



Office of Human Resources

Martin J. Walsh, Mayor

EXECUTIVE ORDER

April 2, 2018

The Honorable Martin Walsh
Mayor of Boston
Boston City Hall

Dear Mayor Walsh,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for Boston Centers for Youth and Families, SEIU Local 888 employees. The effective date of the new salary schedules and the rates of increases will be **2% increase 1-7-2017, 2% increase 1-6-2018, 2% increase 1-5-2019, and 2% increase 1-4-2020.**

The following Steps are to be added to existing Salary Plan Schedules. To advance a Step an Employee must have been in the current Step for one full year.

**Effective 7-7-2018 Step 10 will be created to include a 1% increase from then existing Step 9
Effective 7-6-2019 Step 11 will be created to include a 1% increase from then existing Step 10
Effective 7-4-2020 Step 12 will be created to included .5% increase from then existing Step 11**

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston Center of Youth and Families and SEIU Local 888.

Respectfully,

Vivian Leonard, Director
Office of Human Resources

Approved:

Emme Handy
Chief Financial Officer

Approved:

Martin J. Walsh, Mayor

Schedule A
Effectice 1/7/2017
2% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	1								
	hourly	\$ 15.66	\$ 16.28	\$ 16.93	\$ 17.61	\$ 18.31	\$ 19.03	\$ 19.79	\$ 20.58
	weekly	\$ 548.17	\$ 569.95	\$ 592.62	\$ 616.19	\$ 640.69	\$ 666.19	\$ 692.69	\$ 720.26
	annual	\$ 28,504.73	\$ 29,637.58	\$ 30,816.43	\$ 32,042.07	\$ 33,316.12	\$ 34,641.82	\$ 36,019.96	\$ 37,453.38
CC	2								
	hourly	\$ 16.29	\$ 16.93	\$ 17.61	\$ 18.31	\$ 19.03	\$ 19.79	\$ 20.58	\$ 21.40
	weekly	\$ 569.98	\$ 592.65	\$ 616.19	\$ 640.73	\$ 666.22	\$ 692.72	\$ 720.28	\$ 748.95
	annual	\$ 29,639.19	\$ 30,818.04	\$ 32,042.07	\$ 33,317.74	\$ 34,643.43	\$ 36,021.57	\$ 37,454.58	\$ 38,945.48
CC	3								
	hourly	\$ 16.93	\$ 17.61	\$ 18.31	\$ 19.03	\$ 19.79	\$ 20.58	\$ 21.40	\$ 22.25
	weekly	\$ 592.62	\$ 616.19	\$ 640.69	\$ 666.19	\$ 692.69	\$ 720.25	\$ 748.92	\$ 778.74
	annual	\$ 30,816.43	\$ 32,042.07	\$ 33,316.12	\$ 34,641.82	\$ 36,019.96	\$ 37,452.97	\$ 38,944.07	\$ 40,494.26
CC	4								
	hourly	\$ 17.61	\$ 18.31	\$ 19.03	\$ 19.79	\$ 20.58	\$ 21.40	\$ 22.25	\$ 23.14
	weekly	\$ 616.19	\$ 640.69	\$ 666.19	\$ 692.69	\$ 720.25	\$ 748.92	\$ 778.73	\$ 809.74
	annual	\$ 32,042.07	\$ 33,316.12	\$ 34,641.82	\$ 36,019.96	\$ 37,452.97	\$ 38,944.07	\$ 40,494.08	\$ 42,106.31
CC	5								
	hourly	\$ 18.31	\$ 19.03	\$ 19.79	\$ 20.58	\$ 21.40	\$ 22.25	\$ 23.14	\$ 24.06
	weekly	\$ 640.69	\$ 666.19	\$ 692.69	\$ 720.25	\$ 748.92	\$ 778.75	\$ 809.75	\$ 842.01
	annual	\$ 33,316.12	\$ 34,641.82	\$ 36,019.96	\$ 37,452.97	\$ 38,944.07	\$ 40,494.89	\$ 42,107.02	\$ 43,784.27

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	6								
	hourly	\$ 19.03	\$ 19.79	\$ 20.58	\$ 21.40	\$ 22.25	\$ 23.14	\$ 24.06	\$ 25.02
	weekly	\$ 666.19	\$ 692.69	\$ 720.25	\$ 748.92	\$ 778.75	\$ 809.75	\$ 842.01	\$ 875.55
	annual	\$ 34,641.82	\$ 36,019.96	\$ 37,452.97	\$ 38,944.07	\$ 40,494.89	\$ 42,107.02	\$ 43,784.52	\$ 45,528.79
CC	7								
	hourly	\$ 19.79	\$ 20.58	\$ 21.40	\$ 22.25	\$ 23.14	\$ 24.06	\$ 25.02	\$ 26.01
	weekly	\$ 692.69	\$ 720.25	\$ 748.92	\$ 778.75	\$ 809.75	\$ 842.01	\$ 875.54	\$ 910.42
	annual	\$ 36,019.96	\$ 37,452.97	\$ 38,944.07	\$ 40,494.89	\$ 42,107.02	\$ 43,784.52	\$ 45,528.18	\$ 47,341.85
CC	8								
	hourly	\$ 20.58	\$ 21.40	\$ 22.25	\$ 23.14	\$ 24.06	\$ 25.02	\$ 26.01	\$ 27.05
	weekly	\$ 720.25	\$ 748.92	\$ 778.75	\$ 809.75	\$ 842.01	\$ 875.54	\$ 910.42	\$ 946.71
	annual	\$ 37,452.97	\$ 38,944.07	\$ 40,494.89	\$ 42,107.02	\$ 43,784.52	\$ 45,528.18	\$ 47,342.03	\$ 49,228.72
CC	9								
	hourly	\$ 21.40	\$ 22.25	\$ 23.14	\$ 24.06	\$ 25.02	\$ 26.01	\$ 27.05	\$ 28.13
	weekly	\$ 748.92	\$ 778.75	\$ 809.75	\$ 842.01	\$ 875.54	\$ 910.42	\$ 946.70	\$ 984.42
	annual	\$ 38,944.07	\$ 40,494.89	\$ 42,107.02	\$ 43,784.52	\$ 45,528.18	\$ 47,342.03	\$ 49,228.50	\$ 51,190.07
CC	10								
	hourly	\$ 22.25	\$ 23.14	\$ 24.06	\$ 25.02	\$ 26.01	\$ 27.05	\$ 28.13	\$ 29.25
	weekly	\$ 778.73	\$ 809.73	\$ 841.99	\$ 875.54	\$ 910.41	\$ 946.69	\$ 984.42	\$ 1,023.66
	annual	\$ 40,494.08	\$ 42,106.22	\$ 43,783.71	\$ 45,528.18	\$ 47,341.22	\$ 49,227.70	\$ 51,190.01	\$ 53,230.50
CC	11								
	hourly	\$ 23.14	\$ 24.06	\$ 25.02	\$ 26.01	\$ 27.05	\$ 28.13	\$ 29.25	\$ 30.41
	weekly	\$ 809.73	\$ 841.99	\$ 875.53	\$ 910.41	\$ 946.69	\$ 984.41	\$ 1,023.65	\$ 1,064.46
	annual	\$ 42,106.22	\$ 43,783.71	\$ 45,527.37	\$ 47,341.22	\$ 49,227.70	\$ 51,189.20	\$ 53,229.79	\$ 55,352.01

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	12								
	hourly	\$ 24.06	\$ 25.02	\$ 26.01	\$ 27.05	\$ 28.13	\$ 29.25	\$ 30.41	\$ 31.63
	weekly	\$ 841.99	\$ 875.53	\$ 910.41	\$ 946.69	\$ 984.41	\$ 1,023.65	\$ 1,064.47	\$ 1,106.92
	annual	\$ 43,783.71	\$ 45,527.37	\$ 47,341.22	\$ 49,227.70	\$ 51,189.20	\$ 53,229.79	\$ 55,352.68	\$ 57,559.84
CC	13								
	hourly	\$ 25.02	\$ 26.01	\$ 27.05	\$ 28.13	\$ 29.25	\$ 30.41	\$ 31.63	\$ 32.89
	weekly	\$ 875.53	\$ 910.41	\$ 946.69	\$ 984.41	\$ 1,023.65	\$ 1,064.47	\$ 1,106.90	\$ 1,151.04
	annual	\$ 45,527.37	\$ 47,341.22	\$ 49,227.70	\$ 51,189.20	\$ 53,229.79	\$ 55,352.68	\$ 57,558.67	\$ 59,854.01
CC	14								
	hourly	\$ 26.01	\$ 27.05	\$ 28.13	\$ 29.25	\$ 30.41	\$ 31.63	\$ 32.89	\$ 34.20
	weekly	\$ 910.41	\$ 946.69	\$ 984.41	\$ 1,023.65	\$ 1,064.47	\$ 1,106.90	\$ 1,151.03	\$ 1,196.93
	annual	\$ 47,341.22	\$ 49,227.70	\$ 51,189.20	\$ 53,229.79	\$ 55,352.68	\$ 57,558.67	\$ 59,853.42	\$ 62,240.45
CC	15								
	hourly	\$ 27.05	\$ 28.13	\$ 29.25	\$ 30.41	\$ 31.63	\$ 32.89	\$ 34.20	\$ 35.56
	weekly	\$ 946.69	\$ 984.41	\$ 1,023.65	\$ 1,064.47	\$ 1,106.90	\$ 1,151.03	\$ 1,196.93	\$ 1,244.66
	annual	\$ 49,227.70	\$ 51,189.20	\$ 53,229.79	\$ 55,352.68	\$ 57,558.67	\$ 59,853.42	\$ 62,240.16	\$ 64,722.45

Schedule A
Effectice 1/6/2018
2% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	1								
	hourly	\$ 15.98	\$ 16.61	\$ 17.27	\$ 17.96	\$ 18.67	\$ 19.41	\$ 20.19	\$ 20.99
	weekly	\$ 559.13	\$ 581.35	\$ 604.48	\$ 628.52	\$ 653.51	\$ 679.51	\$ 706.55	\$ 734.66
	annual	\$ 29,074.82	\$ 30,230.33	\$ 31,432.75	\$ 32,682.91	\$ 33,982.45	\$ 35,334.66	\$ 36,740.36	\$ 38,202.45
CC	2								
	hourly	\$ 16.61	\$ 17.27	\$ 17.96	\$ 18.67	\$ 19.42	\$ 20.19	\$ 20.99	\$ 21.83
	weekly	\$ 581.38	\$ 604.51	\$ 628.52	\$ 653.54	\$ 679.54	\$ 706.58	\$ 734.69	\$ 763.93
	annual	\$ 30,231.98	\$ 31,434.40	\$ 32,682.91	\$ 33,984.09	\$ 35,336.30	\$ 36,742.00	\$ 38,203.67	\$ 39,724.39
CC	3								
	hourly	\$ 17.27	\$ 17.96	\$ 18.67	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69
	weekly	\$ 604.48	\$ 628.52	\$ 653.51	\$ 679.51	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.31
	annual	\$ 31,432.75	\$ 32,682.91	\$ 33,982.45	\$ 35,334.66	\$ 36,740.36	\$ 38,202.03	\$ 39,722.95	\$ 41,304.14
CC	4								
	hourly	\$ 17.96	\$ 18.67	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60
	weekly	\$ 628.52	\$ 653.51	\$ 679.51	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.31	\$ 825.93
	annual	\$ 32,682.91	\$ 33,982.45	\$ 35,334.66	\$ 36,740.36	\$ 38,202.03	\$ 39,722.95	\$ 41,303.96	\$ 42,948.44
CC	5								
	hourly	\$ 18.67	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54
	weekly	\$ 653.51	\$ 679.51	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85
	annual	\$ 33,982.45	\$ 35,334.66	\$ 36,740.36	\$ 38,202.03	\$ 39,722.95	\$ 41,304.79	\$ 42,949.16	\$ 44,659.95

Salary

Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	6								
	hourly	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52
	weekly	\$ 679.51	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 893.06
	annual	\$ 35,334.66	\$ 36,740.36	\$ 38,202.03	\$ 39,722.95	\$ 41,304.79	\$ 42,949.16	\$ 44,660.21	\$ 46,439.36
CC	7								
	hourly	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53
	weekly	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 893.05	\$ 928.63
	annual	\$ 36,740.36	\$ 38,202.03	\$ 39,722.95	\$ 41,304.79	\$ 42,949.16	\$ 44,660.21	\$ 46,438.74	\$ 48,288.68
CC	8								
	hourly	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59
	weekly	\$ 734.65	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 893.05	\$ 928.63	\$ 965.64
	annual	\$ 38,202.03	\$ 39,722.95	\$ 41,304.79	\$ 42,949.16	\$ 44,660.21	\$ 46,438.74	\$ 48,288.87	\$ 50,213.29
CC	9								
	hourly	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69
	weekly	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 893.05	\$ 928.63	\$ 965.64	\$ 1,004.11
	annual	\$ 39,722.95	\$ 41,304.79	\$ 42,949.16	\$ 44,660.21	\$ 46,438.74	\$ 48,288.87	\$ 50,213.07	\$ 52,213.87
CC	10								
	hourly	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83
	weekly	\$ 794.31	\$ 825.93	\$ 858.83	\$ 893.05	\$ 928.62	\$ 965.62	\$ 1,004.11	\$ 1,044.14
	annual	\$ 41,303.96	\$ 42,948.34	\$ 44,659.38	\$ 46,438.74	\$ 48,288.04	\$ 50,212.25	\$ 52,213.81	\$ 54,295.11
CC	11								
	hourly	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02
	weekly	\$ 825.93	\$ 858.83	\$ 893.04	\$ 928.62	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.75
	annual	\$ 42,948.34	\$ 44,659.38	\$ 46,437.91	\$ 48,288.04	\$ 50,212.25	\$ 52,212.98	\$ 54,294.38	\$ 56,459.04

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CC	12								
	hourly	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 32.26
	weekly	\$ 858.83	\$ 893.04	\$ 928.62	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.76	\$ 1,129.06
	annual	\$ 44,659.38	\$ 46,437.91	\$ 48,288.04	\$ 50,212.25	\$ 52,212.98	\$ 54,294.38	\$ 56,459.73	\$ 58,711.04
CC	13								
	hourly	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 32.26	\$ 33.54
	weekly	\$ 893.04	\$ 928.62	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.76	\$ 1,129.04	\$ 1,174.06
	annual	\$ 46,437.91	\$ 48,288.04	\$ 50,212.25	\$ 52,212.98	\$ 54,294.38	\$ 56,459.73	\$ 58,709.84	\$ 61,051.09
CC	14								
	hourly	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 32.26	\$ 33.54	\$ 34.88
	weekly	\$ 928.62	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.76	\$ 1,129.04	\$ 1,174.05	\$ 1,220.87
	annual	\$ 48,288.04	\$ 50,212.25	\$ 52,212.98	\$ 54,294.38	\$ 56,459.73	\$ 58,709.84	\$ 61,050.49	\$ 63,485.26
CC	15								
	hourly	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 32.26	\$ 33.54	\$ 34.88	\$ 36.27
	weekly	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.76	\$ 1,129.04	\$ 1,174.05	\$ 1,220.86	\$ 1,269.56
	annual	\$ 50,212.25	\$ 52,212.98	\$ 54,294.38	\$ 56,459.73	\$ 58,709.84	\$ 61,050.49	\$ 63,484.96	\$ 66,016.90

Schedule A
 Effectice 7/7/2018
 New Step 10, 1% Increase from Step 9

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CC	1									
	hourly	\$ 15.98	\$ 16.61	\$ 17.27	\$ 17.96	\$ 18.67	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.20
	weekly	\$ 559.13	\$ 581.35	\$ 604.48	\$ 628.52	\$ 653.51	\$ 679.51	\$ 706.55	\$ 734.66	\$ 742.01
	annual	\$29,074.82	\$30,230.33	\$31,432.75	\$32,682.91	\$33,982.45	\$35,334.66	\$36,740.36	\$38,202.45	\$38,584.47
CC	2									
	hourly	\$ 16.61	\$ 17.27	\$ 17.96	\$ 18.67	\$ 19.42	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.04
	weekly	\$ 581.38	\$ 604.51	\$ 628.52	\$ 653.54	\$ 679.54	\$ 706.58	\$ 734.69	\$ 763.93	\$ 771.57
	annual	\$30,231.98	\$31,434.40	\$32,682.91	\$33,984.09	\$35,336.30	\$36,742.00	\$38,203.67	\$39,724.39	\$40,121.63
CC	3									
	hourly	\$ 17.27	\$ 17.96	\$ 18.67	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 22.92
	weekly	\$ 604.48	\$ 628.52	\$ 653.51	\$ 679.51	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.31	\$ 802.25
	annual	\$31,432.75	\$32,682.91	\$33,982.45	\$35,334.66	\$36,740.36	\$38,202.03	\$39,722.95	\$41,304.14	\$41,717.18
CC	4									
	hourly	\$ 17.96	\$ 18.67	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 23.83
	weekly	\$ 628.52	\$ 653.51	\$ 679.51	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.31	\$ 825.93	\$ 834.19
	annual	\$32,682.91	\$33,982.45	\$35,334.66	\$36,740.36	\$38,202.03	\$39,722.95	\$41,303.96	\$42,948.44	\$43,377.92
CC	5									
	hourly	\$ 18.67	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 24.78
	weekly	\$ 653.51	\$ 679.51	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 867.43
	annual	\$33,982.45	\$35,334.66	\$36,740.36	\$38,202.03	\$39,722.95	\$41,304.79	\$42,949.16	\$44,659.95	\$45,106.55

Salary

Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CC	6									
	hourly	\$ 19.41	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 25.77
	weekly	\$ 679.51	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 893.06	\$ 902.00
	annual	\$35,334.66	\$36,740.36	\$38,202.03	\$39,722.95	\$41,304.79	\$42,949.16	\$44,660.21	\$46,439.36	\$46,903.75
CC	7									
	hourly	\$ 20.19	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 26.80
	weekly	\$ 706.55	\$ 734.65	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 893.05	\$ 928.63	\$ 937.91
	annual	\$36,740.36	\$38,202.03	\$39,722.95	\$41,304.79	\$42,949.16	\$44,660.21	\$46,438.74	\$48,288.68	\$48,771.57
CC	8									
	hourly	\$ 20.99	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 27.87
	weekly	\$ 734.65	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 893.05	\$ 928.63	\$ 965.64	\$ 975.30
	annual	\$38,202.03	\$39,722.95	\$41,304.79	\$42,949.16	\$44,660.21	\$46,438.74	\$48,288.87	\$50,213.29	\$50,715.43
CC	9									
	hourly	\$ 21.83	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 28.98
	weekly	\$ 763.90	\$ 794.32	\$ 825.95	\$ 858.85	\$ 893.05	\$ 928.63	\$ 965.64	\$ 1,004.11	\$ 1,014.15
	annual	\$39,722.95	\$41,304.79	\$42,949.16	\$44,660.21	\$46,438.74	\$48,288.87	\$50,213.07	\$52,213.87	\$52,736.01
CC	10									
	hourly	\$ 22.69	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 30.13
	weekly	\$ 794.31	\$ 825.93	\$ 858.83	\$ 893.05	\$ 928.62	\$ 965.62	\$ 1,004.11	\$ 1,044.14	\$ 1,054.58
	annual	\$41,303.96	\$42,948.34	\$44,659.38	\$46,438.74	\$48,288.04	\$50,212.25	\$52,213.81	\$54,295.11	\$54,838.06
CC	11									
	hourly	\$ 23.60	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 31.33
	weekly	\$ 825.93	\$ 858.83	\$ 893.04	\$ 928.62	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.75	\$ 1,096.61
	annual	\$42,948.34	\$44,659.38	\$46,437.91	\$48,288.04	\$50,212.25	\$52,212.98	\$54,294.38	\$56,459.04	\$57,023.63

Salary

Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CC	12									
	hourly	\$ 24.54	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 32.26	\$ 32.58
	weekly	\$ 858.83	\$ 893.04	\$ 928.62	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.76	\$ 1,129.06	\$ 1,140.35
	annual	\$44,659.38	\$46,437.91	\$48,288.04	\$50,212.25	\$52,212.98	\$54,294.38	\$56,459.73	\$58,711.04	\$59,298.15
CC	13									
	hourly	\$ 25.52	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 32.26	\$ 33.54	\$ 33.88
	weekly	\$ 893.04	\$ 928.62	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.76	\$ 1,129.04	\$ 1,174.06	\$ 1,185.80
	annual	\$46,437.91	\$48,288.04	\$50,212.25	\$52,212.98	\$54,294.38	\$56,459.73	\$58,709.84	\$61,051.09	\$61,661.60
CC	14									
	hourly	\$ 26.53	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 32.26	\$ 33.54	\$ 34.88	\$ 35.23
	weekly	\$ 928.62	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.76	\$ 1,129.04	\$ 1,174.05	\$ 1,220.87	\$ 1,233.08
	annual	\$48,288.04	\$50,212.25	\$52,212.98	\$54,294.38	\$56,459.73	\$58,709.84	\$61,050.49	\$63,485.26	\$64,120.11
CC	15									
	hourly	\$ 27.59	\$ 28.69	\$ 29.83	\$ 31.02	\$ 32.26	\$ 33.54	\$ 34.88	\$ 36.27	\$ 36.64
	weekly	\$ 965.62	\$ 1,004.10	\$ 1,044.12	\$ 1,085.76	\$ 1,129.04	\$ 1,174.05	\$ 1,220.86	\$ 1,269.56	\$ 1,282.25
	annual	\$50,212.25	\$52,212.98	\$54,294.38	\$56,459.73	\$58,709.84	\$61,050.49	\$63,484.96	\$66,016.90	\$66,677.07

Schedule A
 Effectice 1/5/2019
 2% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CC	1									
	hourly	\$ 16.29	\$ 16.94	\$ 17.62	\$ 18.32	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 21.62
	weekly	\$ 570.31	\$ 592.98	\$ 616.57	\$ 641.09	\$ 666.58	\$ 693.10	\$ 720.68	\$ 749.36	\$ 756.85
	annual	\$ 29,656.32	\$ 30,834.94	\$ 32,061.41	\$ 33,336.56	\$ 34,662.09	\$ 36,041.35	\$ 37,475.17	\$ 38,966.50	\$ 39,356.16
CC	2									
	hourly	\$ 16.94	\$ 17.62	\$ 18.32	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 22.49
	weekly	\$ 593.01	\$ 616.60	\$ 641.09	\$ 666.61	\$ 693.14	\$ 720.71	\$ 749.38	\$ 779.21	\$ 787.00
	annual	\$ 30,836.62	\$ 32,063.09	\$ 33,336.56	\$ 34,663.78	\$ 36,043.03	\$ 37,476.84	\$ 38,967.75	\$ 40,518.87	\$ 40,924.06
CC	3									
	hourly	\$ 17.62	\$ 18.32	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 23.38
	weekly	\$ 616.57	\$ 641.09	\$ 666.58	\$ 693.10	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.20	\$ 818.30
	annual	\$ 32,061.41	\$ 33,336.56	\$ 34,662.09	\$ 36,041.35	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.23	\$ 42,551.53
CC	4									
	hourly	\$ 18.32	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 24.31
	weekly	\$ 641.09	\$ 666.58	\$ 693.10	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.19	\$ 842.45	\$ 850.87
	annual	\$ 33,336.56	\$ 34,662.09	\$ 36,041.35	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.04	\$ 43,807.40	\$ 44,245.48
CC	5									
	hourly	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 25.28
	weekly	\$ 666.58	\$ 693.10	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.02	\$ 884.78
	annual	\$ 34,662.09	\$ 36,041.35	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.15	\$ 46,008.68

Salary

Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CC	6									
	hourly	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 26.29
	weekly	\$ 693.10	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.03	\$ 910.93	\$ 920.04
	annual	\$ 36,041.35	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.42	\$ 47,368.15	\$ 47,841.83
CC	7									
	hourly	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 27.33
	weekly	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.03	\$ 910.91	\$ 947.20	\$ 956.67
	annual	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.42	\$ 47,367.51	\$ 49,254.45	\$ 49,747.00
CC	8									
	hourly	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 28.42
	weekly	\$ 749.35	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.03	\$ 910.91	\$ 947.20	\$ 984.95	\$ 994.80
	annual	\$ 38,966.07	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.42	\$ 47,367.51	\$ 49,254.65	\$ 51,217.56	\$ 51,729.73
CC	9									
	hourly	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 29.56
	weekly	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.03	\$ 910.91	\$ 947.20	\$ 984.95	\$ 1,024.20	\$ 1,034.44
	annual	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.42	\$ 47,367.51	\$ 49,254.65	\$ 51,217.33	\$ 53,258.15	\$ 53,790.73
CC	10									
	hourly	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 30.73
	weekly	\$ 810.19	\$ 842.45	\$ 876.01	\$ 910.91	\$ 947.19	\$ 984.93	\$ 1,024.19	\$ 1,065.02	\$ 1,075.67
	annual	\$ 42,130.04	\$ 43,807.31	\$ 45,552.57	\$ 47,367.51	\$ 49,253.80	\$ 51,216.49	\$ 53,258.09	\$ 55,381.01	\$ 55,934.82
CC	11									
	hourly	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 31.96
	weekly	\$ 842.45	\$ 876.01	\$ 910.90	\$ 947.19	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.47	\$ 1,118.54
	annual	\$ 43,807.31	\$ 45,552.57	\$ 47,366.67	\$ 49,253.80	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.23	\$ 58,164.11

Salary

Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CC	12									
	hourly	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 33.23
	weekly	\$ 876.01	\$ 910.90	\$ 947.19	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.48	\$ 1,151.64	\$ 1,163.16
	annual	\$ 45,552.57	\$ 47,366.67	\$ 49,253.80	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.92	\$ 59,885.26	\$ 60,484.11
CC	13									
	hourly	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 34.22	\$ 34.56
	weekly	\$ 910.90	\$ 947.19	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.48	\$ 1,151.62	\$ 1,197.54	\$ 1,209.52
	annual	\$ 47,366.67	\$ 49,253.80	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.92	\$ 59,884.04	\$ 62,272.11	\$ 62,894.83
CC	14									
	hourly	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 34.22	\$ 35.58	\$ 35.94
	weekly	\$ 947.19	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.48	\$ 1,151.62	\$ 1,197.53	\$ 1,245.29	\$ 1,257.74
	annual	\$ 49,253.80	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.92	\$ 59,884.04	\$ 62,271.50	\$ 64,754.96	\$ 65,402.51
CC	15									
	hourly	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 34.22	\$ 35.58	\$ 37.00	\$ 37.37
	weekly	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.48	\$ 1,151.62	\$ 1,197.53	\$ 1,245.28	\$ 1,294.95	\$ 1,307.90
	annual	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.92	\$ 59,884.04	\$ 62,271.50	\$ 64,754.66	\$ 67,337.23	\$ 68,010.61

Schedule A
Effectice 7/6/2019
New Step 11, 1% Increase from Step 10

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
CC	1										
	hourly	\$ 16.29	\$ 16.94	\$ 17.62	\$ 18.32	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 21.62	\$ 21.84
	weekly	\$ 570.31	\$ 592.98	\$ 616.57	\$ 641.09	\$ 666.58	\$ 693.10	\$ 720.68	\$ 749.36	\$ 756.85	\$ 764.42
	annual	\$ 29,656.32	\$ 30,834.94	\$ 32,061.41	\$ 33,336.56	\$ 34,662.09	\$ 36,041.35	\$ 37,475.17	\$ 38,966.50	\$ 39,356.16	\$ 39,749.72
CC	2										
	hourly	\$ 16.94	\$ 17.62	\$ 18.32	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 22.49	\$ 22.71
	weekly	\$ 593.01	\$ 616.60	\$ 641.09	\$ 666.61	\$ 693.14	\$ 720.71	\$ 749.38	\$ 779.21	\$ 787.00	\$ 794.87
	annual	\$ 30,836.62	\$ 32,063.09	\$ 33,336.56	\$ 34,663.78	\$ 36,043.03	\$ 37,476.84	\$ 38,967.75	\$ 40,518.87	\$ 40,924.06	\$ 41,333.30
CC	3										
	hourly	\$ 17.62	\$ 18.32	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 23.38	\$ 23.61
	weekly	\$ 616.57	\$ 641.09	\$ 666.58	\$ 693.10	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.20	\$ 818.30	\$ 826.48
	annual	\$ 32,061.41	\$ 33,336.56	\$ 34,662.09	\$ 36,041.35	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.23	\$ 42,551.53	\$ 42,977.04
CC	4										
	hourly	\$ 18.32	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 24.31	\$ 24.55
	weekly	\$ 641.09	\$ 666.58	\$ 693.10	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.19	\$ 842.45	\$ 850.87	\$ 859.38
	annual	\$ 33,336.56	\$ 34,662.09	\$ 36,041.35	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.04	\$ 43,807.40	\$ 44,245.48	\$ 44,687.93
CC	5										
	hourly	\$ 19.05	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 25.28	\$ 25.53
	weekly	\$ 666.58	\$ 693.10	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.02	\$ 884.78	\$ 893.63
	annual	\$ 34,662.09	\$ 36,041.35	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.15	\$ 46,008.68	\$ 46,468.76

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
CC	6										
	hourly	\$ 19.80	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 26.29	\$ 26.55
	weekly	\$ 693.10	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.03	\$ 910.93	\$ 920.04	\$ 929.24
	annual	\$ 36,041.35	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.42	\$ 47,368.15	\$ 47,841.83	\$ 48,320.25
CC	7										
	hourly	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 27.33	\$ 27.61
	weekly	\$ 720.68	\$ 749.35	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.03	\$ 910.91	\$ 947.20	\$ 956.67	\$ 966.24
	annual	\$ 37,475.17	\$ 38,966.07	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.42	\$ 47,367.51	\$ 49,254.45	\$ 49,747.00	\$ 50,244.47
CC	8										
	hourly	\$ 21.41	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 28.42	\$ 28.71
	weekly	\$ 749.35	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.03	\$ 910.91	\$ 947.20	\$ 984.95	\$ 994.80	\$ 1,004.75
	annual	\$ 38,966.07	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.42	\$ 47,367.51	\$ 49,254.65	\$ 51,217.56	\$ 51,729.73	\$ 52,247.03
CC	9										
	hourly	\$ 22.26	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 29.56	\$ 29.85
	weekly	\$ 779.18	\$ 810.21	\$ 842.46	\$ 876.03	\$ 910.91	\$ 947.20	\$ 984.95	\$ 1,024.20	\$ 1,034.44	\$ 1,044.78
	annual	\$ 40,517.41	\$ 42,130.88	\$ 43,808.14	\$ 45,553.42	\$ 47,367.51	\$ 49,254.65	\$ 51,217.33	\$ 53,258.15	\$ 53,790.73	\$ 54,328.63
CC	10										
	hourly	\$ 23.15	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 30.73	\$ 31.04
	weekly	\$ 810.19	\$ 842.45	\$ 876.01	\$ 910.91	\$ 947.19	\$ 984.93	\$ 1,024.19	\$ 1,065.02	\$ 1,075.67	\$ 1,086.43
	annual	\$ 42,130.04	\$ 43,807.31	\$ 45,552.57	\$ 47,367.51	\$ 49,253.80	\$ 51,216.49	\$ 53,258.09	\$ 55,381.01	\$ 55,934.82	\$ 56,494.17
CC	11										
	hourly	\$ 24.07	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 31.96	\$ 32.28
	weekly	\$ 842.45	\$ 876.01	\$ 910.90	\$ 947.19	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.47	\$ 1,118.54	\$ 1,129.73
	annual	\$ 43,807.31	\$ 45,552.57	\$ 47,366.67	\$ 49,253.80	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.23	\$ 58,164.11	\$ 58,745.75

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
CC	12										
	hourly	\$ 25.03	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 33.23	\$ 33.57
	weekly	\$ 876.01	\$ 910.90	\$ 947.19	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.48	\$ 1,151.64	\$ 1,163.16	\$ 1,174.79
	annual	\$ 45,552.57	\$ 47,366.67	\$ 49,253.80	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.92	\$ 59,885.26	\$ 60,484.11	\$ 61,088.95
CC	13										
	hourly	\$ 26.03	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 34.22	\$ 34.56	\$ 34.90
	weekly	\$ 910.90	\$ 947.19	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.48	\$ 1,151.62	\$ 1,197.54	\$ 1,209.52	\$ 1,221.61
	annual	\$ 47,366.67	\$ 49,253.80	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.92	\$ 59,884.04	\$ 62,272.11	\$ 62,894.83	\$ 63,523.78
CC	14										
	hourly	\$ 27.06	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 34.22	\$ 35.58	\$ 35.94	\$ 36.29
	weekly	\$ 947.19	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.48	\$ 1,151.62	\$ 1,197.53	\$ 1,245.29	\$ 1,257.74	\$ 1,270.32
	annual	\$ 49,253.80	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.92	\$ 59,884.04	\$ 62,271.50	\$ 64,754.96	\$ 65,402.51	\$ 66,056.53
CC	15										
	hourly	\$ 28.14	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 34.22	\$ 35.58	\$ 37.00	\$ 37.37	\$ 37.74
	weekly	\$ 984.93	\$ 1,024.18	\$ 1,065.01	\$ 1,107.48	\$ 1,151.62	\$ 1,197.53	\$ 1,245.28	\$ 1,294.95	\$ 1,307.90	\$ 1,320.98
	annual	\$ 51,216.49	\$ 53,257.24	\$ 55,380.27	\$ 57,588.92	\$ 59,884.04	\$ 62,271.50	\$ 64,754.66	\$ 67,337.23	\$ 68,010.61	\$ 68,690.71

Schedule A
Effectice 1/4/2020
2% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
CC	1										
	hourly	\$ 16.62	\$ 17.28	\$ 17.97	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.06	\$ 22.28
	weekly	\$ 581.72	\$ 604.84	\$ 628.90	\$ 653.91	\$ 679.91	\$ 706.96	\$ 735.09	\$ 764.34	\$ 771.99	\$ 779.71
	annual	\$ 30,249.45	\$ 31,451.63	\$ 32,702.64	\$ 34,003.29	\$ 35,355.34	\$ 36,762.17	\$ 38,224.67	\$ 39,745.83	\$ 40,143.29	\$ 40,544.72
CC	2										
	hourly	\$ 17.28	\$ 17.97	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 22.94	\$ 23.16
	weekly	\$ 604.87	\$ 628.93	\$ 653.91	\$ 679.94	\$ 707.00	\$ 735.12	\$ 764.37	\$ 794.79	\$ 802.74	\$ 810.77
	annual	\$ 31,453.35	\$ 32,704.35	\$ 34,003.29	\$ 35,357.05	\$ 36,763.89	\$ 38,226.38	\$ 39,747.10	\$ 41,329.25	\$ 41,742.54	\$ 42,159.97
CC	3										
	hourly	\$ 17.97	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 23.85	\$ 24.09
	weekly	\$ 628.90	\$ 653.91	\$ 679.91	\$ 706.96	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.40	\$ 834.66	\$ 843.01
	annual	\$ 32,702.64	\$ 34,003.29	\$ 35,355.34	\$ 36,762.17	\$ 38,224.67	\$ 39,745.39	\$ 41,327.76	\$ 42,972.83	\$ 43,402.56	\$ 43,836.58
CC	4										
	hourly	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 24.80	\$ 25.04
	weekly	\$ 653.91	\$ 679.91	\$ 706.96	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.40	\$ 859.30	\$ 867.89	\$ 876.57
	annual	\$ 34,003.29	\$ 35,355.34	\$ 36,762.17	\$ 38,224.67	\$ 39,745.39	\$ 41,327.76	\$ 42,972.64	\$ 44,683.55	\$ 45,130.39	\$ 45,581.69
CC	5										
	hourly	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 25.79	\$ 26.04
	weekly	\$ 679.91	\$ 706.96	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.54	\$ 902.48	\$ 911.50
	annual	\$ 35,355.34	\$ 36,762.17	\$ 38,224.67	\$ 39,745.39	\$ 41,327.76	\$ 42,973.50	\$ 44,684.31	\$ 46,464.21	\$ 46,928.85	\$ 47,398.14

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
CC	6										
	hourly	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 26.81	\$ 27.08
	weekly	\$ 706.96	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.55	\$ 929.14	\$ 938.44	\$ 947.82
	annual	\$ 36,762.17	\$ 38,224.67	\$ 39,745.39	\$ 41,327.76	\$ 42,973.50	\$ 44,684.31	\$ 46,464.48	\$ 48,315.51	\$ 48,798.66	\$ 49,286.65
CC	7										
	hourly	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 27.88	\$ 28.16
	weekly	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.55	\$ 929.13	\$ 966.15	\$ 975.81	\$ 985.56
	annual	\$ 38,224.67	\$ 39,745.39	\$ 41,327.76	\$ 42,973.50	\$ 44,684.31	\$ 46,464.48	\$ 48,314.86	\$ 50,239.54	\$ 50,741.94	\$ 51,249.36
CC	8										
	hourly	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 28.99	\$ 29.28
	weekly	\$ 764.33	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.55	\$ 929.13	\$ 966.15	\$ 1,004.65	\$ 1,014.70	\$ 1,024.85
	annual	\$ 39,745.39	\$ 41,327.76	\$ 42,973.50	\$ 44,684.31	\$ 46,464.48	\$ 48,314.86	\$ 50,239.74	\$ 52,241.91	\$ 52,764.33	\$ 53,291.97
CC	9										
	hourly	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 30.15	\$ 30.45
	weekly	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.55	\$ 929.13	\$ 966.15	\$ 1,004.65	\$ 1,044.68	\$ 1,055.13	\$ 1,065.68
	annual	\$ 41,327.76	\$ 42,973.50	\$ 44,684.31	\$ 46,464.48	\$ 48,314.86	\$ 50,239.74	\$ 52,241.68	\$ 54,323.31	\$ 54,866.54	\$ 55,415.20
CC	10										
	hourly	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 31.35	\$ 31.66
	weekly	\$ 826.40	\$ 859.30	\$ 893.53	\$ 929.13	\$ 966.13	\$ 1,004.63	\$ 1,044.68	\$ 1,086.32	\$ 1,097.18	\$ 1,108.15
	annual	\$ 42,972.64	\$ 44,683.45	\$ 46,463.62	\$ 48,314.86	\$ 50,238.88	\$ 52,240.82	\$ 54,323.25	\$ 56,488.63	\$ 57,053.52	\$ 57,624.05
CC	11										
	hourly	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.27	\$ 32.60	\$ 32.92
	weekly	\$ 859.30	\$ 893.53	\$ 929.12	\$ 966.13	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.62	\$ 1,140.91	\$ 1,152.32
	annual	\$ 44,683.45	\$ 46,463.62	\$ 48,314.00	\$ 50,238.88	\$ 52,240.82	\$ 54,322.39	\$ 56,487.88	\$ 58,739.99	\$ 59,327.39	\$ 59,920.66

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
CC	12										
	hourly	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.28	\$ 33.56	\$ 33.90	\$ 34.24
	weekly	\$ 893.53	\$ 929.12	\$ 966.13	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.63	\$ 1,174.67	\$ 1,186.42	\$ 1,198.28
	annual	\$ 46,463.62	\$ 48,314.00	\$ 50,238.88	\$ 52,240.82	\$ 54,322.39	\$ 56,487.88	\$ 58,740.70	\$ 61,082.96	\$ 61,693.79	\$ 62,310.73
CC	13										
	hourly	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.28	\$ 33.56	\$ 34.90	\$ 35.25	\$ 35.60
	weekly	\$ 929.12	\$ 966.13	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.63	\$ 1,174.65	\$ 1,221.49	\$ 1,233.71	\$ 1,246.04
	annual	\$ 48,314.00	\$ 50,238.88	\$ 52,240.82	\$ 54,322.39	\$ 56,487.88	\$ 58,740.70	\$ 61,081.72	\$ 63,517.55	\$ 64,152.72	\$ 64,794.25
CC	14										
	hourly	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.28	\$ 33.56	\$ 34.90	\$ 36.29	\$ 36.65	\$ 37.02
	weekly	\$ 966.13	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.63	\$ 1,174.65	\$ 1,221.48	\$ 1,270.19	\$ 1,282.90	\$ 1,295.72
	annual	\$ 50,238.88	\$ 52,240.82	\$ 54,322.39	\$ 56,487.88	\$ 58,740.70	\$ 61,081.72	\$ 63,516.93	\$ 66,050.06	\$ 66,710.56	\$ 67,377.66
CC	15										
	hourly	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.28	\$ 33.56	\$ 34.90	\$ 36.29	\$ 37.74	\$ 38.12	\$ 38.50
	weekly	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.63	\$ 1,174.65	\$ 1,221.48	\$ 1,270.19	\$ 1,320.85	\$ 1,334.05	\$ 1,347.39
	annual	\$ 52,240.82	\$ 54,322.39	\$ 56,487.88	\$ 58,740.70	\$ 61,081.72	\$ 63,516.93	\$ 66,049.75	\$ 68,683.98	\$ 69,370.82	\$ 70,064.52

Schedule A
 Effectice 7/4/2020
 New Step 12, .5% Increase from Step 11

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
CC	1											
	hourly	\$ 16.62	\$ 17.28	\$ 17.97	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.06	\$ 22.28	\$ 22.39
	weekly	\$ 581.72	\$ 604.84	\$ 628.90	\$ 653.91	\$ 679.91	\$ 706.96	\$ 735.09	\$ 764.34	\$ 771.99	\$ 779.71	\$ 783.60
	annual	\$30,249.45	\$31,451.63	\$32,702.64	\$34,003.29	\$35,355.34	\$36,762.17	\$38,224.67	\$39,745.83	\$40,143.29	\$40,544.72	\$40,747.44
CC	2											
	hourly	\$ 17.28	\$ 17.97	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 22.94	\$ 23.16	\$ 23.28
	weekly	\$ 604.87	\$ 628.93	\$ 653.91	\$ 679.94	\$ 707.00	\$ 735.12	\$ 764.37	\$ 794.79	\$ 802.74	\$ 810.77	\$ 814.82
	annual	\$31,453.35	\$32,704.35	\$34,003.29	\$35,357.05	\$36,763.89	\$38,226.38	\$39,747.10	\$41,329.25	\$41,742.54	\$42,159.97	\$42,370.77
CC	3											
	hourly	\$ 17.97	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 23.85	\$ 24.09	\$ 24.21
	weekly	\$ 628.90	\$ 653.91	\$ 679.91	\$ 706.96	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.40	\$ 834.66	\$ 843.01	\$ 847.23
	annual	\$32,702.64	\$34,003.29	\$35,355.34	\$36,762.17	\$38,224.67	\$39,745.39	\$41,327.76	\$42,972.83	\$43,402.56	\$43,836.58	\$44,055.76
CC	4											
	hourly	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 24.80	\$ 25.04	\$ 25.17
	weekly	\$ 653.91	\$ 679.91	\$ 706.96	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.40	\$ 859.30	\$ 867.89	\$ 876.57	\$ 880.95
	annual	\$34,003.29	\$35,355.34	\$36,762.17	\$38,224.67	\$39,745.39	\$41,327.76	\$42,972.64	\$44,683.55	\$45,130.39	\$45,581.69	\$45,809.60
CC	5											
	hourly	\$ 19.43	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 25.79	\$ 26.04	\$ 26.17
	weekly	\$ 679.91	\$ 706.96	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.54	\$ 902.48	\$ 911.50	\$ 916.06
	annual	\$35,355.34	\$36,762.17	\$38,224.67	\$39,745.39	\$41,327.76	\$42,973.50	\$44,684.31	\$46,464.21	\$46,928.85	\$47,398.14	\$47,635.13

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
CC	6											
	hourly	\$ 20.20	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 26.81	\$ 27.08	\$ 27.22
	weekly	\$ 706.96	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.55	\$ 929.14	\$ 938.44	\$ 947.82	\$ 952.56
	annual	\$36,762.17	\$38,224.67	\$39,745.39	\$41,327.76	\$42,973.50	\$44,684.31	\$46,464.48	\$48,315.51	\$48,798.66	\$49,286.65	\$49,533.08
CC	7											
	hourly	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 27.88	\$ 28.16	\$ 28.30
	weekly	\$ 735.09	\$ 764.33	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.55	\$ 929.13	\$ 966.15	\$ 975.81	\$ 985.56	\$ 990.49
	annual	\$38,224.67	\$39,745.39	\$41,327.76	\$42,973.50	\$44,684.31	\$46,464.48	\$48,314.86	\$50,239.54	\$50,741.94	\$51,249.36	\$51,505.60
CC	8											
	hourly	\$ 21.84	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 28.99	\$ 29.28	\$ 29.43
	weekly	\$ 764.33	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.55	\$ 929.13	\$ 966.15	\$ 1,004.65	\$ 1,014.70	\$ 1,024.85	\$ 1,029.97
	annual	\$39,745.39	\$41,327.76	\$42,973.50	\$44,684.31	\$46,464.48	\$48,314.86	\$50,239.74	\$52,241.91	\$52,764.33	\$53,291.97	\$53,558.43
CC	9											
	hourly	\$ 22.71	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 30.15	\$ 30.45	\$ 30.60
	weekly	\$ 794.76	\$ 826.41	\$ 859.31	\$ 893.55	\$ 929.13	\$ 966.15	\$ 1,004.65	\$ 1,044.68	\$ 1,055.13	\$ 1,065.68	\$ 1,071.01
	annual	\$41,327.76	\$42,973.50	\$44,684.31	\$46,464.48	\$48,314.86	\$50,239.74	\$52,241.68	\$54,323.31	\$54,866.54	\$55,415.20	\$55,692.28
CC	10											
	hourly	\$ 23.61	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 31.35	\$ 31.66	\$ 31.82
	weekly	\$ 826.40	\$ 859.30	\$ 893.53	\$ 929.13	\$ 966.13	\$ 1,004.63	\$ 1,044.68	\$ 1,086.32	\$ 1,097.18	\$ 1,108.15	\$ 1,113.70
	annual	\$42,972.64	\$44,683.45	\$46,463.62	\$48,314.86	\$50,238.88	\$52,240.82	\$54,323.25	\$56,488.63	\$57,053.52	\$57,624.05	\$57,912.17
CC	11											
	hourly	\$ 24.55	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.27	\$ 32.60	\$ 32.92	\$ 33.09
	weekly	\$ 859.30	\$ 893.53	\$ 929.12	\$ 966.13	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.62	\$ 1,140.91	\$ 1,152.32	\$ 1,158.08
	annual	\$44,683.45	\$46,463.62	\$48,314.00	\$50,238.88	\$52,240.82	\$54,322.39	\$56,487.88	\$58,739.99	\$59,327.39	\$59,920.66	\$60,220.26

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
CC	12											
	hourly	\$ 25.53	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.28	\$ 33.56	\$ 33.90	\$ 34.24	\$ 34.41
	weekly	\$ 893.53	\$ 929.12	\$ 966.13	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.63	\$ 1,174.67	\$ 1,186.42	\$ 1,198.28	\$ 1,204.27
	annual	\$46,463.62	\$48,314.00	\$50,238.88	\$52,240.82	\$54,322.39	\$56,487.88	\$58,740.70	\$61,082.96	\$61,693.79	\$62,310.73	\$62,622.28
CC	13											
	hourly	\$ 26.55	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.28	\$ 33.56	\$ 34.90	\$ 35.25	\$ 35.60	\$ 35.78
	weekly	\$ 929.12	\$ 966.13	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.63	\$ 1,174.65	\$ 1,221.49	\$ 1,233.71	\$ 1,246.04	\$ 1,252.27
	annual	\$48,314.00	\$50,238.88	\$52,240.82	\$54,322.39	\$56,487.88	\$58,740.70	\$61,081.72	\$63,517.55	\$64,152.72	\$64,794.25	\$65,118.22
CC	14											
	hourly	\$ 27.60	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.28	\$ 33.56	\$ 34.90	\$ 36.29	\$ 36.65	\$ 37.02	\$ 37.21
	weekly	\$ 966.13	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.63	\$ 1,174.65	\$ 1,221.48	\$ 1,270.19	\$ 1,282.90	\$ 1,295.72	\$ 1,302.20
	annual	\$50,238.88	\$52,240.82	\$54,322.39	\$56,487.88	\$58,740.70	\$61,081.72	\$63,516.93	\$66,050.06	\$66,710.56	\$67,377.66	\$67,714.55
CC	15											
	hourly	\$ 28.70	\$ 29.85	\$ 31.04	\$ 32.28	\$ 33.56	\$ 34.90	\$ 36.29	\$ 37.74	\$ 38.12	\$ 38.50	\$ 38.69
	weekly	\$ 1,004.63	\$ 1,044.66	\$ 1,086.31	\$ 1,129.63	\$ 1,174.65	\$ 1,221.48	\$ 1,270.19	\$ 1,320.85	\$ 1,334.05	\$ 1,347.39	\$ 1,354.13
	annual	\$52,240.82	\$54,322.39	\$56,487.88	\$58,740.70	\$61,081.72	\$63,516.93	\$66,049.75	\$68,683.98	\$69,370.82	\$70,064.52	\$70,414.85