,018	12.0277	25,378	12.2008	25,738	12.3739	26,098	12.5469
01	1		22,282	10.7123	22,642	10.8853	23,002	11.0584	23,362	11.2315	23,722	11.4046	24,082	11.5777
	2		22,716	10.9211	23,076	11.0942	23,436	11.2673	23,796	11.4403	24,156	11.6134	24,516	11.7865
	3		23,251	11.1783	23,611	11.3514	23,971	11.5245	24,331	11.6976	24,691	11.8706	25,051	12.0437
	4		23,813	11.4485	24,173	11.6216	24,533	11.7947	24,893	11.9678	25,253	12.1408	25,613	12.3139
	5		24,298	11.6816	24,658	11.8546	25,018	12.0277	25,378	12.2008	25,738	12.3739	26,098	12.5469
	6		24,936	11.9883	25,296	12.1614	25,656	12.3345	26,016	12.5076	26,376	12.6806	26,736	12.8537
02	1		22,716	10.9211	23,076	11.0942	23,436	11.2673	23,796	11.4403	24,156	11.6134	24,516	11.7865
	2		23,251	11.1783	23,611	11.3514	23,971	11.5245	24,331	11.6976	24,691	11.8706	25,051	12.0437
	3		23,813	11.4485	24,173	11.6216	24,533	11.7947	24,893	11.9678	25,253	12.1408	25,613	12.3139
	4		24,298	11.6816	24,658	11.8546	25,018	12.0277	25,378	12.2008	25,738	12.3739	26,098	12.5469
	5		24,936	11.9883	25,296	12.1614	25,656	12.3345	26,016	12.5076	26,376	12.6806	26,736	12.8537
	6		25,370	12.1972	25,730	12.3702	26,090	12.5433	26,450	12.7164	26,810	12.8895	27,170	13.0626
03	1		23,251	11.1783	23,611	11.3514	23,971	11.5245	24,331	11.6976	24,691	11.8706	25,051	12.0437
	2		23,813	11.4485	24,173	11.6216	24,533	11.7947	24,893	11.9678	25,253	12.1408	25,613	12.3139
	3		24,298	11.6816	24,658	11.8546	25,018	12.0277	25,378	12.2008	25,738	12.3739	26,098	12.5469
	4		24,936	11.9883	25,296	12.1614	25,656	12.3345	26,016	12.5076	26,376	12.6806	26,736	12.8537
	5		25,370	12.1972	25,730	12.3702	26,090	12.5433	26,450	12.7164	26,810	12.8895	27,170	13.0626
	6		25,906	12.4550	26,266	12.6281	26,626	12.8011	26,986	12.9742	27,346	13.1473	27,706	13.3204
04	1		23,813	11.4485	24,173	11.6216	24,533	11.7947	24,893	11.9678	25,253	12.1408	25,613	12.3139
	2		24,298	11.6816	24,658	11.8546	25,018	12.0277	25,378	12.2008	25,738	12.3739	26,098	12.5469
	3		24,936	11.9883	25,296	12.1614	25,656	12.3345	26,016	12.5076	26,376	12.6806	26,736	12.8537
	4		25,370	12.1972	25,730	12.3702	26,090	12.5433	26,450	12.7164	26,810	12.8895	27,170	13.0626
	5		25,906	12.4550	26,266	12.6281	26,626	12.8011	26,986	12.9742	27,346	13.1473	27,706	13.3204
	6		26,569	12.7735	26,929	12.9466	27,289	13.1197	27,649	13.2928	28,009	13.4659	28,369	13.6389
05	1		24,298	11.6816	24,658	11.8546	25,018	12.0277	25,378	12.2008	25,738	12.3739	26,098	12.5469
	2		24,936	11.9883	25,296	12.1614	25,656	12.3345	26,016	12.5076	26,376	12.6806	26,736	12.8537
	3		25,370	12.1972	25,730	12.3702	26,090	12.5433	26,450	12.7164	26,810	12.8895	27,170	13.0626
	4		25,906	12.4550	26,266	12.6281	26,626	12.8011	26,986	12.9742	27,346	13.1473	27,706	13.3204
	5		26,569	12.7735	26,929	12.9466	27,289	13.1197	27,649	13.2928	28,009	13.4659	28,369	13.6389
	6		27,079	13.0190	27,439	13.1920	27,799	13.3651	28,159	13.5382	28,519	13.7113	28,879	13.8844

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

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		24,936	11.9883	25,296	12.1614	25,656	12.3345	26,016	12.5076	26,376	12.6806	26,736	12.8537
	2		25,370	12.1972	25,730	12.3702	26,090	12.5433	26,450	12.7164	26,810	12.8895	27,170	13.0626
	3		25,906	12.4550	26,266	12.6281	26,626	12.8011	26,986	12.9742	27,346	13.1473	27,706	13.3204
	4		26,569	12.7735	26,929	12.9466	27,289	13.1197	27,649	13.2928	28,009	13.4659	28,369	13.6389
	5		27,079	13.0190	27,439	13.1920	27,799	13.3651	28,159	13.5382	28,519	13.7113	28,879	13.8844
	6		27,693	13.3139	28,053	13.4870	28,413	13.6601	28,773	13.8332	29,133	14.0062	29,493	14.1793
07	1		25,370	12.1972	25,730	12.3702	26,090	12.5433	26,450	12.7164	26,810	12.8895	27,170	13.0626
	2		25,906	12.4550	26,266	12.6281	26,626	12.8011	26,986	12.9742	27,346	13.1473	27,706	13.3204
	3		26,569	12.7735	26,929	12.9466	27,289	13.1197	27,649	13.2928	28,009	13.4659	28,369	13.6389
	4		27,079	13.0190	27,439	13.1920	27,799	13.3651	28,159	13.5382	28,519	13.7113	28,879	13.8844
	5		27,693	13.3139	28,053	13.4870	28,413	13.6601	28,773	13.8332	29,133	14.0062	29,493	14.1793
	6		28,280	13.5959	28,640	13.7690	29,000	13.9421	29,360	14.1152	29,720	14.2882	30,080	14.4613
08	1		25,906	12.4550	26,266	12.6281	26,626	12.8011	26,986	12.9742	27,346	13.1473	27,706	13.3204
	2		26,569	12.7735	26,929	12.9466	27,289	13.1197	27,649	13.2928	28,009	13.4659	28,369	13.6389
	3		27,079	13.0190	27,439	13.1920	27,799	13.3651	28,159	13.5382	28,519	13.7113	28,879	13.8844
	4		27,693	13.3139	28,053	13.4870	28,413	13.6601	28,773	13.8332	29,133	14.0062	29,493	14.1793
	5		28,280	13.5959	28,640	13.7690	29,000	13.9421	29,360	14.1152	29,720	14.2882	30,080	14.4613
	6		28,918	13.9027	29,278	14.0758	29,638	14.2489	29,998	14.4219	30,358	14.5950	30,718	14.7681
09	1		26,569	12.7735	26,929	12.9466	27,289	13.1197	27,649	13.2928	28,009	13.4659	28,369	13.6389
	2		27,079	13.0190	27,439	13.1920	27,799	13.3651	28,159	13.5382	28,519	13.7113	28,879	13.8844
	3		27,693	13.3139	28,053	13.4870	28,413	13.6601	28,773	13.8332	29,133	14.0062	29,493	14.1793
	4		28,280	13.5959	28,640	13.7690	29,000	13.9421	29,360	14.1152	29,720	14.2882	30,080	14.4613
	5		28,918	13.9027	29,278	14.0758	29,638	14.2489	29,998	14.4219	30,358	14.5950	30,718	14.7681
	6		29,530	14.1971	29,890	14.3702	30,250	14.5432	30,610	14.7163	30,970	14.8894	31,330	15.0625
10	1		27,079	13.0190	27,439	13.1920	27,799	13.3651	28,159	13.5382	28,519	13.7113	28,879	13.8844
	2		27,693	13.3139	28,053	13.4870	28,413	13.6601	28,773	13.8332	29,133	14.0062	29,493	14.1793
	3		28,280	13.5959	28,640	13.7690	29,000	13.9421	29,360	14.1152	29,720	14.2882	30,080	14.4613
	4		28,918	13.9027	29,278	14.0758	29,638	14.2489	29,998	14.4219	30,358	14.5950	30,718	14.7681
	5		29,530	14.1971	29,890	14.3702	30,250	14.5432	30,610	14.7163	30,970	14.8894	31,330	15.0625
	6		30,245	14.5410	30,605	14.7141	30,965	14.8872	31,325	15.0603	31,685	15.2333	32,045	15.4064
11	1		27,693	13.3139	28,053	13.4870	28,413	13.6601	28,773	13.8332	29,133	14.0062	29,493	14.1793
	2		28,280	13.5959	28,640	13.7690	29,000	13.9421	29,360	14.1152	29,720	14.2882	30,080	14.4613
	3		28,918	13.9027	29,278	14.0758	29,638	14.2489	29,998	14.4219	30,358	14.5950	30,718	14.7681
	4		29,530	14.1971	29,890	14.3702	30,250	14.5432	30,610	14.7163	30,970	14.8894	31,330	15.0625
	5		30,245	14.5410	30,605	14.7141	30,965	14.8872	31,325	15.0603	31,685	15.2333	32,045	15.4064
	6		30,934	14.8720	31,294	15.0451	31,654	15.2181	32,014	15.3912	32,374	15.5643	32,734	15.7374

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

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate-type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		28,280	13.5959	28,640	13.7690	29,000	13.9421	29,360	14.1152	29,720	14.2882	30,080	14.4613
	2		28,918	13.9027	29,278	14.0758	29,638	14.2489	29,998	14.4219	30,358	14.5950	30,718	14.7681
	3		29,530	14.1971	29,890	14.3702	30,250	14.5432	30,610	14.7163	30,970	14.8894	31,330	15.0625
	4		30,245	14.5410	30,605	14.7141	30,965	14.8872	31,325	15.0603	31,685	15.2333	32,045	15.4064
	5		30,934	14.8720	31,294	15.0451	31,654	15.2181	32,014	15.3912	32,374	15.5643	32,734	15.7374
	6		31,699	15.2401	32,059	15.4132	32,419	15.5863	32,779	15.7594	33,139	15.9324	33,499	16.1055
13	1		28,918	13.9027	29,278	14.0758	29,638	14.2489	29,998	14.4219	30,358	14.5950	30,718	14.7681
	2		29,530	14.1971	29,890	14.3702	30,250	14.5432	30,610	14.7163	30,970	14.8894	31,330	15.0625
	3		30,245	14.5410	30,605	14.7141	30,965	14.8872	31,325	15.0603	31,685	15.2333	32,045	15.4064
	4		30,934	14.8720	31,294	15.0451	31,654	15.2181	32,014	15.3912	32,374	15.5643	32,734	15.7374
	5		31,699	15.2401	32,059	15.4132	32,419	15.5863	32,779	15.7594	33,139	15.9324	33,499	16.1055
	6		32,389	15.5717	32,749	15.7447	33,109	15.9178	33,469	16.0909	33,829	16.2640	34,189	16.4371
14	1		29,530	14.1971	29,890	14.3702	30,250	14.5432	30,610	14.7163	30,970	14.8894	31,330	15.0625
	2		30,245	14.5410	30,605	14.7141	30,965	14.8872	31,325	15.0603	31,685	15.2333	32,045	15.4064
	3		30,934	14.8720	31,294	15.0451	31,654	15.2181	32,014	15.3912	32,374	15.5643	32,734	15.7374
	4		31,699	15.2401	32,059	15.4132	32,419	15.5863	32,779	15.7594	33,139	15.9324	33,499	16.1055
	5		32,389	15.5717	32,749	15.7447	33,109	15.9178	33,469	16.0909	33,829	16.2640	34,189	16.4371
	6		33,155	15.9398	33,515	16.1129	33,875	16.2860	34,235	16.4590	34,595	16.6321	34,955	16.8052
15	1		30,245	14.5410	30,605	14.7141	30,965	14.8872	31,325	15.0603	31,685	15.2333	32,045	15.4064
	2		30,934	14.8720	31,294	15.0451	31,654	15.2181	32,014	15.3912	32,374	15.5643	32,734	15.7374
	3		31,699	15.2401	32,059	15.4132	32,419	15.5863	32,779	15.7594	33,139	15.9324	33,499	16.1055
	4		32,389	15.5717	32,749	15.7447	33,109	15.9178	33,469	16.0909	33,829	16.2640	34,189	16.4371
	5		33,155	15.9398	33,515	16.1129	33,875	16.2860	34,235	16.4590	34,595	16.6321	34,955	16.8052
	6		33,971	16.3321	34,331	16.5052	34,691	16.6783	35,051	16.8513	35,411	17.0244	35,771	17.1975
16	1		30,934	14.8720	31,294	15.0451	31,654	15.2181	32,014	15.3912	32,374	15.5643	32,734	15.7374
	2		31,699	15.2401	32,059	15.4132	32,419	15.5863	32,779	15.7594	33,139	15.9324	33,499	16.1055
	3		32,389	15.5717	32,749	15.7447	33,109	15.9178	33,469	16.0909	33,829	16.2640	34,189	16.4371
	4		33,155	15.9398	33,515	16.1129	33,875	16.2860	34,235	16.4590	34,595	16.6321	34,955	16.8052
	5		33,971	16.3321	34,331	16.5052	34,691	16.6783	35,051	16.8513	35,411	17.0244	35,771	17.1975
	6		34,762	16.7126	35,122	16.8857	35,482	17.0588	35,842	17.2319	36,202	17.4049	36,562	17.5780
17	1		31,699	15.2401	32,059	15.4132	32,419	15.5863	32,779	15.7594	33,139	15.9324	33,499	16.1055
	2		32,389	15.5717	32,749	15.7447	33,109	15.9178	33,469	16.0909	33,829	16.2640	34,189	16.4371
	3		33,155	15.9398	33,515	16.1129	33,875	16.2860	34,235	16.4590	34,595	16.6321	34,955	16.8052
	4		33,971	16.3321	34,331	16.5052	34,691	16.6783	35,051	16.8513	35,411	17.0244	35,771	17.1975
	5		34,762	16.7126	35,122	16.8857	35,482	17.0588	35,842	17.2319	36,202	17.4049	36,562	17.5780
	6		35,502	17.0684	35,862	17.2414	36,222	17.4145	36,582	17.5876	36,942	17.7607	37,302	17.9338

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

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		32,389	15.5717	32,749	15.7447	33,109	15.9178	33,469	16.0909	33,829	16.2640	34,189	16.4371
	2		33,155	15.9398	33,515	16.1129	33,875	16.2860	34,235	16.4590	34,595	16.6321	34,955	16.8052
	3		33,971	16.3321	34,331	16.5052	34,691	16.6783	35,051	16.8513	35,411	17.0244	35,771	17.1975
	4		34,762	16.7126	35,122	16.8857	35,482	17.0588	35,842	17.2319	36,202	17.4049	36,562	17.5780
	5		35,502	17.0684	35,862	17.2414	36,222	17.4145	36,582	17.5876	36,942	17.7607	37,302	17.9338
	6		36,396	17.4979	36,756	17.6709	37,116	17.8440	37,476	18.0171	37,836	18.1902	38,196	18.3632
19	1		33,155	15.9398	33,515	16.1129	33,875	16.2860	34,235	16.4590	34,595	16.6321	34,955	16.8052
	2		33,971	16.3321	34,331	16.5052	34,691	16.6783	35,051	16.8513	35,411	17.0244	35,771	17.1975
	3		34,762	16.7126	35,122	16.8857	35,482	17.0588	35,842	17.2319	36,202	17.4049	36,562	17.5780
	4		35,502	17.0684	35,862	17.2414	36,222	17.4145	36,582	17.5876	36,942	17.7607	37,302	17.9338
	5		36,396	17.4979	36,756	17.6709	37,116	17.8440	37,476	18.0171	37,836	18.1902	38,196	18.3632
	6		37,340	17.9521	37,700	18.1252	38,060	18.2983	38,420	18.4713	38,780	18.6444	39,140	18.8175
20	1		33,971	16.3321	34,331	16.5052	34,691	16.6783	35,051	16.8513	35,411	17.0244	35,771	17.1975
	2		34,762	16.7126	35,122	16.8857	35,482	17.0588	35,842	17.2319	36,202	17.4049	36,562	17.5780
	3		35,502	17.0684	35,862	17.2414	36,222	17.4145	36,582	17.5876	36,942	17.7607	37,302	17.9338
	4		36,396	17.4979	36,756	17.6709	37,116	17.8440	37,476	18.0171	37,836	18.1902	38,196	18.3632
	5		37,340	17.9521	37,700	18.1252	38,060	18.2983	38,420	18.4713	38,780	18.6444	39,140	18.8175
	6		38,158	18.3450	38,518	18.5181	38,878	18.6912	39,238	18.8642	39,598	19.0373	39,958	19.2104
21	1		34,762	16.7126	35,122	16.8857	35,482	17.0588	35,842	17.2319	36,202	17.4049	36,562	17.5780
	2		35,502	17.0684	35,862	17.2414	36,222	17.4145	36,582	17.5876	36,942	17.7607	37,302	17.9338
	3		36,396	17.4979	36,756	17.6709	37,116	17.8440	37,476	18.0171	37,836	18.1902	38,196	18.3632
	4		37,340	17.9521	37,700	18.1252	38,060	18.2983	38,420	18.4713	38,780	18.6444	39,140	18.8175
	5		38,158	18.3450	38,518	18.5181	38,878	18.6912	39,238	18.8642	39,598	19.0373	39,958	19.2104
	6		39,075	18.7863	39,435	18.9594	39,795	19.1325	40,155	19.3055	40,515	19.4786	40,875	19.6517
22	1		35,502	17.0684	35,862	17.2414	36,222	17.4145	36,582	17.5876	36,942	17.7607	37,302	17.9338
	2		36,396	17.4979	36,756	17.6709	37,116	17.8440	37,476	18.0171	37,836	18.1902	38,196	18.3632
	3		37,340	17.9521	37,700	18.1252	38,060	18.2983	38,420	18.4713	38,780	18.6444	39,140	18.8175
	4		38,158	18.3450	38,518	18.5181	38,878	18.6912	39,238	18.8642	39,598	19.0373	39,958	19.2104
	5		39,075	18.7863	39,435	18.9594	39,795	19.1325	40,155	19.3055	40,515	19.4786	40,875	19.6517
	6		39,969	19.2158	40,329	19.3889	40,689	19.5619	41,049	19.7350	41,409	19.9081	41,769	20.0812
23	1		36,396	17.4979	36,756	17.6709	37,116	17.8440	37,476	18.0171	37,836	18.1902	38,196	18.3632
	2		37,340	17.9521	37,700	18.1252	38,060	18.2983	38,420	18.4713	38,780	18.6444	39,140	18.8175
	3		38,158	18.3450	38,518	18.5181	38,878	18.6912	39,238	18.8642	39,598	19.0373	39,958	19.2104
	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
	5		39,969	19.2158	40,329	19.3889	40,689	19.5619	41,049	19.7350	41,409	19.9081	41,769	20.0812
	6		40,965	19.6948	41,325	19.8679	41,685	20.0410	42,045	20.2140	42,405	20.3871	42,765	20.5602

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

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		37,340	17.9521	37,700	18.1252	38,060	18.2983	38,420	18.4713	38,780	18.6444	39,140	18.8175
	2		38,158	18.3450	38,518	18.5181	38,878	18.6912	39,238	18.8642	39,598	19.0373	39,958	19.2104
	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		39,969	19.2158	40,329	19.3889	40,689	19.5619	41,049	19.7350	41,409	19.9081	41,769	20.0812
	5		40,965	19.6948	41,325	19.8679	41,685	20.0410	42,045	20.2140	42,405	20.3871	42,765	20.5602
	6		42,088	20.2346	42,448	20.4077	42,808	20.5808	43,168	20.7538	43,528	20.9269	43,888	21.1000
25	1		38,158	18.3450	38,518	18.5181	38,878	18.6912	39,238	18.8642	39,598	19.0373	39,958	19.2104
	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		39,969	19.2158	40,329	19.3889	40,689	19.5619	41,049	19.7350	41,409	19.9081	41,769	20.0812
	4		40,965	19.6948	41,325	19.8679	41,685	20.0410	42,045	20.2140	42,405	20.3871	42,765	20.5602
	5		42,088	20.2346	42,448	20.4077	42,808	20.5808	43,168	20.7538	43,528	20.9269	43,888	21.1000
	6		43,185	20.7620	43,545	20.9351	43,905	21.1082	44,265	21.2813	44,625	21.4543	44,985	21.6274
26	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		39,969	19.2158	40,329	19.3889	40,689	19.5619	41,049	19.7350	41,409	19.9081	41,769	20.0812
	3		40,965	19.6948	41,325	19.8679	41,685	20.0410	42,045	20.2140	42,405	20.3871	42,765	20.5602
	4		42,088	20.2346	42,448	20.4077	42,808	20.5808	43,168	20.7538	43,528	20.9269	43,888	21.1000
	5		43,185	20.7620	43,545	20.9351	43,905	21.1082	44,265	21.2813	44,625	21.4543	44,985	21.6274
	6		44,334	21.3142	44,694	21.4873	45,054	21.6604	45,414	21.8335	45,774	22.0065	46,134	22.1796
27	1		39,969	19.2158	40,329	19.3889	40,689	19.5619	41,049	19.7350	41,409	19.9081	41,769	20.0812
	2		40,965	19.6948	41,325	19.8679	41,685	20.0410	42,045	20.2140	42,405	20.3871	42,765	20.5602
	3		42,088	20.2346	42,448	20.4077	42,808	20.5808	43,168	20.7538	43,528	20.9269	43,888	21.1000
	4		43,185	20.7620	43,545	20.9351	43,905	21.1082	44,265	21.2813	44,625	21.4543	44,985	21.6274
	5		44,334	21.3142	44,694	21.4873	45,054	21.6604	45,414	21.8335	45,774	22.0065	46,134	22.1796
	6		45,534	21.8912	45,894	22.0643	46,254	22.2373	46,614	22.4104	46,974	22.5835	47,334	22.7566
28	1		40,965	19.6948	41,325	19.8679	41,685	20.0410	42,045	20.2140	42,405	20.3871	42,765	20.5602
	2		42,088	20.2346	42,448	20.4077	42,808	20.5808	43,168	20.7538	43,528	20.9269	43,888	21.1000
	3		43,185	20.7620	43,545	20.9351	43,905	21.1082	44,265	21.2813	44,625	21.4543	44,985	21.6274
	4		44,334	21.3142	44,694	21.4873	45,054	21.6604	45,414	21.8335	45,774	22.0065	46,134	22.1796
	5		45,534	21.8912	45,894	22.0643	46,254	22.2373	46,614	22.4104	46,974	22.5835	47,334	22.7566
	6		46,682	22.4434	47,042	22.6165	47,402	22.7895	47,762	22.9626	48,122	23.1357	48,482	23.3088
29	1		42,088	20.2346	42,448	20.4077	42,808	20.5808	43,168	20.7538	43,528	20.9269	43,888	21.1000
	2		43,185	20.7620	43,545	20.9351	43,905	21.1082	44,265	21.2813	44,625	21.4543	44,985	21.6274
	3		44,334	21.3142	44,694	21.4873	45,054	21.6604	45,414	21.8335	45,774	22.0065	46,134	22.1796
	4		45,534	21.8912	45,894	22.0643	46,254	22.2373	46,614	22.4104	46,974	22.5835	47,334	22.7566
	5		46,682	22.4434	47,042	22.6165	47,402	22.7895	47,762	22.9626	48,122	23.1357	48,482	23.3088
	6		47,984	23.0693	48,344	23.2424	48,704	23.4155	49,064	23.5885	49,424	23.7616	49,784	23.9347

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

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		43,185	20.7620	43,545	20.9351	43,905	21.1082	44,265	21.2813	44,625	21.4543	44,985	21.6274
	2		44,334	21.3142	44,694	21.4873	45,054	21.6604	45,414	21.8335	45,774	22.0065	46,134	22.1796
	3		45,534	21.8912	45,894	22.0643	46,254	22.2373	46,614	22.4104	46,974	22.5835	47,334	22.7566
	4		46,682	22.4434	47,042	22.6165	47,402	22.7895	47,762	22.9626	48,122	23.1357	48,482	23.3088
	5		47,984	23.0693	48,344	23.2424	48,704	23.4155	49,064	23.5885	49,424	23.7616	49,784	23.9347
	6		49,260	23.6829	49,620	23.8559	49,980	24.0290	50,340	24.2021	50,700	24.3752	51,060	24.5482
31	1		44,334	21.3142	44,694	21.4873	45,054	21.6604	45,414	21.8335	45,774	22.0065	46,134	22.1796
	2		45,534	21.8912	45,894	22.0643	46,254	22.2373	46,614	22.4104	46,974	22.5835	47,334	22.7566
	3		46,682	22.4434	47,042	22.6165	47,402	22.7895	47,762	22.9626	48,122	23.1357	48,482	23.3088
	4		47,984	23.0693	48,344	23.2424	48,704	23.4155	49,064	23.5885	49,424	23.7616	49,784	23.9347
	5		49,260	23.6829	49,620	23.8559	49,980	24.0290	50,340	24.2021	50,700	24.3752	51,060	24.5482
	6		50,485	24.2716	50,845	24.4447	51,205	24.6178	51,565	24.7909	51,925	24.9639	52,285	25.1370
32	1		45,534	21.8912	45,894	22.0643	46,254	22.2373	46,614	22.4104	46,974	22.5835	47,334	22.7566
	2		46,682	22.4434	47,042	22.6165	47,402	22.7895	47,762	22.9626	48,122	23.1357	48,482	23.3088
	3		47,984	23.0693	48,344	23.2424	48,704	23.4155	49,064	23.5885	49,424	23.7616	49,784	23.9347
	4		49,260	23.6829	49,620	23.8559	49,980	24.0290	50,340	24.2021	50,700	24.3752	51,060	24.5482
	5		50,485	24.2716	50,845	24.4447	51,205	24.6178	51,565	24.7909	51,925	24.9639	52,285	25.1370
	6		51,787	24.8976	52,147	25.0706	52,507	25.2437	52,867	25.4168	53,227	25.5899	53,587	25.7629
33	1		46,682	22.4434	47,042	22.6165	47,402	22.7895	47,762	22.9626	48,122	23.1357	48,482	23.3088
	2		47,984	23.0693	48,344	23.2424	48,704	23.4155	49,064	23.5885	49,424	23.7616	49,784	23.9347
	3		49,260	23.6829	49,620	23.8559	49,980	24.0290	50,340	24.2021	50,700	24.3752	51,060	24.5482
	4		50,485	24.2716	50,845	24.4447	51,205	24.6178	51,565	24.7909	51,925	24.9639	52,285	25.1370
	5		51,787	24.8976	52,147	25.0706	52,507	25.2437	52,867	25.4168	53,227	25.5899	53,587	25.7629
	6		53,089	25.5235	53,449	25.6966	53,809	25.8697	54,169	26.0427	54,529	26.2158	54,889	26.3889
34	1		47,984	23.0693	48,344	23.2424	48,704	23.4155	49,064	23.5885	49,424	23.7616	49,784	23.9347
	2		49,260	23.6829	49,620	23.8559	49,980	24.0290	50,340	24.2021	50,700	24.3752	51,060	24.5482
	3		50,485	24.2716	50,845	24.4447	51,205	24.6178	51,565	24.7909	51,925	24.9639	52,285	25.1370
	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
	5		53,089	25.5235	53,449	25.6966	53,809	25.8697	54,169	26.0427	54,529	26.2158	54,889	26.3889
	6		54,467	26.1860	54,827	26.3591	55,187	26.5322	55,547	26.7052	55,907	26.8783	56,267	27.0514
35	1		49,260	23.6829	49,620	23.8559	49,980	24.0290	50,340	24.2021	50,700	24.3752	51,060	24.5482
	2		50,485	24.2716	50,845	24.4447	51,205	24.6178	51,565	24.7909	51,925	24.9639	52,285	25.1370
	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		53,089	25.5235	53,449	25.6966	53,809	25.8697	54,169	26.0427	54,529	26.2158	54,889	26.3889
	5		54,467	26.1860	54,827	26.3591	55,187	26.5322	55,547	26.7052	55,907	26.8783	56,267	27.0514
	6		55,871	26.8609	56,231	27.0340	56,591	27.2071	56,951	27.3801	57,311	27.5532	57,671	27.7263

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

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		50,485	24.2716	50,845	24.4447	51,205	24.6178	51,565	24.7909	51,925	24.9639	52,285	25.1370
	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		53,089	25.5235	53,449	25.6966	53,809	25.8697	54,169	26.0427	54,529	26.2158	54,889	26.3889
	4		54,467	26.1860	54,827	26.3591	55,187	26.5322	55,547	26.7052	55,907	26.8783	56,267	27.0514
	5		55,871	26.8609	56,231	27.0340	56,591	27.2071	56,951	27.3801	57,311	27.5532	57,671	27.7263
	6		57,197	27.4986	57,557	27.6717	57,917	27.8448	58,277	28.0179	58,637	28.1910	58,997	28.3640
37	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		53,089	25.5235	53,449	25.6966	53,809	25.8697	54,169	26.0427	54,529	26.2158	54,889	26.3889
	3		54,467	26.1860	54,827	26.3591	55,187	26.5322	55,547	26.7052	55,907	26.8783	56,267	27.0514
	4		55,871	26.8609	56,231	27.0340	56,591	27.2071	56,951	27.3801	57,311	27.5532	57,671	27.7263
	5		57,197	27.4986	57,557	27.6717	57,917	27.8448	58,277	28.0179	58,637	28.1910	58,997	28.3640
	6		58,653	28.1983	59,013	28.3714	59,373	28.5445	59,733	28.7176	60,093	28.8906	60,453	29.0637
38	1		53,089	25.5235	53,449	25.6966	53,809	25.8697	54,169	26.0427	54,529	26.2158	54,889	26.3889
	2		54,467	26.1860	54,827	26.3591	55,187	26.5322	55,547	26.7052	55,907	26.8783	56,267	27.0514
	3		55,871	26.8609	56,231	27.0340	56,591	27.2071	56,951	27.3801	57,311	27.5532	57,671	27.7263
	4		57,197	27.4986	57,557	27.6717	57,917	27.8448	58,277	28.0179	58,637	28.1910	58,997	28.3640
	5		58,653	28.1983	59,013	28.3714	59,373	28.5445	59,733	28.7176	60,093	28.8906	60,453	29.0637
	6		60,158	28.9222	60,518	29.0953	60,878	29.2683	61,238	29.4414	61,598	29.6145	61,958	29.7876
39	1		54,467	26.1860	54,827	26.3591	55,187	26.5322	55,547	26.7052	55,907	26.8783	56,267	27.0514
	2		55,871	26.8609	56,231	27.0340	56,591	27.2071	56,951	27.3801	57,311	27.5532	57,671	27.7263
	3		57,197	27.4986	57,557	27.6717	57,917	27.8448	58,277	28.0179	58,637	28.1910	58,997	28.3640
	4		58,653	28.1983	59,013	28.3714	59,373	28.5445	59,733	28.7176	60,093	28.8906	60,453	29.0637
	5		60,158	28.9222	60,518	29.0953	60,878	29.2683	61,238	29.4414	61,598	29.6145	61,958	29.7876
	6		61,741	29.6832	62,101	29.8563	62,461	30.0294	62,821	30.2025	63,181	30.3755	63,541	30.5486
40	1		55,871	26.8609	56,231	27.0340	56,591	27.2071	56,951	27.3801	57,311	27.5532	57,671	27.7263
	2		57,197	27.4986	57,557	27.6717	57,917	27.8448	58,277	28.0179	58,637	28.1910	58,997	28.3640
	3		58,653	28.1983	59,013	28.3714	59,373	28.5445	59,733	28.7176	60,093	28.8906	60,453	29.0637
	4		60,158	28.9222	60,518	29.0953	60,878	29.2683	61,238	29.4414	61,598	29.6145	61,958	29.7876
	5		61,741	29.6832	62,101	29.8563	62,461	30.0294	62,821	30.2025	63,181	30.3755	63,541	30.5486
	6		63,400	30.4808	63,760	30.6539	64,120	30.8270	64,480	31.0001	64,840	31.1731	65,200	31.3462

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		20,025	9.6275	20,385	9.8005	20,745	9.9736	21,105	10.1467	21,465	10.3198	21,825	10.4928
	2		20,388	9.8017	20,748	9.9748	21,108	10.1479	21,468	10.3209	21,828	10.4940	22,188	10.6671
	3		20,776	9.9885	21,136	10.1616	21,496	10.3347	21,856	10.5078	22,216	10.6808	22,576	10.8539
	4		21,191	10.1879	21,551	10.3610	21,911	10.5341	22,271	10.7072	22,631	10.8802	22,991	11.0533
	5		21,606	10.3873	21,966	10.5604	22,326	10.7335	22,686	10.9066	23,046	11.0796	23,406	11.2527
	6		24,662	11.8568	25,022	12.0299	25,382	12.2029	25,742	12.3760	26,102	12.5491	26,462	12.7222
01	1		22,616	10.8730	22,976	11.0460	23,336	11.2191	23,696	11.3922	24,056	11.5653	24,416	11.7383
	2		23,057	11.0849	23,417	11.2580	23,777	11.4311	24,137	11.6042	24,497	11.7772	24,857	11.9503
	3		23,600	11.3460	23,960	11.5191	24,320	11.6922	24,680	11.8652	25,040	12.0383	25,400	12.2114
	4		24,170	11.6203	24,530	11.7933	24,890	11.9664	25,250	12.1395	25,610	12.3126	25,970	12.4856
	5		24,662	11.8568	25,022	12.0299	25,382	12.2029	25,742	12.3760	26,102	12.5491	26,462	12.7222
	6		25,310	12.1682	25,670	12.3412	26,030	12.5143	26,390	12.6874	26,750	12.8605	27,110	13.0335
02	1		23,057	11.0849	23,417	11.2580	23,777	11.4311	24,137	11.6042	24,497	11.7772	24,857	11.9503
	2		23,600	11.3460	23,960	11.5191	24,320	11.6922	24,680	11.8652	25,040	12.0383	25,400	12.2114
	3		24,170	11.6203	24,530	11.7933	24,890	11.9664	25,250	12.1395	25,610	12.3126	25,970	12.4856
	4		24,662	11.8568	25,022	12.0299	25,382	12.2029	25,742	12.3760	26,102	12.5491	26,462	12.7222
	5		25,310	12.1682	25,670	12.3412	26,030	12.5143	26,390	12.6874	26,750	12.8605	27,110	13.0335
	6		25,751	12.3801	26,111	12.5532	26,471	12.7263	26,831	12.8994	27,191	13.0724	27,551	13.2455
03	1		23,600	11.3460	23,960	11.5191	24,320	11.6922	24,680	11.8652	25,040	12.0383	25,400	12.2114
	2		24,170	11.6203	24,530	11.7933	24,890	11.9664	25,250	12.1395	25,610	12.3126	25,970	12.4856
	3		24,662	11.8568	25,022	12.0299	25,382	12.2029	25,742	12.3760	26,102	12.5491	26,462	12.7222
	4		25,310	12.1682	25,670	12.3412	26,030	12.5143	26,390	12.6874	26,750	12.8605	27,110	13.0335
	5		25,751	12.3801	26,111	12.5532	26,471	12.7263	26,831	12.8994	27,191	13.0724	27,551	13.2455
	6		26,295	12.6418	26,655	12.8149	27,015	12.9880	27,375	13.1610	27,735	13.3341	28,095	13.5072
04	1		24,170	11.6203	24,530	11.7933	24,890	11.9664	25,250	12.1395	25,610	12.3126	25,970	12.4856
	2		24,662	11.8568	25,022	12.0299	25,382	12.2029	25,742	12.3760	26,102	12.5491	26,462	12.7222
	3		25,310	12.1682	25,670	12.3412	26,030	12.5143	26,390	12.6874	26,750	12.8605	27,110	13.0335
	4		25,751	12.3801	26,111	12.5532	26,471	12.7263	26,831	12.8994	27,191	13.0724	27,551	13.2455
	5		26,295	12.6418	26,655	12.8149	27,015	12.9880	27,375	13.1610	27,735	13.3341	28,095	13.5072
	6		26,968	12.9652	27,328	13.1382	27,688	13.3113	28,048	13.4844	28,408	13.6575	28,768	13.8305
05	1		24,662	11.8568	25,022	12.0299	25,382	12.2029	25,742	12.3760	26,102	12.5491	26,462	12.7222
	2		25,310	12.1682	25,670	12.3412	26,030	12.5143	26,390	12.6874	26,750	12.8605	27,110	13.0335
	3		25,751	12.3801	26,111	12.5532	26,471	12.7263	26,831	12.8994	27,191	13.0724	27,551	13.2455
	4		26,295	12.6418	26,655	12.8149	27,015	12.9880	27,375	13.1610	27,735	13.3341	28,095	13.5072
	5		26,968	12.9652	27,328	13.1382	27,688	13.3113	28,048	13.4844	28,408	13.6575	28,768	13.8305
	6		27,486	13.2143	27,846	13.3873	28,206	13.5604	28,566	13.7335	28,926	13.9066	29,286	14.0796



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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		25,310	12.1682	25,670	12.3412	26,030	12.5143	26,390	12.6874	26,750	12.8605	27,110	13.0335
	2		25,751	12.3801	26,111	12.5532	26,471	12.7263	26,831	12.8994	27,191	13.0724	27,551	13.2455
	3		26,295	12.6418	26,655	12.8149	27,015	12.9880	27,375	13.1610	27,735	13.3341	28,095	13.5072
	4		26,968	12.9652	27,328	13.1382	27,688	13.3113	28,048	13.4844	28,408	13.6575	28,768	13.8305
	5		27,486	13.2143	27,846	13.3873	28,206	13.5604	28,566	13.7335	28,926	13.9066	29,286	14.0796
	6		28,108	13.5137	28,468	13.6867	28,828	13.8598	29,188	14.0329	29,548	14.2060	29,908	14.3790
07	1		25,751	12.3801	26,111	12.5532	26,471	12.7263	26,831	12.8994	27,191	13.0724	27,551	13.2455
	2		26,295	12.6418	26,655	12.8149	27,015	12.9880	27,375	13.1610	27,735	13.3341	28,095	13.5072
	3		26,968	12.9652	27,328	13.1382	27,688	13.3113	28,048	13.4844	28,408	13.6575	28,768	13.8305
	4		27,486	13.2143	27,846	13.3873	28,206	13.5604	28,566	13.7335	28,926	13.9066	29,286	14.0796
	5		28,108	13.5137	28,468	13.6867	28,828	13.8598	29,188	14.0329	29,548	14.2060	29,908	14.3790
	6		28,704	13.7999	29,064	13.9730	29,424	14.1460	29,784	14.3191	30,144	14.4922	30,504	14.6653
08	1		26,295	12.6418	26,655	12.8149	27,015	12.9880	27,375	13.1610	27,735	13.3341	28,095	13.5072
	2		26,968	12.9652	27,328	13.1382	27,688	13.3113	28,048	13.4844	28,408	13.6575	28,768	13.8305
	3		27,486	13.2143	27,846	13.3873	28,206	13.5604	28,566	13.7335	28,926	13.9066	29,286	14.0796
	4		28,108	13.5137	28,468	13.6867	28,828	13.8598	29,188	14.0329	29,548	14.2060	29,908	14.3790
	5		28,704	13.7999	29,064	13.9730	29,424	14.1460	29,784	14.3191	30,144	14.4922	30,504	14.6653
	6		29,351	14.1112	29,711	14.2843	30,071	14.4574	30,431	14.6305	30,791	14.8036	31,151	14.9766
09	1		26,968	12.9652	27,328	13.1382	27,688	13.3113	28,048	13.4844	28,408	13.6575	28,768	13.8305
	2		27,486	13.2143	27,846	13.3873	28,206	13.5604	28,566	13.7335	28,926	13.9066	29,286	14.0796
	3		28,108	13.5137	28,468	13.6867	28,828	13.8598	29,188	14.0329	29,548	14.2060	29,908	14.3790
	4		28,704	13.7999	29,064	13.9730	29,424	14.1460	29,784	14.3191	30,144	14.4922	30,504	14.6653
	5		29,351	14.1112	29,711	14.2843	30,071	14.4574	30,431	14.6305	30,791	14.8036	31,151	14.9766
	6		29,973	14.4100	30,333	14.5831	30,693	14.7562	31,053	14.9293	31,413	15.1024	31,773	15.2754
10	1		27,486	13.2143	27,846	13.3873	28,206	13.5604	28,566	13.7335	28,926	13.9066	29,286	14.0796
	2		28,108	13.5137	28,468	13.6867	28,828	13.8598	29,188	14.0329	29,548	14.2060	29,908	14.3790
	3		28,704	13.7999	29,064	13.9730	29,424	14.1460	29,784	14.3191	30,144	14.4922	30,504	14.6653
	4		29,351	14.1112	29,711	14.2843	30,071	14.4574	30,431	14.6305	30,791	14.8036	31,151	14.9766
	5		29,973	14.4100	30,333	14.5831	30,693	14.7562	31,053	14.9293	31,413	15.1024	31,773	15.2754
	6		30,699	14.7591	31,059	14.9322	31,419	15.1053	31,779	15.2784	32,139	15.4515	32,499	15.6245
11	1		28,108	13.5137	28,468	13.6867	28,828	13.8598	29,188	14.0329	29,548	14.2060	29,908	14.3790
	2		28,704	13.7999	29,064	13.9730	29,424	14.1460	29,784	14.3191	30,144	14.4922	30,504	14.6653
	3		29,351	14.1112	29,711	14.2843	30,071	14.4574	30,431	14.6305	30,791	14.8036	31,151	14.9766
	4		29,973	14.4100	30,333	14.5831	30,693	14.7562	31,053	14.9293	31,413	15.1024	31,773	15.2754
	5		30,699	14.7591	31,059	14.9322	31,419	15.1053	31,779	15.2784	32,139	15.4515	32,499	15.6245
	6		31,398	15.0951	31,758	15.2681	32,118	15.4412	32,478	15.6143	32,838	15.7874	33,198	15.9605

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		28,704	13.7999	29,064	13.9730	29,424	14.1460	29,784	14.3191	30,144	14.4922	30,504	14.6653
	2		29,351	14.1112	29,711	14.2843	30,071	14.4574	30,431	14.6305	30,791	14.8036	31,151	14.9766
	3		29,973	14.4100	30,333	14.5831	30,693	14.7562	31,053	14.9293	31,413	15.1024	31,773	15.2754
	4		30,699	14.7591	31,059	14.9322	31,419	15.1053	31,779	15.2784	32,139	15.4515	32,499	15.6245
	5		31,398	15.0951	31,758	15.2681	32,118	15.4412	32,478	15.6143	32,838	15.7874	33,198	15.9605
	6		32,175	15.4687	32,535	15.6418	32,895	15.8149	33,255	15.9880	33,615	16.1610	33,975	16.3341
13	1		29,351	14.1112	29,711	14.2843	30,071	14.4574	30,431	14.6305	30,791	14.8036	31,151	14.9766
	2		29,973	14.4100	30,333	14.5831	30,693	14.7562	31,053	14.9293	31,413	15.1024	31,773	15.2754
	3		30,699	14.7591	31,059	14.9322	31,419	15.1053	31,779	15.2784	32,139	15.4515	32,499	15.6245
	4		31,398	15.0951	31,758	15.2681	32,118	15.4412	32,478	15.6143	32,838	15.7874	33,198	15.9605
	5		32,175	15.4687	32,535	15.6418	32,895	15.8149	33,255	15.9880	33,615	16.1610	33,975	16.3341
	6		32,875	15.8052	33,235	15.9783	33,595	16.1514	33,955	16.3245	34,315	16.4976	34,675	16.6706
14	1		29,973	14.4100	30,333	14.5831	30,693	14.7562	31,053	14.9293	31,413	15.1024	31,773	15.2754
	2		30,699	14.7591	31,059	14.9322	31,419	15.1053	31,779	15.2784	32,139	15.4515	32,499	15.6245
	3		31,398	15.0951	31,758	15.2681	32,118	15.4412	32,478	15.6143	32,838	15.7874	33,198	15.9605
	4		32,175	15.4687	32,535	15.6418	32,895	15.8149	33,255	15.9880	33,615	16.1610	33,975	16.3341
	5		32,875	15.8052	33,235	15.9783	33,595	16.1514	33,955	16.3245	34,315	16.4976	34,675	16.6706
	6		33,652	16.1789	34,012	16.3520	34,372	16.5250	34,732	16.6981	35,092	16.8712	35,452	17.0443
15	1		30,699	14.7591	31,059	14.9322	31,419	15.1053	31,779	15.2784	32,139	15.4515	32,499	15.6245
	2		31,398	15.0951	31,758	15.2681	32,118	15.4412	32,478	15.6143	32,838	15.7874	33,198	15.9605
	3		32,175	15.4687	32,535	15.6418	32,895	15.8149	33,255	15.9880	33,615	16.1610	33,975	16.3341
	4		32,875	15.8052	33,235	15.9783	33,595	16.1514	33,955	16.3245	34,315	16.4976	34,675	16.6706
	5		33,652	16.1789	34,012	16.3520	34,372	16.5250	34,732	16.6981	35,092	16.8712	35,452	17.0443
	6		34,480	16.5771	34,840	16.7502	35,200	16.9232	35,560	17.0963	35,920	17.2694	36,280	17.4425
16	1		31,398	15.0951	31,758	15.2681	32,118	15.4412	32,478	15.6143	32,838	15.7874	33,198	15.9605
	2		32,175	15.4687	32,535	15.6418	32,895	15.8149	33,255	15.9880	33,615	16.1610	33,975	16.3341
	3		32,875	15.8052	33,235	15.9783	33,595	16.1514	33,955	16.3245	34,315	16.4976	34,675	16.6706
	4		33,652	16.1789	34,012	16.3520	34,372	16.5250	34,732	16.6981	35,092	16.8712	35,452	17.0443
	5		34,480	16.5771	34,840	16.7502	35,200	16.9232	35,560	17.0963	35,920	17.2694	36,280	17.4425
	6		35,284	16.9633	35,644	17.1364	36,004	17.3095	36,364	17.4826	36,724	17.6556	37,084	17.8287
17	1		32,175	15.4687	32,535	15.6418	32,895	15.8149	33,255	15.9880	33,615	16.1610	33,975	16.3341
	2		32,875	15.8052	33,235	15.9783	33,595	16.1514	33,955	16.3245	34,315	16.4976	34,675	16.6706
	3		33,652	16.1789	34,012	16.3520	34,372	16.5250	34,732	16.6981	35,092	16.8712	35,452	17.0443
	4		34,480	16.5771	34,840	16.7502	35,200	16.9232	35,560	17.0963	35,920	17.2694	36,280	17.4425
	5		35,284	16.9633	35,644	17.1364	36,004	17.3095	36,364	17.4826	36,724	17.6556	37,084	17.8287
	6		36,035	17.3244	36,395	17.4975	36,755	17.6705	37,115	17.8436	37,475	18.0167	37,835	18.1898

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		32,875	15.8052	33,235	15.9783	33,595	16.1514	33,955	16.3245	34,315	16.4976	34,675	16.6706
	2		33,652	16.1789	34,012	16.3520	34,372	16.5250	34,732	16.6981	35,092	16.8712	35,452	17.0443
	3		34,480	16.5771	34,840	16.7502	35,200	16.9232	35,560	17.0963	35,920	17.2694	36,280	17.4425
	4		35,284	16.9633	35,644	17.1364	36,004	17.3095	36,364	17.4826	36,724	17.6556	37,084	17.8287
	5		36,035	17.3244	36,395	17.4975	36,755	17.6705	37,115	17.8436	37,475	18.0167	37,835	18.1898
	6		36,941	17.7603	37,301	17.9334	37,661	18.1065	38,021	18.2795	38,381	18.4526	38,741	18.6257
19	1		33,652	16.1789	34,012	16.3520	34,372	16.5250	34,732	16.6981	35,092	16.8712	35,452	17.0443
	2		34,480	16.5771	34,840	16.7502	35,200	16.9232	35,560	17.0963	35,920	17.2694	36,280	17.4425
	3		35,284	16.9633	35,644	17.1364	36,004	17.3095	36,364	17.4826	36,724	17.6556	37,084	17.8287
	4		36,035	17.3244	36,395	17.4975	36,755	17.6705	37,115	17.8436	37,475	18.0167	37,835	18.1898
	5		36,941	17.7603	37,301	17.9334	37,661	18.1065	38,021	18.2795	38,381	18.4526	38,741	18.6257
	6		37,900	18.2214	38,260	18.3945	38,620	18.5675	38,980	18.7406	39,340	18.9137	39,700	19.0868
20	1		34,480	16.5771	34,840	16.7502	35,200	16.9232	35,560	17.0963	35,920	17.2694	36,280	17.4425
	2		35,284	16.9633	35,644	17.1364	36,004	17.3095	36,364	17.4826	36,724	17.6556	37,084	17.8287
	3		36,035	17.3244	36,395	17.4975	36,755	17.6705	37,115	17.8436	37,475	18.0167	37,835	18.1898
	4		36,941	17.7603	37,301	17.9334	37,661	18.1065	38,021	18.2795	38,381	18.4526	38,741	18.6257
	5		37,900	18.2214	38,260	18.3945	38,620	18.5675	38,980	18.7406	39,340	18.9137	39,700	19.0868
	6		38,730	18.6202	39,090	18.7933	39,450	18.9663	39,810	19.1394	40,170	19.3125	40,530	19.4856
21	1		35,284	16.9633	35,644	17.1364	36,004	17.3095	36,364	17.4826	36,724	17.6556	37,084	17.8287
	2		36,035	17.3244	36,395	17.4975	36,755	17.6705	37,115	17.8436	37,475	18.0167	37,835	18.1898
	3		36,941	17.7603	37,301	17.9334	37,661	18.1065	38,021	18.2795	38,381	18.4526	38,741	18.6257
	4		37,900	18.2214	38,260	18.3945	38,620	18.5675	38,980	18.7406	39,340	18.9137	39,700	19.0868
	5		38,730	18.6202	39,090	18.7933	39,450	18.9663	39,810	19.1394	40,170	19.3125	40,530	19.4856
	6		39,662	19.0681	40,022	19.2412	40,382	19.4142	40,742	19.5873	41,102	19.7604	41,462	19.9335
22	1		36,035	17.3244	36,395	17.4975	36,755	17.6705	37,115	17.8436	37,475	18.0167	37,835	18.1898
	2		36,941	17.7603	37,301	17.9334	37,661	18.1065	38,021	18.2795	38,381	18.4526	38,741	18.6257
	3		37,900	18.2214	38,260	18.3945	38,620	18.5675	38,980	18.7406	39,340	18.9137	39,700	19.0868
	4		38,730	18.6202	39,090	18.7933	39,450	18.9663	39,810	19.1394	40,170	19.3125	40,530	19.4856
	5		39,662	19.0681	40,022	19.2412	40,382	19.4142	40,742	19.5873	41,102	19.7604	41,462	19.9335
	6		40,568	19.5040	40,928	19.6771	41,288	19.8502	41,648	20.0232	42,008	20.1963	42,368	20.3694
23	1		36,941	17.7603	37,301	17.9334	37,661	18.1065	38,021	18.2795	38,381	18.4526	38,741	18.6257
	2		37,900	18.2214	38,260	18.3945	38,620	18.5675	38,980	18.7406	39,340	18.9137	39,700	19.0868
	3		38,730	18.6202	39,090	18.7933	39,450	18.9663	39,810	19.1394	40,170	19.3125	40,530	19.4856
	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
	5		40,568	19.5040	40,928	19.6771	41,288	19.8502	41,648	20.0232	42,008	20.1963	42,368	20.3694
	6		41,580	19.9902	41,940	20.1633	42,300	20.3364	42,660	20.5095	43,020	20.6825	43,380	20.8556

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		37,900	18.2214	38,260	18.3945	38,620	18.5675	38,980	18.7406	39,340	18.9137	39,700	19.0868
	2		38,730	18.6202	39,090	18.7933	39,450	18.9663	39,810	19.1394	40,170	19.3125	40,530	19.4856
	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		40,568	19.5040	40,928	19.6771	41,288	19.8502	41,648	20.0232	42,008	20.1963	42,368	20.3694
	5		41,580	19.9902	41,940	20.1633	42,300	20.3364	42,660	20.5095	43,020	20.6825	43,380	20.8556
	6		42,719	20.5381	43,079	20.7112	43,439	20.8843	43,799	21.0574	44,159	21.2304	44,519	21.4035
25	1		38,730	18.6202	39,090	18.7933	39,450	18.9663	39,810	19.1394	40,170	19.3125	40,530	19.4856
	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		40,568	19.5040	40,928	19.6771	41,288	19.8502	41,648	20.0232	42,008	20.1963	42,368	20.3694
	4		41,580	19.9902	41,940	20.1633	42,300	20.3364	42,660	20.5095	43,020	20.6825	43,380	20.8556
	5		42,719	20.5381	43,079	20.7112	43,439	20.8843	43,799	21.0574	44,159	21.2304	44,519	21.4035
	6		43,833	21.0735	44,193	21.2465	44,553	21.4196	44,913	21.5927	45,273	21.7658	45,633	21.9388
26	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		40,568	19.5040	40,928	19.6771	41,288	19.8502	41,648	20.0232	42,008	20.1963	42,368	20.3694
	3		41,580	19.9902	41,940	20.1633	42,300	20.3364	42,660	20.5095	43,020	20.6825	43,380	20.8556
	4		42,719	20.5381	43,079	20.7112	43,439	20.8843	43,799	21.0574	44,159	21.2304	44,519	21.4035
	5		43,833	21.0735	44,193	21.2465	44,553	21.4196	44,913	21.5927	45,273	21.7658	45,633	21.9388
	6		44,999	21.6339	45,359	21.8070	45,719	21.9801	46,079	22.1532	46,439	22.3262	46,799	22.4993
27	1		40,568	19.5040	40,928	19.6771	41,288	19.8502	41,648	20.0232	42,008	20.1963	42,368	20.3694
	2		41,580	19.9902	41,940	20.1633	42,300	20.3364	42,660	20.5095	43,020	20.6825	43,380	20.8556
	3		42,719	20.5381	43,079	20.7112	43,439	20.8843	43,799	21.0574	44,159	21.2304	44,519	21.4035
	4		43,833	21.0735	44,193	21.2465	44,553	21.4196	44,913	21.5927	45,273	21.7658	45,633	21.9388
	5		44,999	21.6339	45,359	21.8070	45,719	21.9801	46,079	22.1532	46,439	22.3262	46,799	22.4993
	6		46,217	22.2196	46,577	22.3926	46,937	22.5657	47,297	22.7388	47,657	22.9119	48,017	23.0849
28	1		41,580	19.9902	41,940	20.1633	42,300	20.3364	42,660	20.5095	43,020	20.6825	43,380	20.8556
	2		42,719	20.5381	43,079	20.7112	43,439	20.8843	43,799	21.0574	44,159	21.2304	44,519	21.4035
	3		43,833	21.0735	44,193	21.2465	44,553	21.4196	44,913	21.5927	45,273	21.7658	45,633	21.9388
	4		44,999	21.6339	45,359	21.8070	45,719	21.9801	46,079	22.1532	46,439	22.3262	46,799	22.4993
	5		46,217	22.2196	46,577	22.3926	46,937	22.5657	47,297	22.7388	47,657	22.9119	48,017	23.0849
	6		47,382	22.7800	47,742	22.9531	48,102	23.1262	48,462	23.2993	48,822	23.4723	49,182	23.6454
29	1		42,719	20.5381	43,079	20.7112	43,439	20.8843	43,799	21.0574	44,159	21.2304	44,519	21.4035
	2		43,833	21.0735	44,193	21.2465	44,553	21.4196	44,913	21.5927	45,273	21.7658	45,633	21.9388
	3		44,999	21.6339	45,359	21.8070	45,719	21.9801	46,079	22.1532	46,439	22.3262	46,799	22.4993
	4		46,217	22.2196	46,577	22.3926	46,937	22.5657	47,297	22.7388	47,657	22.9119	48,017	23.0849
	5		47,382	22.7800	47,742	22.9531	48,102	23.1262	48,462	23.2993	48,822	23.4723	49,182	23.6454
	6		48,704	23.4154	49,064	23.5884	49,424	23.7615	49,784	23.9346	50,144	24.1077	50,504	24.2807

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A. BASE		B. 2%		C. 4%		D. 6%		E. 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		43,833	21.0735	44,193	21.2465	44,553	21.4196	44,913	21.5927	45,273	21.7658	45,633	21.9388
	2		44,999	21.6339	45,359	21.8070	45,719	21.9801	46,079	22.1532	46,439	22.3262	46,799	22.4993
	3		46,217	22.2196	46,577	22.3926	46,937	22.5657	47,297	22.7388	47,657	22.9119	48,017	23.0849
	4		47,382	22.7800	47,742	22.9531	48,102	23.1262	48,462	23.2993	48,822	23.4723	49,182	23.6454
	5		48,704	23.4154	49,064	23.5884	49,424	23.7615	49,784	23.9346	50,144	24.1077	50,504	24.2807
	6		49,999	24.0381	50,359	24.2112	50,719	24.3843	51,079	24.5573	51,439	24.7304	51,799	24.9035
31	1		44,999	21.6339	45,359	21.8070	45,719	21.9801	46,079	22.1532	46,439	22.3262	46,799	22.4993
	2		46,217	22.2196	46,577	22.3926	46,937	22.5657	47,297	22.7388	47,657	22.9119	48,017	23.0849
	3		47,382	22.7800	47,742	22.9531	48,102	23.1262	48,462	23.2993	48,822	23.4723	49,182	23.6454
	4		48,704	23.4154	49,064	23.5884	49,424	23.7615	49,784	23.9346	50,144	24.1077	50,504	24.2807
	5		49,999	24.0381	50,359	24.2112	50,719	24.3843	51,079	24.5573	51,439	24.7304	51,799	24.9035
	6		51,242	24.6357	51,602	24.8088	51,962	24.9819	52,322	25.1549	52,682	25.3280	53,042	25.5011
32	1		46,217	22.2196	46,577	22.3926	46,937	22.5657	47,297	22.7388	47,657	22.9119	48,017	23.0849
	2		47,382	22.7800	47,742	22.9531	48,102	23.1262	48,462	23.2993	48,822	23.4723	49,182	23.6454
	3		48,704	23.4154	49,064	23.5884	49,424	23.7615	49,784	23.9346	50,144	24.1077	50,504	24.2807
	4		49,999	24.0381	50,359	24.2112	50,719	24.3843	51,079	24.5573	51,439	24.7304	51,799	24.9035
	5		51,242	24.6357	51,602	24.8088	51,962	24.9819	52,322	25.1549	52,682	25.3280	53,042	25.5011
	6		52,564	25.2710	52,924	25.4441	53,284	25.6172	53,644	25.7903	54,004	25.9633	54,364	26.1364
33	1		47,382	22.7800	47,742	22.9531	48,102	23.1262	48,462	23.2993	48,822	23.4723	49,182	23.6454
	2		48,704	23.4154	49,064	23.5884	49,424	23.7615	49,784	23.9346	50,144	24.1077	50,504	24.2807
	3		49,999	24.0381	50,359	24.2112	50,719	24.3843	51,079	24.5573	51,439	24.7304	51,799	24.9035
	4		51,242	24.6357	51,602	24.8088	51,962	24.9819	52,322	25.1549	52,682	25.3280	53,042	25.5011
	5		52,564	25.2710	52,924	25.4441	53,284	25.6172	53,644	25.7903	54,004	25.9633	54,364	26.1364
	6		53,885	25.9064	54,245	26.0794	54,605	26.2525	54,965	26.4256	55,325	26.5987	55,685	26.7717
34	1		48,704	23.4154	49,064	23.5884	49,424	23.7615	49,784	23.9346	50,144	24.1077	50,504	24.2807
	2		49,999	24.0381	50,359	24.2112	50,719	24.3843	51,079	24.5573	51,439	24.7304	51,799	24.9035
	3		51,242	24.6357	51,602	24.8088	51,962	24.9819	52,322	25.1549	52,682	25.3280	53,042	25.5011
	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
	5		53,885	25.9064	54,245	26.0794	54,605	26.2525	54,965	26.4256	55,325	26.5987	55,685	26.7717
	6		55,284	26.5788	55,644	26.7519	56,004	26.9250	56,364	27.0980	56,724	27.2711	57,084	27.4442
35	1		49,999	24.0381	50,359	24.2112	50,719	24.3843	51,079	24.5573	51,439	24.7304	51,799	24.9035
	2		51,242	24.6357	51,602	24.8088	51,962	24.9819	52,322	25.1549	52,682	25.3280	53,042	25.5011
	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		53,885	25.9064	54,245	26.0794	54,605	26.2525	54,965	26.4256	55,325	26.5987	55,685	26.7717
	5		55,284	26.5788	55,644	26.7519	56,004	26.9250	56,364	27.0980	56,724	27.2711	57,084	27.4442
	6		56,709	27.2638	57,069	27.4369	57,429	27.6100	57,789	27.7831	58,149	27.9561	58,509	28.1292

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

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		51,242	24.6357	51,602	24.8088	51,962	24.9819	52,322	25.1549	52,682	25.3280	53,042	25.5011
	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		53,885	25.9064	54,245	26.0794	54,605	26.2525	54,965	26.4256	55,325	26.5987	55,685	26.7717
	4		55,284	26.5788	55,644	26.7519	56,004	26.9250	56,364	27.0980	56,724	27.2711	57,084	27.4442
	5		56,709	27.2638	57,069	27.4369	57,429	27.6100	57,789	27.7831	58,149	27.9561	58,509	28.1292
	6		58,055	27.9111	58,415	28.0842	58,775	28.2573	59,135	28.4304	59,495	28.6034	59,855	28.7765
37	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		53,885	25.9064	54,245	26.0794	54,605	26.2525	54,965	26.4256	55,325	26.5987	55,685	26.7717
	3		55,284	26.5788	55,644	26.7519	56,004	26.9250	56,364	27.0980	56,724	27.2711	57,084	27.4442
	4		56,709	27.2638	57,069	27.4369	57,429	27.6100	57,789	27.7831	58,149	27.9561	58,509	28.1292
	5		58,055	27.9111	58,415	28.0842	58,775	28.2573	59,135	28.4304	59,495	28.6034	59,855	28.7765
	6		59,532	28.6213	59,892	28.7944	60,252	28.9675	60,612	29.1405	60,972	29.3136	61,332	29.4867
38	1		53,885	25.9064	54,245	26.0794	54,605	26.2525	54,965	26.4256	55,325	26.5987	55,685	26.7717
	2		55,284	26.5788	55,644	26.7519	56,004	26.9250	56,364	27.0980	56,724	27.2711	57,084	27.4442
	3		56,709	27.2638	57,069	27.4369	57,429	27.6100	57,789	27.7831	58,149	27.9561	58,509	28.1292
	4		58,055	27.9111	58,415	28.0842	58,775	28.2573	59,135	28.4304	59,495	28.6034	59,855	28.7765
	5		59,532	28.6213	59,892	28.7944	60,252	28.9675	60,612	29.1405	60,972	29.3136	61,332	29.4867
	6		61,061	29.3560	61,421	29.5291	61,781	29.7022	62,141	29.8753	62,501	30.0483	62,861	30.2214
39	1		55,284	26.5788	55,644	26.7519	56,004	26.9250	56,364	27.0980	56,724	27.2711	57,084	27.4442
	2		56,709	27.2638	57,069	27.4369	57,429	27.6100	57,789	27.7831	58,149	27.9561	58,509	28.1292
	3		58,055	27.9111	58,415	28.0842	58,775	28.2573	59,135	28.4304	59,495	28.6034	59,855	28.7765
	4		59,532	28.6213	59,892	28.7944	60,252	28.9675	60,612	29.1405	60,972	29.3136	61,332	29.4867
	5		61,061	29.3560	61,421	29.5291	61,781	29.7022	62,141	29.8753	62,501	30.0483	62,861	30.2214
	6		62,667	30.1285	63,027	30.3015	63,387	30.4746	63,747	30.6477	64,107	30.8208	64,467	30.9939
40	1		56,709	27.2638	57,069	27.4369	57,429	27.6100	57,789	27.7831	58,149	27.9561	58,509	28.1292
	2		58,055	27.9111	58,415	28.0842	58,775	28.2573	59,135	28.4304	59,495	28.6034	59,855	28.7765
	3		59,532	28.6213	59,892	28.7944	60,252	28.9675	60,612	29.1405	60,972	29.3136	61,332	29.4867
	4		61,061	29.3560	61,421	29.5291	61,781	29.7022	62,141	29.8753	62,501	30.0483	62,861	30.2214
	5		62,667	30.1285	63,027	30.3015	63,387	30.4746	63,747	30.6477	64,107	30.8208	64,467	30.9939
	6		64,351	30.9380	64,711	31.1111	65,071	31.2842	65,431	31.4573	65,791	31.6304	66,151	31.8034

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		19,342	9.2992	19,522	9.3857	19,702	9.4723	19,882	9.5588	20,062	9.6453	20,242	9.7319
	2		19,692	9.4675	19,872	9.5540	20,052	9.6406	20,232	9.7271	20,412	9.8137	20,592	9.9002
	3		20,068	9.6480	20,248	9.7345	20,428	9.8210	20,608	9.9076	20,788	9.9941	20,968	10.0807
	4		20,468	9.8406	20,648	9.9271	20,828	10.0136	21,008	10.1002	21,188	10.1867	21,368	10.2733
	5		20,869	10.0332	21,049	10.1197	21,229	10.2062	21,409	10.2928	21,589	10.3793	21,769	10.4659
	6		23,821	11.4525	24,001	11.5390	24,181	11.6256	24,361	11.7121	24,541	11.7987	24,721	11.8852
01	1		21,845	10.5022	22,025	10.5888	22,205	10.6753	22,385	10.7618	22,565	10.8484	22,745	10.9349
	2		22,271	10.7070	22,451	10.7935	22,631	10.8801	22,811	10.9666	22,991	11.0531	23,171	11.1397
	3		22,795	10.9591	22,975	11.0457	23,155	11.1322	23,335	11.2188	23,515	11.3053	23,695	11.3918
	4		23,346	11.2240	23,526	11.3106	23,706	11.3971	23,886	11.4837	24,066	11.5702	24,246	11.6567
	5		23,821	11.4525	24,001	11.5390	24,181	11.6256	24,361	11.7121	24,541	11.7987	24,721	11.8852
	6		24,447	11.7533	24,627	11.8398	24,807	11.9263	24,987	12.0129	25,167	12.0994	25,347	12.1860
02	1		22,271	10.7070	22,451	10.7935	22,631	10.8801	22,811	10.9666	22,991	11.0531	23,171	11.1397
	2		22,795	10.9591	22,975	11.0457	23,155	11.1322	23,335	11.2188	23,515	11.3053	23,695	11.3918
	3		23,346	11.2240	23,526	11.3106	23,706	11.3971	23,886	11.4837	24,066	11.5702	24,246	11.6567
	4		23,821	11.4525	24,001	11.5390	24,181	11.6256	24,361	11.7121	24,541	11.7987	24,721	11.8852
	5		24,447	11.7533	24,627	11.8398	24,807	11.9263	24,987	12.0129	25,167	12.0994	25,347	12.1860
	6		24,873	11.9580	25,053	12.0445	25,233	12.1311	25,413	12.2176	25,593	12.3042	25,773	12.3907
03	1		22,795	10.9591	22,975	11.0457	23,155	11.1322	23,335	11.2188	23,515	11.3053	23,695	11.3918
	2		23,346	11.2240	23,526	11.3106	23,706	11.3971	23,886	11.4837	24,066	11.5702	24,246	11.6567
	3		23,821	11.4525	24,001	11.5390	24,181	11.6256	24,361	11.7121	24,541	11.7987	24,721	11.8852
	4		24,447	11.7533	24,627	11.8398	24,807	11.9263	24,987	12.0129	25,167	12.0994	25,347	12.1860
	5		24,873	11.9580	25,053	12.0445	25,233	12.1311	25,413	12.2176	25,593	12.3042	25,773	12.3907
	6		25,398	12.2108	25,578	12.2973	25,758	12.3838	25,938	12.4704	26,118	12.5569	26,298	12.6435
04	1		23,346	11.2240	23,526	11.3106	23,706	11.3971	23,886	11.4837	24,066	11.5702	24,246	11.6567
	2		23,821	11.4525	24,001	11.5390	24,181	11.6256	24,361	11.7121	24,541	11.7987	24,721	11.8852
	3		24,447	11.7533	24,627	11.8398	24,807	11.9263	24,987	12.0129	25,167	12.0994	25,347	12.1860
	4		24,873	11.9580	25,053	12.0445	25,233	12.1311	25,413	12.2176	25,593	12.3042	25,773	12.3907
	5		25,398	12.2108	25,578	12.2973	25,758	12.3838	25,938	12.4704	26,118	12.5569	26,298	12.6435
	6		26,048	12.5231	26,228	12.6096	26,408	12.6962	26,588	12.7827	26,768	12.8692	26,948	12.9558
05	1		23,821	11.4525	24,001	11.5390	24,181	11.6256	24,361	11.7121	24,541	11.7987	24,721	11.8852
	2		24,447	11.7533	24,627	11.8398	24,807	11.9263	24,987	12.0129	25,167	12.0994	25,347	12.1860
	3		24,873	11.9580	25,053	12.0445	25,233	12.1311	25,413	12.2176	25,593	12.3042	25,773	12.3907
	4		25,398	12.2108	25,578	12.2973	25,758	12.3838	25,938	12.4704	26,118	12.5569	26,298	12.6435
	5		26,048	12.5231	26,228	12.6096	26,408	12.6962	26,588	12.7827	26,768	12.8692	26,948	12.9558
	6		26,548	12.7637	26,728	12.8502	26,908	12.9368	27,088	13.0233	27,268	13.1098	27,448	13.1964

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		24,447	11.7533	24,627	11.8398	24,807	11.9263	24,987	12.0129	25,167	12.0994	25,347	12.1860
	2		24,873	11.9580	25,053	12.0445	25,233	12.1311	25,413	12.2176	25,593	12.3042	25,773	12.3907
	3		25,398	12.2108	25,578	12.2973	25,758	12.3838	25,938	12.4704	26,118	12.5569	26,298	12.6435
	4		26,048	12.5231	26,228	12.6096	26,408	12.6962	26,588	12.7827	26,768	12.8692	26,948	12.9558
	5		26,548	12.7637	26,728	12.8502	26,908	12.9368	27,088	13.0233	27,268	13.1098	27,448	13.1964
	6		27,150	13.0529	27,330	13.1394	27,510	13.2260	27,690	13.3125	27,870	13.3990	28,050	13.4856
07	1		24,873	11.9580	25,053	12.0445	25,233	12.1311	25,413	12.2176	25,593	12.3042	25,773	12.3907
	2		25,398	12.2108	25,578	12.2973	25,758	12.3838	25,938	12.4704	26,118	12.5569	26,298	12.6435
	3		26,048	12.5231	26,228	12.6096	26,408	12.6962	26,588	12.7827	26,768	12.8692	26,948	12.9558
	4		26,548	12.7637	26,728	12.8502	26,908	12.9368	27,088	13.0233	27,268	13.1098	27,448	13.1964
	5		27,150	13.0529	27,330	13.1394	27,510	13.2260	27,690	13.3125	27,870	13.3990	28,050	13.4856
	6		27,725	13.3293	27,905	13.4159	28,085	13.5024	28,265	13.5890	28,445	13.6755	28,625	13.7620
08	1		25,398	12.2108	25,578	12.2973	25,758	12.3838	25,938	12.4704	26,118	12.5569	26,298	12.6435
	2		26,048	12.5231	26,228	12.6096	26,408	12.6962	26,588	12.7827	26,768	12.8692	26,948	12.9558
	3		26,548	12.7637	26,728	12.8502	26,908	12.9368	27,088	13.0233	27,268	13.1098	27,448	13.1964
	4		27,150	13.0529	27,330	13.1394	27,510	13.2260	27,690	13.3125	27,870	13.3990	28,050	13.4856
	5		27,725	13.3293	27,905	13.4159	28,085	13.5024	28,265	13.5890	28,445	13.6755	28,625	13.7620
	6		28,351	13.6301	28,531	13.7166	28,711	13.8032	28,891	13.8897	29,071	13.9763	29,251	14.0628
09	1		26,048	12.5231	26,228	12.6096	26,408	12.6962	26,588	12.7827	26,768	12.8692	26,948	12.9558
	2		26,548	12.7637	26,728	12.8502	26,908	12.9368	27,088	13.0233	27,268	13.1098	27,448	13.1964
	3		27,150	13.0529	27,330	13.1394	27,510	13.2260	27,690	13.3125	27,870	13.3990	28,050	13.4856
	4		27,725	13.3293	27,905	13.4159	28,085	13.5024	28,265	13.5890	28,445	13.6755	28,625	13.7620
	5		28,351	13.6301	28,531	13.7166	28,711	13.8032	28,891	13.8897	29,071	13.9763	29,251	14.0628
	6		28,951	13.9187	29,131	14.0053	29,311	14.0918	29,491	14.1783	29,671	14.2649	29,851	14.3514
10	1		26,548	12.7637	26,728	12.8502	26,908	12.9368	27,088	13.0233	27,268	13.1098	27,448	13.1964
	2		27,150	13.0529	27,330	13.1394	27,510	13.2260	27,690	13.3125	27,870	13.3990	28,050	13.4856
	3		27,725	13.3293	27,905	13.4159	28,085	13.5024	28,265	13.5890	28,445	13.6755	28,625	13.7620
	4		28,351	13.6301	28,531	13.7166	28,711	13.8032	28,891	13.8897	29,071	13.9763	29,251	14.0628
	5		28,951	13.9187	29,131	14.0053	29,311	14.0918	29,491	14.1783	29,671	14.2649	29,851	14.3514
	6		29,652	14.2559	29,832	14.3425	30,012	14.4290	30,192	14.5155	30,372	14.6021	30,552	14.6886
11	1		27,150	13.0529	27,330	13.1394	27,510	13.2260	27,690	13.3125	27,870	13.3990	28,050	13.4856
	2		27,725	13.3293	27,905	13.4159	28,085	13.5024	28,265	13.5890	28,445	13.6755	28,625	13.7620
	3		28,351	13.6301	28,531	13.7166	28,711	13.8032	28,891	13.8897	29,071	13.9763	29,251	14.0628
	4		28,951	13.9187	29,131	14.0053	29,311	14.0918	29,491	14.1783	29,671	14.2649	29,851	14.3514
	5		29,652	14.2559	29,832	14.3425	30,012	14.4290	30,192	14.5155	30,372	14.6021	30,552	14.6886
	6		30,327	14.5804	30,507	14.6669	30,687	14.7535	30,867	14.8400	31,047	14.9265	31,227	15.0131



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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		27,725	13.3293	27,905	13.4159	28,085	13.5024	28,265	13.5890	28,445	13.6755	28,625	13.7620
	2		28,351	13.6301	28,531	13.7166	28,711	13.8032	28,891	13.8897	29,071	13.9763	29,251	14.0628
	3		28,951	13.9187	29,131	14.0053	29,311	14.0918	29,491	14.1783	29,671	14.2649	29,851	14.3514
	4		29,652	14.2559	29,832	14.3425	30,012	14.4290	30,192	14.5155	30,372	14.6021	30,552	14.6886
	5		30,327	14.5804	30,507	14.6669	30,687	14.7535	30,867	14.8400	31,047	14.9265	31,227	15.0131
	6		31,078	14.9413	31,258	15.0278	31,438	15.1144	31,618	15.2009	31,798	15.2874	31,978	15.3740
13	1		28,351	13.6301	28,531	13.7166	28,711	13.8032	28,891	13.8897	29,071	13.9763	29,251	14.0628
	2		28,951	13.9187	29,131	14.0053	29,311	14.0918	29,491	14.1783	29,671	14.2649	29,851	14.3514
	3		29,652	14.2559	29,832	14.3425	30,012	14.4290	30,192	14.5155	30,372	14.6021	30,552	14.6886
	4		30,327	14.5804	30,507	14.6669	30,687	14.7535	30,867	14.8400	31,047	14.9265	31,227	15.0131
	5		31,078	14.9413	31,258	15.0278	31,438	15.1144	31,618	15.2009	31,798	15.2874	31,978	15.3740
	6		31,754	15.2663	31,934	15.3529	32,114	15.4394	32,294	15.5260	32,474	15.6125	32,654	15.6990
14	1		28,951	13.9187	29,131	14.0053	29,311	14.0918	29,491	14.1783	29,671	14.2649	29,851	14.3514
	2		29,652	14.2559	29,832	14.3425	30,012	14.4290	30,192	14.5155	30,372	14.6021	30,552	14.6886
	3		30,327	14.5804	30,507	14.6669	30,687	14.7535	30,867	14.8400	31,047	14.9265	31,227	15.0131
	4		31,078	14.9413	31,258	15.0278	31,438	15.1144	31,618	15.2009	31,798	15.2874	31,978	15.3740
	5		31,754	15.2663	31,934	15.3529	32,114	15.4394	32,294	15.5260	32,474	15.6125	32,654	15.6990
	6		32,505	15.6273	32,685	15.7138	32,865	15.8003	33,045	15.8869	33,225	15.9734	33,405	16.0599
15	1		29,652	14.2559	29,832	14.3425	30,012	14.4290	30,192	14.5155	30,372	14.6021	30,552	14.6886
	2		30,327	14.5804	30,507	14.6669	30,687	14.7535	30,867	14.8400	31,047	14.9265	31,227	15.0131
	3		31,078	14.9413	31,258	15.0278	31,438	15.1144	31,618	15.2009	31,798	15.2874	31,978	15.3740
	4		31,754	15.2663	31,934	15.3529	32,114	15.4394	32,294	15.5260	32,474	15.6125	32,654	15.6990
	5		32,505	15.6273	32,685	15.7138	32,865	15.8003	33,045	15.8869	33,225	15.9734	33,405	16.0599
	6		33,305	16.0119	33,485	16.0984	33,665	16.1850	33,845	16.2715	34,025	16.3580	34,205	16.4446
16	1		30,327	14.5804	30,507	14.6669	30,687	14.7535	30,867	14.8400	31,047	14.9265	31,227	15.0131
	2		31,078	14.9413	31,258	15.0278	31,438	15.1144	31,618	15.2009	31,798	15.2874	31,978	15.3740
	3		31,754	15.2663	31,934	15.3529	32,114	15.4394	32,294	15.5260	32,474	15.6125	32,654	15.6990
	4		32,505	15.6273	32,685	15.7138	32,865	15.8003	33,045	15.8869	33,225	15.9734	33,405	16.0599
	5		33,305	16.0119	33,485	16.0984	33,665	16.1850	33,845	16.2715	34,025	16.3580	34,205	16.4446
	6		34,081	16.3849	34,261	16.4715	34,441	16.5580	34,621	16.6445	34,801	16.7311	34,981	16.8176
17	1		31,078	14.9413	31,258	15.0278	31,438	15.1144	31,618	15.2009	31,798	15.2874	31,978	15.3740
	2		31,754	15.2663	31,934	15.3529	32,114	15.4394	32,294	15.5260	32,474	15.6125	32,654	15.6990
	3		32,505	15.6273	32,685	15.7138	32,865	15.8003	33,045	15.8869	33,225	15.9734	33,405	16.0599
	4		33,305	16.0119	33,485	16.0984	33,665	16.1850	33,845	16.2715	34,025	16.3580	34,205	16.4446
	5		34,081	16.3849	34,261	16.4715	34,441	16.5580	34,621	16.6445	34,801	16.7311	34,981	16.8176
	6		34,806	16.7337	34,986	16.8202	35,166	16.9068	35,346	16.9933	35,526	17.0798	35,706	17.1664

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

For Employees Hired on or After July 1, 2009

Rate increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		31,754	15.2663	31,934	15.3529	32,114	15.4394	32,294	15.5260	32,474	15.6125	32,654	15.6990
	2		32,505	15.6273	32,685	15.7138	32,865	15.8003	33,045	15.8869	33,225	15.9734	33,405	16.0599
	3		33,305	16.0119	33,485	16.0984	33,665	16.1850	33,845	16.2715	34,025	16.3580	34,205	16.4446
	4		34,081	16.3849	34,261	16.4715	34,441	16.5580	34,621	16.6445	34,801	16.7311	34,981	16.8176
	5		34,806	16.7337	34,986	16.8202	35,166	16.9068	35,346	16.9933	35,526	17.0798	35,706	17.1664
	6		35,682	17.1548	35,862	17.2413	36,042	17.3278	36,222	17.4144	36,402	17.5009	36,582	17.5874
19	1		32,505	15.6273	32,685	15.7138	32,865	15.8003	33,045	15.8869	33,225	15.9734	33,405	16.0599
	2		33,305	16.0119	33,485	16.0984	33,665	16.1850	33,845	16.2715	34,025	16.3580	34,205	16.4446
	3		34,081	16.3849	34,261	16.4715	34,441	16.5580	34,621	16.6445	34,801	16.7311	34,981	16.8176
	4		34,806	16.7337	34,986	16.8202	35,166	16.9068	35,346	16.9933	35,526	17.0798	35,706	17.1664
	5		35,682	17.1548	35,862	17.2413	36,042	17.3278	36,222	17.4144	36,402	17.5009	36,582	17.5874
	6		36,608	17.6001	36,788	17.6866	36,968	17.7732	37,148	17.8597	37,328	17.9463	37,508	18.0328
20	1		33,305	16.0119	33,485	16.0984	33,665	16.1850	33,845	16.2715	34,025	16.3580	34,205	16.4446
	2		34,081	16.3849	34,261	16.4715	34,441	16.5580	34,621	16.6445	34,801	16.7311	34,981	16.8176
	3		34,806	16.7337	34,986	16.8202	35,166	16.9068	35,346	16.9933	35,526	17.0798	35,706	17.1664
	4		35,682	17.1548	35,862	17.2413	36,042	17.3278	36,222	17.4144	36,402	17.5009	36,582	17.5874
	5		36,608	17.6001	36,788	17.6866	36,968	17.7732	37,148	17.8597	37,328	17.9463	37,508	18.0328
	6		37,409	17.9853	37,589	18.0718	37,769	18.1584	37,949	18.2449	38,129	18.3315	38,309	18.4180
21	1		34,081	16.3849	34,261	16.4715	34,441	16.5580	34,621	16.6445	34,801	16.7311	34,981	16.8176
	2		34,806	16.7337	34,986	16.8202	35,166	16.9068	35,346	16.9933	35,526	17.0798	35,706	17.1664
	3		35,682	17.1548	35,862	17.2413	36,042	17.3278	36,222	17.4144	36,402	17.5009	36,582	17.5874
	4		36,608	17.6001	36,788	17.6866	36,968	17.7732	37,148	17.8597	37,328	17.9463	37,508	18.0328
	5		37,409	17.9853	37,589	18.0718	37,769	18.1584	37,949	18.2449	38,129	18.3315	38,309	18.4180
	6		38,309	18.4179	38,489	18.5045	38,669	18.5910	38,849	18.6776	39,029	18.7641	39,209	18.8506
22	1		34,806	16.7337	34,986	16.8202	35,166	16.9068	35,346	16.9933	35,526	17.0798	35,706	17.1664
	2		35,682	17.1548	35,862	17.2413	36,042	17.3278	36,222	17.4144	36,402	17.5009	36,582	17.5874
	3		36,608	17.6001	36,788	17.6866	36,968	17.7732	37,148	17.8597	37,328	17.9463	37,508	18.0328
	4		37,409	17.9853	37,589	18.0718	37,769	18.1584	37,949	18.2449	38,129	18.3315	38,309	18.4180
	5		38,309	18.4179	38,489	18.5045	38,669	18.5910	38,849	18.6776	39,029	18.7641	39,209	18.8506
	6		39,185	18.8390	39,365	18.9255	39,545	19.0121	39,725	19.0986	39,905	19.1852	40,085	19.2717
23	1		35,682	17.1548	35,862	17.2413	36,042	17.3278	36,222	17.4144	36,402	17.5009	36,582	17.5874
	2		36,608	17.6001	36,788	17.6866	36,968	17.7732	37,148	17.8597	37,328	17.9463	37,508	18.0328
	3		37,409	17.9853	37,589	18.0718	37,769	18.1584	37,949	18.2449	38,129	18.3315	38,309	18.4180
	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
	5		39,185	18.8390	39,365	18.9255	39,545	19.0121	39,725	19.0986	39,905	19.1852	40,085	19.2717
	6		40,162	19.3086	40,342	19.3952	40,522	19.4817	40,702	19.5683	40,882	19.6548	41,062	19.7413

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		36,608	17.6001	36,788	17.6886	36,968	17.7732	37,148	17.8597	37,328	17.9463	37,508	18.0328
	2		37,409	17.9853	37,589	18.0718	37,769	18.1584	37,949	18.2449	38,129	18.3315	38,309	18.4180
	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		39,185	18.8390	39,365	18.9255	39,545	19.0121	39,725	19.0986	39,905	19.1852	40,085	19.2717
	5		40,162	19.3086	40,342	19.3952	40,522	19.4817	40,702	19.5683	40,882	19.6548	41,062	19.7413
	6		41,263	19.8379	41,443	19.9244	41,623	20.0109	41,803	20.0975	41,983	20.1840	42,163	20.2706
25	1		37,409	17.9853	37,589	18.0718	37,769	18.1584	37,949	18.2449	38,129	18.3315	38,309	18.4180
	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		39,185	18.8390	39,365	18.9255	39,545	19.0121	39,725	19.0986	39,905	19.1852	40,085	19.2717
	4		40,162	19.3086	40,342	19.3952	40,522	19.4817	40,702	19.5683	40,882	19.6548	41,062	19.7413
	5		41,263	19.8379	41,443	19.9244	41,623	20.0109	41,803	20.0975	41,983	20.1840	42,163	20.2706
	6		42,338	20.3549	42,518	20.4415	42,698	20.5280	42,878	20.6145	43,058	20.7011	43,238	20.7876
26	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		39,185	18.8390	39,365	18.9255	39,545	19.0121	39,725	19.0986	39,905	19.1852	40,085	19.2717
	3		40,162	19.3086	40,342	19.3952	40,522	19.4817	40,702	19.5683	40,882	19.6548	41,062	19.7413
	4		41,263	19.8379	41,443	19.9244	41,623	20.0109	41,803	20.0975	41,983	20.1840	42,163	20.2706
	5		42,338	20.3549	42,518	20.4415	42,698	20.5280	42,878	20.6145	43,058	20.7011	43,238	20.7876
	6		43,464	20.8963	43,644	20.9828	43,824	21.0694	44,004	21.1559	44,184	21.2425	44,364	21.3290
27	1		39,185	18.8390	39,365	18.9255	39,545	19.0121	39,725	19.0986	39,905	19.1852	40,085	19.2717
	2		40,162	19.3086	40,342	19.3952	40,522	19.4817	40,702	19.5683	40,882	19.6548	41,062	19.7413
	3		41,263	19.8379	41,443	19.9244	41,623	20.0109	41,803	20.0975	41,983	20.1840	42,163	20.2706
	4		42,338	20.3549	42,518	20.4415	42,698	20.5280	42,878	20.6145	43,058	20.7011	43,238	20.7876
	5		43,464	20.8963	43,644	20.9828	43,824	21.0694	44,004	21.1559	44,184	21.2425	44,364	21.3290
	6		44,641	21.4620	44,821	21.5485	45,001	21.6350	45,181	21.7216	45,361	21.8081	45,541	21.8946
28	1		40,162	19.3086	40,342	19.3952	40,522	19.4817	40,702	19.5683	40,882	19.6548	41,062	19.7413
	2		41,263	19.8379	41,443	19.9244	41,623	20.0109	41,803	20.0975	41,983	20.1840	42,163	20.2706
	3		42,338	20.3549	42,518	20.4415	42,698	20.5280	42,878	20.6145	43,058	20.7011	43,238	20.7876
	4		43,464	20.8963	43,644	20.9828	43,824	21.0694	44,004	21.1559	44,184	21.2425	44,364	21.3290
	5		44,641	21.4620	44,821	21.5485	45,001	21.6350	45,181	21.7216	45,361	21.8081	45,541	21.8946
	6		45,767	22.0033	45,947	22.0899	46,127	22.1764	46,307	22.2629	46,487	22.3495	46,667	22.4360
29	1		41,263	19.8379	41,443	19.9244	41,623	20.0109	41,803	20.0975	41,983	20.1840	42,163	20.2706
	2		42,338	20.3549	42,518	20.4415	42,698	20.5280	42,878	20.6145	43,058	20.7011	43,238	20.7876
	3		43,464	20.8963	43,644	20.9828	43,824	21.0694	44,004	21.1559	44,184	21.2425	44,364	21.3290
	4		44,641	21.4620	44,821	21.5485	45,001	21.6350	45,181	21.7216	45,361	21.8081	45,541	21.8946
	5		45,767	22.0033	45,947	22.0899	46,127	22.1764	46,307	22.2629	46,487	22.3495	46,667	22.4360
	6		47,043	22.6170	47,223	22.7035	47,403	22.7901	47,583	22.8766	47,763	22.9631	47,943	23.0497

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		42,338	20.3549	42,518	20.4415	42,698	20.5280	42,878	20.6145	43,058	20.7011	43,238	20.7876
	2		43,464	20.8963	43,644	20.9828	43,824	21.0694	44,004	21.1559	44,184	21.2425	44,364	21.3290
	3		44,641	21.4620	44,821	21.5485	45,001	21.6350	45,181	21.7216	45,361	21.8081	45,541	21.8946
	4		45,767	22.0033	45,947	22.0899	46,127	22.1764	46,307	22.2629	46,487	22.3495	46,667	22.4360
	5		47,043	22.6170	47,223	22.7035	47,403	22.7901	47,583	22.8766	47,763	22.9631	47,943	23.0497
	6		48,294	23.2185	48,474	23.3050	48,654	23.3916	48,834	23.4781	49,014	23.5646	49,194	23.6512
31	1		43,464	20.8963	43,644	20.9828	43,824	21.0694	44,004	21.1559	44,184	21.2425	44,364	21.3290
	2		44,641	21.4620	44,821	21.5485	45,001	21.6350	45,181	21.7216	45,361	21.8081	45,541	21.8946
	3		45,767	22.0033	45,947	22.0899	46,127	22.1764	46,307	22.2629	46,487	22.3495	46,667	22.4360
	4		47,043	22.6170	47,223	22.7035	47,403	22.7901	47,583	22.8766	47,763	22.9631	47,943	23.0497
	5		48,294	23.2185	48,474	23.3050	48,654	23.3916	48,834	23.4781	49,014	23.5646	49,194	23.6512
	6		49,495	23.7957	49,675	23.8823	49,855	23.9688	50,035	24.0553	50,215	24.1419	50,395	24.2284
32	1		44,641	21.4620	44,821	21.5485	45,001	21.6350	45,181	21.7216	45,361	21.8081	45,541	21.8946
	2		45,767	22.0033	45,947	22.0899	46,127	22.1764	46,307	22.2629	46,487	22.3495	46,667	22.4360
	3		47,043	22.6170	47,223	22.7035	47,403	22.7901	47,583	22.8766	47,763	22.9631	47,943	23.0497
	4		48,294	23.2185	48,474	23.3050	48,654	23.3916	48,834	23.4781	49,014	23.5646	49,194	23.6512
	5		49,495	23.7957	49,675	23.8823	49,855	23.9688	50,035	24.0553	50,215	24.1419	50,395	24.2284
	6		50,772	24.4094	50,952	24.4959	51,132	24.5825	51,312	24.6690	51,492	24.7555	51,672	24.8421
33	1		45,767	22.0033	45,947	22.0899	46,127	22.1764	46,307	22.2629	46,487	22.3495	46,667	22.4360
	2		47,043	22.6170	47,223	22.7035	47,403	22.7901	47,583	22.8766	47,763	22.9631	47,943	23.0497
	3		48,294	23.2185	48,474	23.3050	48,654	23.3916	48,834	23.4781	49,014	23.5646	49,194	23.6512
	4		49,495	23.7957	49,675	23.8823	49,855	23.9688	50,035	24.0553	50,215	24.1419	50,395	24.2284
	5		50,772	24.4094	50,952	24.4959	51,132	24.5825	51,312	24.6690	51,492	24.7555	51,672	24.8421
	6		52,048	25.0230	52,228	25.1096	52,408	25.1961	52,588	25.2827	52,768	25.3692	52,948	25.4557
34	1		47,043	22.6170	47,223	22.7035	47,403	22.7901	47,583	22.8766	47,763	22.9631	47,943	23.0497
	2		48,294	23.2185	48,474	23.3050	48,654	23.3916	48,834	23.4781	49,014	23.5646	49,194	23.6512
	3		49,495	23.7957	49,675	23.8823	49,855	23.9688	50,035	24.0553	50,215	24.1419	50,395	24.2284
	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
	5		52,048	25.0230	52,228	25.1096	52,408	25.1961	52,588	25.2827	52,768	25.3692	52,948	25.4557
	6		53,399	25.6726	53,579	25.7591	53,759	25.8456	53,939	25.9322	54,119	26.0187	54,299	26.1053
35	1		48,294	23.2185	48,474	23.3050	48,654	23.3916	48,834	23.4781	49,014	23.5646	49,194	23.6512
	2		49,495	23.7957	49,675	23.8823	49,855	23.9688	50,035	24.0553	50,215	24.1419	50,395	24.2284
	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		52,048	25.0230	52,228	25.1096	52,408	25.1961	52,588	25.2827	52,768	25.3692	52,948	25.4557
	5		53,399	25.6726	53,579	25.7591	53,759	25.8456	53,939	25.9322	54,119	26.0187	54,299	26.1053
	6		54,775	26.3342	54,955	26.4208	55,135	26.5073	55,315	26.5938	55,495	26.6804	55,675	26.7669

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		49,495	23.7957	49,675	23.8823	49,855	23.9688	50,035	24.0553	50,215	24.1419	50,395	24.2284
	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		52,048	25.0230	52,228	25.1096	52,408	25.1961	52,588	25.2827	52,768	25.3692	52,948	25.4557
	4		53,399	25.6726	53,579	25.7591	53,759	25.8456	53,939	25.9322	54,119	26.0187	54,299	26.1053
	5		54,775	26.3342	54,955	26.4208	55,135	26.5073	55,315	26.5938	55,495	26.6804	55,675	26.7669
	6		56,076	26.9595	56,256	27.0460	56,436	27.1325	56,616	27.2191	56,796	27.3056	56,976	27.3921
37	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		52,048	25.0230	52,228	25.1096	52,408	25.1961	52,588	25.2827	52,768	25.3692	52,948	25.4557
	3		53,399	25.6726	53,579	25.7591	53,759	25.8456	53,939	25.9322	54,119	26.0187	54,299	26.1053
	4		54,775	26.3342	54,955	26.4208	55,135	26.5073	55,315	26.5938	55,495	26.6804	55,675	26.7669
	5		56,076	26.9595	56,256	27.0460	56,436	27.1325	56,616	27.2191	56,796	27.3056	56,976	27.3921
	6		57,502	27.6454	57,682	27.7320	57,862	27.8185	58,042	27.9050	58,222	27.9916	58,402	28.0781
38	1		52,048	25.0230	52,228	25.1096	52,408	25.1961	52,588	25.2827	52,768	25.3692	52,948	25.4557
	2		53,399	25.6726	53,579	25.7591	53,759	25.8456	53,939	25.9322	54,119	26.0187	54,299	26.1053
	3		54,775	26.3342	54,955	26.4208	55,135	26.5073	55,315	26.5938	55,495	26.6804	55,675	26.7669
	4		56,076	26.9595	56,256	27.0460	56,436	27.1325	56,616	27.2191	56,796	27.3056	56,976	27.3921
	5		57,502	27.6454	57,682	27.7320	57,862	27.8185	58,042	27.9050	58,222	27.9916	58,402	28.0781
	6		58,979	28.3551	59,159	28.4416	59,339	28.5282	59,519	28.6147	59,699	28.7012	59,879	28.7878
39	1		53,399	25.6726	53,579	25.7591	53,759	25.8456	53,939	25.9322	54,119	26.0187	54,299	26.1053
	2		54,775	26.3342	54,955	26.4208	55,135	26.5073	55,315	26.5938	55,495	26.6804	55,675	26.7669
	3		56,076	26.9595	56,256	27.0460	56,436	27.1325	56,616	27.2191	56,796	27.3056	56,976	27.3921
	4		57,502	27.6454	57,682	27.7320	57,862	27.8185	58,042	27.9050	58,222	27.9916	58,402	28.0781
	5		58,979	28.3551	59,159	28.4416	59,339	28.5282	59,519	28.6147	59,699	28.7012	59,879	28.7878
	6		60,530	29.1012	60,710	29.1877	60,890	29.2743	61,070	29.3608	61,250	29.4474	61,430	29.5339
40	1		54,775	26.3342	54,955	26.4208	55,135	26.5073	55,315	26.5938	55,495	26.6804	55,675	26.7669
	2		56,076	26.9595	56,256	27.0460	56,436	27.1325	56,616	27.2191	56,796	27.3056	56,976	27.3921
	3		57,502	27.6454	57,682	27.7320	57,862	27.8185	58,042	27.9050	58,222	27.9916	58,402	28.0781
	4		58,979	28.3551	59,159	28.4416	59,339	28.5282	59,519	28.6147	59,699	28.7012	59,879	28.7878
	5		60,530	29.1012	60,710	29.1877	60,890	29.2743	61,070	29.3608	61,250	29.4474	61,430	29.5339
	6		62,157	29.8832	62,337	29.9697	62,517	30.0562	62,697	30.1428	62,877	30.2293	63,057	30.3159

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

For Employees Hired on or After July 1, 2009

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		19,729	9.4852	19,909	9.5717	20,089	9.6583	20,269	9.7448	20,449	9.8313	20,629	9.9179
	2		20,086	9.6569	20,266	9.7434	20,446	9.8299	20,626	9.9165	20,806	10.0030	20,986	10.0895
	3		20,469	9.8409	20,649	9.9275	20,829	10.0140	21,009	10.1005	21,189	10.1871	21,369	10.2736
	4		20,878	10.0374	21,058	10.1239	21,238	10.2104	21,418	10.2970	21,598	10.3835	21,778	10.4701
	5		21,286	10.2338	21,466	10.3204	21,646	10.4069	21,826	10.4934	22,006	10.5800	22,186	10.6665
	6		24,298	11.6816	24,478	11.7681	24,658	11.8546	24,838	11.9412	25,018	12.0277	25,198	12.1142
01	1		22,282	10.7123	22,462	10.7988	22,642	10.8853	22,822	10.9719	23,002	11.0584	23,182	11.1450
	2		22,716	10.9211	22,896	11.0077	23,076	11.0942	23,256	11.1807	23,436	11.2673	23,616	11.3538
	3		23,251	11.1783	23,431	11.2649	23,611	11.3514	23,791	11.4379	23,971	11.5245	24,151	11.6110
	4		23,813	11.4485	23,993	11.5351	24,173	11.6216	24,353	11.7081	24,533	11.7947	24,713	11.8812
	5		24,298	11.6816	24,478	11.7681	24,658	11.8546	24,838	11.9412	25,018	12.0277	25,198	12.1142
	6		24,936	11.9883	25,116	12.0749	25,296	12.1614	25,476	12.2479	25,656	12.3345	25,836	12.4210
02	1		22,716	10.9211	22,896	11.0077	23,076	11.0942	23,256	11.1807	23,436	11.2673	23,616	11.3538
	2		23,251	11.1783	23,431	11.2649	23,611	11.3514	23,791	11.4379	23,971	11.5245	24,151	11.6110
	3		23,813	11.4485	23,993	11.5351	24,173	11.6216	24,353	11.7081	24,533	11.7947	24,713	11.8812
	4		24,298	11.6816	24,478	11.7681	24,658	11.8546	24,838	11.9412	25,018	12.0277	25,198	12.1142
	5		24,936	11.9883	25,116	12.0749	25,296	12.1614	25,476	12.2479	25,656	12.3345	25,836	12.4210
	6		25,370	12.1972	25,550	12.2837	25,730	12.3702	25,910	12.4568	26,090	12.5433	26,270	12.6299
03	1		23,251	11.1783	23,431	11.2649	23,611	11.3514	23,791	11.4379	23,971	11.5245	24,151	11.6110
	2		23,813	11.4485	23,993	11.5351	24,173	11.6216	24,353	11.7081	24,533	11.7947	24,713	11.8812
	3		24,298	11.6816	24,478	11.7681	24,658	11.8546	24,838	11.9412	25,018	12.0277	25,198	12.1142
	4		24,936	11.9883	25,116	12.0749	25,296	12.1614	25,476	12.2479	25,656	12.3345	25,836	12.4210
	5		25,370	12.1972	25,550	12.2837	25,730	12.3702	25,910	12.4568	26,090	12.5433	26,270	12.6299
	6		25,906	12.4550	26,086	12.5415	26,266	12.6281	26,446	12.7146	26,626	12.8011	26,806	12.8877
04	1		23,813	11.4485	23,993	11.5351	24,173	11.6216	24,353	11.7081	24,533	11.7947	24,713	11.8812
	2		24,298	11.6816	24,478	11.7681	24,658	11.8546	24,838	11.9412	25,018	12.0277	25,198	12.1142
	3		24,936	11.9883	25,116	12.0749	25,296	12.1614	25,476	12.2479	25,656	12.3345	25,836	12.4210
	4		25,370	12.1972	25,550	12.2837	25,730	12.3702	25,910	12.4568	26,090	12.5433	26,270	12.6299
	5		25,906	12.4550	26,086	12.5415	26,266	12.6281	26,446	12.7146	26,626	12.8011	26,806	12.8877
	6		26,569	12.7735	26,749	12.8601	26,929	12.9466	27,109	13.0332	27,289	13.1197	27,469	13.2062
05	1		24,298	11.6816	24,478	11.7681	24,658	11.8546	24,838	11.9412	25,018	12.0277	25,198	12.1142
	2		24,936	11.9883	25,116	12.0749	25,296	12.1614	25,476	12.2479	25,656	12.3345	25,836	12.4210
	3		25,370	12.1972	25,550	12.2837	25,730	12.3702	25,910	12.4568	26,090	12.5433	26,270	12.6299
	4		25,906	12.4550	26,086	12.5415	26,266	12.6281	26,446	12.7146	26,626	12.8011	26,806	12.8877
	5		26,569	12.7735	26,749	12.8601	26,929	12.9466	27,109	13.0332	27,289	13.1197	27,469	13.2062
	6		27,079	13.0190	27,259	13.1055	27,439	13.1920	27,619	13.2786	27,799	13.3651	27,979	13.4517

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

For Employees Hired on or After July 1, 2009

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		24,936	11.9883	25,116	12.0749	25,296	12.1614	25,476	12.2479	25,656	12.3345	25,836	12.4210
	2		25,370	12.1972	25,550	12.2837	25,730	12.3702	25,910	12.4568	26,090	12.5433	26,270	12.6299
	3		25,906	12.4550	26,086	12.5415	26,266	12.6281	26,446	12.7146	26,626	12.8011	26,806	12.8877
	4		26,569	12.7735	26,749	12.8601	26,929	12.9466	27,109	13.0332	27,289	13.1197	27,469	13.2062
	5		27,079	13.0190	27,259	13.1055	27,439	13.1920	27,619	13.2786	27,799	13.3651	27,979	13.4517
	6		27,693	13.3139	27,873	13.4005	28,053	13.4870	28,233	13.5736	28,413	13.6601	28,593	13.7466
07	1		25,370	12.1972	25,550	12.2837	25,730	12.3702	25,910	12.4568	26,090	12.5433	26,270	12.6299
	2		25,906	12.4550	26,086	12.5415	26,266	12.6281	26,446	12.7146	26,626	12.8011	26,806	12.8877
	3		26,569	12.7735	26,749	12.8601	26,929	12.9466	27,109	13.0332	27,289	13.1197	27,469	13.2062
	4		27,079	13.0190	27,259	13.1055	27,439	13.1920	27,619	13.2786	27,799	13.3651	27,979	13.4517
	5		27,693	13.3139	27,873	13.4005	28,053	13.4870	28,233	13.5736	28,413	13.6601	28,593	13.7466
	6		28,280	13.5959	28,460	13.6825	28,640	13.7690	28,820	13.8556	29,000	13.9421	29,180	14.0286
08	1		25,906	12.4550	26,086	12.5415	26,266	12.6281	26,446	12.7146	26,626	12.8011	26,806	12.8877
	2		26,569	12.7735	26,749	12.8601	26,929	12.9466	27,109	13.0332	27,289	13.1197	27,469	13.2062
	3		27,079	13.0190	27,259	13.1055	27,439	13.1920	27,619	13.2786	27,799	13.3651	27,979	13.4517
	4		27,693	13.3139	27,873	13.4005	28,053	13.4870	28,233	13.5736	28,413	13.6601	28,593	13.7466
	5		28,280	13.5959	28,460	13.6825	28,640	13.7690	28,820	13.8556	29,000	13.9421	29,180	14.0286
	6		28,918	13.9027	29,098	13.9892	29,278	14.0758	29,458	14.1623	29,638	14.2489	29,818	14.3354
09	1		26,569	12.7735	26,749	12.8601	26,929	12.9466	27,109	13.0332	27,289	13.1197	27,469	13.2062
	2		27,079	13.0190	27,259	13.1055	27,439	13.1920	27,619	13.2786	27,799	13.3651	27,979	13.4517
	3		27,693	13.3139	27,873	13.4005	28,053	13.4870	28,233	13.5736	28,413	13.6601	28,593	13.7466
	4		28,280	13.5959	28,460	13.6825	28,640	13.7690	28,820	13.8556	29,000	13.9421	29,180	14.0286
	5		28,918	13.9027	29,098	13.9892	29,278	14.0758	29,458	14.1623	29,638	14.2489	29,818	14.3354
	6		29,530	14.1971	29,710	14.2836	29,890	14.3702	30,070	14.4567	30,250	14.5432	30,430	14.6298
10	1		27,079	13.0190	27,259	13.1055	27,439	13.1920	27,619	13.2786	27,799	13.3651	27,979	13.4517
	2		27,693	13.3139	27,873	13.4005	28,053	13.4870	28,233	13.5736	28,413	13.6601	28,593	13.7466
	3		28,280	13.5959	28,460	13.6825	28,640	13.7690	28,820	13.8556	29,000	13.9421	29,180	14.0286
	4		28,918	13.9027	29,098	13.9892	29,278	14.0758	29,458	14.1623	29,638	14.2489	29,818	14.3354
	5		29,530	14.1971	29,710	14.2836	29,890	14.3702	30,070	14.4567	30,250	14.5432	30,430	14.6298
	6		30,245	14.5410	30,425	14.6276	30,605	14.7141	30,785	14.8006	30,965	14.8872	31,145	14.9737
11	1		27,693	13.3139	27,873	13.4005	28,053	13.4870	28,233	13.5736	28,413	13.6601	28,593	13.7466
	2		28,280	13.5959	28,460	13.6825	28,640	13.7690	28,820	13.8556	29,000	13.9421	29,180	14.0286
	3		28,918	13.9027	29,098	13.9892	29,278	14.0758	29,458	14.1623	29,638	14.2489	29,818	14.3354
	4		29,530	14.1971	29,710	14.2836	29,890	14.3702	30,070	14.4567	30,250	14.5432	30,430	14.6298
	5		30,245	14.5410	30,425	14.6276	30,605	14.7141	30,785	14.8006	30,965	14.8872	31,145	14.9737
	6		30,934	14.8720	31,114	14.9585	31,294	15.0451	31,474	15.1316	31,654	15.2181	31,834	15.3047

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

For Employees Hired on or After July 1, 2009

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		28,280	13.5959	28,460	13.6825	28,640	13.7690	28,820	13.8556	29,000	13.9421	29,180	14.0286
	2		28,918	13.9027	29,098	13.9892	29,278	14.0758	29,458	14.1623	29,638	14.2489	29,818	14.3354
	3		29,530	14.1971	29,710	14.2836	29,890	14.3702	30,070	14.4567	30,250	14.5432	30,430	14.6298
	4		30,245	14.5410	30,425	14.6276	30,605	14.7141	30,785	14.8006	30,965	14.8872	31,145	14.9737
	5		30,934	14.8720	31,114	14.9585	31,294	15.0451	31,474	15.1316	31,654	15.2181	31,834	15.3047
	6		31,699	15.2401	31,879	15.3267	32,059	15.4132	32,239	15.4997	32,419	15.5863	32,599	15.6728
13	1		28,918	13.9027	29,098	13.9892	29,278	14.0758	29,458	14.1623	29,638	14.2489	29,818	14.3354
	2		29,530	14.1971	29,710	14.2836	29,890	14.3702	30,070	14.4567	30,250	14.5432	30,430	14.6298
	3		30,245	14.5410	30,425	14.6276	30,605	14.7141	30,785	14.8006	30,965	14.8872	31,145	14.9737
	4		30,934	14.8720	31,114	14.9585	31,294	15.0451	31,474	15.1316	31,654	15.2181	31,834	15.3047
	5		31,699	15.2401	31,879	15.3267	32,059	15.4132	32,239	15.4997	32,419	15.5863	32,599	15.6728
	6		32,389	15.5717	32,569	15.6582	32,749	15.7447	32,929	15.8313	33,109	15.9178	33,289	16.0044
14	1		29,530	14.1971	29,710	14.2836	29,890	14.3702	30,070	14.4567	30,250	14.5432	30,430	14.6298
	2		30,245	14.5410	30,425	14.6276	30,605	14.7141	30,785	14.8006	30,965	14.8872	31,145	14.9737
	3		30,934	14.8720	31,114	14.9585	31,294	15.0451	31,474	15.1316	31,654	15.2181	31,834	15.3047
	4		31,699	15.2401	31,879	15.3267	32,059	15.4132	32,239	15.4997	32,419	15.5863	32,599	15.6728
	5		32,389	15.5717	32,569	15.6582	32,749	15.7447	32,929	15.8313	33,109	15.9178	33,289	16.0044
	6		33,155	15.9398	33,335	16.0263	33,515	16.1129	33,695	16.1994	33,875	16.2860	34,055	16.3725
15	1		30,245	14.5410	30,425	14.6276	30,605	14.7141	30,785	14.8006	30,965	14.8872	31,145	14.9737
	2		30,934	14.8720	31,114	14.9585	31,294	15.0451	31,474	15.1316	31,654	15.2181	31,834	15.3047
	3		31,699	15.2401	31,879	15.3267	32,059	15.4132	32,239	15.4997	32,419	15.5863	32,599	15.6728
	4		32,389	15.5717	32,569	15.6582	32,749	15.7447	32,929	15.8313	33,109	15.9178	33,289	16.0044
	5		33,155	15.9398	33,335	16.0263	33,515	16.1129	33,695	16.1994	33,875	16.2860	34,055	16.3725
	6		33,971	16.3321	34,151	16.4187	34,331	16.5052	34,511	16.5917	34,691	16.6783	34,871	16.7648
16	1		30,934	14.8720	31,114	14.9585	31,294	15.0451	31,474	15.1316	31,654	15.2181	31,834	15.3047
	2		31,699	15.2401	31,879	15.3267	32,059	15.4132	32,239	15.4997	32,419	15.5863	32,599	15.6728
	3		32,389	15.5717	32,569	15.6582	32,749	15.7447	32,929	15.8313	33,109	15.9178	33,289	16.0044
	4		33,155	15.9398	33,335	16.0263	33,515	16.1129	33,695	16.1994	33,875	16.2860	34,055	16.3725
	5		33,971	16.3321	34,151	16.4187	34,331	16.5052	34,511	16.5917	34,691	16.6783	34,871	16.7648
	6		34,762	16.7126	34,942	16.7992	35,122	16.8857	35,302	16.9722	35,482	17.0588	35,662	17.1453
17	1		31,699	15.2401	31,879	15.3267	32,059	15.4132	32,239	15.4997	32,419	15.5863	32,599	15.6728
	2		32,389	15.5717	32,569	15.6582	32,749	15.7447	32,929	15.8313	33,109	15.9178	33,289	16.0044
	3		33,155	15.9398	33,335	16.0263	33,515	16.1129	33,695	16.1994	33,875	16.2860	34,055	16.3725
	4		33,971	16.3321	34,151	16.4187	34,331	16.5052	34,511	16.5917	34,691	16.6783	34,871	16.7648
	5		34,762	16.7126	34,942	16.7992	35,122	16.8857	35,302	16.9722	35,482	17.0588	35,662	17.1453
	6		35,502	17.0684	35,682	17.1549	35,862	17.2414	36,042	17.3280	36,222	17.4145	36,402	17.5011



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

For Employees Hired on or After July 1, 2009

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		32,389	15.5717	32,569	15.6582	32,749	15.7447	32,929	15.8313	33,109	15.9178	33,289	16.0044
	2		33,155	15.9398	33,335	16.0263	33,515	16.1129	33,695	16.1994	33,875	16.2860	34,055	16.3725
	3		33,971	16.3321	34,151	16.4187	34,331	16.5052	34,511	16.5917	34,691	16.6783	34,871	16.7648
	4		34,762	16.7126	34,942	16.7992	35,122	16.8857	35,302	16.9722	35,482	17.0588	35,662	17.1453
	5		35,502	17.0684	35,682	17.1549	35,862	17.2414	36,042	17.3280	36,222	17.4145	36,402	17.5011
	6		36,396	17.4979	36,576	17.5844	36,756	17.6709	36,936	17.7575	37,116	17.8440	37,296	17.9305
19	1		33,155	15.9398	33,335	16.0263	33,515	16.1129	33,695	16.1994	33,875	16.2860	34,055	16.3725
	2		33,971	16.3321	34,151	16.4187	34,331	16.5052	34,511	16.5917	34,691	16.6783	34,871	16.7648
	3		34,762	16.7126	34,942	16.7992	35,122	16.8857	35,302	16.9722	35,482	17.0588	35,662	17.1453
	4		35,502	17.0684	35,682	17.1549	35,862	17.2414	36,042	17.3280	36,222	17.4145	36,402	17.5011
	5		36,396	17.4979	36,576	17.5844	36,756	17.6709	36,936	17.7575	37,116	17.8440	37,296	17.9305
	6		37,340	17.9521	37,520	18.0386	37,700	18.1252	37,880	18.2117	38,060	18.2983	38,240	18.3848
20	1		33,971	16.3321	34,151	16.4187	34,331	16.5052	34,511	16.5917	34,691	16.6783	34,871	16.7648
	2		34,762	16.7126	34,942	16.7992	35,122	16.8857	35,302	16.9722	35,482	17.0588	35,662	17.1453
	3		35,502	17.0684	35,682	17.1549	35,862	17.2414	36,042	17.3280	36,222	17.4145	36,402	17.5011
	4		36,396	17.4979	36,576	17.5844	36,756	17.6709	36,936	17.7575	37,116	17.8440	37,296	17.9305
	5		37,340	17.9521	37,520	18.0386	37,700	18.1252	37,880	18.2117	38,060	18.2983	38,240	18.3848
	6		38,158	18.3450	38,338	18.4316	38,518	18.5181	38,698	18.6046	38,878	18.6912	39,058	18.7777
21	1		34,762	16.7126	34,942	16.7992	35,122	16.8857	35,302	16.9722	35,482	17.0588	35,662	17.1453
	2		35,502	17.0684	35,682	17.1549	35,862	17.2414	36,042	17.3280	36,222	17.4145	36,402	17.5011
	3		36,396	17.4979	36,576	17.5844	36,756	17.6709	36,936	17.7575	37,116	17.8440	37,296	17.9305
	4		37,340	17.9521	37,520	18.0386	37,700	18.1252	37,880	18.2117	38,060	18.2983	38,240	18.3848
	5		38,158	18.3450	38,338	18.4316	38,518	18.5181	38,698	18.6046	38,878	18.6912	39,058	18.7777
	6		39,075	18.7863	39,255	18.8728	39,435	18.9594	39,615	19.0459	39,795	19.1325	39,975	19.2190
22	1		35,502	17.0684	35,682	17.1549	35,862	17.2414	36,042	17.3280	36,222	17.4145	36,402	17.5011
	2		36,396	17.4979	36,576	17.5844	36,756	17.6709	36,936	17.7575	37,116	17.8440	37,296	17.9305
	3		37,340	17.9521	37,520	18.0386	37,700	18.1252	37,880	18.2117	38,060	18.2983	38,240	18.3848
	4		38,158	18.3450	38,338	18.4316	38,518	18.5181	38,698	18.6046	38,878	18.6912	39,058	18.7777
	5		39,075	18.7863	39,255	18.8728	39,435	18.9594	39,615	19.0459	39,795	19.1325	39,975	19.2190
	6		39,969	19.2158	40,149	19.3023	40,329	19.3889	40,509	19.4754	40,689	19.5619	40,869	19.6485
23	1		36,396	17.4979	36,576	17.5844	36,756	17.6709	36,936	17.7575	37,116	17.8440	37,296	17.9305
	2		37,340	17.9521	37,520	18.0386	37,700	18.1252	37,880	18.2117	38,060	18.2983	38,240	18.3848
	3		38,158	18.3450	38,338	18.4316	38,518	18.5181	38,698	18.6046	38,878	18.6912	39,058	18.7777
	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
	5		39,969	19.2158	40,149	19.3023	40,329	19.3889	40,509	19.4754	40,689	19.5619	40,869	19.6485
	6		40,965	19.6948	41,145	19.7814	41,325	19.8679	41,505	19.9544	41,685	20.0410	41,865	20.1275

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

For Employees Hired on or After July 1, 2009

Rate increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		37,340	17.9521	37,520	18.0386	37,700	18.1252	37,880	18.2117	38,060	18.2983	38,240	18.3848
	2		38,158	18.3450	38,338	18.4316	38,518	18.5181	38,698	18.6046	38,878	18.6912	39,058	18.7777
	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		39,969	19.2158	40,149	19.3023	40,329	19.3889	40,509	19.4754	40,689	19.5619	40,869	19.6485
	5		40,965	19.6948	41,145	19.7814	41,325	19.8679	41,505	19.9544	41,685	20.0410	41,865	20.1275
	6		42,088	20.2346	42,268	20.3212	42,448	20.4077	42,628	20.4942	42,808	20.5808	42,988	20.6673
25	1		38,158	18.3450	38,338	18.4316	38,518	18.5181	38,698	18.6046	38,878	18.6912	39,058	18.7777
	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		39,969	19.2158	40,149	19.3023	40,329	19.3889	40,509	19.4754	40,689	19.5619	40,869	19.6485
	4		40,965	19.6948	41,145	19.7814	41,325	19.8679	41,505	19.9544	41,685	20.0410	41,865	20.1275
	5		42,088	20.2346	42,268	20.3212	42,448	20.4077	42,628	20.4942	42,808	20.5808	42,988	20.6673
	6		43,185	20.7620	43,365	20.8486	43,545	20.9351	43,725	21.0216	43,905	21.1082	44,085	21.1947
26	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		39,969	19.2158	40,149	19.3023	40,329	19.3889	40,509	19.4754	40,689	19.5619	40,869	19.6485
	3		40,965	19.6948	41,145	19.7814	41,325	19.8679	41,505	19.9544	41,685	20.0410	41,865	20.1275
	4		42,088	20.2346	42,268	20.3212	42,448	20.4077	42,628	20.4942	42,808	20.5808	42,988	20.6673
	5		43,185	20.7620	43,365	20.8486	43,545	20.9351	43,725	21.0216	43,905	21.1082	44,085	21.1947
	6		44,334	21.3142	44,514	21.4008	44,694	21.4873	44,874	21.5738	45,054	21.6604	45,234	21.7469
27	1		39,969	19.2158	40,149	19.3023	40,329	19.3889	40,509	19.4754	40,689	19.5619	40,869	19.6485
	2		40,965	19.6948	41,145	19.7814	41,325	19.8679	41,505	19.9544	41,685	20.0410	41,865	20.1275
	3		42,088	20.2346	42,268	20.3212	42,448	20.4077	42,628	20.4942	42,808	20.5808	42,988	20.6673
	4		43,185	20.7620	43,365	20.8486	43,545	20.9351	43,725	21.0216	43,905	21.1082	44,085	21.1947
	5		44,334	21.3142	44,514	21.4008	44,694	21.4873	44,874	21.5738	45,054	21.6604	45,234	21.7469
	6		45,534	21.8912	45,714	21.9777	45,894	22.0643	46,074	22.1508	46,254	22.2373	46,434	22.3239
28	1		40,965	19.6948	41,145	19.7814	41,325	19.8679	41,505	19.9544	41,685	20.0410	41,865	20.1275
	2		42,088	20.2346	42,268	20.3212	42,448	20.4077	42,628	20.4942	42,808	20.5808	42,988	20.6673
	3		43,185	20.7620	43,365	20.8486	43,545	20.9351	43,725	21.0216	43,905	21.1082	44,085	21.1947
	4		44,334	21.3142	44,514	21.4008	44,694	21.4873	44,874	21.5738	45,054	21.6604	45,234	21.7469
	5		45,534	21.8912	45,714	21.9777	45,894	22.0643	46,074	22.1508	46,254	22.2373	46,434	22.3239
	6		46,682	22.4434	46,862	22.5299	47,042	22.6165	47,222	22.7030	47,402	22.7895	47,582	22.8761
29	1		42,088	20.2346	42,268	20.3212	42,448	20.4077	42,628	20.4942	42,808	20.5808	42,988	20.6673
	2		43,185	20.7620	43,365	20.8486	43,545	20.9351	43,725	21.0216	43,905	21.1082	44,085	21.1947
	3		44,334	21.3142	44,514	21.4008	44,694	21.4873	44,874	21.5738	45,054	21.6604	45,234	21.7469
	4		45,534	21.8912	45,714	21.9777	45,894	22.0643	46,074	22.1508	46,254	22.2373	46,434	22.3239
	5		46,682	22.4434	46,862	22.5299	47,042	22.6165	47,222	22.7030	47,402	22.7895	47,582	22.8761
	6		47,984	23.0693	48,164	23.1559	48,344	23.2424	48,524	23.3289	48,704	23.4155	48,884	23.5020

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

For Employees Hired on or After July 1, 2009

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		43,185	20.7620	43,365	20.8486	43,545	20.9351	43,725	21.0216	43,905	21.1082	44,085	21.1947
	2		44,334	21.3142	44,514	21.4008	44,694	21.4873	44,874	21.5738	45,054	21.6604	45,234	21.7469
	3		45,534	21.8912	45,714	21.9777	45,894	22.0643	46,074	22.1508	46,254	22.2373	46,434	22.3239
	4		46,682	22.4434	46,862	22.5299	47,042	22.6165	47,222	22.7030	47,402	22.7895	47,582	22.8761
	5		47,984	23.0693	48,164	23.1559	48,344	23.2424	48,524	23.3289	48,704	23.4155	48,884	23.5020
	6		49,260	23.6829	49,440	23.7694	49,620	23.8559	49,800	23.9425	49,980	24.0290	50,160	24.1156
31	1		44,334	21.3142	44,514	21.4008	44,694	21.4873	44,874	21.5738	45,054	21.6604	45,234	21.7469
	2		45,534	21.8912	45,714	21.9777	45,894	22.0643	46,074	22.1508	46,254	22.2373	46,434	22.3239
	3		46,682	22.4434	46,862	22.5299	47,042	22.6165	47,222	22.7030	47,402	22.7895	47,582	22.8761
	4		47,984	23.0693	48,164	23.1559	48,344	23.2424	48,524	23.3289	48,704	23.4155	48,884	23.5020
	5		49,260	23.6829	49,440	23.7694	49,620	23.8559	49,800	23.9425	49,980	24.0290	50,160	24.1156
	6		50,485	24.2716	50,665	24.3582	50,845	24.4447	51,025	24.5312	51,205	24.6178	51,385	24.7043
32	1		45,534	21.8912	45,714	21.9777	45,894	22.0643	46,074	22.1508	46,254	22.2373	46,434	22.3239
	2		46,682	22.4434	46,862	22.5299	47,042	22.6165	47,222	22.7030	47,402	22.7895	47,582	22.8761
	3		47,984	23.0693	48,164	23.1559	48,344	23.2424	48,524	23.3289	48,704	23.4155	48,884	23.5020
	4		49,260	23.6829	49,440	23.7694	49,620	23.8559	49,800	23.9425	49,980	24.0290	50,160	24.1156
	5		50,485	24.2716	50,665	24.3582	50,845	24.4447	51,025	24.5312	51,205	24.6178	51,385	24.7043
	6		51,787	24.8976	51,967	24.9841	52,147	25.0706	52,327	25.1572	52,507	25.2437	52,687	25.3303
33	1		46,682	22.4434	46,862	22.5299	47,042	22.6165	47,222	22.7030	47,402	22.7895	47,582	22.8761
	2		47,984	23.0693	48,164	23.1559	48,344	23.2424	48,524	23.3289	48,704	23.4155	48,884	23.5020
	3		49,260	23.6829	49,440	23.7694	49,620	23.8559	49,800	23.9425	49,980	24.0290	50,160	24.1156
	4		50,485	24.2716	50,665	24.3582	50,845	24.4447	51,025	24.5312	51,205	24.6178	51,385	24.7043
	5		51,787	24.8976	51,967	24.9841	52,147	25.0706	52,327	25.1572	52,507	25.2437	52,687	25.3303
	6		53,089	25.5235	53,269	25.6100	53,449	25.6966	53,629	25.7831	53,809	25.8697	53,989	25.9562
34	1		47,984	23.0693	48,164	23.1559	48,344	23.2424	48,524	23.3289	48,704	23.4155	48,884	23.5020
	2		49,260	23.6829	49,440	23.7694	49,620	23.8559	49,800	23.9425	49,980	24.0290	50,160	24.1156
	3		50,485	24.2716	50,665	24.3582	50,845	24.4447	51,025	24.5312	51,205	24.6178	51,385	24.7043
	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
	5		53,089	25.5235	53,269	25.6100	53,449	25.6966	53,629	25.7831	53,809	25.8697	53,989	25.9562
	6		54,467	26.1860	54,647	26.2725	54,827	26.3591	55,007	26.4456	55,187	26.5322	55,367	26.6187
35	1		49,260	23.6829	49,440	23.7694	49,620	23.8559	49,800	23.9425	49,980	24.0290	50,160	24.1156
	2		50,485	24.2716	50,665	24.3582	50,845	24.4447	51,025	24.5312	51,205	24.6178	51,385	24.7043
	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		53,089	25.5235	53,269	25.6100	53,449	25.6966	53,629	25.7831	53,809	25.8697	53,989	25.9562
	5		54,467	26.1860	54,647	26.2725	54,827	26.3591	55,007	26.4456	55,187	26.5322	55,367	26.6187
	6		55,871	26.8609	56,051	26.9474	56,231	27.0340	56,411	27.1205	56,591	27.2071	56,771	27.2936

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

For Employees Hired on or After July 1, 2009

Rate Increase: 2%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		50,485	24.2716	50,665	24.3582	50,845	24.4447	51,025	24.5312	51,205	24.6178	51,385	24.7043
	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		53,089	25.5235	53,269	25.6100	53,449	25.6966	53,629	25.7831	53,809	25.8697	53,989	25.9562
	4		54,467	26.1860	54,647	26.2725	54,827	26.3591	55,007	26.4456	55,187	26.5322	55,367	26.6187
	5		55,871	26.8609	56,051	26.9474	56,231	27.0340	56,411	27.1205	56,591	27.2071	56,771	27.2936
	6		57,197	27.4986	57,377	27.5852	57,557	27.6717	57,737	27.7583	57,917	27.8448	58,097	27.9313
37	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		53,089	25.5235	53,269	25.6100	53,449	25.6966	53,629	25.7831	53,809	25.8697	53,989	25.9562
	3		54,467	26.1860	54,647	26.2725	54,827	26.3591	55,007	26.4456	55,187	26.5322	55,367	26.6187
	4		55,871	26.8609	56,051	26.9474	56,231	27.0340	56,411	27.1205	56,591	27.2071	56,771	27.2936
	5		57,197	27.4986	57,377	27.5852	57,557	27.6717	57,737	27.7583	57,917	27.8448	58,097	27.9313
	6		58,653	28.1983	58,833	28.2849	59,013	28.3714	59,193	28.4579	59,373	28.5445	59,553	28.6310
38	1		53,089	25.5235	53,269	25.6100	53,449	25.6966	53,629	25.7831	53,809	25.8697	53,989	25.9562
	2		54,467	26.1860	54,647	26.2725	54,827	26.3591	55,007	26.4456	55,187	26.5322	55,367	26.6187
	3		55,871	26.8609	56,051	26.9474	56,231	27.0340	56,411	27.1205	56,591	27.2071	56,771	27.2936
	4		57,197	27.4986	57,377	27.5852	57,557	27.6717	57,737	27.7583	57,917	27.8448	58,097	27.9313
	5		58,653	28.1983	58,833	28.2849	59,013	28.3714	59,193	28.4579	59,373	28.5445	59,553	28.6310
	6		60,158	28.9222	60,338	29.0087	60,518	29.0953	60,698	29.1818	60,878	29.2683	61,058	29.3549
39	1		54,467	26.1860	54,647	26.2725	54,827	26.3591	55,007	26.4456	55,187	26.5322	55,367	26.6187
	2		55,871	26.8609	56,051	26.9474	56,231	27.0340	56,411	27.1205	56,591	27.2071	56,771	27.2936
	3		57,197	27.4986	57,377	27.5852	57,557	27.6717	57,737	27.7583	57,917	27.8448	58,097	27.9313
	4		58,653	28.1983	58,833	28.2849	59,013	28.3714	59,193	28.4579	59,373	28.5445	59,553	28.6310
	5		60,158	28.9222	60,338	29.0087	60,518	29.0953	60,698	29.1818	60,878	29.2683	61,058	29.3549
	6		61,741	29.6832	61,921	29.7698	62,101	29.8563	62,281	29.9428	62,461	30.0294	62,641	30.1159
40	1		55,871	26.8609	56,051	26.9474	56,231	27.0340	56,411	27.1205	56,591	27.2071	56,771	27.2936
	2		57,197	27.4986	57,377	27.5852	57,557	27.6717	57,737	27.7583	57,917	27.8448	58,097	27.9313
	3		58,653	28.1983	58,833	28.2849	59,013	28.3714	59,193	28.4579	59,373	28.5445	59,553	28.6310
	4		60,158	28.9222	60,338	29.0087	60,518	29.0953	60,698	29.1818	60,878	29.2683	61,058	29.3549
	5		61,741	29.6832	61,921	29.7698	62,101	29.8563	62,281	29.9428	62,461	30.0294	62,641	30.1159
	6		63,400	30.4808	63,580	30.5674	63,760	30.6539	63,940	30.7404	64,120	30.8270	64,300	30.9135

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
00	1		20,025	9.6275	20,205	9.7140	20,385	9.8005	20,565	9.8871	20,745	9.9736	20,925	10.0601
	2		20,388	9.8017	20,568	9.8882	20,748	9.9748	20,928	10.0613	21,108	10.1479	21,288	10.2344
	3		20,776	9.9885	20,956	10.0751	21,136	10.1616	21,316	10.2481	21,496	10.3347	21,676	10.4212
	4		21,191	10.1879	21,371	10.2745	21,551	10.3610	21,731	10.4475	21,911	10.5341	22,091	10.6206
	5		21,606	10.3873	21,786	10.4739	21,966	10.5604	22,146	10.6469	22,326	10.7335	22,506	10.8200
	6		24,662	11.8568	24,842	11.9433	25,022	12.0299	25,202	12.1164	25,382	12.2029	25,562	12.2895
01	1		22,616	10.8730	22,796	10.9595	22,976	11.0460	23,156	11.1326	23,336	11.2191	23,516	11.3056
	2		23,057	11.0849	23,237	11.1715	23,417	11.2580	23,597	11.3445	23,777	11.4311	23,957	11.5176
	3		23,600	11.3460	23,780	11.4325	23,960	11.5191	24,140	11.6056	24,320	11.6922	24,500	11.7787
	4		24,170	11.6203	24,350	11.7068	24,530	11.7933	24,710	11.8799	24,890	11.9664	25,070	12.0529
	5		24,662	11.8568	24,842	11.9433	25,022	12.0299	25,202	12.1164	25,382	12.2029	25,562	12.2895
	6		25,310	12.1682	25,490	12.2547	25,670	12.3412	25,850	12.4278	26,030	12.5143	26,210	12.6008
02	1		23,057	11.0849	23,237	11.1715	23,417	11.2580	23,597	11.3445	23,777	11.4311	23,957	11.5176
	2		23,600	11.3460	23,780	11.4325	23,960	11.5191	24,140	11.6056	24,320	11.6922	24,500	11.7787
	3		24,170	11.6203	24,350	11.7068	24,530	11.7933	24,710	11.8799	24,890	11.9664	25,070	12.0529
	4		24,662	11.8568	24,842	11.9433	25,022	12.0299	25,202	12.1164	25,382	12.2029	25,562	12.2895
	5		25,310	12.1682	25,490	12.2547	25,670	12.3412	25,850	12.4278	26,030	12.5143	26,210	12.6008
	6		25,751	12.3801	25,931	12.4667	26,111	12.5532	26,291	12.6397	26,471	12.7263	26,651	12.8128
03	1		23,600	11.3460	23,780	11.4325	23,960	11.5191	24,140	11.6056	24,320	11.6922	24,500	11.7787
	2		24,170	11.6203	24,350	11.7068	24,530	11.7933	24,710	11.8799	24,890	11.9664	25,070	12.0529
	3		24,662	11.8568	24,842	11.9433	25,022	12.0299	25,202	12.1164	25,382	12.2029	25,562	12.2895
	4		25,310	12.1682	25,490	12.2547	25,670	12.3412	25,850	12.4278	26,030	12.5143	26,210	12.6008
	5		25,751	12.3801	25,931	12.4667	26,111	12.5532	26,291	12.6397	26,471	12.7263	26,651	12.8128
	6		26,295	12.6418	26,475	12.7283	26,655	12.8149	26,835	12.9014	27,015	12.9880	27,195	13.0745
04	1		24,170	11.6203	24,350	11.7068	24,530	11.7933	24,710	11.8799	24,890	11.9664	25,070	12.0529
	2		24,662	11.8568	24,842	11.9433	25,022	12.0299	25,202	12.1164	25,382	12.2029	25,562	12.2895
	3		25,310	12.1682	25,490	12.2547	25,670	12.3412	25,850	12.4278	26,030	12.5143	26,210	12.6008
	4		25,751	12.3801	25,931	12.4667	26,111	12.5532	26,291	12.6397	26,471	12.7263	26,651	12.8128
	5		26,295	12.6418	26,475	12.7283	26,655	12.8149	26,835	12.9014	27,015	12.9880	27,195	13.0745
	6		26,968	12.9652	27,148	13.0517	27,328	13.1382	27,508	13.2248	27,688	13.3113	27,868	13.3978
05	1		24,662	11.8568	24,842	11.9433	25,022	12.0299	25,202	12.1164	25,382	12.2029	25,562	12.2895
	2		25,310	12.1682	25,490	12.2547	25,670	12.3412	25,850	12.4278	26,030	12.5143	26,210	12.6008
	3		25,751	12.3801	25,931	12.4667	26,111	12.5532	26,291	12.6397	26,471	12.7263	26,651	12.8128
	4		26,295	12.6418	26,475	12.7283	26,655	12.8149	26,835	12.9014	27,015	12.9880	27,195	13.0745
	5		26,968	12.9652	27,148	13.0517	27,328	13.1382	27,508	13.2248	27,688	13.3113	27,868	13.3978
	6		27,486	13.2143	27,666	13.3008	27,846	13.3873	28,026	13.4739	28,206	13.5604	28,386	13.6469

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
06	1		25,310	12.1682	25,490	12.2547	25,670	12.3412	25,850	12.4278	26,030	12.5143	26,210	12.6008
	2		25,751	12.3801	25,931	12.4667	26,111	12.5532	26,291	12.6397	26,471	12.7263	26,651	12.8128
	3		26,295	12.6418	26,475	12.7283	26,655	12.8149	26,835	12.9014	27,015	12.9880	27,195	13.0745
	4		26,968	12.9652	27,148	13.0517	27,328	13.1382	27,508	13.2248	27,688	13.3113	27,868	13.3978
	5		27,486	13.2143	27,666	13.3008	27,846	13.3873	28,026	13.4739	28,206	13.5604	28,386	13.6469
	6		28,108	13.5137	28,288	13.6002	28,468	13.6867	28,648	13.7733	28,828	13.8598	29,008	13.9463
07	1		25,751	12.3801	25,931	12.4667	26,111	12.5532	26,291	12.6397	26,471	12.7263	26,651	12.8128
	2		26,295	12.6418	26,475	12.7283	26,655	12.8149	26,835	12.9014	27,015	12.9880	27,195	13.0745
	3		26,968	12.9652	27,148	13.0517	27,328	13.1382	27,508	13.2248	27,688	13.3113	27,868	13.3978
	4		27,486	13.2143	27,666	13.3008	27,846	13.3873	28,026	13.4739	28,206	13.5604	28,386	13.6469
	5		28,108	13.5137	28,288	13.6002	28,468	13.6867	28,648	13.7733	28,828	13.8598	29,008	13.9463
	6		28,704	13.7999	28,884	13.8864	29,064	13.9730	29,244	14.0595	29,424	14.1460	29,604	14.2326
08	1		26,295	12.6418	26,475	12.7283	26,655	12.8149	26,835	12.9014	27,015	12.9880	27,195	13.0745
	2		26,968	12.9652	27,148	13.0517	27,328	13.1382	27,508	13.2248	27,688	13.3113	27,868	13.3978
	3		27,486	13.2143	27,666	13.3008	27,846	13.3873	28,026	13.4739	28,206	13.5604	28,386	13.6469
	4		28,108	13.5137	28,288	13.6002	28,468	13.6867	28,648	13.7733	28,828	13.8598	29,008	13.9463
	5		28,704	13.7999	28,884	13.8864	29,064	13.9730	29,244	14.0595	29,424	14.1460	29,604	14.2326
	6		29,351	14.1112	29,531	14.1978	29,711	14.2843	29,891	14.3709	30,071	14.4574	30,251	14.5439
09	1		26,968	12.9652	27,148	13.0517	27,328	13.1382	27,508	13.2248	27,688	13.3113	27,868	13.3978
	2		27,486	13.2143	27,666	13.3008	27,846	13.3873	28,026	13.4739	28,206	13.5604	28,386	13.6469
	3		28,108	13.5137	28,288	13.6002	28,468	13.6867	28,648	13.7733	28,828	13.8598	29,008	13.9463
	4		28,704	13.7999	28,884	13.8864	29,064	13.9730	29,244	14.0595	29,424	14.1460	29,604	14.2326
	5		29,351	14.1112	29,531	14.1978	29,711	14.2843	29,891	14.3709	30,071	14.4574	30,251	14.5439
	6		29,973	14.4100	30,153	14.4966	30,333	14.5831	30,513	14.6697	30,693	14.7562	30,873	14.8427
10	1		27,486	13.2143	27,666	13.3008	27,846	13.3873	28,026	13.4739	28,206	13.5604	28,386	13.6469
	2		28,108	13.5137	28,288	13.6002	28,468	13.6867	28,648	13.7733	28,828	13.8598	29,008	13.9463
	3		28,704	13.7999	28,884	13.8864	29,064	13.9730	29,244	14.0595	29,424	14.1460	29,604	14.2326
	4		29,351	14.1112	29,531	14.1978	29,711	14.2843	29,891	14.3709	30,071	14.4574	30,251	14.5439
	5		29,973	14.4100	30,153	14.4966	30,333	14.5831	30,513	14.6697	30,693	14.7562	30,873	14.8427
	6		30,699	14.7591	30,879	14.8457	31,059	14.9322	31,239	15.0188	31,419	15.1053	31,599	15.1918
11	1		28,108	13.5137	28,288	13.6002	28,468	13.6867	28,648	13.7733	28,828	13.8598	29,008	13.9463
	2		28,704	13.7999	28,884	13.8864	29,064	13.9730	29,244	14.0595	29,424	14.1460	29,604	14.2326
	3		29,351	14.1112	29,531	14.1978	29,711	14.2843	29,891	14.3709	30,071	14.4574	30,251	14.5439
	4		29,973	14.4100	30,153	14.4966	30,333	14.5831	30,513	14.6697	30,693	14.7562	30,873	14.8427
	5		30,699	14.7591	30,879	14.8457	31,059	14.9322	31,239	15.0188	31,419	15.1053	31,599	15.1918
	6		31,398	15.0951	31,578	15.1816	31,758	15.2681	31,938	15.3547	32,118	15.4412	32,298	15.5278

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
12	1		28,704	13.7999	28,884	13.8864	29,064	13.9730	29,244	14.0595	29,424	14.1460	29,604	14.2326
	2		29,351	14.1112	29,531	14.1978	29,711	14.2843	29,891	14.3709	30,071	14.4574	30,251	14.5439
	3		29,973	14.4100	30,153	14.4966	30,333	14.5831	30,513	14.6697	30,693	14.7562	30,873	14.8427
	4		30,699	14.7591	30,879	14.8457	31,059	14.9322	31,239	15.0188	31,419	15.1053	31,599	15.1918
	5		31,398	15.0951	31,578	15.1816	31,758	15.2681	31,938	15.3547	32,118	15.4412	32,298	15.5278
	6		32,175	15.4687	32,355	15.5553	32,535	15.6418	32,715	15.7283	32,895	15.8149	33,075	15.9014
13	1		29,351	14.1112	29,531	14.1978	29,711	14.2843	29,891	14.3709	30,071	14.4574	30,251	14.5439
	2		29,973	14.4100	30,153	14.4966	30,333	14.5831	30,513	14.6697	30,693	14.7562	30,873	14.8427
	3		30,699	14.7591	30,879	14.8457	31,059	14.9322	31,239	15.0188	31,419	15.1053	31,599	15.1918
	4		31,398	15.0951	31,578	15.1816	31,758	15.2681	31,938	15.3547	32,118	15.4412	32,298	15.5278
	5		32,175	15.4687	32,355	15.5553	32,535	15.6418	32,715	15.7283	32,895	15.8149	33,075	15.9014
	6		32,875	15.8052	33,055	15.8918	33,235	15.9783	33,415	16.0649	33,595	16.1514	33,775	16.2379
14	1		29,973	14.4100	30,153	14.4966	30,333	14.5831	30,513	14.6697	30,693	14.7562	30,873	14.8427
	2		30,699	14.7591	30,879	14.8457	31,059	14.9322	31,239	15.0188	31,419	15.1053	31,599	15.1918
	3		31,398	15.0951	31,578	15.1816	31,758	15.2681	31,938	15.3547	32,118	15.4412	32,298	15.5278
	4		32,175	15.4687	32,355	15.5553	32,535	15.6418	32,715	15.7283	32,895	15.8149	33,075	15.9014
	5		32,875	15.8052	33,055	15.8918	33,235	15.9783	33,415	16.0649	33,595	16.1514	33,775	16.2379
	6		33,652	16.1789	33,832	16.2654	34,012	16.3520	34,192	16.4385	34,372	16.5250	34,552	16.6116
15	1		30,699	14.7591	30,879	14.8457	31,059	14.9322	31,239	15.0188	31,419	15.1053	31,599	15.1918
	2		31,398	15.0951	31,578	15.1816	31,758	15.2681	31,938	15.3547	32,118	15.4412	32,298	15.5278
	3		32,175	15.4687	32,355	15.5553	32,535	15.6418	32,715	15.7283	32,895	15.8149	33,075	15.9014
	4		32,875	15.8052	33,055	15.8918	33,235	15.9783	33,415	16.0649	33,595	16.1514	33,775	16.2379
	5		33,652	16.1789	33,832	16.2654	34,012	16.3520	34,192	16.4385	34,372	16.5250	34,552	16.6116
	6		34,480	16.5771	34,660	16.6636	34,840	16.7502	35,020	16.8367	35,200	16.9232	35,380	17.0098
16	1		31,398	15.0951	31,578	15.1816	31,758	15.2681	31,938	15.3547	32,118	15.4412	32,298	15.5278
	2		32,175	15.4687	32,355	15.5553	32,535	15.6418	32,715	15.7283	32,895	15.8149	33,075	15.9014
	3		32,875	15.8052	33,055	15.8918	33,235	15.9783	33,415	16.0649	33,595	16.1514	33,775	16.2379
	4		33,652	16.1789	33,832	16.2654	34,012	16.3520	34,192	16.4385	34,372	16.5250	34,552	16.6116
	5		34,480	16.5771	34,660	16.6636	34,840	16.7502	35,020	16.8367	35,200	16.9232	35,380	17.0098
	6		35,284	16.9633	35,464	17.0499	35,644	17.1364	35,824	17.2229	36,004	17.3095	36,184	17.3960
17	1		32,175	15.4687	32,355	15.5553	32,535	15.6418	32,715	15.7283	32,895	15.8149	33,075	15.9014
	2		32,875	15.8052	33,055	15.8918	33,235	15.9783	33,415	16.0649	33,595	16.1514	33,775	16.2379
	3		33,652	16.1789	33,832	16.2654	34,012	16.3520	34,192	16.4385	34,372	16.5250	34,552	16.6116
	4		34,480	16.5771	34,660	16.6636	34,840	16.7502	35,020	16.8367	35,200	16.9232	35,380	17.0098
	5		35,284	16.9633	35,464	17.0499	35,644	17.1364	35,824	17.2229	36,004	17.3095	36,184	17.3960
	6		36,035	17.3244	36,215	17.4109	36,395	17.4975	36,575	17.5840	36,755	17.6705	36,935	17.7571

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

For Employees Hired on or After July 1, 2009

Rate increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
18	1		32,875	15.8052	33,055	15.8918	33,235	15.9783	33,415	16.0649	33,595	16.1514	33,775	16.2379
	2		33,652	16.1789	33,832	16.2654	34,012	16.3520	34,192	16.4385	34,372	16.5250	34,552	16.6116
	3		34,480	16.5771	34,660	16.6636	34,840	16.7502	35,020	16.8367	35,200	16.9232	35,380	17.0098
	4		35,284	16.9633	35,464	17.0499	35,644	17.1364	35,824	17.2229	36,004	17.3095	36,184	17.3960
	5		36,035	17.3244	36,215	17.4109	36,395	17.4975	36,575	17.5840	36,755	17.6705	36,935	17.7571
	6		36,941	17.7603	37,121	17.8469	37,301	17.9334	37,481	18.0199	37,661	18.1065	37,841	18.1930
19	1		33,652	16.1789	33,832	16.2654	34,012	16.3520	34,192	16.4385	34,372	16.5250	34,552	16.6116
	2		34,480	16.5771	34,660	16.6636	34,840	16.7502	35,020	16.8367	35,200	16.9232	35,380	17.0098
	3		35,284	16.9633	35,464	17.0499	35,644	17.1364	35,824	17.2229	36,004	17.3095	36,184	17.3960
	4		36,035	17.3244	36,215	17.4109	36,395	17.4975	36,575	17.5840	36,755	17.6705	36,935	17.7571
	5		36,941	17.7603	37,121	17.8469	37,301	17.9334	37,481	18.0199	37,661	18.1065	37,841	18.1930
	6		37,900	18.2214	38,080	18.3079	38,260	18.3945	38,440	18.4810	38,620	18.5675	38,800	18.6541
20	1		34,480	16.5771	34,660	16.6636	34,840	16.7502	35,020	16.8367	35,200	16.9232	35,380	17.0098
	2		35,284	16.9633	35,464	17.0499	35,644	17.1364	35,824	17.2229	36,004	17.3095	36,184	17.3960
	3		36,035	17.3244	36,215	17.4109	36,395	17.4975	36,575	17.5840	36,755	17.6705	36,935	17.7571
	4		36,941	17.7603	37,121	17.8469	37,301	17.9334	37,481	18.0199	37,661	18.1065	37,841	18.1930
	5		37,900	18.2214	38,080	18.3079	38,260	18.3945	38,440	18.4810	38,620	18.5675	38,800	18.6541
	6		38,730	18.6202	38,910	18.7067	39,090	18.7933	39,270	18.8798	39,450	18.9663	39,630	19.0529
21	1		35,284	16.9633	35,464	17.0499	35,644	17.1364	35,824	17.2229	36,004	17.3095	36,184	17.3960
	2		36,035	17.3244	36,215	17.4109	36,395	17.4975	36,575	17.5840	36,755	17.6705	36,935	17.7571
	3		36,941	17.7603	37,121	17.8469	37,301	17.9334	37,481	18.0199	37,661	18.1065	37,841	18.1930
	4		37,900	18.2214	38,080	18.3079	38,260	18.3945	38,440	18.4810	38,620	18.5675	38,800	18.6541
	5		38,730	18.6202	38,910	18.7067	39,090	18.7933	39,270	18.8798	39,450	18.9663	39,630	19.0529
	6		39,662	19.0681	39,842	19.1546	40,022	19.2412	40,202	19.3277	40,382	19.4142	40,562	19.5008
22	1		36,035	17.3244	36,215	17.4109	36,395	17.4975	36,575	17.5840	36,755	17.6705	36,935	17.7571
	2		36,941	17.7603	37,121	17.8469	37,301	17.9334	37,481	18.0199	37,661	18.1065	37,841	18.1930
	3		37,900	18.2214	38,080	18.3079	38,260	18.3945	38,440	18.4810	38,620	18.5675	38,800	18.6541
	4		38,730	18.6202	38,910	18.7067	39,090	18.7933	39,270	18.8798	39,450	18.9663	39,630	19.0529
	5		39,662	19.0681	39,842	19.1546	40,022	19.2412	40,202	19.3277	40,382	19.4142	40,562	19.5008
	6		40,568	19.5040	40,748	19.5906	40,928	19.6771	41,108	19.7636	41,288	19.8502	41,468	19.9367
23	1		36,941	17.7603	37,121	17.8469	37,301	17.9334	37,481	18.0199	37,661	18.1065	37,841	18.1930
	2		37,900	18.2214	38,080	18.3079	38,260	18.3945	38,440	18.4810	38,620	18.5675	38,800	18.6541
	3		38,730	18.6202	38,910	18.7067	39,090	18.7933	39,270	18.8798	39,450	18.9663	39,630	19.0529
	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
	5		40,568	19.5040	40,748	19.5906	40,928	19.6771	41,108	19.7636	41,288	19.8502	41,468	19.9367
	6		41,580	19.9902	41,760	20.0768	41,940	20.1633	42,120	20.2499	42,300	20.3364	42,480	20.4229



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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
24	1		37,900	18.2214	38,080	18.3079	38,260	18.3945	38,440	18.4810	38,620	18.5675	38,800	18.6541
	2		38,730	18.6202	38,910	18.7067	39,090	18.7933	39,270	18.8798	39,450	18.9663	39,630	19.0529
	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		40,568	19.5040	40,748	19.5906	40,928	19.6771	41,108	19.7636	41,288	19.8502	41,468	19.9367
	5		41,580	19.9902	41,760	20.0768	41,940	20.1633	42,120	20.2499	42,300	20.3364	42,480	20.4229
	6		42,719	20.5381	42,899	20.6247	43,079	20.7112	43,259	20.7978	43,439	20.8843	43,619	20.9708
25	1		38,730	18.6202	38,910	18.7067	39,090	18.7933	39,270	18.8798	39,450	18.9663	39,630	19.0529
	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		40,568	19.5040	40,748	19.5906	40,928	19.6771	41,108	19.7636	41,288	19.8502	41,468	19.9367
	4		41,580	19.9902	41,760	20.0768	41,940	20.1633	42,120	20.2499	42,300	20.3364	42,480	20.4229
	5		42,719	20.5381	42,899	20.6247	43,079	20.7112	43,259	20.7978	43,439	20.8843	43,619	20.9708
	6		43,833	21.0735	44,013	21.1600	44,193	21.2465	44,373	21.3331	44,553	21.4196	44,733	21.5062
26	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		40,568	19.5040	40,748	19.5906	40,928	19.6771	41,108	19.7636	41,288	19.8502	41,468	19.9367
	3		41,580	19.9902	41,760	20.0768	41,940	20.1633	42,120	20.2499	42,300	20.3364	42,480	20.4229
	4		42,719	20.5381	42,899	20.6247	43,079	20.7112	43,259	20.7978	43,439	20.8843	43,619	20.9708
	5		43,833	21.0735	44,013	21.1600	44,193	21.2465	44,373	21.3331	44,553	21.4196	44,733	21.5062
	6		44,999	21.6339	45,179	21.7205	45,359	21.8070	45,539	21.8936	45,719	21.9801	45,899	22.0666
27	1		40,568	19.5040	40,748	19.5906	40,928	19.6771	41,108	19.7636	41,288	19.8502	41,468	19.9367
	2		41,580	19.9902	41,760	20.0768	41,940	20.1633	42,120	20.2499	42,300	20.3364	42,480	20.4229
	3		42,719	20.5381	42,899	20.6247	43,079	20.7112	43,259	20.7978	43,439	20.8843	43,619	20.9708
	4		43,833	21.0735	44,013	21.1600	44,193	21.2465	44,373	21.3331	44,553	21.4196	44,733	21.5062
	5		44,999	21.6339	45,179	21.7205	45,359	21.8070	45,539	21.8936	45,719	21.9801	45,899	22.0666
	6		46,217	22.2196	46,397	22.3061	46,577	22.3926	46,757	22.4792	46,937	22.5657	47,117	22.6523
28	1		41,580	19.9902	41,760	20.0768	41,940	20.1633	42,120	20.2499	42,300	20.3364	42,480	20.4229
	2		42,719	20.5381	42,899	20.6247	43,079	20.7112	43,259	20.7978	43,439	20.8843	43,619	20.9708
	3		43,833	21.0735	44,013	21.1600	44,193	21.2465	44,373	21.3331	44,553	21.4196	44,733	21.5062
	4		44,999	21.6339	45,179	21.7205	45,359	21.8070	45,539	21.8936	45,719	21.9801	45,899	22.0666
	5		46,217	22.2196	46,397	22.3061	46,577	22.3926	46,757	22.4792	46,937	22.5657	47,117	22.6523
	6		47,382	22.7800	47,562	22.8666	47,742	22.9531	47,922	23.0396	48,102	23.1262	48,282	23.2127
29	1		42,719	20.5381	42,899	20.6247	43,079	20.7112	43,259	20.7978	43,439	20.8843	43,619	20.9708
	2		43,833	21.0735	44,013	21.1600	44,193	21.2465	44,373	21.3331	44,553	21.4196	44,733	21.5062
	3		44,999	21.6339	45,179	21.7205	45,359	21.8070	45,539	21.8936	45,719	21.9801	45,899	22.0666
	4		46,217	22.2196	46,397	22.3061	46,577	22.3926	46,757	22.4792	46,937	22.5657	47,117	22.6523
	5		47,382	22.7800	47,562	22.8666	47,742	22.9531	47,922	23.0396	48,102	23.1262	48,282	23.2127
	6		48,704	23.4154	48,884	23.5019	49,064	23.5884	49,244	23.6750	49,424	23.7615	49,604	23.8480

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

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
30	1		43,833	21.0735	44,013	21.1600	44,193	21.2465	44,373	21.3331	44,553	21.4196	44,733	21.5062
	2		44,999	21.6339	45,179	21.7205	45,359	21.8070	45,539	21.8936	45,719	21.9801	45,899	22.0666
	3		46,217	22.2196	46,397	22.3061	46,577	22.3926	46,757	22.4792	46,937	22.5657	47,117	22.6523
	4		47,382	22.7800	47,562	22.8666	47,742	22.9531	47,922	23.0396	48,102	23.1262	48,282	23.2127
	5		48,704	23.4154	48,884	23.5019	49,064	23.5884	49,244	23.6750	49,424	23.7615	49,604	23.8480
	6		49,999	24.0381	50,179	24.1246	50,359	24.2112	50,539	24.2977	50,719	24.3843	50,899	24.4708
31	1		44,999	21.6339	45,179	21.7205	45,359	21.8070	45,539	21.8936	45,719	21.9801	45,899	22.0666
	2		46,217	22.2196	46,397	22.3061	46,577	22.3926	46,757	22.4792	46,937	22.5657	47,117	22.6523
	3		47,382	22.7800	47,562	22.8666	47,742	22.9531	47,922	23.0396	48,102	23.1262	48,282	23.2127
	4		48,704	23.4154	48,884	23.5019	49,064	23.5884	49,244	23.6750	49,424	23.7615	49,604	23.8480
	5		49,999	24.0381	50,179	24.1246	50,359	24.2112	50,539	24.2977	50,719	24.3843	50,899	24.4708
	6		51,242	24.6357	51,422	24.7222	51,602	24.8088	51,782	24.8953	51,962	24.9819	52,142	25.0684
32	1		46,217	22.2196	46,397	22.3061	46,577	22.3926	46,757	22.4792	46,937	22.5657	47,117	22.6523
	2		47,382	22.7800	47,562	22.8666	47,742	22.9531	47,922	23.0396	48,102	23.1262	48,282	23.2127
	3		48,704	23.4154	48,884	23.5019	49,064	23.5884	49,244	23.6750	49,424	23.7615	49,604	23.8480
	4		49,999	24.0381	50,179	24.1246	50,359	24.2112	50,539	24.2977	50,719	24.3843	50,899	24.4708
	5		51,242	24.6357	51,422	24.7222	51,602	24.8088	51,782	24.8953	51,962	24.9819	52,142	25.0684
	6		52,564	25.2710	52,744	25.3576	52,924	25.4441	53,104	25.5306	53,284	25.6172	53,464	25.7037
33	1		47,382	22.7800	47,562	22.8666	47,742	22.9531	47,922	23.0396	48,102	23.1262	48,282	23.2127
	2		48,704	23.4154	48,884	23.5019	49,064	23.5884	49,244	23.6750	49,424	23.7615	49,604	23.8480
	3		49,999	24.0381	50,179	24.1246	50,359	24.2112	50,539	24.2977	50,719	24.3843	50,899	24.4708
	4		51,242	24.6357	51,422	24.7222	51,602	24.8088	51,782	24.8953	51,962	24.9819	52,142	25.0684
	5		52,564	25.2710	52,744	25.3576	52,924	25.4441	53,104	25.5306	53,284	25.6172	53,464	25.7037
	6		53,885	25.9064	54,065	25.9929	54,245	26.0794	54,425	26.1660	54,605	26.2525	54,785	26.3390
34	1		48,704	23.4154	48,884	23.5019	49,064	23.5884	49,244	23.6750	49,424	23.7615	49,604	23.8480
	2		49,999	24.0381	50,179	24.1246	50,359	24.2112	50,539	24.2977	50,719	24.3843	50,899	24.4708
	3		51,242	24.6357	51,422	24.7222	51,602	24.8088	51,782	24.8953	51,962	24.9819	52,142	25.0684
	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
	5		53,885	25.9064	54,065	25.9929	54,245	26.0794	54,425	26.1660	54,605	26.2525	54,785	26.3390
	6		55,284	26.5788	55,464	26.6653	55,644	26.7519	55,824	26.8384	56,004	26.9250	56,184	27.0115
35	1		49,999	24.0381	50,179	24.1246	50,359	24.2112	50,539	24.2977	50,719	24.3843	50,899	24.4708
	2		51,242	24.6357	51,422	24.7222	51,602	24.8088	51,782	24.8953	51,962	24.9819	52,142	25.0684
	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		53,885	25.9064	54,065	25.9929	54,245	26.0794	54,425	26.1660	54,605	26.2525	54,785	26.3390
	5		55,284	26.5788	55,464	26.6653	55,644	26.7519	55,824	26.8384	56,004	26.9250	56,184	27.0115
	6		56,709	27.2638	56,889	27.3504	57,069	27.4369	57,249	27.5234	57,429	27.6100	57,609	27.6965

**BI-WEEKLY 07-01-11 THROUGH 06-30-12.**

For Employees Hired on or After July 1, 2009

Rate Increase: 1.5%

RANGE (2&3 digits)	STEP	RANGE (1st digit)	Rate type-Hourly; Employee Setup-Hourly Step increases based on contractual language.											
			A BASE		B 2%		C 4%		D 6%		E 8%		X 10%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
36	1		51,242	24.6357	51,422	24.7222	51,602	24.8088	51,782	24.8953	51,962	24.9819	52,142	25.0684
	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		53,885	25.9064	54,065	25.9929	54,245	26.0794	54,425	26.1660	54,605	26.2525	54,785	26.3390
	4		55,284	26.5788	55,464	26.6653	55,644	26.7519	55,824	26.8384	56,004	26.9250	56,184	27.0115
	5		56,709	27.2638	56,889	27.3504	57,069	27.4369	57,249	27.5234	57,429	27.6100	57,609	27.6965
	6		58,055	27.9111	58,235	27.9977	58,415	28.0842	58,595	28.1707	58,775	28.2573	58,955	28.3438
37	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		53,885	25.9064	54,065	25.9929	54,245	26.0794	54,425	26.1660	54,605	26.2525	54,785	26.3390
	3		55,284	26.5788	55,464	26.6653	55,644	26.7519	55,824	26.8384	56,004	26.9250	56,184	27.0115
	4		56,709	27.2638	56,889	27.3504	57,069	27.4369	57,249	27.5234	57,429	27.6100	57,609	27.6965
	5		58,055	27.9111	58,235	27.9977	58,415	28.0842	58,595	28.1707	58,775	28.2573	58,955	28.3438
	6		59,532	28.6213	59,712	28.7078	59,892	28.7944	60,072	28.8809	60,252	28.9675	60,432	29.0540
38	1		53,885	25.9064	54,065	25.9929	54,245	26.0794	54,425	26.1660	54,605	26.2525	54,785	26.3390
	2		55,284	26.5788	55,464	26.6653	55,644	26.7519	55,824	26.8384	56,004	26.9250	56,184	27.0115
	3		56,709	27.2638	56,889	27.3504	57,069	27.4369	57,249	27.5234	57,429	27.6100	57,609	27.6965
	4		58,055	27.9111	58,235	27.9977	58,415	28.0842	58,595	28.1707	58,775	28.2573	58,955	28.3438
	5		59,532	28.6213	59,712	28.7078	59,892	28.7944	60,072	28.8809	60,252	28.9675	60,432	29.0540
	6		61,061	29.3560	61,241	29.4426	61,421	29.5291	61,601	29.6156	61,781	29.7022	61,961	29.7887
39	1		55,284	26.5788	55,464	26.6653	55,644	26.7519	55,824	26.8384	56,004	26.9250	56,184	27.0115
	2		56,709	27.2638	56,889	27.3504	57,069	27.4369	57,249	27.5234	57,429	27.6100	57,609	27.6965
	3		58,055	27.9111	58,235	27.9977	58,415	28.0842	58,595	28.1707	58,775	28.2573	58,955	28.3438
	4		59,532	28.6213	59,712	28.7078	59,892	28.7944	60,072	28.8809	60,252	28.9675	60,432	29.0540
	5		61,061	29.3560	61,241	29.4426	61,421	29.5291	61,601	29.6156	61,781	29.7022	61,961	29.7887
	6		62,667	30.1285	62,847	30.2150	63,027	30.3015	63,207	30.3881	63,387	30.4746	63,567	30.5612
40	1		56,709	27.2638	56,889	27.3504	57,069	27.4369	57,249	27.5234	57,429	27.6100	57,609	27.6965
	2		58,055	27.9111	58,235	27.9977	58,415	28.0842	58,595	28.1707	58,775	28.2573	58,955	28.3438
	3		59,532	28.6213	59,712	28.7078	59,892	28.7944	60,072	28.8809	60,252	28.9675	60,432	29.0540
	4		61,061	29.3560	61,241	29.4426	61,421	29.5291	61,601	29.6156	61,781	29.7022	61,961	29.7887
	5		62,667	30.1285	62,847	30.2150	63,027	30.3015	63,207	30.3881	63,387	30.4746	63,567	30.5612
	6		64,351	30.9380	64,531	31.0246	64,711	31.1111	64,891	31.1977	65,071	31.2842	65,251	31.3707