CONSOLIDATED

MEMORANDUM OF UNDERSTANDING

2023 – 2027

ADMINISTRATIVE SERVICES UNIT
CLERICAL UNIT
CRAFT, LABOR & TRADES UNIT
MANAGEMENT UNIT
SUPERVISORY UNIT
NURSES SUPERVISORY & MANAGEMENT UNIT
TECHNICAL & INSPECTION UNIT

SAN BERNARDINO COUNTY

INTERNATIONAL BROTHERHOOD OF TEAMSTERS 1932

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PREAMBLE

The parties to this Agreement affirm their mutual commitment to the goals of effective and efficient public service, high employee morale, sound and responsible management of County business, and amicable employer-employee relations. The parties acknowledge that productivity improvement can only be achieved as a by-product to valuing people.

The parties encourage the highest possible degree of friendly cooperative relationships between their respective representatives at all levels and with and between all employees.

RECOGNITION

ELIGIBLE UNITS:

- **ALL UNITS**

Pursuant to the provisions of the Employee Relations Code of the County of San Bernardino and applicable State law, the San Bernardino Public Employees Association (SBPEA) was certified, on July 20, 1977, by the County's Employee Relations Panel as the exclusive recognized employee organization for County employees in the CLERICAL UNIT; CRAFT, LABOR & TRADES UNIT; MANAGEMENT UNIT; SUPERVISORY UNIT; and TECHNICAL & INSPECTION UNIT; on March 10, 1989, for County employees in the ADMINISTRATIVE SERVICES UNIT previously found to be appropriate by said Employee Relations Panel; and on April 20, 2004, for employees in the NURSES SUPERVISORY & MANAGEMENT UNIT previously found to be appropriate pursuant to said Employee Relations Code.

Effective April 14, 2015, SBPEA entered into an affiliation agreement with the International Brotherhood of Teamsters.

The County hereby recognizes Teamsters Local 1932 (herein after referred to as Teamsters) as the exclusive recognized employee organization for the employees in the employee classifications comprising said Units as listed in the Appendix B hereof, as well as employees in such classes as may be added to these Units hereafter by the County.

ACCESS TO PERSONNEL RECORDS

ELIGIBLE UNITS:

- **ALL UNITS**

Personnel records are confidential and access to personnel records of the employee shall be limited to the Director of Human Resources, the appointing authority, the Board of Supervisors, or their authorized representatives. Employees currently employed by the County of San Bernardino and/or their representatives, designated by the employee in writing, will be allowed to review the employee's personnel records during regular business hours.

The County recognizes Teamsters Local 1932's ability to obtain and/or review employee personnel records or data, balancing the employee's privacy interest and the Union's need for the requested relevant and necessary information.

Letters of reference and other matters exempted by law shall be excluded from the right of inspection by the employee.

Negative information may be purged from the personnel records maintained by either the Department or Human Resources, subject to legal constraints, at the sole discretion of Human Resources or upon the request of the employee or the appointing authority, and upon approval of Human Resources and the employee shall be so notified.

Employees desiring to review such records shall make such request in writing at least twenty-four (24) hours in advance to their appointing authority or Human Resources as appropriate.

ACCESS TO WORK LOCATIONS

ELIGIBLE UNITS:

- **ALL UNITS**

The parties recognize and agree that in order to maintain good employee relations, it is necessary for Representatives of Teamsters to confer with County employees during working hours.

Therefore, Teamsters Representatives will be granted access to work locations during regular working hours to investigate and process grievances or appeals, or meet with members for the purpose of representing members in their relations with the County. Teamsters Labor Relations Representatives shall be granted access upon obtaining authorization from the appointing authority or designated management representative prior to entering a work location and after advising of the general nature of the business. However, the appointing authority or designated management representative may deny access or terminate access to work locations if, in their judgment, it is deemed that the visit would interfere with the efficiency, safety, or security of County operations. The appointing authority shall not unreasonably withhold timely access to work locations. The appointing authority shall ensure that there is at all times someone designated who shall have full authority to approve access. If a request is denied, the appointing authority or designated management representative shall establish a mutually agreeable time for access to the employee.

Teamsters Representatives granted access to work locations shall limit such visits to a reasonable period of time, taking into consideration the nature of the grievance or appeal.

The appointing authority or designated management representative may mutually establish with the Teamsters Representative reasonable limits as to the number of visits authorized with the same employee on the same issue, and reasonable limits as to the number of employees who may participate in a visit when several employees are affected by a specific issue. The County shall not unduly interfere with Teamsters access right to work locations.

ACCIDENTAL DEATH AND DISMEMBERMENT

ELIGIBLE UNITS:

- **ALL UNITS**

Any employee may purchase amounts of Accidental Death and Dismemberment Insurance coverage for themselves and dependents through payroll deduction according to the following schedule:

EMPLOYEE COVERAGE	DEPENDENT COVERAGE	
	SPOUSE/ DOMESTIC PARTNER	EACH CHILD
$10,000	$5,000	$3,125
$25,000	$12,500	$6,250
$50,000	$25,000	$12,500
$100,000	$50,000	$25,000
$150,000	$75,000	$25,000
$200,000	$100,000	$25,000
$250,000	$125,000	$25,000

The County agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance, to be administered by the Employee Benefits and Services Division. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of the County.

ADMINISTRATIVE LEAVE

ELIGIBLE UNITS:

- **MANAGEMENT UNIT**
- **NURSES SUPERVISORY & MANAGEMENT UNIT**
  Only Includes "MANAGEMENT LEVEL" Nurses in the Unit (i.e., Clinical Director II, Clinical Director I, Unit Manager, Clinic Unit Manager)

Effective pay period 1 of each year, an employee in a regular position who is in paid status will be provided with eighty (80) hours of administrative leave time for the employee's use. An employee who is not in paid status (i.e., not coding paid hours) who later returns to paid status during that calendar year or employees hired after the beginning of pay period 1, shall be credited with administrative leave prorated on a monthly basis, based upon the annual rate of eighty (80) hours (i.e., 6.67 hours per month, or any portion thereof). Such administrative leave may be cashed out at the employee's then current base rate of pay in increments of one (1) hour one (1) time during the calendar year to the extent that the hours would have accrued at the rate of 6.67 hours per month minus any hours used up to that time. Any administrative leave accrual balances in effect at the end of pay period 26 of each year (or if applicable, pay period 27) will automatically be paid at the employee's then current base rate of pay. Employees may designate that cash-out of administrative leave be allocated to the County's Section 457 Deferred Compensation Plan consistent with the requirements and restrictions of such Plan. Upon termination of employment or appointment to a position in another occupational unit, unused administrative leave will

be paid at the employee's current base rate of pay only by the amount of hours that would have been accrued at the rate of 6.67 hours per month minus the total number of hours previously used and cashed out.

Administrative leave may be used on the same basis and under the same conditions as vacation leave. Employees may only submit amended Time and Labor Reports to charge or restore administrative leave for pay periods in which another leave type was requested, approved and charged, if such amended Time and Labor Reports are submitted within two (2) pay periods of the pay period to be amended.

ELIGIBLE UNITS:

- **SUPERVISORY UNIT**

Effective pay period 1 of each year, an employee in a regular position who is in paid status will be provided with forty (40) hours of administrative leave time for the employee's use. An employee who is not in paid status (i.e., not coding paid hours) who later returns to paid status during that calendar year or employees hired after the beginning of pay period 1, shall be credited with administrative leave prorated on a monthly basis, based upon the annual rate of forty (40) hours (i.e., 3.33 hours per month, or any portion thereof). Such administrative leave may be cashed out at the employee's then current base rate of pay in increments of one (1) hour one (1) time during the calendar year to the extent that the hours would have accrued at the rate of 3.33 hours per month minus any hours used up to that time. Any administrative leave accrual balances in effect at the end of pay period 26 of each year (or if applicable, pay period 27) will automatically be paid at the employee's then current base rate of pay. Employees may designate that cash-out of administrative leave be allocated to the County's Section 457 Deferred Compensation Plan consistent with the requirements and restrictions of such Plan. Upon termination of employment or appointment to a position in another occupational unit, unused administrative leave will be paid at the employee's current base rate of pay only by the amount of hours that would have been accrued at the rate of 3.33 hours per month minus the total number of hours previously used and cashed out.

Administrative leave may be used on the same basis and under the same conditions as vacation leave. Employees may only submit amended Time and Labor Reports to charge or restore administrative leave for pay periods in which another leave type was requested, approved and charged, if such amended Time and Labor Reports are submitted within two (2) pay periods of the pay period to be amended.

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**
  Excluding "MANAGEMENT LEVEL" Nurses in the Unit (i.e., Clinical Director II, Clinical Director I, Unit Manager, Clinic Unit Manager)

Effective pay period 1 of each year, an employee in a regular position who is in paid status will be provided with forty (40) hours of administrative leave time for the employee's use. An employee who is not in paid status (i.e., not coding paid hours) who later returns to paid status during that calendar year or employees hired after the beginning of pay period 1, shall be credited with administrative leave prorated on a monthly basis, based upon the annual rate of forty (40) hours (i.e., 3.33 hours per month, or any portion thereof). Such administrative leave may be cashed out at the employee's then current base rate of pay in increments of one (1) hour one (1) time during the calendar year to the extent that the hours would have accrued at the rate of 3.33 hours per month minus any hours used up to that time. Any administrative leave accrual balances in effect at the end of pay period 26 of each year (or if applicable, pay period 27) will automatically be paid at the employee's then current base rate of pay. Employees may designate that

cash-out of administrative leave be allocated to the County's Section 457 Deferred Compensation Plan consistent with the requirements and restrictions of such Plan. Upon termination of employment or appointment to a position in another occupational unit, unused administrative leave will be paid at the employee's current base rate of pay only by the amount of hours that would have been accrued at the rate of 3.33 hours per month minus the total number of hours previously used and cashed out.

Administrative leave may be used on the same basis and under the same conditions as vacation leave. Employees may only submit amended Time and Labor Reports to charge or restore administrative leave for pay periods in which another leave type was requested, approved and charged, if such amended Time and Labor Reports are submitted within two (2) pay periods of the pay period to be amended.

ANNUAL LEAVE AND ATTORNEY LEAVE

ELIGIBLE UNITS:

- **SUPERVISORY UNIT**
- **NURSES SUPERVISORY & MANAGEMENT UNIT**
  Excluding "MANAGEMENT LEVEL" Nurses in the Unit (i.e., Clinical Director II, Clinical Director I, Unit Manager, Clinic Unit Manager)

Effective pay period 1 of each year, an employee (except Supervising Deputy District Attorneys, Supervising Child Support Attorneys, and Supervising Deputy Public Defenders) in a regular position who is in paid status shall be credited with forty (40) hours of annual leave for the employee's use. An employee who is not in paid status (i.e., not coding paid hours) who later returns to paid status during that calendar year or employees hired after the beginning of pay period 1, shall be credited with annual leave prorated on a monthly basis, based upon the annual rate of forty (40) hours (i.e., 3.33 hours per month, or any portion thereof). Annual leave will be separate from and in addition to any vacation or holiday leave. If any annual leave remains at the end of pay period 26 (or 27, when applicable), it shall not be cumulative into the next calendar year nor shall there be any conversion to cash.

Employees who are appointed to a position in an occupational unit that does not contain an annual leave provision and who have been denied in writing the opportunity to use the leave due to work urgency shall receive in cash payment the prorated amount of annual leave from the start of pay period 1 to the date of Unit change (i.e., 3.33 hours per month) minus any annual leave hours used up until that time. Where an employee has elected to use vacation leave in lieu of annual leave, the prorated annual leave shall be reduced by the number of vacation hours utilized. In those instances where an employee returns to the Unit prior to the end of the calendar year, the annual leave for the remainder of the calendar year shall be credited on a pro-rata share, i.e., 3.33 hours per month. This provision applies only to these specific circumstances and expressly excludes its application to any other set of circumstances.

Employees may only submit amended Time and Labor Reports to charge annual leave for pay periods in which another leave type was requested, approved and charged, if such amended Time and Labor Reports are submitted within two (2) pay periods of the pay period to be amended; provided, however, that annual leave may not be substituted for holiday leave.

Effective pay period 1 of each year, an employee who is in paid status in a regular position of Supervising Deputy District Attorney, Supervising Child Support Attorney, or Supervising Deputy Public Defender shall be credited with forty (40) hours of attorney leave for the employee's use. An employee who is not in

paid status (i.e., not coding paid hours) who later returns to paid status during that calendar year or employees hired after the beginning of pay period 1 of each subsequent year, shall be credited with attorney leave prorated on a monthly basis, based upon the annual rate of forty (40) hours (i.e., 3.33 hours per month, or any portion thereof). The maximum unused balance of attorney leave shall be 240 hours. Attorney leave will be separate from and in addition to any vacation or holiday leave, and may be taken with the approval of the appointing authority at such time as will not impair the work schedule or efficiency of the department but with consideration given to the well-being of the employee. If an employee has reached the maximum allowed unused balance and is unable to take attorney leave because of work urgency and has had requests to use such leave denied in writing, the appointing authority will notify the Auditor-Controller/Treasurer/Tax Collector of the situation and request a waiver of the maximum allowed unused balance for a period not to exceed twelve (12) months. Appointing authorities are encouraged to give first consideration for attorney leave requests to employees who have exceeded the maximum unused balance and have been granted a waiver of the maximum unused balance due to work urgency. Attorney leave shall not be a vested right and will not be convertible to cash. Any attorney leave remaining on the books upon termination or other separation from the Unit shall be forfeited.

Employees promoting from the Attorney Unit into the classification of Supervising Deputy District Attorney, Supervising Deputy Public Defender, or Supervising Child Support Attorney may carry forward up to a maximum of forty (40) hours of any unused accrued Attorney Leave.

Employees may only submit amended Time and Labor Reports to charge or restore attorney leave for pay periods in which another leave type was requested, approved and charged, if such amended Time and Labor Reports are submitted within two (2) pay periods of the pay period to be amended.

AUTHORIZED EMPLOYEE REPRESENTATIVES

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – AUTHORIZED EMPLOYEE REPRESENTATIVES

If a Teamsters Business Agent is unavailable, Teamsters may designate employees as authorized employee representatives or alternates to represent employees in investigative interviews, in the processing of grievances, during disciplinary proceedings or as otherwise permitted by law, subject to the following rules and procedures:

Teamsters may designate at least one (1) authorized employee representative in each location for which the County maintains a work force. Teamsters shall be entitled to designate two (2) alternates for each authorized employee representative, provided that these alternates shall be located at the same major location as their appropriate representative.

(a) If there is no employee representative in this Unit at the work location, representation may be provided by an employee representative from another Unit, provided that rank and file employees are not represented by SUPERVISORY UNIT or MANAGEMENT UNIT employee representatives or vice versa.

(b) Teamsters will designate only employees who have obtained regular status.

(c) Teamsters shall file with the affected Department Head, Department Human Resources Business Partner, and the Employee Relations Division Chief, a written list of all employees designated as authorized employee representatives and alternates, such list to be kept current by Teamsters.

(d) Time spent during regularly scheduled work hours by an authorized employee representative or alternate in representing an employee shall only be compensated by the County at such representative's or alternate's base rate of pay.

(e) County vehicles and supplies may not be used. County telephones may not be used in implementing the provisions of this Article if such use would unduly interfere with the efficiency, safety, or security of the County operations and result in telephone costs to the County.

(f) The parties shall arrange and be available for meetings, investigatory interviews, etc., within a reasonable period of time, taking into account such things as the nature of the offense and/or the circumstances (e.g., employee on ERL, employee seeking return to work, etc.).

(g) Prior to conducting an investigative interview, the County must inform the employee of the type of impropriety and allow the employee and the representative an opportunity to confer privately about the subject of the impending interview.

SECTION 2 – HANDLING OF GRIEVANCES AND DISCIPLINARY PROCEEDINGS

(a) At the request of an employee, an authorized employee representative or alternate may investigate a formal grievance and represent the employee at the resulting proceedings or during disciplinary proceedings, including Skelly hearings.

(b) Prior to participating in a grievance or disciplinary proceeding, the authorized employee representative or alternate and affected employee shall first obtain authorization from their immediate supervisor. The immediate supervisor may deny such request if it is deemed that such a request would unduly interfere with the efficiency, safety, or security of County operations. If the request is denied, the immediate supervisor will establish an alternate time convenient to the County and employees when the authorized employee representative or alternate and affected employee can reasonably expect to be released from their work assignment. A denial of permission will automatically constitute an extension of the time limits established in the Grievance Procedure equal to the amount of the delay.

(c) Employees must use the authorized employee representative or alternate assigned to their location and representation unit, except as otherwise provided herein.

(d) Sections 1 and 2 of this Article do not preclude authorized employee representatives from bringing one additional steward to a meeting (e.g., a meeting at a step in the grievance process, an administrative interview, etc.) for the purpose of training; provided, however, that the scheduling of the meeting shall not be delayed by the trainee steward's unavailability and his/her presence is authorized by his/her supervisor and does not unduly interfere with the efficiency, safety, or security of County operations. Further, the County shall be provided two working days advance notice of the trainee steward's anticipated presence unless a shorter period is agreed-upon or necessitated by

circumstance (e.g., scheduled less than 2 days in advance, etc.). Any time spent by trainee stewards at these meetings shall be processed in accordance with the Union Leave article.

SECTION 3 – EMPLOYEE REPRESENTATIVE COMMITTEE

Up to eighty-seven (87) authorized employee representatives or alternates will be permitted to attend Employee Representative Committee meetings on County time; provided, however, that no such employee shall be released for more than two (2) hours per month. In January of each year of this Agreement, representatives of Teamsters and the County will review the maximum number of attendees in this Section.

Monthly, Teamsters shall notify the County of the employee representatives who attended the previous Employee Representative Committee meeting.

BILINGUAL COMPENSATION

ELIGIBLE UNITS:

- **ALL UNITS – Except MANAGEMENT UNIT**

Employees in positions designated by the appointing authority which require employees as a condition of employment to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent in translation skills by Human Resources to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by Human Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language; and Level 3 - technical skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be effective as follows: verbal skill level at fifty dollars ($50.00) per pay period, written skill level at fifty-five dollars ($55.00) per pay period, and technical skill level at sixty dollars ($60.00) per pay period.

ELIGIBLE UNITS:

- **MANAGEMENT UNIT**

Upon the approval of the Director of Human Resources or designee, employees in the Human Services System Departments (Department of Behavioral Health, Transitional Assistance Department and Department of Child and Family Services ONLY), and Sheriff's Communication Managers required by the appointing authority or designee to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a condition of employment, shall be eligible for bilingual compensation in the amount of forty-five dollars ($45.00) per pay period. Such compensation shall apply regardless of the total time required per day for such translation. Such employees must be certified as competent in translation skills by Human Resources to be eligible for compensation.

BOOT/SPECIALIZED FOOTWEAR ALLOWANCE

(a) Allowance

The County agrees to make the following payment to employees in regular positions in the classes listed below who are required by the appointing authority to purchase and wear boots/specialized footwear to compensate for any costs associated with such boot/specialized footwear purchase and replacement.

The following classifications are eligible for an allowance in the amount of one-hundred fifty dollars ($150.00):

- Air Conditioning Mechanic *at Facilities Management*
- ARMC Food Service Manager
- Building Plant Operator *at Facilities Management*
- Building Inspector II and III
- Cook and Lead Cook
- Custodian *at ARMC*
- Ecological Resource Specialist
- Electrician
- Engineering Technician II, III, IV and V
- Equipment Parts Specialist I and II *at Fleet Management*
- Equipment Parts Supervisor at Fleet Management
- Fleet Service Writer
- Fleet Services Specialist
- Fleet Superintendent
- Fleet Supervisor
- Fleet Technician
- Food Service Supervisor
- Food Service Worker
- General Maintenance Mechanic
- General Maintenance Worker *at Facilities Management*
- General Services Worker II *at Facilities Management*
- Hospital Security Manager
- Hospital Security Supervisor I
- Hospital Security Supervisor II
- Lead Custodian *at ARMC*
- Lead Fleet Technician
- Lead Sheriff's Aviation Mechanic
- Maintenance and Construction Worker I and II
- Mechanics Assistant
- Motor Pool Assistant
- Motor Pool Services Assistant
- Motor Pool Specialist
- Painter I and II
- Plumber *at Facilities Management*

- Regional Building Inspector Supervisor
- Regulatory Environmental Specialist
- Security Officer I
- Security Officer II
- Senior Fleet Services Specialist
- Sheriff's Aviation Mechanic
- Sheriff's Aviation Mechanic Supervisor
- Sheriff's Cook
- Sheriff's Maintenance Mechanic
- Sr. Ecological Resource Specialist
- Storekeeper
- Stores Specialist
- Stores Supervisor II
- Supervising Agricultural/Standards Officer
- Supervising Building Construction Inspector
- Survey Party Chief

The following classifications are eligible for an allowance in the amount of two-hundred fifty dollars ($250.00):

- Construction Equipment Worker Trainee
- Construction Equipment Worker
- Equipment Operator
- Maintenance and Construction Supervisor I
- Maintenance and Construction Supervisor 2
- Public Works Operations Superintendent
- Public Works Operations Supervisor
- Senior Equipment Operator

Employees in these classifications who are not required by the appointing authority to purchase and wear boots/specialized footwear shall not receive the allowance.

The parties agree to meet and confer at the Union's request, in the event any department requires an employee to wear boots/specialized footwear in classifications that are not listed above.

(b) Administration

The annual boot/specialized footwear allowance shall be paid in a lump sum to employees in regular positions who are in paid status in the pay period that includes July 1 of each year. Those employees appointed after the pay period that includes July 1 shall receive a prorated allowance payment at the time of their appointment. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their appointment. An eligible employee employed in a regular position who is part- time or job-sharing shall be eligible for a prorated lump-sum payment based on regularly scheduled hours.

Employees not in paid status (i.e., not coding paid hours) in the pay period that includes July 1 shall receive a prorated boot/specialized footwear allowance payment upon return to paid status. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their return to paid status. However, an employee who is not in paid status during the entire fiscal year (i.e., not in paid status from pay period 15 of one year through pay period 14 of the following year) shall not receive the annual boot/specialized footwear allowance for the fiscal year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from June of 2014 through September 2016, and then returns to paid status in October 2016, the employee shall receive a prorated allowance payment for FY 2016/2017 upon their return to paid status but shall not receive the FY 2014/2015 allowance because the employee was not in paid status for the entire 2014/2015 fiscal year.

Any employee separating from County employment at the conclusion of a leave of absence shall not receive the boot/specialized footwear allowance.

CERTIFIED PUBLIC ACCOUNTANT STIPEND

The County shall establish a $750 annual Certified Public Accountant (CPA) Stipend for employees in the following classifications who attain and maintain a valid CPA License:

- Internal Auditor II, III, IV, and Supervisor II and III
- Accountant I, II, III, and Supervisor II and III
- Internal Review Accountant I, II, III, and IV
- Systems Accountant I, II, III, and Supervisor
- Administrative Manager (those assigned to a unit where they directly supervise and oversee work performed by Internal Auditor II, III, IV, Supervising Internal Auditor II and III, Accountant I, II, III, Supervising Accountant II and III, Internal Review Accountant I, II, III, and IV, Systems Accountant I, II, III, Supervising Systems Accountant, and Staff Analyst II)
- Administrative Supervisor I and II (those assigned to a unit where they directly supervise and oversee work performed by Internal Auditor II, III, IV, Supervising Internal Auditor II and III, Accountant I, II, III, Supervising Accountant II and III, Internal Review Accountant I, II, III, and IV, Systems Accountant I, II, III, Supervising Systems Accountant and Staff Analyst II)
- Staff Analyst II

The annual CPA stipend shall be paid in a lump sum to eligible employees in regular positions who are licensed CPAs, and are in paid status in the pay period that includes July 1 of each year. An eligible employee in a regular position who is part-time, or job-sharing shall be eligible for a prorated lump-sum payment based on regularly scheduled hours. An employee who is licensed as a CPA after July 1, or who is appointed after July 1, shall receive a prorated CPA stipend payment at the time of licensure or appointment, as applicable. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their appointment.

Eligible employees who are not in paid status (i.e., not coding paid hours) in the pay period that includes July 1 shall receive a prorated CPA stipend payment upon return to paid status. Such proration shall be

based upon the remaining number of pay periods in the fiscal year nearest their return to paid status. However, an employee who is not in paid status during the entire fiscal year (i.e., not in paid status from pay period 15 of one year through pay period 14 of the following year) shall not receive the annual CPA stipend for the fiscal year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from June of 2016 through September 2017, and then returns to paid status in October 2017, the employee shall receive a prorated CPA stipend payment for FY 2017/2018 upon their return to paid status but shall not receive the FY 2016/2017 stipend because the employee was not in paid status for the entire 2016/2017 fiscal year. Any employee separating from County employment at the conclusion of a leave of absence shall not receive the CPA stipend.

CLASS "A" BONUS

Newly hired employees or current employees in a regular position, for a classification designated below, who obtain a Class "A" license the pay period following board approval shall be eligible for a one-time Class "A" Bonus in the amount of five hundred dollars ($500).

CRAFT, LABOR & TRADES UNIT
- Construction Equipment Worker Trainee and Construction Equipment Worker
- Equipment Operator and Senior Equipment Operator
- Sheriff's Aviation Mechanic
- Lead Sheriff's Aviation Mechanic

SUPERVISORY UNIT
- Sheriff's Aviation Mechanic Supervisor

CLASSIFICATION

ELIGIBLE UNITS:
- **ALL UNITS**

SECTION 1 – PURPOSE

Classification review is a management tool to ensure the accurate reflection of tasks and duties involved in each County position for the purpose of recruitment, compensation, and organizational structuring. The County shall notify Teamsters in writing of all classification and salary changes to classifications allocated to a Teamsters Local 1932 Unit within two (2) working days after such changes have been approved by the Board of Supervisors. Whenever positions are subject to any change as a result of a classification review, such change will generally be determined by the County within one hundred and eighty (180) to two hundred and forty (240) days of receipt of the classification review request, subject to the classification appeal procedure. The parties recognize that there may be instances when a Teamsters classification request review may exceed two hundred and forty (240) days, and in those instances the County shall notify Teamsters of the anticipated duration of such review. New and revised classification specifications shall be furnished to Teamsters in a timely manner. Further, the County shall provide Teamsters Local 1932 with periodic status updates on classification studies/reviews. Such updates shall generally coincide with County's established submission deadlines (e.g., March and September). Finally,

the Teamsters may contact the Human Resources Business Partner after receiving the final recommendations to seek any additional clarification.

SECTION 2 – IMPLEMENTATION OF CLASSIFICATION STUDY RESULTS

(a) Upgradings

An upgrading is the reclassification of a position from one classification to another classification having a higher base salary range. Whenever an incumbent employee is upgraded as a result of such reclassification, pursuant to the Personnel Rules, such employee's step placement in the new salary range shall be governed by the Article on "Promotions."

(b) Downgradings

A downgrading is the reclassification of a position from one classification to another classification having a lower base salary range. When a position is downgraded, the incumbent employee may continue at the same salary rate payment where the salary rate is within the new base salary range. Where an incumbent receives a salary rate payment greater than the maximum of the new base salary range, the Director of Human Resources may authorize continuation of the same salary rate payment to the incumbent employee that the employee received prior to the downgrading of the position by placing the employee on an "X" step, provided that the employee shall receive no future salary rate increases until the salary range maximum of the new classification exceeds the "X" step. In accordance with San Bernardino County Personnel Rule Section 3.6(b), upon request, an employee with regular status occupying a position which has been downgraded shall be placed on an eligibility list for any classification equivalent to his/her former classification for a period of two (2) years. Equivalent classification is hereby defined as one requiring all of the following: (1) the same kind and amount of experience; (2) the same degree of skills, knowledge, and abilities; and (3) a salary level no higher than the employee's former classification.

(c) Salary Rate (Equity) Adjustment

A salary rate (equity) adjustment is a change in the salary range assignment of an existing classification as a result of a compensation study. Step placement for incumbent employees whose classification is assigned to a higher base salary range shall be determined as follows:

The employee shall be placed on the step in the new range that is approximately a five percent (5%) salary increase, not to exceed the maximum step of the new range. Service hours for the purpose of determining eligibility for the next merit advancement will not reset for employees receiving an equity adjustment. Subsequent step advances shall be administered in accordance with the Salary Rates and Step Advancements and Merit Advancements Articles of this Agreement.

SECTION 3 – CLASSIFICATION APPEALS

In recognition that classification appeals can impact the terms and conditions of employment for Teamster-represented employees, only Teamsters Local 1932 shall be permitted to file classification appeals. The burden of proof on any classification appeal rests with the appellant to establish why the recommended allocation is not appropriate. The content of and decision on classification appeals shall be restricted to consideration of the recommended and the requested classification. All classification appeals shall be limited to a discussion of duties and responsibilities performed at the time the position was studied.

Classification appeals are heard by a mediator with classification expertise. The decision of the mediator shall be advisory. If the decision of the mediator has an economic impact, the decision of the mediator shall be in the form of a recommendation to the Board of Supervisors for final action. The mediator shall follow the appeal procedure established by the County and Teamsters, and provide written justification to the aforementioned parties on classification appeal recommendations. The cost of the mediator shall be split between the County Department of the employee/appellant and Teamsters.

Step 1 – At the conclusion of the classification study, Human Resources will make a written recommendation to the appointing authority, unless the mediator's recommendation would have an economic impact. In such cases, the Board of Supervisors would take final action.

Step 2 – The appointing authority will notify position incumbent(s) of study results and the timeframes for filing an appeal.

Step 3

(a) Teamsters Local 1932 may file a classification appeal individually or in groups provided that all positions represented were allocated to the same class and appealed to the same class. The appeal form should thoroughly explain why Teamsters Local 1932 believes that the allocation is not appropriate and why the requested class is more appropriate. Appeals must be based on the duties performed at the time the position was studied.

    Changes subsequent to the study will be considered under Personnel Rule Section 3.4(c) upon withdrawal of the appeal.

(b) An appeal to a non-existent class must clearly show that no existing classification describes the duties and functional responsibilities of the position.

(c) Disagreements on title of a class, or on the format and wording of class specifications, are not bases for an appeal. Requests for revisions will be presented in writing to Human Resources for review.

(d) Revisions to a class specification may be appealed to the mediator in cases where it is alleged that a class specification was so significantly revised as to change the grade determinants of a class.

(e) Disagreements on salary matters for new classifications are excluded from this procedure and will be considered in the context of the meet and confer process. The salary of a classification for which a technical title change has been approved by the Board of Supervisors is not appealable. No salary action can be taken on an existing classification to the meet and confer process that would have the effect of reopening this Agreement. Salaries for new classes will be set by management, unless changes are made by an appeal and recommended by the meet and confer process.

(f) Disagreements on representation unit designations are excluded from this procedure.

Step 4 – Teamsters Local 1932 completes the Classification Appeal Form and files it within fifteen (15) working days of Board of Supervisors' approval; or within fifteen (15) working days from the appointing authority's notification to the employee.

Step 5

(a) The appeal will be reviewed by Human Resources for changes in job duties or other substantial changes to the position description on which the allocation was based.

(b) Human Resources staff will respond in writing to the Appeal within fifteen (15) working days. Copies of the response will be sent to Teamsters Local 1932.

Step 6 – A mandatory prehearing conference will be scheduled within a twenty (20) workday period from the date of Human Resources' response. Teamsters Local 1932 and Human Resources staff will meet and attempt to reach a settlement. At the request of parties involved, additional personnel may attend to offer clarification of job duties performed by the appellant(s). If no resolution is reached at this conference, Teamsters Local 1932 and Human Resources will stipulate the issue(s) in dispute.

Step 7 – Following the prehearing conference, Human Resources staff and Teamsters Local 1932 will consider the information exchanged. Human Resources may revise its allocation recommendation, and appellant(s) may withdraw appeals.

Step 8 – Any additional supporting documentation must be filed with the mediator by both Teamsters Local 1932 and Human Resources staff fifteen (15) workdays subsequent to the prehearing conference. Lists of witnesses and all written materials/exhibits that are to be discussed at the hearing must be included in this final brief. All parties will receive copies of these briefs.

Step 9 – All of the aforementioned timeframes may be lengthened or shortened upon the joint concurrence of Human Resources and Teamsters Local 1932.

Step 10 – Appeals which have not been resolved through the preceding steps will be forwarded to the mediator.

Step 11 – Appeals presentations will be limited to the incumbent employees or spokespersons elected from the group, exclusive recognized employee organization staff representatives, and members of Human Resources staff. Witnesses may be heard for the purpose of clarifying technical aspects of job duties.

(a) Prior to the appeal hearing, the mediator will have reviewed copies of the appeal documentation submitted by both parties.

(b) Appellants will present arguments first. The burden of proof is with Teamsters Local 1932 why the recommended classification allocation is not an appropriate recommendation. Twenty (20) minutes will be allowed for presentation. Time not taken for presentation will be forfeited. Arguments should be centered around why the classification allocation was not appropriate and what classification would be the most appropriate.

(c) Human Resources staff will present arguments. Twenty (20) minutes will be allowed for presentation of this argument. Time not taken will be forfeited.

(d) At the conclusion of the arguments, the mediator will have the opportunity to ask questions.

Step 12

(a) Decisions of the mediator will be limited to the class recommended by Human Resources or the class requested by the appellant on the Classification Appeal Form.

(b) A written decision shall be given within thirty (30) days of the hearing, indicating the basis for the decision.

Step 13 – Following the appeal hearing, the mediator shall forward the written recommendations to Human Resources and Teamsters Local 1932. Both parties will be allowed a two (2) week review period prior to submission of the decision to the Board of Supervisors.

Step 14 – Parties will agree to support the recommendations of the mediator unless there is a failure to act in good faith in implementing the spirit and intent of these procedures.

Step 15 – This procedure shall remain in effect until it is changed through the meet and confer process. Requests for changes to the procedure may be presented at any time.

SECTION 4 – ORGANIZATIONAL ANALYSIS

County agrees upon request from Teamsters Local 1932 to initiate an organizational analysis of ancillary departments at Arrowhead Regional Medical Center (ARMC) within 90 days following Board approval of the MOU. The analysis will assist ARMC in identifying if the structure and people strategy are appropriate and provide recommendations for consideration. The County will meet and confer with the union on potential impacts to employees.

SECTION 5 – ANNUAL CLASSIFICATION EVALUATION REQUEST

Teamsters Local 1932 may submit a written request to Human Resources to evaluate the designated salary ranges for up to five (5) classifications per year. Once a classification has been reviewed, that classification is no longer eligible for review during the term of the Agreement. Teamsters Local 1932 will thoroughly explain in their written request why the classification is appropriate for an evaluation and provide supporting information. Both parties understand that various factors are used as part of the evaluation process to include external county salaries, retention, vacancy, recruitment data, and internal classification relations (vertical and horizontal). The County agrees to meet within 30 days of a Teamsters Local 1932 request to review the selected classifications to consider potential remedies.

If the parties have not reached mutual agreement within 90 days of the first meeting, unless a deadline extension is agreed upon, the parties agree to proceed to mediation. The mediator shall have classification expertise and the decision of the mediator shall be advisory. The decision of the mediator shall be made in the form of a recommendation to the Director of Human Resources for final consideration. The cost of the mediator shall be split between the parties.

This process is meant to be a standalone process and separate from other sections of this article.

COUNTY IDENTIFICATION/ACCESS CARDS

ELIGIBLE UNITS:

- **ALL UNITS**

The County will provide identification and/or access cards to all employees. Such cards will include the employee's name and photograph. Employees shall carry such cards at all times while engaged in County business and in connection with such business shall produce cards for inspection to any County official.

County identification and/or access cards will be replaced without charge if damaged due to normal wear and tear. In the event an employee identification and/or access card is lost, stolen, or destroyed, an employee may be charged the reasonable cost of replacing said card(s).

Employees shall surrender such cards upon separation from County Department(s) and/or upon separation from County employment.

COUNTY MANAGEMENT RIGHTS

ELIGIBLE UNITS:

- **ALL UNITS**

All management rights and functions shall remain vested exclusively with the County except those which are clearly and expressly limited in this Agreement. It is recognized merely by way of illustration that such management rights and functions include but are not limited to:

(a) The right to determine the mission and organizational structure of each of its agencies, departments, institutions, boards, and commissions.

(b) The right of full and exclusive control of the management of the County; supervision of all operations; determination of the methods and means of performing any and all work; and composition, assignment, direction, location, and determination of the size and mission of the work force.

(c) The right to determine the work to be done by the employees, including establishment of levels of service and staffing patterns.

(d) The right to change or introduce new or improved operations, methods, means or facilities; to reorganize operations, modify or discontinue programs and services; or to contract for work to be done; provided, however, that the parties shall meet and discuss the impacts of any contract proposed to be awarded which would contract for services currently being provided by Unit employees.

(e) The right to prescribe qualifications for employment and determine whether they are met; to hire, set and enforce performance standards, and promote employees; to establish, revise and enforce work rules; to schedule work time and time off; to require overtime and determine the necessity for overtime; to transfer, reassign, and lay off employees; to suspend, reduce in step, demote, discharge or otherwise discipline employees for cause; and to otherwise maintain orderly, effective, and efficient operations.

This Article neither establishes nor grants any rights or benefits to the Association or employees covered by this Agreement, and the County shall be free to exercise its rights under this provision without challenge from the Association or employees except where it can be demonstrated that such exercise is contrary to a specific limitation placed upon the County in another Article of this Agreement.

DEFERRED COMPENSATION

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – SALARY DEFERRAL ENROLLMENT

All employees in a bargaining unit covered by the MOU shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plan, subject to all legal requirements and constraints. Prior to the first salary deferral deduction employees shall be provided a 30-day period during which the employee may decline in writing to be enrolled and no salary deferral deduction shall be taken. Thereafter, after being enrolled into the County's 457 Deferred Compensation Plan employees may withdraw at any time.

The Human Resources Employee Benefits and Services Division shall establish the forms and guidelines for the salary deferral declination of enrollment and administer the deduction according to the applicable Plan Document(s) and/or Human Resources Benefits procedures.

SECTION 2 – COUNTY MATCHING CONTRIBUTION

Employees who have completed one (1) year of continuous service in a regular position shall be eligible for the benefits of this article. The bi-weekly contribution of employees who contribute to the County's Section 457(b) Deferred Compensation Plan will be matched by a County contribution on the basis of one-half times (1/2 x) the employee's contribution up to one-half percent (1/2%) the employee's bi-weekly base salary. For example, an employee who contributes $10.00 per pay period shall receive a County contribution of $5.00 per pay period, provided that $5.00 does not exceed one-half percent (1/2%) of the employee's bi-weekly base salary. County contributions to the Plan shall not be considered earnable compensation.

DEFINITIONS

ELIGIBLE UNITS:

- **ALL UNITS**

Listed below are definitions of terms commonly used in this Agreement.

Appointing Authority – Refers to the department head of the employee's department. It includes any person who is designated as acting department head, employees acting for the department head during absence, and/or employees delegated all authority to act on behalf of the appointing authority on a regular basis.

Base Rate of Pay/Base Hourly Rate – Refers to the employee's base hourly wage, excluding differentials and other pay above the base hourly wage (See Appendix C).

Bi-weekly Base Salary/Base Bi-weekly Salary – Refers to the employee's base hourly rate, excluding any differentials or other pay above the base hourly rate, such as SAC Pay, multiplied by the base hours paid (e.g., REG, SCK, VAC, etc.) each pay period.

Calendar Year - Refers to pay period 1 through 26 consecutively (or 27 when applicable).

County/Continuous Service – Refers to the total length of service from an employee's most recent beginning (hire) date in a regular position with no separation from County employment.

Date of Hire or Hire Date – Refers to the effective date of the most recent date of hire in a regular position.

Director of Human Resources – Refers to the incumbent in the Director of Human Resources' position. It also includes any person who has been designated as acting Director of Human Resources, employees acting for the Director during absence, and/or employees delegated authority approval on a regular basis by the Director of Human Resources.

Fringe Benefit(s) – Refers to non-wage compensation provided to employees such as, but not limited to, employer paid insurances, paid leaves, tuition reimbursement, Medical Emergency Leave, Voluntary Time Off, and Opt-out/Waive amounts. Fringe benefits shall not include compensation such as base salary, SAC Pay and differentials.

Fiscal Year – Ordinarily refers to pay period 15 of one year through pay period 14 of the following year.

Paid Hours – Shall mean hours actually worked or the use of accrued leave time such as vacation, sick, holiday, compensatory time, or Paid Time Off (PTO). It does not include unpaid hours or disability payments such as Short-Term Disability or workers compensation.

Paid Status – Refers to any pay period in which an employee codes paid hours.

Regular Position – Refers to a position authorized by the Board of Supervisors, that may be budgeted at either full-time or part-time level, and may be in either the Classified or Unclassified Service. Regular positions do not include recurrent, extra-help, ordinance, contract and other contingent positions.

Regular Status – Refers to an employee's status upon the completion of a required probationary and/or trainee period in a regular classified position in the employee's current or prior position as applicable.

Service Date – Refers to the first day of the pay period in which the employee begins work.

Service Hours – Refers to paid hours in a regular County position from an employee's most recent date of hire and during an employee's regular tour of duty, up to 80 hours per pay period. Time without pay, disability payments, Medical Emergency Leave, and overtime hours do not count as service hours.

Standard Tour of Duty – see Article "Standard Tour of Duty".

Working Days – Refers to the days that the County is normally open to conduct business, i.e., Monday through Friday, excluding County holidays.

DEMOTIONS

ELIGIBLE UNITS:

- **ALL UNITS**

A demotion is the appointment of an employee from an incumbent position to a position in a different classification for which the maximum rate of pay is lower.

A promoted employee who returns to his/her former classification during the probationary period shall be placed on the same step within the base salary range for the former classification that the employee was on at time of promotion. No credit shall be granted for hours worked at the promoted level for next step advance due date.

A probationary employee who voluntarily demotes to a different classification from which the employee was promoted shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demotes. However, if the salary rate is higher than the top step of the lower classification, the employee shall be placed at the top step of the base salary range of the lower classification.

An employee with regular status who voluntarily demotes to a lower classification shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demotes. However, if the salary rate is higher than the top step of the lower classification, the employee shall be placed at the top step of the base salary range of the lower classification.

An employee who demotes to a trainee classification for which the journey level classification is higher than the classification he/she demoted from, shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demoted. Employees whose current base rate of pay exceeds the top step of the salary range to which the employee demoted shall be placed on the "X" step and retain their current base rate of pay. Provided that the "X" step continues to be above the top step of the demoted classification range, the employee shall receive no future salary rate increases until the employee has promoted to the journey level classification.

An employee who demotes to a trainee classification for which the journey level classification is lower than the classification he/she demoted from shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demoted, provided that the salary rate does not exceed the top step of the journey level classification. However, if the salary rate is higher than the top step of the journey level classification, the employee shall be placed at the top step of the base salary range of the lower journey level classification.

An employee whose position is downgraded as a result of a classification study may be placed on the "X" step in accordance with the provisions of the Article on "Classification, Section 2(b)" with the approval of the appointing authority and the Director of Human Resources.

An employee demoted for disciplinary reasons shall be placed on the step within the base salary range of the class to which demoted as provided in the Order of Demotion.

If the employee held prior regular status in the demoted to classification, the employee shall resume said status. If the employee did not have prior regular status in the classification, the employee shall be required to serve a probationary period, unless waived by the Director of Human Resources. When considering whether to waive the probationary period the Director of Human Resources will take into consideration many factors, including whether the classification the employee is demoting from has the same duties the classification the employee is demoting to, but is distinguished by higher level complexities (e.g., Programmer II to Programmer I).

DEPENDENT CARE ASSISTANCE PLAN

ELIGIBLE UNITS:

- **ALL UNITS**

The purpose of this Section 125 Dependent Care Assistance Plan (DCAP) is to permit eligible employees to make an election to pay for certain dependent care expenses with salary reduction from compensation contributed to the Plan before federal income or social security taxes are paid to the Internal Revenue Service ("Salary Reduction") in accordance with Sections 125 and 129 of the Internal Revenue Code (IRC) of 1986 and regulations issued pursuant thereto. DCAP shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law. DCAP exclusions from gross income do not affect compensation for retirement purposes.

DCAP will be administered by the County's Human Resources Department, Human Resources Division Chief, Employee Benefits and Services, consistent with said IRC Sections and the County's Dependent Care Assistance Plan Document.

(a) To be eligible to enroll in this benefit, an employee must be in a regular position.

(b) Enrollment in the Plan for current employees is required every Plan Year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status event. Failure to submit participation agreement within the time frame shall result in an election to not participate in the Plan.

(c) An employee must elect to contribute to DCAP through salary reduction on forms approved by the Human Resources Division Chief, Employee Benefits and Services. An employee election to participate shall be irrevocable for the remainder of the Plan year. Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Dependent Care Assistance Plan Document.

(d) Pursuant to IRC Section 125, any amounts remaining in the employee's account at the end of a Plan Year must be forfeited except as permitted by the IRC and the County's Dependent Care Assistance Plan Document. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

DIFFERENTIALS

SECTION 1 – AFTER HOURS HOTLINE SUPERVISOR

ELIGIBLE UNITS:

- **SUPERVISORY UNIT**

Supervising Social Service Practitioners in the Department of Aging and Adult Services who are designated by their appointing authority to take telephone calls regarding elder/dependent adult endangerment issues, assess risk to an elder/dependent adult, contact staff and assign them case responsibility, assist staff in locating placements as needed, and otherwise provide support to on-call staff, while working beyond the regular hours of the After Hours Abuse Hotline shall be paid twelve dollars ($12.00) in lieu of overtime compensation or compensatory time for each hour of assigned duty. The number of employees scheduled for assignment or the removal of employees from the hotline differential is at the discretion of the appointing authority and is not subject to review through the Grievance Procedure.

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

SECTION 2 – INPATIENT ASSIGNMENT COMPENSATION

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**
- **CLERICAL UNIT**
- **CRAFT, LABOR, & TRADES UNIT**
- **NURSES SUPERVISORY & MANAGEMENT UNIT**
- **SUPERVISORY UNIT**
- **TECHNICAL AND INSPECTION UNIT**

Employees in the following classifications with a continuous, full-time assignment for work in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center shall receive inpatient assignment compensation:

SUPERVISORY UNIT	Mental Health Clinic Supervisor Supervising Custodian
NURSES SUPERVISORY & MANAGEMENT UNIT	Assistant Unit Manager I – Specialty Care Assistant Unit Manager II – Specialty Care Unit Manager House Supervisor

The appointing authority shall designate those positions eligible to receive inpatient assignment compensation of one hundred twenty dollars ($120.00) per pay period for employees in paid status.

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with

the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

Employees in the following additional classifications with a continuous, full-time assignment for work in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center shall receive inpatient assignment compensation in the amount of one dollar and fifty cents ($1.50) for each hour actually worked in this assignment:

ADMINISTRATIVE SERVICES UNIT	Social Worker II Trainee Social Worker II
CLERICAL UNIT	Hospital Unit Assistant
CRAFT, LABOR & TRADES UNIT	Patient Care Assistant Custodian and Lead Custodian
TECHNICAL & INSPECTION UNIT	Licensed Vocational Nurse I, II, and III Occupational Therapy Assistant Psychiatric Technician I and II

SECTION 3 – SUPERVISING LABORATORY TECHNOLOGIST WEEKEND NIGHT DIFFERENTIAL

ELIGIBLE UNITS:

- **SUPERVISORY UNIT**

The following differential has been established for the Supervising Laboratory Technologists assigned to work on a weekend night.

(a) Weekend night for purposes of this provision is from 11:30 p.m. Friday to 7:30 a.m. Monday.

(b) A Supervising Laboratory Technologist assigned to work a weekend night shall be paid an additional one dollar and fifty cents ($1.50) per hour over and above their base hourly rate.

SECTION 4 – SHIFT DIFFERENTIALS

ELIGIBLE UNITS:

- **ALL UNITS – Except MANAGEMENT UNIT**

Special Provisions

The following differentials shall not be included in the base rate of pay when computing overtime or call-back pay. Such differentials will be included in computing overtime for employees who are not exempt under the Fair Labor Standards Act (i.e., ADMINISTRATIVE SERVICES UNIT, CLERICAL UNIT, TECHNICAL & INSPECTION UNIT, and CRAFT, LABOR & TRADES UNIT).

Employees shall be eligible to receive shift differential compensation when the majority of hours worked are covered by a shift differential. Where the hours overlap more than one shift differential, the employee will receive the applicable shift differential based on the majority of the shift worked, for the total number

of hours worked during that shift.

Overtime worked is in addition to a scheduled tour of duty and is compensated separately in accordance with the overtime provisions of this Agreement.

(a) Evening and Night Shift Differentials

Employees assigned to a continuous or regularly recurring evening or night shift tour of duty shall receive additional shift differential over and above the established base rates of pay. Further, employees who provide relief work for other employees assigned to continuous or regularly recurring evening or night shift tours of duty shall receive shift differential compensation with prior approval of the appointing authority.

Employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar and twenty cents ($1.20) per hour over and above their base hourly rate. Effective August 10, 2024, employees who work the majority of the shift, including at least four (4) hours with or without intervening meal time, between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar and thirty five cents ($1.35) per hour over and above their base hourly rate.

Employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and seventy cents ($1.70) per hour over and above their base hourly rate. Effective August 10, 2024, employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and eighty-five cents ($1.85) per hour over and above their base hourly rate.

As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

When hours worked overlap more than one shift differential period, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 8:00 p.m. to 5:30 a.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 5.5 hours less the 30 minute meal period) are worked during the period of time covered by the Night Shift differential, the employee would receive the Night Shift differential (i.e., REG3) for all hours during that shift (i.e., 9 hours).

Employees who are assigned to a continuous evening or night shift tour of duty shall receive such differential in addition to base pay when computing paid leave compensation.

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

(b) Medical Support Shift Differentials

Employees designated in this paragraph assigned to hospital, mental, or correctional institutions who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 6:00 p.m. and 12:00 a.m. (midnight), shall receive two dollars ($2.00) per hour over and above their base hourly rate.

Those eligible employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive three dollars and thirty five cents ($3.35) per hour over and above their base hourly rate. This paragraph shall apply to the types of positions and units listed below:

ADMINISTRATIVE SERVICES UNIT	Respiratory Therapists Respiratory Care Practitioners I\II Pulmonary Function Specialists
SUPERVISORY UNIT	Supervising Laboratory Technologists Supervising Respiratory Care Practitioners

Those eligible employees who work the majority shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive three dollars and fifty cents ($3.50) per hour over and above their base hourly rate. This paragraph shall apply to the types of positions and units listed below:

NURSES SUPERVISORY & MANAGEMENT UNIT	All classifications requiring licensure by the Board of Registered Nursing as a registered nurse

As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

When hours worked overlap more than one shift differential period, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 8:00 p.m. to 5:30 a.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 5.5 hours less the 30 minute meal period) are worked during the period of time covered by the Night Shift differential, the employee would receive the Night Shift differential (i.e., REG3) for all hours during that shift (i.e., 9 hours).

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

(c) Medical Support Weekend Differential

Employees designated in this paragraph assigned to hospital, mental, or correctional institutions, who work on a scheduled weekend day off, shall be paid an additional three dollars and fifty cents ($3.50) per hour over and above their base hourly rate. Weekend for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend tour of duty, which was regularly scheduled as part of a standard tour of duty. This paragraph shall apply to the types of classifications and units listed below:

ADMINISTRATIVE SERVICES UNIT	Respiratory Therapists Respiratory Care Practitioners I\II Pulmonary Function Specialists
SUPERVISORY UNIT	Supervising Laboratory Technologists Supervising Respiratory Care Practitioners

Employees designated in this paragraph assigned to hospital, mental, or correctional institutions, who work on a scheduled weekend day off, shall be paid an additional four dollars and fifty cents ($4.50) per hour over and above their base hourly rate. Weekend for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend tour of duty, which was regularly scheduled as part of a standard tour of duty. This paragraph shall apply to the types of classifications and units listed below:

NURSES SUPERVISORY & MANAGEMENT UNIT	All classifications requiring licensure by the Board of Registered Nursing as a registered nurse

Employees in the additional classifications below assigned to hospital, mental, or correctional institutions, who work on a scheduled weekend day off, shall be paid an additional three dollars and fifty cents ($3.50) per hour actually worked over and above their base hourly rate. Weekend for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend tour of duty, which was regularly scheduled as part of a standard tour of duty.

ADMINISTRATIVE SERVICES UNIT	Social Worker I and II
CRAFT, LABOR & TRADES UNIT	Patient Care Assistant Psychiatric Aide
TECHNICAL & INSPECTION UNIT	Emergency Room Technician Licensed Vocational Nurse I, II, and III Licensed Vocational Nurse Corrections I and II Psychiatric Technician I and II

Employees who receive the Medical Support Weekend differential are not eligible to receive other shift differentials (e.g., Evening and Night Shift differentials) for hours worked during the weekend shift.

(d) Weekend Day Differential

Employees in the Child Abuse Hotline (CAHL), Children and Family Services Department, who work an assigned weekend day as part of their scheduled tour of duty, shall receive a weekend day differential of two dollars ($2.00) per hour over and above their base hourly rate. Weekend for purposes of this provision is Saturday and Sunday between 8:00 a.m. and 6:00 p.m. The purpose of this provision is to provide a differential for "weekend day" hours that are not covered by another shift differential. In no event shall an employee receive the Weekend Day differential and another shift differential for the same hours.

As provided above, employees shall receive the applicable shift differential amount based on the majority of shift worked, for the total number of hours worked during that shift. For example, an employee is assigned to work Saturday from 11:30 a.m. to 10:00 p.m. (i.e., a 10 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 6.5 hours less the 30 minute meal period) are worked during the period of time covered by the Weekend Day differential, the employee would receive the Weekend Day differential (i.e., CAHL) for all hours during that shift (i.e., 10 hours).

SECTION 5 – NURSES SUPERVISORY & MANAGEMENT UNIT DIFFERENTIAL

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**

Employees in the classifications of Unit Manager, Assistant Unit Manager II, and Nurse Supervisor regularly assigned to a special treatment unit at the Arrowhead Regional Medical Center shall be entitled to unit differential upon certification of the appointing authority that said nurse possesses specialized skills required to perform within the assigned unit. Special treatment unit for eligible employees is defined as Dialysis, Burn, Emergency, Respiratory, Intensive Care, Coronary Care, Labor and Delivery, Behavioral Health, Medical Imaging, Operating Room, and Neonatal Intensive Care Units.

The rate for eligible employees in Dialysis, Respiratory, Intensive Care, Coronary Care, Behavioral Health, Labor and Delivery, Medical Imaging, Operating Room, Burn, Emergency, and Neonatal Intensive Care Units shall be three dollars ($3.00) per hour.

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

SECTION 6 – MOBILE INTENSIVE CARE NURSE CERTIFICATION DIFFERENTIAL

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**

Registered Nurses in the NURSES SUPERVISORY & MANAGEMENT Unit (except Management level nurses, i.e., Clinical Director II and Clinical Director I) assigned to the Arrowhead Regional Medical Center Emergency Department who are required and approved by their appointing authority to maintain a valid certificate as a Mobile Intensive Care Nurse (MICN) shall be entitled to a differential of five percent (5%) above their base hourly rate for all hours actually worked.

SECTION 7 – ARMC CUSTODIAN ASSIGNMENT DIFFERENTIAL

ELIGIBLE UNITS:

- **CRAFT, LABOR & TRADES UNIT**
- **SUPERVISORY UNIT**

All employees assigned to the Arrowhead Regional Medical Center in regular positions in the classifications designated below shall be eligible to receive an assignment differential of one dollar ($1.00) per hour for all hours actually worked.

CRAFT, LABOR AND TRADES UNIT	Custodian Trainee, I and II
SUPERVISORY UNIT	Supervising Custodian

SECTION 8 – DETENTION DIFFERENTIAL (MAINTENANCE)

ELIGIBLE UNITS:

- **CRAFT, LABOR AND TRADES UNIT**

Employees in the classifications of Maintenance Mechanic, Maintenance Supervisor, Painter I, Electrician, Air Conditioning Mechanics, Sprinkler System Workers, Safety & Code Compliance Technician, Sheriff's Maintenance Mechanic Trainee, Sheriff's Maintenance Mechanic, Sheriff's Maintenance Manager, and Building Plant Operators regularly assigned and report to work at a detention center(s) as their normal work assignment shall be entitled to one dollar and fifty cents ($1.50) per hour over and above their base hourly rate for hours actually worked at this facility.

SECTION 9 – PROBATION DIVISION DIRECTOR JUVENILE DETENTION AND ASSESSMENT CENTERS DIFFERENTIAL

ELIGIBLE UNITS:

- **MANAGEMENT UNIT**

Probation Division Directors I and II regularly assigned to work in Juvenile Detention and Assessment Center- San Bernardino, West Valley or High Desert may be eligible to receive a six percent (6%) assignment differential as long as assigned this duty. Such differential shall be based upon the base hourly wage of the affected employee. Eligibility for this differential is at the sole discretion of the Chief Probation Officer.

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

SECTION 10 – HIGH VOLTAGE DIFFERENTIAL

ELIGIBLE UNITS:

- **CRAFT, LABOR AND TRADES UNIT**

Electricians who work on electric lines that exceed 480 volts shall be entitled to one dollar and fifty cents ($1.50) per hour over and above their base hourly rate for hours actually worked performing such

assignments.

SECTION 11 – SHERIFF'S AVIATION MECHANIC INSPECTION AUTHORIZATION DIFFERENTIAL

ELIGIBLE UNITS:

- **CRAFT, LABOR AND TRADES UNIT and SUPERVISORY UNIT**

Sheriff's Aviation Mechanics who possess a valid Federal Aviation Inspection License that provides the employee the ability to perform Inspection Authorizations shall be entitled to a differential of one dollar and fifty cents ($1.50) per hour for hours worked performing such inspections.

SECTION 12 – INITIAL RESPONSE OPERATIONS (IRO) CHILD WELFARE SERVICES MANAGER (CWSM) AFTER HOURS ASSIGNMENT DIFFERENTIAL

ELIGIBLE UNITS:

- **MANAGEMENT UNIT**

The Child Welfare Services Manager (CWSM) in the Children and Family Services Department who is assigned to manage the afterhours operation of the Initial Response Operations (IRO) shall receive a six percent (6%) assignment differential as long as assigned this duty. Such differential shall be based upon the base hourly wage of the employee.

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

SECTION 13 – FUNDAMENTAL PAYROLL CERTIFICATION

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**

ACT Payroll Technicians who possess the Fundamental Payroll Certification issued by the American Payroll Association shall receive a five percent (5%) differential for all hours actually worked. Such differential shall be based upon the base hourly rate of the affected employee.

SECTION 14 – CLASS "A" LICENSE DIFFERENTIAL

ELIGIBLE UNITS:

- **CRAFT, LABOR & TRADES UNIT**

Regular employees in the classifications designated below who possess a valid Class "A" license will receive a differential of one dollar ($1.00) per hour for hours worked on a day in which the employee is required to perform duties requiring Class "A" licensure.

CRAFT, LABOR & TRADES UNIT	• Construction Equipment Worker Trainee and Construction Equipment Worker • Equipment Operator and Senior Equipment Operator • Sheriff's Aviation Mechanic • Lead Sheriff's Aviation Mechanic
SUPERVISORY UNIT	• Sheriff's Aviation Mechanic Supervisor

SECTION 15 – POST DIFFERENTIAL

ELIGIBLE UNITS:

- **MANAGEMENT UNIT**
- **TECHNICAL & INSPECTION UNIT**

Employees in the classifications designated below shall receive a differential for possessing an Intermediate POST certificate or an Advanced POST certificate as indicated below for each hour actually worked:

Classification	Intermediate POST	Advanced POST	Supervisory POST
Sheriff's Communication Dispatcher I, II Trainee, II, and III	$1.00/hour	$1.50/hour	N/A
Sheriff's Supervising Communication Dispatcher; Sheriff's Communication Manager; and Sheriff's Communications Administrator	$1.00/hour	$1.50/hour	$1.75/hour

The employee shall submit a written request for POST differential to the department with an attached copy of the appropriate POST certificate. POST differential shall start the first pay period following receipt by the County of a valid POST certificate.

SECTION 16 – AUDITING PAY DIFFERENTIAL

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**
- **SUPERVISORY UNIT**

Employees in the classifications designated below who are required by the appointing authority to perform auditing duties as the employee's primary function shall receive a differential of two percent (2.0%) above the employee's base rate of pay for all hours actually worked, up to eighty (80) hours per pay period:

ADMINISTRATIVE SERVICES UNIT	Internal Auditor II, III, and IV Accountant I, II, III, Internal Review Accountant I, II, III, and IV Auditor Appraiser I, II, III, Mental Health Auditor

SUPERVISORY UNIT	Supervising Internal Auditor II and III Supervising Accountant II and III Supervising Auditor Appraiser

For the purposes of this article, auditing duties must be conducted using approved standards prescribed for auditors by the AICPA, IIA, IFAC, GAGAS, SSAE or PCAOB or other comparable national or international organization or state or federal regulation. Audits must have resulted in the preparation of reports indicating the audits were conducted in accordance with the above referenced standards and/or regulations. Eligibility for this differential is at the discretion of the appointing authority. The number of employees assigned to primarily perform auditing duties or the removal of employees from performing these duties is at the discretion of the appointing authority and is not subject to review through the Grievance Procedure.

SECTION 17 – FLEET TECHNICIAN AUTOMOTIVE SERVICE EXCELLENCE (ASE) CERTIFICATION DIFFERENTIAL

ELIGIBLE UNITS:

- **CRAFT, LABOR & TRADES UNIT**
- **SUPERVISORY UNIT**
- **MANAGEMENT UNIT**

Fleet Technician, Lead Fleet Technician, Mechanic Assistant, Fleet Services Specialist, Senior Fleet Services Specialist, Fleet Supervisor, and Fleet Service Manager who possess one valid ASE certification shall receive twenty cents ($0.20) per hour over and above their base hourly rate of pay for all hours actually worked, up to eighty (80) hours per pay period. Fleet Technician, Lead Fleet Technician, Mechanic Assistant, Fleet Services Specialist, Senior Fleet Services Specialist, Fleet Supervisor, and Fleet Service Manager who possess at least two valid ASE certifications shall receive an additional forty cents ($0.40) per hour (i.e., for a total of $0.60 cents per hour) above their base hourly rate of pay for all hours actually worked, up to eighty (80) hours per pay period. Fleet Technician, Lead Fleet Technician, Mechanic Assistant, Fleet Services Specialist, Senior Fleet Services Specialist, Fleet Supervisor, and Fleet Service Manager who possess at least three valid ASE certifications shall receive an additional forty cents ($0.40) per hour (i.e., for a total of $1.00 dollar per hour) above their base hourly rate of pay for all hours actually worked, up to eighty (80) hours per pay period.

SECTION 18 – DETENTION FACILITY DIFFERENTIAL

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES**
- **TECHNICAL & INSPECTION**
- **SUPERVISORY UNITS**

Regular employees in the classifications designated below who are regularly assigned to a detention facility (i.e., the usual assignment where the employee performs his/her work duties) shall receive a differential of one dollar ($1.00) per hour over and above their base hourly rate for all hours actually worked in the assignment, up to eighty (80) hours per pay period:

ADMINISTRATIVE SERVICES UNIT	Alcohol and Drug Counselor Mental Health Specialist Social Worker II Workforce Development Specialist
TECHNICAL & INSPECTION UNIT	Clinic Assistant Eligibility Worker II Health Service Assistant I Psychiatric Technician I Orthopedic Technician Quality Management Specialist Radiologic Technologist II
SUPERVISORY UNIT	Mental Health Clinic Supervisor

SECTION 19 – PCR-STR DNA DIFFERENTIAL

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**
- **SUPERVISORY UNITS**

Regular, fully trained employees (i.e., have completed required training and have been authorized to perform case work) in the classifications designated below who are required by the appointing authority to perform DNA case review, analysis, firearms examination and analysis and comparison including NIBIN entry, and comparison and correlation, peer review, and case management shall receive a differential of seventy five cents ($0.75) per hour over and above their base hourly rate of pay for all hours actually worked, up to eighty (80) hours per pay period.

ADMINISTRATIVE SERVICES UNIT	Criminalist II and III
SUPERVISORY UNIT	Supervising Criminalist

SECTION 20 – DIALYSIS UNIT DIFFERENTIAL

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**

Licensed Vocational Nurse IIs assigned by the appointing authority to the Dialysis Unit at the Arrowhead Regional Medical Center shall receive a differential of one dollar and fifty cents ($1.50) per hour over and above their base hourly rate for all hours actually worked, up to eighty (80) hours per pay period.

SECTION 21 – LONGEVITY PAY

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**
- **CLERICAL UNIT**
- **CRAFT, LABOR, & TRADES UNIT**
- **MANAGEMENT UNIT**
- **SUPERVISORY UNIT**
- **TECHNICAL AND INSPECTION UNIT**

Unit employees (except for Probation Division Director I and II, who receive Transitional Pay) shall be eligible for longevity pay above the base rate of pay, as indicated below, based on total hours of completed continuous service with the County. Longevity pay shall be paid on all paid hours up to an employee's standard hours, and shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED SERVICE	COMPENSATION
31,200 Continuous Service Hours (15 years)	2.0%

Effective July 27, 2024, the County shall establish longevity pay (except for Probation Division Director I and II, who receive Transitional Pay) above the base rate of pay, as indicated below, based on total hours of completed continuous service with the County. Longevity pay shall be paid on all paid hours up to an employee's standard hours, and shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED SERVICE	COMPENSATION
20,800 Continuous Service Hours (10 years)	1.0%
31,200 Continuous Service Hours (15 years)	3.0%

The County established longevity pay for Probation Director I and II in lieu of the one-half percent (1/2%) match to the 457(b) Deferred Compensation Plan. This longevity pay will be above the base rate of pay as indicated below based on total hours of completed continuous service with the County. Longevity pay shall be paid on all paid hours up to an employee's standard hours, and shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED SERVICE	COMPENSATION
41,600 Continuous Service Hours (20 years)	2.0%

For purposes of longevity pay only, a year of completed County service is defined as 2,080 service hours with the County.

For Regular and Contract Respiratory Care Practitioners, completed continuous service with the County shall include continuous service either as a Contract Respiratory Care Practitioner II or a regular Respiratory Care Practitioner. For Regular or Contract Ultrasound Technologists, Radiological Technologists, Nuclear Medicine Technologists, and Special Procedures Radiological Technologists completed continuous service with the County shall include continuous service as a Regular or Contract Ultrasound Technologist, Radiological Technologist, or Special Procedures Radiological Technologist.

SECTION 22 – PUBLIC WORKS DIFFERENTIAL

Employees in the Public Works Department in the below classifications who work special critical shifts on a temporary basis performing urgent job operations (e.g., snow plowing, heavy equipment operation to address road closures, etc.) between the hours of 6:00 p.m. and 6:00 a.m. shall receive a differential in the amount of one dollar and seventy five cents ($1.75) per hour over and above their base hourly rate. The differential shall be paid only on hours actually worked between 6:00 p.m. and 6:00 a.m., in increments of fifteen (15) minutes. In no event shall an employee receive the Public Works Differential and another shift differential for the same hours. However, employee who are required to return to work due to a special critical shift involving a split shift, shall be eligible for Call Back Compensation (i.e., Return to Work Section 5). Eligible classifications are limited to the following:

Classification Title	Job Code
Equipment Operator	05191
Senior Equipment Operator	05193
Maintenance and Construction Supervisor I	13011
Maintenance and Construction Supervisor II	13012
Construction Equipment Worker Trainee	05186
Construction Equipment Worker	05187

Assigning, scheduling or posting of anticipated or actual temporary special critical shifts shall be at the discretion of the appointing authority, is not subject to the requirements outline in the Standard Tour of Duty Article for schedule changes, and is not subject to the Grievance Procedure. The County agrees to meet and confer regarding the scheduling of the special critical shifts upon request from Teamsters Local 1932.

SECTION 23 – ADVANCED CARDIAC LIFE SUPPORT (ACLS) DIFFERENTIAL

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**

House Supervisors and House Supervisor – Per Diems who possess and maintain an Advanced Cardiac Life Support (ACLS) Certification shall be eligible to receive the ACLS Certification Differential. The differential shall be three dollars ($3.00) per hour above their base hourly rate for all hours actually worked up to their standard hours per pay period.

SECTION 24 – RESPIRATORY CRITICAL CARE DIFFERENTIAL

Respiratory Care Practitioner II's and Contract Respiratory Care Practitioner II's who have completed at least 8,320 hours of continuous service as a Respiratory Care Practitioner II and/or Contract Respiratory Care Practitioner II with the County, possess and maintain qualifications as determined by the Department

required to provide care to patients in two of the following three specialties, and who make themselves available to work in those units, shall receive a differential of five percent (5.00%) above their base hourly rate for all hours actually worked (i.e., REG hours), up to their standard hours per pay period:

Adult Mechanical ventilation via high frequency ventilation,

Trauma/Emergency Room, or

Neonatal Intensive Care

This differential shall sunset on September 22, 2023.

SECTION 25 – MEDICAL IMAGING SPECIALTY DIFFERENTIAL

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**

Special Procedures Radiological Technologist's and Contract Special Procedures Radiological Technologists who possess and maintain licenses/certifications and competencies required to provide care to patients in multiple medical imaging areas, and who make themselves available to work in those units, shall receive a differential of five percent (5.00%) above their base hourly rate for all hours actually worked (i.e., REG hours), up to their standard hours per pay period. All technologists must perform X-rays as assigned and two or more of the following specialty areas to be eligible: CT, MRI, IR, Cath Lab, or Angio.

SECTION 26 – CHEMOTHERAPY CERTIFICATION PAY

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**

Any Unit Manager, Assistant Unit Manager I, or Assistant Unit Manager II who maintains appropriate certifications and is required to regularly administer chemotherapy treatments shall receive certification pay of $1,250 per year, payable in semi-annual installments. Such payments shall be made in the first full pay period in January and July of each year.

Parties agree to meet and confer at the Union's request, in the event the County increases the above certification pay for other bargaining units during the term of this Agreement.

SECTION 27 – CORRECTIONAL CERTIFICATION DIFFERENTIAL (PROBATION AND SHERIFFS)

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**

Employees in the classification of Supervising Correctional Nurse I, Supervising Correctional Nurse II, Sheriff's Nurse Supervisor I, and Sheriff's Nurse Supervisor II who attain and maintain a certificate as a Certified Correctional Health Professional or Certified Correctional Health Professional – RN (i.e., CCHP or CCHP – RN) shall receive a $1.00 /hour Correctional Certification Differential. The differential shall be paid for all hours actually worked, up to a nurse's standard hours per pay period.

Effective the pay period following Board approval of the MOU, the County shall establish a $0.50/hour Correctional Certification Differential for employees in the classification of Licensed Vocational Nurse II – Corrections who attain and maintain a certificate as a Certified Correctional Health Professional (i.e., CCHP). The differential shall be paid for all hours actually worked, up to an employee's standard hours per pay period.

SECTION 28 – AMERICAN INSTITUTE OF CERTIFIED PLANNERS DIFFERENTIAL

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**
- **SUPERVISORY UNIT**
- **MANAGEMENT UNIT**

The County established a $0.50/hour American Institute of Certified Planner Differential for employees in the classification of Planner Trainee, Planner I, Planner II, Planner III, Supervising Planner, and Planning Manager who attain and maintain a certificate as an American Institute Certified Planner. The differential shall be paid for all hours actually worked, up to an employee's standard hours per pay period.

SECTION 29 – DNA LEAD DIFFERENTIAL

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**

The County established a $1.00/hour DNA Lead Differential for the Criminalist III who is the assigned DNA Lead employee. The differential shall be paid for all hours actually worked while performing as the assigned DNA Lead, up to the employee's standard hours per pay period.

SECTION 30 – CANINE OFFICER PAY

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**

Employees in the classification of Victim Advocate II assigned to the District Attorney's Office who are assigned by the Appointing Authority to care for a Department Canine will be compensated eight (8) hours of pay each pay period at the employee's base rate of pay in order to provide care, feeding and maintenance to the Canine for the Department. Such time will be considered hours worked for the purposes of calculating overtime. This compensation shall not be paid during any period of extended leave, e.g., more than 80 consecutive hours, during which the employee is no longer responsible for caring for the Canine.

SECTION 31 – COMMUNITY CRISIS RESPONSE TEAM (CCRT)

ELIGIBLE UNITS:

- **SUPERVISORY UNIT**

Employees in the classification of Mental Health Clinic Supervisor who are regularly assigned to the Community Crisis Response Team (i.e., the usual assignment where the employee performs his/her work duties) shall receive a differential of two dollars ($2.00) per hour over and above their base hourly rate for all hours actually worked, up to their standard hours per pay period.

SECTION 32 – SHERIFF'S CRIME SCENE SPECIALIST INTERNATIONAL ASSOCIATION FOR IDENTIFICATION CERTIFICATION DIFFERENTIAL

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**
- **SUPERVISORY UNIT**

The County established a differential for employees in the classification of Sheriff's Crime Scene Specialist I, II, III, Lead, and Supervisor who attain and maintain a Crime Scene Investigator Certification, Crime Scene Analyst Certification, or Senior Crime Scene Analyst Certification from the International Association for Identification. The differential amounts provided below shall be paid for all hours actually worked, up to an employee's standard hours per pay period. Additionally, the differential amounts shall not be cumulative. For example, an employee who has a Crime Scene Investigator Certification and a Crime Scene Analyst Certification shall be eligible for the 2.50% Crime Scene Analyst Certification Differential only.

Classification	Crime Scene Investigator Certification	Crime Scene Analyst Certification	Senior Crime Scene Analyst Certification
Sheriff's Crime Scene Specialist I, II, III, Lead, and Supervisor	1.00% above base hourly rate	2.50% above base hourly rate	3.50% above base hourly rate

SECTION 33 – TENPRINT FINGERPRINT CERTIFICATION DIFFERENTIAL

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**

The County established a differential for employees in the classification of Fingerprint Examiner II who attain and maintain a Tenprint Fingerprint Certification. The differential shall be 2.00% of employee's base hourly rate and paid for all hours actually worked up to an employee's standard hours per pay period. The Tenprint Fingerprint Certification differential and the Latent Print Certification Differential in Section 35 of this article are not cumulative.

SECTION 34 – LATENT PRINT CERTIFICATION DIFFERENTIAL

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**

The County established a differential for employees in the classification of Latent Fingerprint Examiner who attain and maintain a Latent Print Certification. The differential shall be 3.50% of employee's base hourly rate and paid for all hours actually worked up to an employee's standard hours per pay period. The Latent Print Certification Differential and the Tenprint Fingerprint Certification differential in Section 34 of this article are not cumulative.

SECTION 35 – PRECEPTOR PAY

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**

Regular employees in the classifications listed below, who are assigned to perform as a preceptor shall receive additional compensation of one dollar ($1.00) per hour above their base hourly rate. The additional compensation shall only apply for hours actually worked in the preceptor assignment in which the employee precepts newly hired or transferred employees in the same classification.

An employee shall be paid Preceptor Pay for the period of time determined by the County for precepting duties as part of a formalized preceptor program. The employee will not be eligible for Preceptor Pay to work with or orient newly hired or current employees in different classifications.

TECHNICAL & INSPECTION UNIT	Autopsy Assistant (Sheriff's Department Only)
	Licensed Vocational Nurse II - Corrections
	Sheriff's Custody Specialist

The County agrees to meet and confer regarding adding other classifications that may meet the aforementioned criteria for a formalized preceptor program.

SECTION 36 – IN-FLIGHT MAINTENANCE PAY

ELIGIBLE UNITS:

- **CRAFT, LABOR & TRADES UNIT**
- **SUPERVISORY UNIT**

Sheriff's Aviation Mechanics, Lead Sheriff's Aviation Mechanics, and Sheriff's Aviation Mechanic Supervisors officially assigned to the Sheriff's Emergency Services Bureau/Aviation Unit and who are assigned to perform in-flight maintenance checks shall receive a wage differential for flight pay. These classifications shall receive five percent (5%) above base rate of pay for all hours of the daily shift in which they directly perform in-flight maintenance checks.

SECTION 37 – DEPARTMENT COORDINATION DIFFERENTIAL

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**

Sterile Processing Technician I, Radiologic Technologist I, II, and Contract Radiological Technologists who are assigned to monitor and respond to the department phone shall receive one dollar ($1.00) per hour above their base hourly rate for hours worked in charge of the phone when a Lead is not present.

SECTION 38 – EPIC DIFFERENTIALS

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES**
- **SUPERVISORY UNIT**

(a) EPIC Lead Differential: Employees in the classifications of EPIC Systems Analyst II who are assigned as EPIC Lead shall be eligible to receive the EPIC Lead Differential. The differential shall be 4% above their base hourly rate for all hours actually worked while performing as the assigned EPIC Lead, up to the employee's standard hours per pay period.

(b) EPIC Clinical Differential: Employees in the classification of EPIC Supervisor/Project Manager who are licensed Pharmacists, Physician Assistants, Chiropractors, or Medical Doctors and are assigned to oversee clinical modules and teams shall be eligible to receive the EPIC Clinical Differential. The differential shall be 2.5% above their base hourly rate for all hours actually worked while performing as the assigned EPIC Clinical Supervisor/Project Manager or EPIC Clinical Manager, up to the employee's standard hours per pay period.

SECTION 39 – BOARD CERTIFIED PSYCHIATRIST DIFFERENTIAL

ELIGIBLE UNITS:

- **SUPERVISORY UNIT**

The County established a differential for Psychiatrist IV's who are certified as a Diplomate by the American Board of Psychiatry and Neurology. Psychiatrist IV's in the Unit who are certified as a Diplomate by the American Boar d of Psychiatry and Neurology shall receive a five percent (5.00%) differential above the employee's base rate of pay. The differential shall be paid for all hours worked up to eighty (80) hour per pay period.

SECTION 40 – AFTER HOURS CHILD PLACEMENT NIGHT SHIFT DIFFERENTIAL

The purpose of this provision is to compensate employees, who are assigned to work night shifts for the purposes of child placement, over and above the established base rates of pay when working such night shift.

(a) After Hours Child Placement Night Shift - Night Shift for the purposes of this differential is from the hours of 6:00 p.m. to 6:00 a.m. Employees who work an assigned night shift where the majority of hours, including mealtime and at least four (4) hours, are worked between an established night shift, shall receive one dollar and seventy-five cents ($1.75) per hour over and above their base hourly rate.

(b) As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work Thursday from 5:00 p.m. to 2:00 a.m. (i.e., a 9-hour shift with a 30-minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30-minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

(c) In no event shall an employee receive the After Hours Child Placement Night Shift and another shift differential for the same hours.

DIRECT DEPOSIT

ELIGIBLE UNITS:

- **ALL UNITS**

All employees must make and maintain arrangements for the direct deposit of paychecks and reimbursements into the financial institution of their choice via electronic fund transfer. Employees who have not made such arrangements by the end of the 4th pay period after their date of hire shall be subject to disciplinary action. In cases where an employee is unable to make arrangements for electronic fund transfer, the Director of Human Resources may allow an exception to this Article. Any exceptions granted may be reviewed periodically for continuation, subject to the approval of the Director of Human

Resources.

Employees who fail to make arrangements for direct deposit shall receive paychecks and/or expense reimbursements via pay card.

DISASTER SERVICE WORKERS

ELIGIBLE UNITS:

- **ALL UNITS**

All employees covered by this Agreement are public employees, and, as such, are to serve as disaster service workers subject to such service activities as may be assigned to them by their superiors or by law, pursuant to Government Code Section 3100.

DUAL APPOINTMENTS

ELIGIBLE UNITS:

- **ALL UNITS**

The appointment of two (2) full-time employees to the same budgeted regular position may be authorized by the Director of Human Resources to facilitate training, to make assignments to a position which is vacant due to extended authorized leave of absence, or in an emergency. The most recently hired dual appointee shall enjoy all of the benefits of regular employees except regular status, unless the most recently appointed dual appointee has regular status in the classification. The most recently appointed employee shall be notified in writing by the appointing authority and such notification will clearly define the benefits to which that employee is entitled. Upon return of the initial appointee or completion of the training period or emergency, the following procedure shall apply. If the most recently appointed dual appointee has regular status in the same classification, he/she shall be placed in a vacant position in the same classification in the department/group. If no position is available, the employee shall be laid off, pursuant to the layoff provisions of this Agreement; provided, however, that the initial appointee shall be excluded from the order of layoff. If the most recently appointed dual appointee does not have regular status in the classification, he/she may be appointed to a vacant position in the same classification in the department/group; however, he/she shall be required to serve a probationary period unless waived by the Director of Human Resources. If the most recently appointed dual appointee held prior regular status in a lower classification immediately preceding the dual appointment, he/she shall have the right to return to the former classification and department. If he/she has not held prior regular status in a lower level classification, he/she shall be terminated.

EMERGENCY RESPONSE LUMP SUM – CHILDREN AND FAMILY SERVICES

General – The purpose of this provision is to compensate employees, who are regularly assigned to Emergency Response Operations for the Children and Family Services Department, when completing Emergency Response (ER) eligible duties.

Emergency Response is defined by California Department Social Services under the Emergency Response Enhancement Funding Program Plan.

Eligibility – The following classifications who are assigned to the Intake Unit, Open Case Investigators (OCI), Jurisdiction/Disposition (J/D) Writers performing intake or OCI tasks, the Child and Adult Abuse Hotline, or Carrier Workers* Unit shall be eligible:

- Social Worker II Trainee
- Social Worker II
- Supervising Social Service Practitioner

* With Manager approval, Carrier Workers completing referral investigations from beginning to end and who meet all other criteria as specified below may be eligible. Only those hours worked on the completion of the referral investigation shall count towards the accumulation of hours for eligibility of the lump sum amount.

Payment – Effective the pay period after board approval, employees who are in an eligible classification and assignment shall be eligible to receive a lump sum payment as outlined below:

Hours Required in Eligible Classification and Assignment*	Lump Sum Amount
1,040 hours	$1,260
2,080 hours	$1,820
4,160 hours	$3,640
Maximum Total Payment	$6,720
** Hours required are cumulative*	

For the purpose of this Side Letter, hours refer to continuous regular hours for all hours actually worked, up to eighty (80) hours per pay period, in an eligible classification and assignment.

Payment will be made on the second pay date of a Time Study month. Time Study auditing months for the purpose of department recordkeeping are February, April, August, and November of each year.

Employees are also required to complete and code time study for all Emergency Response eligible hours as appropriate.

Exclusion and Limitations

(a) The funding for this Side Letter is valid for FY 2022-2023, FY 2023-2024, FY 2024-2025. Unless additional funding is allocated this article will sunset on June 13, 2025, or when funding is exhausted, whichever occurs first.

(b) An employee who moves into an ineligible classification and/or assignment prior to meeting the eligible hours requirement will not be eligible for any portion of the lump sum amount and those hours will be forfeited.

(c) Employees who meet the eligible hours requirement and subsequently move to an ineligible classification and/or assignment will be eligible to receive the lump sum amount.

(d) An eligible employee who has separated from County employment for any reason prior to the pay period in which the payment is paid shall not be eligible to receive the payment.

(e) In no instance shall an employee be eligible for more than $6,720 in Emergency Response Lump Sum payment.

EMPLOYEE RIGHTS

ELIGIBLE UNITS:

- **ALL UNITS**

The following are employee rights:

(a) The right of employees to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

(b) The right of employees to refuse to join or participate in the activities of employee organizations and the right to represent themselves individually in their employment relations with the County.

(c) The right of employees to be free from interference, intimidation, restraint, coercion, discrimination, or reprisal on the part of an appointing authority, supervisor, other employees, or employee organizations as a result of their exercise of rights granted in this Article.

(d) The right of Teamsters, upon its request and prior to implementation, to meet and confer with County Management on matters within the scope of representation.

(e) Any settlement by the County and an individual grievant not represented by Teamsters Local 1932 shall not be binding on Teamsters Local 1932 and will not be admissible in any grievance hearing.

EQUITY ADJUSTMENTS

(a) Effective the pay period following Board approval, the County agrees to implement equity adjustments as specified below. Employees will be moved to the proposed range and placed on the same step as their current range. For example, an employee in the classification of Sheriff's Cook, who at the time of Board approval is on range 39 step 4, will be moved to range 40 step 4.

Service hours for the purpose of determining eligibility for the next merit advancement will not reset for employees receiving an equity adjustment.

Job Code	Classification	New Range
12159	Licensed Vocational Nurse I - Corrections	40T
12157	Licensed Vocational Nurse II - Corrections	42
13130	Mental Health Clinic Supervisor	67C

Job Code	Classification	New Range
19538	Sheriff's Nurse Supervisor I	72*
19539	Sheriff's Nurse Supervisor II	74B*
19862	Supervising Correctional Nurse I	72*
19864	Supervising Correctional Nurse II	73C*
03275	Supervising Social Services Practitioner	63
19183	Assistant Unit Manager I	69*
19184	Assistant Unit Manager I Specialty Care	72A*
19185	Assistant Unit Manager I Specialty Critical Care	73*
19186	Assistant Unit Manager II	70C*
19189	Assistant Unit Manager II Specialty Care	73C*
19187	Assistant Unit Manager II Specialty Critical Care	74 (NEW)*
12155	Licensed Vocational Nurse I	36T
12156	Licensed Vocational Nurse II	38A
12158	Licensed Vocational Nurse III	40A
13011	Maintenance and Construction Supervisor I	50
13012	Maintenance and Construction Supervisor II	54
19051	Security Officer II	32
19471	Sheriff's Cook II	40
19505	Sheriff's Food Services Manager	60
19506	Sheriff's Food Services Supervisor	45
19467	Sheriff's Custody Specialist	42C
19779	Supervising Animal Control Officer	52A
19778	Supervising Building Construction Inspector	61
16365	Supervising Phlebotomist	32C
19355	Supervising Public Health Nurse	67C*
19181	Unit Manager	75B*
03271	Child Welfare Services Manager	65
04375	Director of Respiratory Care Services	70
01401	Assistant Director of Respiratory Care Services	63C
19900	Supervising Respiratory Care Practitioner	61
** NURSES SUPERVISORY & MANAGEMENT UNIT Salary Table*		

(b) Effective July 27, 2024, the County agrees to implement equity adjustments as specified below. Employees will be placed on the proposed range on a step closest, but not less than, their current hourly rate. For example, an employee in the classification of Domestic Services Assistant, who on July 27, 2024 is on range 1M step 2 (hourly rate of $16.03), will be moved to range 4M step 1 (hourly rate of $16.12).

Service hours for the purpose of determining eligibility for the next merit advancement will not reset for employees receiving an equity adjustment.

Job Code	Classification	Proposed Range
12023	Clinical Lab Scientist Intern	4M

Job Code	Classification	Proposed Range
16363	Phlebotomist Trainee	4M
12178	Linen Room Attendant	4M
02091	Burn Care Technician Trainee	4M
04429	Domestic Services Assistant	4M
07034	General Services Worker I	4M
08066	Hospital Services Worker	4M
13003	Mail Processor I	4M
07033	General Services Aide	4M
12010	Laboratory Aid	4M
07036	General Services Worker II	4M
25451	Childcare Provider	4M
03315	Office Assistant I	4M
02010	Bindery Equipment Operator	4M
16338	Psychiatric Aide	4M
14045	Patient Care Assistant	5M
16364	Phlebotomist	5M
03560	Custodian	5M
19468	Sheriff's Custody Assistant	6M
16155	Rehabilitation Services Aide	6M
08045	Health Services Assistant I	6M
12129	Library Assistant	6M
12015	Laboratory Assistant	6M
07011	Garage Services Assistant	6M
03316	Office Assistant II	6M
08070	Hospital Unit Assistant	6M
08033	Health Info Management Assistant I	6M
01227	Animal License Checker I	6M
06012	Peer & Family Assistant I	6M
13304	Animal Care Assistant Curator	6M
01120	Code Enforcement Field Assistant	6M

(c) Effective July 27, 2024, the County agrees to implement equity adjustments as specified below. For the purpose of the equities as part of section (c), employees will be moved to the proposed range and placed on the same step as their current range. For example, an employee in the classification of Radiologic Technologist I, who at the time of Board approval is on range 48F step 4, will be moved to range 49 step 4.

Service hours for the purpose of determining eligibility for the next merit advancement will not reset for employees receiving an equity adjustment.

Job Code	Classification	Proposed Range
18013	Radiologic Technologist I	49F
18014	Radiologic Technologist II	54C

Job Code	Classification	Proposed Range
18015	Radiologic Technologist III	58C
19636	Special Procedures Radiologic Technologist I	56T
19637	Special Procedures Radiologic Technologist II	63A
19638	Special Procedures Radiologic Technologist III	65A
14018	Nuclear Medicine Technologist	63A
15015	Occupational Therapy Assistant	46C
16156	Physical Therapist Assistant	46C
03042	Telemetry Technician	31
21004	Ultrasound Technologist I	56T
21006	Ultrasound Technologist II	63A
21007	Ultrasound Technologist III	65A
18011	Radiology Supervisor	67C
03042	Care Assistant	31A
16905	Pulmonary Function Specialist	58
18199	Respiratory Care Practitioner	53C
18123	Respiratory Therapist	41C
27007	Contract Respiratory Care Practitioner	2.5% Increase to Range

(d) The Equity Adjustments article applies only to the classifications listed herein under section (a), (b) and (c).

EXPENSE REIMBURSEMENT

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – GENERAL PROVISIONS

The purpose of this Article is to define the policy and procedures by which employees shall report and be reimbursed for necessary expenses incurred on behalf of San Bernardino County, except as may be otherwise provided in this Agreement.

SECTION 2 – RESPONSIBILITIES

It shall be the responsibility of each appointing authority or designee to investigate and approve each request for expense reimbursement. It shall be the responsibility of each employee to obtain prior approval from the appropriate appointing authority or designee to incur a business expense or to exceed maximum allowable amounts provided in Section 7 of this Article. Prior approval may be in the form of standing orders issued by the appointing authority. Failure to obtain prior approval may result in denial of any expense claim (or excess amount) not pre-approved.

SECTION 3 – TRAVEL AUTHORIZATION

(a) Travel outside the State of California must be approved by the Chief Executive Officer or designee except when the trip outside California is within twenty (20) miles of the California border or travel

through a location anywhere in the adjacent state as a means of arriving at a location within California. Requests for such travel shall be submitted to the County Administrative Office through a travel request.

(b) The appointing authority or designee shall initiate travel requests. The Chief Executive Officer and Auditor- Controller/Treasurer/Tax Collector shall be notified in writing of all such designees.

(c) The appointing authority or designee is authorized to approve necessary travel within the State of California and use of a transportation mode consistent with this Article.

SECTION 4 – AUTHORIZATION FOR ATTENDANCE AT MEETINGS

(a) Appointing authorities may authorize attendance at meetings at County expense when the program material is directly related to an important phase of County service and holds promise of benefit to the County as a result of such attendance.

(b) Authorization for attendance at meetings without expense reimbursement, but on County time, may be granted when the employee is engaged on the County's behalf, but from which the gain will inure principally to the benefit of the employee and only incidentally to the County.

SECTION 5 – RECORDS AND REIMBURSEMENTS

(a) Requests for expense reimbursement should be submitted once each month and within one year of the date that expense was incurred.

(b) Unless otherwise provided in this Article, receipts or vouchers which verify the claimed expenditures will be required for all items of expense, except:

(1) Private mileage (e.g., mileage to the airport).

(2) Telephone and other communication-related charges including Wi-Fi and internet access fees if needed to conduct County business.

(3) Other authorized expenses of less than one dollar ($1.00).

(c) Claims for expense reimbursement totaling less than one dollar ($1.00) in any fiscal year shall not be paid.

(d) Reimbursement shall not be made for any personal expenses such as, but not limited to: entertainment, barbering, alcoholic beverages, etc.

(e) Except as otherwise provided in this Article, expense reimbursements shall be made on an actual cost basis.

(f) If receipt is unavailable, the employee may submit a signed statement with an explanation of expenses (i.e., itemized list of expenses with location, date, dollar amount, and reason for expenses) and an explanation as to why the receipt is unavailable.

(g) Expense reimbursements may be made via Electronic Fund Transfer into the financial institution of the employee's choice or by pay card. Employees who fail to make arrangements for direct deposit shall receive reimbursements via pay card.

SECTION 6 – TRANSPORTATION MODES

(a) The general rule for selection of a mode of transportation is that mode which represents the lowest expense to the County. Where an employee is given the choice between several means of travel (e.g.,

use of County vehicle vs. own personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is more costly, the employee shall only be reimbursed for the lesser cost option. For example, if an employee chooses to drive his/her own vehicle when offered a County vehicle, the employee shall not be entitled to any reimbursement. Similarly, if the cost of flying on an airplane is less than the cost of driving, the employee shall only be reimbursed for the amount the County would have paid for the flight.

(b) Travel Via Private Automobile

(1) Reimbursement for the use of privately owned automobiles to conduct County business shall be at the IRS allowable rate. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private automobile, insurance, maintenance, and all other transportation-related costs. The County does not provide any insurance for private automobiles used on County business. The owner of an automobile is responsible for the personal liability and property damage insurance when the vehicle is used on County business.

(2) When employees traveling on official County business, leave directly from their principal place of residence rather than from their assigned work location, mileage allowed to the first work contact point shall be the difference between the distance from the residence to the assigned work location and the distance from the residence to the first work contact point. If the first work contact point is closer than the assigned work location, no mileage shall be allowed. If the employee departs from the last work contact point directly to the residence, the same principle governs.

Employees may have multiple assigned work locations. Mileage allowed is based on the assigned work location for that day. When employees have more than one assigned work location in a standard tour of duty, mileage shall be allowed between assigned work locations.

In no case will mileage be allowed between the employee's residence and the assigned work location.

(c) Travel Via Rental Vehicles

Reimbursement will be provided for the cost of a rental vehicle for business purposes if such use is approved by the appointing authority. Rental vehicles are covered for liability and vehicle physical damage under the County's self-insurance program. Reimbursement will not be provided for the additional costs incurred if any employee purchases additional insurance or signs a Collision Damage Waiver (CDW) when renting a vehicle for County business. Requests for reimbursement for gasoline for rental vehicles must be accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

(d) Travel Via Ride-Share Service, Taxi, or Public/Mass Transit

Reimbursement will be provided for the cost of using a ride-share service, (e.g., Uber or Lyft), taxi, or public/mass transit (e.g., bus, streetcar, and ferry) if such expenses are incurred for County business and approved by the appointing authority.

(e) Travel Via Air

When commercial aircraft transportation is approved, the "cost of public carrier" shall mean the cost of air coach class rate including tax and security surcharges.

(f) Incidental Travel Expenses
Reimbursement will be provided for the cost of incidental travel expenses such as bridge tolls, road tolls and parking fees if such expenses are incurred as part of County business and approved by the appointing authority. Valet parking will not be reimbursed unless self-parking is not available or security is a concern.

SECTION 7 – MEALS AND LODGING

(a) Meal and lodging expenses shall not be allowed without prior approval of the appointing authority or designee as necessary for the purpose of conducting County business. Meal and lodging selections should represent a reasonable cost to the County and be generally consistent with the rates established by the General Services Administration (GSA). Excess charges for meals and lodging greater than the amounts listed below in paragraphs (b) and (c) may be authorized under special conditions, such as a convention or conference requirement (e.g., lodging at the hotel where the conference is held) or if County business requires lodging and meals in an area of unusually high cost (i.e., Non-Standard Areas as established by the GSA). Employees may be reimbursed for expenses in high cost areas for the actual cost incurred, but generally not to exceed the per diem amounts established by the GSA for that area and month. Receipts are mandatory to obtain reimbursement for all lodging expenses, and except as provided below for all meal expenses claimed.

(b) An employee may be reimbursed for lodging expenses at actual cost, generally not to exceed the standard lodging per diem rate as established by the GSA, except as otherwise provided in Section 7, paragraph (a) of this Article.

(c) Except as otherwise provided in Section 7, paragraph (a) of this Article, reimbursements for meal expenses for up to three (3) separate meals per day may be provided as follows:

(1) With receipts, an employee may be reimbursed for meal expenses at actual cost, not to exceed eleven dollars ($11.00) for breakfast, fifteen dollars ($15.00) for lunch, and twenty-four dollars ($24.00) for dinner, plus tax and up to 15% gratuity.

(2) Option Without receipts, an employee may be reimbursed for meal expenses at per diem rates not to exceed six dollars ($6.00) for breakfast, nine dollars ($9.00) for lunch, and nineteen dollars ($19.00) for dinner, plus tax and up to 15% gratuity.

(3) Where the cost of a meal is included as part of a registration charge for an event (e.g., continental breakfast at a conference or training seminar) or in the cost of lodging, an employee may not claim reimbursement for that meal.

(d) The parties agree that it is the basic responsibility of employees to anticipate and make provision for their own meals. In emergency situations at the work site, if an employee is unable to obtain a meal due to extraordinary working conditions or an extremely remote work site, the County shall make every effort to provide meals.

SECTION 8 – EXPENSE ADVANCES

Advancement of funds for business expenses can be obtained from the Auditor-Controller/Treasurer/Tax Collector through submission of the appropriate form. Advancements shall not exceed the maximum amounts for each meal as set forth in Section 7, paragraph (c)(2) herein. The minimum amount to be advanced is twenty-five dollars ($25.00). Upon return from travel, the employee must submit an expense reimbursement form and all receipts documenting expenses incurred. If the employee does not submit

this accounting within fifteen (15) calendar days of return from travel, or prior to termination of County employment, the Auditor-Controller/Treasurer/Tax Collector may recover the amount advanced from the employee's pay.

SECTION 9 – COUNTY CREDIT CARDS

The appointing authority may issue a County credit card to an employee and require business expenses be paid for with said card. Further, the County may require that meal and lodging expenses be limited to the maximum amounts listed in Section 7, paragraphs (b) and (c) above. If unauthorized charges are placed on the card, the employee shall be required to reimburse the County. If the employee fails to reimburse the County within fifteen (15) calendar days or prior to separation from County service, the Auditor-Controller/Treasurer/Tax Collector may recover any unauthorized charges from the employee's pay.

EXTRA-HELP/RECURRENT EMPLOYEES

Extra-help and Recurrent employees are not covered by this MOU and should not displace existing regular employees. The County shall provide Teamsters, upon its request, a report each quarter of the department, employee name and total hours worked during the year of employees working in an extra-help/recurrent capacity in Teamsters- represented classifications. The County is willing to meet with Teamsters if there are concerns regarding the results of the report.

The County will create a separate job code for extra-help employees. The parties agree to meet, at Teamsters' request, quarterly to review the status of the job code reassignment.

Extra-Help employees shall be utilized in accordance with the County Ordinance Section 13.0628, and are intended to be on less than a year-round basis, including, but not limited to the following: to cover seasonal peak workloads; emergency extra work loads of limited duration; necessary vacation, holiday or sick leave relief; and other situations involving a fluctuating staff.

FITNESS FOR DUTY

ELIGIBLE UNITS:

- **ALL UNITS**

The parties agree that physical and mental fitness of County employees are reasonable requirements to perform the duties of the job and instill public confidence. Recognizing these important factors, the parties agree that during the term of this Agreement the County, with reasonable cause, may require medical and psychological assessments of employees provided the County pays and provides time off without loss of pay for such assessments. All such assessments shall be done by appropriately qualified health care professionals.

Medical and psychological reports shall be released to and retained by the Center for Employee Health and Wellness. The information in these reports shall only be released on a need-to-know basis, restricted to the purpose for which the examination was originally required, for the effective conduct of County business.

Any remedial or treatment action shall be the full responsibility of the employee, except as otherwise provided by law.

FLEXIBLE SPENDING ACCOUNT

ELIGIBLE UNITS:

- **ALL UNITS**

The purpose of this Section 125 Medical Expense Reimbursement Flexible Spending Account (FSA) is to permit eligible employees to make an election to pay for qualifying medical care expenses, as determined by Section 213 of the Internal Revenue Code of 1986 (IRC), on a pre-tax basis by salary reduction in accordance with Sections 125 and 105(b) of the IRC and regulations issued pursuant thereto. FSA shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law. FSA exclusions from gross income do not affect compensation for retirement purposes.

FSA will be administered by the County Human Resources Department, Employee Benefits and Services Division, consistent with said IRC Sections and the County's Plan Document.

(a) To be eligible for this benefit, an employee must be in a regular position.

(b) Enrollment in the Plan for current employees is required every Plan year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status event.

(c) Eligible employees may contribute on a pre-tax basis, to a flexible spending account, each bi-weekly pay period up to the established amount pursuant to the IRC annual maximum. An employee election to participate in the Plan shall be irrevocable for the remainder of the Plan year. Once a salary reduction has begun, in no event will changes to elections or discontinuation of contributions be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Medical Expense Reimbursement Plan Document.

Employees who select the County-sponsored Blue Shield Access + HMO Plan or the Kaiser Choice HMO Plan or an equivalent Teamsters Local 1932-sponsored gold health plan and elect to enroll in the FSA shall be eligible for up to a $10.00 per pay period match to the FSA to be credited on a quarterly basis.

(d) Any unused amounts remaining in an employee's account at the end of the Plan year must be forfeited except as permitted by the IRC and the County's Medical Expense Reimbursement Plan Document. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

FULL UNDERSTANDING, MODIFICATION AND WAIVER

ELIGIBLE UNITS:

- **ALL UNITS**

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement for its duration therefore constitute the complete and total contract between the County and Teamsters with respect to wages, hours, and other terms and conditions of employment. Any prior or existing Agreement between the parties, whether formal or informal, regarding any such matters are hereby superseded and terminated in their entirety. Therefore, the County and Teamsters for the life of this Agreement, each voluntarily waives the right to meet and confer in good faith with respect to any subject or matter referred to or covered in this Agreement. The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions. This article shall not act as a waiver of any reserved or customary County management rights or act as a waiver of Teamsters' right to bargain the impact of the County's exercise of its exclusive management's rights if legally required to do so.

GRIEVANCE PROCEDURE

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – PURPOSE

The County and Teamsters fully realize the importance of a viable Grievance Procedure to aid in the resolution of disputes among employees, supervisors, and management. It is recognized that conditions may arise which can create employee dissatisfaction, and that to maintain high employee morale and harmonious relations, an orderly method of processing grievances is necessary. This procedure is intended to establish a systematic means for obtaining answers and decisions regarding employee complaints. This procedure is not intended to be used to effect changes in the terms of this Agreement or those matters not covered by this Agreement. The Board of Supervisors and Teamsters have pledged that their representatives at all levels will extend active, aggressive and continuing efforts to secure prompt disposition of grievances. The initiation of a grievance in good faith by an employee shall not cause any adverse reflection on the employee's standing with immediate supervisors or loyalty as a County employee.

SECTION 2 – DEFINITION OF A GRIEVANCE

A grievance is a disagreement between County management and an employee, group of employees, or Teamsters concerning the interpretation, application, or alleged violation of a specific Article(s) of this Agreement. Teamsters may not independently submit or process a formal grievance, unless it alleges that at least one (1) employee within the Unit has suffered detriment as a result of the aggrieved contract provision. Group grievances are defined as, and limited to, those grievances that allege more than one (1) employee suffered harm under similar facts and circumstances within the grievance filing period. Group grievances shall name all harmed employees and/or classifications and identify the departments and/or

work locations of such employees. Where a group grievance is filed, one (1) employee in the group shall be selected by Teamsters to process the grievance. A grievant shall be entitled to Teamsters representation at any step under this Grievance Procedure.

SECTION 3 – JURISDICTION

The Director of Human Resources or designee, in consultation with the County Labor Relations Chief, shall have the sole authority within the County structure to provide the official management interpretation or application to any and all provisions of this Agreement. The arbitrator has the final authority within the County structure to adjudicate all grievances, as defined or otherwise provided herein. The arbitrator holds no jurisdiction over a grievance where the remedy has been granted.

SECTION 4 – EXCLUSIONS

In that only regular employees are covered by the Personnel Rules, any dispute which may arise between parties involving the application, meaning, or interpretation of the Personnel Rules shall be settled by the Civil Service Commission in accordance with the appropriate appeal procedure established in the Personnel Rules except as modified by the parties in this Agreement via Section 11 of this Article. All matters are excluded from this procedure which deal with the "Non-Discrimination" Article; "County Management Rights" Article; the project compensation provisions of the "Temporary Performance of Higher Level Duties" Article; federal or state statutes, rules or regulations; or County Charter.

The appeal processes that include the Classification Appeal Process, the Civil Service Commission and the Memoranda of Understanding grievance adjudicatory process are mutually exclusive remedy bodies. Accordingly, there shall be no double or multiple requests or appeals for a same case/same set of circumstances where one adjudicatory body has rendered a decision on the same. Decision is to be interpreted as excluding a situation where an adjudicatory body has determined it has no jurisdiction in the matter.

Except as otherwise provided by this Agreement or state or federal statute, this Grievance Procedure shall be the sole and exclusive procedure for seeking recourse for any grievance, as defined in Section 2 of this Article.

Any grievance will be terminated once an EEO complaint is filed on the issue being grieved.

SECTION 5 – REPRESENTATION

Aggrieved employee(s) may represent themselves, or may be represented by an authorized Teamsters employee representative, or by a Teamsters Labor Relations Representative. This representation may commence at any step in the Grievance Procedure. A representative of Human Resources may be in attendance at any step in the Grievance Procedure. The County agrees within reasonable limits to compensate the aggrieved employee(s) for time spent during regularly scheduled hours in the handling of real and prospective grievances.

SECTION 6 – CONSOLIDATION OF GRIEVANCES

In order to avoid the necessity of processing numerous similar grievances at one time, similar grievances shall be consolidated whenever possible.

SECTION 7 – TIME LIMITATIONS AND NOTIFICATION

Time limitations are established to settle a grievance quickly. Time limits may be modified only by agreement of the parties. If at any step of this Grievance Procedure, the grievant is dissatisfied with the decision rendered, it shall be the grievant's responsibility to initiate the action which submits the grievance to the next level of review within the time limits specified. Failure to submit the grievance within the time limits imposed shall terminate the grievance process and the matter shall be considered resolved. For purposes of this Grievance Procedure, notification to a party may be given either personally, by U.S. mail, telephonically, by facsimile, or via E-mail.

The County agrees to hold the Grievance Procedure time limitations in abeyance for any employee who is required to hold a Vocational Nurse license or are in the NURSES SUPERVISORY & MANAGEMENT UNIT who file an assignment despite objection form within fifteen (15) days of the assignment, and the subject matter of the assignment despite objection is specifically covered in the MOU (i.e., grievable). The Manager shall log the filing date the objection form was received and the date the objection was responded to. The applicable Grievance Procedure time limitations shall begin effective upon the date the employee receives the Manager's response.

The grievant shall promptly proceed to the next step if a reviewing official does not respond within the time limits specified. A grievance may be entertained or advanced to any step beyond Step 2, Employee Relations Division, if the parties jointly so agree. A copy of such agreements bearing the signature of the parties shall be filed with the Employee Relations Division of Human Resources.

When notice is mailed to an employee, it shall be sent to the employee's current address of record. For the purpose of this procedure, notice by mail shall be deemed to have been completed on the fifth calendar day following deposit of notice with the United States Postal Service, unless the party can establish that notice was not actually received as a result of circumstances beyond the party's control.

SECTION 8 – STEPS IN THE GRIEVANCE PROCEDURE

The procedures outlined herein constitute the steps necessary to resolve an employee's grievance. The attempt of settlement of grievances filed on behalf of an individual employee(s) at the employee-supervisor level is required. The grievance must be submitted within fifteen (15) working days after the employee is aware of the conditions precipitating the grievance.

Step 1 – Immediate Supervisor. Initially the employee having a grievance shall on a personal face-to-face basis discuss the complaint with the immediate supervisor. At this step, it is the responsibility of the employee to inform the supervisor that he/she is initiating the grievance process. Within three (3) working days the immediate supervisor shall give the decision to the employee orally.

Step 2 – Employee Relations Division. If a mutually acceptable solution has not been reached in Step 1, the grievant shall submit the grievance in writing on appropriate forms supplied by the Employee Relations Division which shall provide a detailed statement of the grievance, including dates, names, and places, applicable Agreement articles, and the specific remedy or action requested. The written grievance shall be filed in duplicate with the Employee Relations Division within five (5) working days of oral notification of the immediate supervisor's decision. The Employee Relations Division shall make a determination of whether the grievance is a matter for which the Grievance Procedure is appropriate after consultation with Teamsters. In making such determination, the Employee Relations Division shall determine if: (1) the grievance has been filed in a timely manner; (2) the initial step has been followed; (3) if the grievance alleges that a specific Memorandum of Understanding article(s) has been

misinterpreted, misapplied, or violated; and (4) The matter complained of in the grievance is covered by a specific provision of the MOU. The determination and notification to the grievant and Teamsters will be made within five (5) working days of receipt of the grievance. Teamsters may appeal this determination directly to an arbitrator in accordance with the provisions of this procedure within five (5) working days following notification by the Employee Relations Division.

If objection is made to the procedural and/or substantive grievability of a grievance at this step or any other step of the grievance procedure, the parties may mutually agree to continue processing the grievance on the merits. However, it is expressly agreed that such objections to the procedural and/or substantive grievability of a grievance are preserved in any arbitration hearing and that no waiver will result from the subsequent processing and discussion of the grievance on the merits.

Step 3 – Division Level. If the grievance is accepted, or the parties agree to hold in abeyance any objections to the procedural and/or substantive grievability of the grievance, the grievant shall submit the written grievance to the division level within five (5) working days of notification of the Employee Relations Division's determination. The Division/Section Head shall meet with the grievant and thoroughly discuss the grievance. The Division/Section Head shall submit a written response to the grievant within five (5) working days of receipt of the formal grievance from the employee.

Step 4 – Employee Relations Division. If a mutually acceptable solution has not been reached, Teamsters or the grievant shall submit the written grievance to the Employee Relations Division within five (5) working days of the receipt of written response of the Division/Section Head.

Following a review of the grievance with the appointing authority, the Director of Human Resources or designee, in consultation with the County Labor Relations Chief, shall have full and final authority on behalf of the County to mutually resolve the grievance with the employee/employee's representative within ten (10) working days of receipt of the written grievance of the employee. Such notification shall be rendered in writing to the grievant, Teamsters and the appointing authority.

Step 5 – Pre-Arbitration Process. If a grievance has not been satisfactorily resolved at Step 4, a written appeal to arbitration must be filed with the Employee Relations Division by Teamsters within five (5) working days of notification of the decision by the Director of Human Resources or designee. At the same time and upon mutual agreement of the parties, the grievance may advance to mediation in accordance with Section 10 of this Article, while concurrently seeking an arbitrator. The appeal must be presented on the aforementioned grievance form along with a copy of any pertinent documents.

Grievances shall only be advanced to arbitration with the agreement of Teamsters. The cost for hearing all grievances advanced to arbitration shall be split equally between the County Department of the grievant and Teamsters, including any cancellation fee if both parties are mutually responsible, otherwise the party responsible shall pay the entire cancellation fee.

Pre-arbitration conferences are to be mandatory and no grievances shall be forwarded to the arbitration process without the same. Within twenty (20) working days of the approval to advance a grievance to arbitration, both parties are required to meet in such conference with the goal of resolving mutually identified grievance issues. If resolution is not attained, both parties are obligated at that time to jointly or individually declare stipulations, identify witnesses and exchange exhibits that will be carried forward to the arbitration process, the intent being full disclosure by both sides prior to the arbitration process.

Step 6 – Arbitration

At the discretion of Teamsters, grievances that occur during the term of this agreement that are not resolved at a prior step in the process can proceed to arbitration. The Employee Relations Division and the Teamsters employee representative shall select an arbitrator by mutual agreement. Where mutual agreement cannot be reached, the parties shall request a list of arbitrators from the State Mediation and Conciliation Service, and mutually select an arbitrator within ten (10) working days of receipt of said list. Where mutual agreement cannot be made, the arbitrator shall be determined following a striking process. The determination as to which party strikes first shall be based on a coin flip. If the last remaining person on the list is not available, the previously stricken person(s) shall be contacted in reverse order until one is available. The parties shall contact the arbitrator to establish a hearing date acceptable to both parties.

(a) In reaching a decision and award the arbitrator shall limit himself to the allegations contained in the grievance presented in relation to the express provisions of the agreement alleged to have been violated. Further, the arbitrator shall have no authority to amend, change, add to, subtract from, or ignore any provisions of this Agreement. Lastly the arbitrator shall not substitute his judgment for that of the County on matters pertaining to the exercise of managerial discretion except where it can be shown by Teamsters that the County abused its discretion.

(b) The decision of the arbitrator will be in writing and transmitted to the parties within thirty (30) calendar days after the close of the hearing. This decision may require an appointing authority or a subordinate to cease and desist from the action, which is the subject of the grievance. The arbitrator may also require the appointing authority to take whatever action is necessary, within the control of the appointing authority, to remedy the grievance or take other action to relieve the loss, if any, to the employee. Under no conditions can the arbitrator order relief that exceeds the relief requested by the grievant and shall be limited to making the grievant whole. In the event the arbitrator determines that monetary relief is an appropriate remedy, he/she shall limit any retroactive award, including interest, to a date that is no earlier than fifteen (15) working days from the date the grievance was filed.

(c) The arbitrator's decision shall be transmitted to the Employee Relations Division and Teamsters with a copy to the grievant.

(d) All grievances shall be treated as confidential and no publicity will be given until the final resolution of the grievance.

(e) The decision by the arbitrator shall be final and binding on all parties unless there is a financial impact of greater than ten thousand dollars ($10,000), in which case it shall be subject to approval of the Board of Supervisors.

(f) For grievance decision with financial impact of greater than two thousand five hundred dollars ($2,500), the Employee Relations Division will submit the grievance decision to the next practicable meeting of the Board of Supervisors. If the Board of Supervisors fails to act within thirty (30) days following receipt of formal notice of the decision of the arbitrator, it shall become final and binding. A copy of the decision shall be filed with the Employee Relations Division of Human Resources, Teamsters and the grievant.

SECTION 9 – UNFAIR LABOR PRACTICES/UNIT CHANGES

Unfair labor practice charges shall be adjudicated by the California Public Employment Relations Board and unit modification and unit determination disputes shall be adjudicated pursuant to the County's Employee Relations Ordinance.

SECTION 10 – MEDIATION

Prior to Step 5 – Pre-Arbitration. The parties (Director of Human Resources or designee and Teamsters) may by mutual agreement utilize mediation for grievances filed under the provisions of this Agreement. Additionally, prior to the Prehearing Conference provided for by the Personnel Rules, the parties (Director of Human Resources or designee and Teamsters) may by mutual agreement utilize mediation for disciplinary appeals accepted for hearing under the Personnel Rules by the Civil Service Commission. The mediation process described in this Section may be invoked only by the two parties identified herein and is expressly an exception to the language contained in Section 5 of this Article.

The parameters of the mediation process, where mutual resolution of the grievance or disciplinary appeal is sought, are as follows:

(a) The parties (Director of Human Resources or designee and Teamsters) shall exchange in writing the agreement to refer a specific grievance or disciplinary appeal to mediation.

(b) The grievant/appellant shall have the right to be present, represented by Teamsters as the sole, exclusive bargaining agent.

(c) The grievant/appellant shall have Teamsters as the singular spokesperson and the County a representative from the Human Resources Employee Relations Division, with neither side allowed the presence of an attorney.

(d) Any written material submitted to the mediator shall be returned to the party providing the material at the conclusion of the mediation meeting.

(e) The mediation process shall be as follows:

  (1) The mediation meeting shall be an informal process, limited to a one (1) hour presentation for each side, not restricted to the rules of evidence, no retention of a proceedings record.

  (2) The mediator will meet jointly with the parties and separately, if necessary.

  (3) The mediator has no authority to compel resolution of the matter mediated.

  (4) The oral advisory opinion of the mediator shall be given at the conclusion of the meeting and the parties may opt to agree in writing to the opinion, reject the same mutually or singularly and proceed to the next step of the usual process, or remove the matter from the process by mutual agreement.

  (5) The advisory opinion accepted in writing by the two parties does not constitute a precedent and is not admissible as evidence in any future process governed by this Agreement or Personnel Rules.

(f) Where possible the parties shall utilize the mediation services provided by the California State Mediation and Conciliation Service. In the event that the mediation process would result in fees for

service rendered by the State or by use of a private hearing officer, such costs shall be equally divided between the employee's department and Teamsters.

(g) The post-mediation process is restricted by the following:

(1) No person serving in the capacity as a mediator may serve as the hearing officer/arbitrator for the same case should the same be forwarded to arbitration or a Personnel Rules disciplinary hearing.

(2) No reference to a matter mediated may be utilized in a subsequent arbitration or hearing unless stated in writing at a step prior to the mediation. The penalty for violation of this understanding shall be forfeiture of the hearing or appeal by the party violating the same.

(h) This procedure may be modified by mutual agreement of both parties.

SECTION 11 – DISCIPLINARY HEARINGS

(a) Formal Discipline

The parties agree that in the cases of "major discipline" (as defined in this Section) brought against an employee or employees represented by Teamsters, the costs for disciplinary hearing to be conducted by a hearing officer per Section X of the Personnel Rules shall be shared equally between the County Department of the appellant(s) and Teamsters when the appellant is represented by Teamsters. Upon mutual agreement of the parties, a case involving major discipline may be heard by the Civil Service Commission.

For the purposes of this Section, "major discipline" includes termination, demotion, or suspension of 30 or more calendar days. For all other disciplinary cases, either party may request the use of a hearing officer with costs to be shared equally. If only one party elects the use of a hearing officer, the party requesting the hearing officer will pay all hearing costs. For all disciplinary cases heard by a hearing officer, the parties shall jointly select a hearing officer from the list of hearing officers approved by the Civil Service Commission and utilize the striking process when a mutual selection of a hearing officer cannot be reached.

The Civil Service Commission shall either accept or reject the hearing officer's findings and recommendations in its entirety within thirty (30) days of receipt by the Commission. The only basis the Civil Service Commission can use to reject the hearing officer's decision in its entirety, is for one or more of the following reasons:

(1) The recommendation was procured by corruption, fraud, or other undue means.

(2) There was corruption in the hearing officer.

(3) The rights of a party were substantially prejudiced by the misconduct of the neutral hearing officer.

(4) The hearing officer exceeded his/her powers on the matter submitted.

(5) The rights of a party were substantially prejudiced by the refusal of the hearing officer to postpone the hearing upon sufficient cause being shown therefore, or by the refusal of the hearing officer to properly include or exclude evidence material to the controversy.

Should such be the case, the Commission must state in writing specific reason(s) for the decision (a, b, c, d or e) and subsequently conduct and complete a full and fair evidentiary hearing on the

disciplinary appeal within thirty (30) days of rejecting the hearing officer's findings and recommendations unless the hearing cannot for good cause be completed within thirty (30) days.

(b) Non-formal Discipline

Counseling memos (e.g., Memos of Counseling, Personnel Reports, Records of Discussion, Memos of Concern or other such documents) and Letters of Reprimand are not subject to the Grievance Procedure or the appeal process provided in the Personnel Rules. However, if the employee believes certain facts were not considered or presented prior to him/her receiving the non-formal discipline, the employee may contact his/her supervisor as soon as possible to schedule a meeting to discuss reconsideration of the non-formal discipline. If a mutually acceptable solution has not been reached, the employee may submit a written rebuttal to the Human Resources Business Partner assigned to his/her department as soon as practicable and may request to schedule a meeting to discuss reconsideration of the non-formal discipline. Counseling memos and Letters of Reprimand shall only be used to determine the level of formal discipline imposed if the documents are directly related to the current discipline, or involve conduct of a serious or egregious nature (e.g., harassment, violent, threats, substance abuse, etc.).

Upon request from an employee, counseling memos shall be removed from the Official Personnel File provided that the employee has been free of any other counseling memos or other discipline for a period of five (5) years and that the counseling memo was not related to conduct of a serious or egregious nature (e.g., harassment, violence, threats, substance abuse, etc.). However, if the document is removed from the Official Personnel File, the County will remain the document in a separate file for purposes of document retention and County defense for potential legal matters including litigation.

The County recognizes the importance of timely and appropriate disciplinary actions. Upon request from a Teamsters Supervising Business Agent, the County (via the Human Resources Centralized Investigations Unit) shall provide the status of an employee's administrative investigation.

HEALTH AND SAFETY

It is the goal of the County of San Bernardino to promote a safe environment for all people in the workplace and a Zero Tolerance Standard with regard to threats and violent behavior in the work place. It is also the County's intent to properly manage any incidents that occur so as to minimize injury and other forms of loss. In order for the County to achieve its goals, it adheres to all federal, state and local regulations. Further, the County has also developed policies and procedures regarding employee health and safety (e.g., County Policy 13-07 Violence and Threats in the Workplace, etc.). Each and every individual must become familiar with such policies and procedures and follow and enforce the procedures. Consistent with such laws and regulations, County work sites and work practices shall be reviewed for the purpose of providing employee security and protection from the potential of reasonably foreseeable violent action. In the event that applicable health and safety laws and/or regulations differ from the language of this article, the higher standard shall be in effect if the County is required to comply with such law(s) and/or regulation(s).

While the County is responsible for developing and organizing such policies and procedures, and notifying employees of the policies, procedures, and reporting processes, it is the expectation of all employees to

report all threatening behavior or unsafe conditions to management immediately. Upon receipt of any such reports of threats and violent behavior, direct, indirect, actual or implied, the County shall commence an appropriate investigation. Employees who report such unsafe conditions or threatening behavior shall not be subject to retaliation or adverse action as a result of their reporting.

Workplace violence training shall be made available in person and/or online, and preventive measures can be addressed through departmental Labor Management Task Force.

HEALTHCARE TRUST

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – GENERAL PROVISIONS

(a) Teamsters Local 1932 established a healthcare trust (the "Trust") that offers medical coverage compliant with Internal Revenue Code (Code) section 4980H and the Affordable Care Act (ACA), dental coverage, vision care coverage for active employees in the ADMINISTRATIVE UNIT; CLERICAL UNIT; CRAFT, LABOR & TRADES UNIT; MANAGEMENT UNIT; SUPERVISORY UNIT; NURSES SUPERVISORY & MANAGEMENT UNIT; and TECHNICAL & INSPECTION UNIT (the "Bargaining Units") who are members of Teamsters Local 1932. Active employee is defined as an employee who has not terminated employment from the County including those on paid status and on approved unpaid leave of absence.

(b)

(1) Newly Hired Teamster Local 1932 Member: Newly hired active Bargaining Unit employees who are members of Teamsters Local 1932 may choose to participate in medical and prescription drug coverage, dental coverage, and vision coverage offered by either the County or by Teamsters Local 1932 through the Trust. Teamsters Local 1932 members who select the Trust shall obtain medical, dental, and vision coverage through the plan(s) offered by the Teamsters Healthcare Trust.

The default medical enrollment for a newly hired Teamsters Local 1932 member who fails to select a medical plan upon hire shall be a plan offered through the Teamsters trust. Employees returning from a leave of absence who prior to their leave of absence select a Teamsters trust plan will continue to participate in the same plan in which they were previously enrolled.

(2) Newly Hired Non-Teamsters Local 1932 Member: Newly hired active Bargaining Unit employees who are not members of Teamsters Local 1932 and do not opt out or waive coverage shall participate in the medical and prescription drug coverage, dental coverage, and vision care coverage offered by the County.

(3) Current County Employees Hired Into a Teamsters Local 1932 Bargaining Unit and Teamsters Local 1932 Bargaining Unit Employees Returning from a Leave of Absence: Employees shall become eligible for coverage under the Trust as a result of moving from a bargaining unit not covered by the Trust to Bargaining Units covered by the Trust and becoming a member of Teamsters Local 1932 (i.e. an IRS qualifying life event). Once eligible, members of Teamsters Local 1932 will have the option to select either a County-sponsored plan or a Trust-sponsored plan. The County shall

notify the Teamsters as soon as possible upon an employee promoting or demoting into a bargaining unit represented by Teamsters.

(c) Employees who are already enrolled in a plan at open enrollment, or who are opting-out/waiving, and who do not make a plan selection at open enrollment will maintain the plan they selected prior to the open enrollment, or be maintained as an opt-out/waive, as applicable.

(d) Employees shall become ineligible for coverage under the Trust as a result of moving into a bargaining unit not covered by the Trust (i.e., an IRS qualifying life event under the County's Section 125 Plan).

(e) If the Board of Supervisors is legally required to approve certain Trust–related items prior to implementation, it shall do so as soon as practicable. However, the County cannot prevent the Trustees of the Trust from taking any actions the Trustees reasonably believe is in the best interest of the beneficiaries of the Trust unless inconsistent with applicable law, this Article or the Medical, Dental, and Vision Coverage article in this MOU.

(f) The parties will periodically review how the administration of the Trust is working, as necessary. The Trust shall establish a liaison between County HR Benefits and the Trust Administrator to address such concerns.

(g) The County reserves the right to discontinue the side-by-side health insurance coverage should an independent audit of the trust show serious deficiencies or compliance issues as determined by the County. The County will identify its concerns in writing and provide 120 days' notice that it will discontinue the Trust if the Trust is unable to remedy the serious compliance issues within 90-days of the Trust's receipt the County's notice of deficiency.

(h) The County shall have the ability to review Trust audit results and/or independently conduct its own audit of the Trust, including its operations, compliance, experience, utilization, rate setting documentation and supporting data, loss ratios, expenses, transactions, and financial results as they pertain to the Trust plan.

(i) The County shall have the ability to meet with Teamsters Local 1932, the Trustees, Trust Counsel, or the Trust Administrator, as applicable, to discuss any concerns it has with the Trust.

(j) The Trust may not terminate its medical, dental, and vision coverage during the term of this Agreement. If the Trust or the health provider terminates medical, dental, or vision plan coverage, the County will terminate its contribution for the applicable benefit 30 days prior to plan termination unless the Trust provides a suitable replacement plan such that employees are covered until coverage terminates. The County must be notified at least 120 days prior to coverage termination.

(k) The Trust agrees to maintain insurance coverages and shall name the County as an additional insured on the Policy and shall defend, indemnify, defend (with counsel reasonably approved by the County) and hold harmless the County and its authorized officers, employees, and agents, harmless from any claims, loss, liability, cause of action or administrative proceeding, or legal action arising out of, or in any way related to, the Trust and/or the healthcare plans administered and/or provided pursuant to this Agreement.

(l) The Trust shall cooperate with the County and provide all necessary information to the County within agreed upon or established timelines as set forth in the MOU, plan documents, applicable law, or

pursuant to the County's request in order for the County to fulfill its compliance and regulatory obligations. To the extent allowed by applicable law, Trust shall be responsible for paying any penalties caused by its failure to comply with Trust reporting and compliance requirements. To the extent the Trust is not permitted under applicable law to fund such penalties, Teamsters Local 1932 shall take reasonable steps to seek reimbursement to the Trust from any vendors engaged by the Trust that may be responsible for failure to meet reporting and compliance requirements.

(m) The County will transmit eligibility files and contributions to the Trust on a bi-weekly basis for the purpose of plan administration for employees. Likewise, the Trust will provide the County on a bi-weekly basis employees' plan elections (e.g., Employee Only, Employee + 1, or Employee + 2 or more). The Trust will be responsible for reconciling any billing discrepancies with their healthcare carrier plans.

(n) All costs of providing and administering healthcare plans shall be the sole responsibility of the Trust; provided, however, the County and Teamsters Local 1932 can discuss how part of the agreed-to medical subsidy can be allocated to Trust expenses, administrative costs, and/or reserves. The County shall not be responsible for any cost of providing or administering said plans in excess of the amounts specified in this Agreement.

(o) The County shall continue to take deductions from employees' earnings in accordance with the Section 125 Plan of the Internal Revenue Code (IRS). the County shall deduct the following amounts per participating employee from the transfer of premiums on a bi-weekly basis for ongoing administrative costs:

Plan Enrollment in Trust	Per Enrolled Employee Per Pay Period
Medical, Dental, and Vision	$1.30
Medical and Vision	$0.79
Dental and Vision	$0.60
Vision Only	$0.10

(p) Nothing in this article shall prevent the Trust from offering supplemental life, vision, and/or dental benefits to employees, the cost of which shall not be paid by the County.

(q) Teamsters Local 1932 shall be responsible for the Trust and the Third Party Administrator of the Trust's plans complying with all provisions of this Article, and any other applicable agreements related to the Trust.

SECTION 2 – ELIGIBILITY AND ENROLLMENT

(a) Medical, dental, and vision plans provided through the healthcare benefit trust fund shall be made available by the Trust to all active employees in regular positions in the Bargaining Units who are members of Teamsters Local 1932.

(b) The open enrollment period and plan year period for the Trust shall coincide with the County's open enrollment and plan year period. The Trust shall work closely with the County in preparation for the County's plan year and production of open enrollment materials. The parties agree that both the

County and Teamsters Local 1932 may educate employees regarding the union's Trust and County medical plan options. Additionally, Bargaining Unit members who are members of Teamsters Local 1932 may only change from a County plan to a Trust plan or vice versa during open enrollment or certain IRS qualifying life events. Employees must sign and provide to the County a written authorization for deductions via paper and/or electronic signature.

(c) Employees shall become eligible for coverage under the Trust as a result of moving from a bargaining unit not covered by the Trust to the Bargaining Units covered by the Trust and becoming a member of Teamsters Local 1932 (i.e., an IRS qualifying life event). Once eligible, members of Teamsters Local 1932 will have the option to select either a County-sponsored plan or a Trust-sponsored plan, Employees entering the Unit from another Unit who are already enrolled in a County-sponsored plan and who do not make a plan selection upon entering the Teamsters Local 1932 Unit will maintain the plan they selected prior to entering the Unit.

(d) All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in either a County-sponsored medical/dental plan or a Teamster-sponsored medical/dental plan, unless the employee opts out or waives medical/dental insurance pursuant to the requirements of Section 2 of the Medical, Dental, and Vision Coverage article.

SECTION 3 – HEALTHCARE BENEFIT TRUST FUND

(a) The Trust shall maintain a healthcare benefit trust fund for the sole purpose of providing medical, dental, and vision plans alongside County-sponsored medical, dental, and vision plans for employees in the Bargaining Units. Funds in said healthcare benefit trust shall not be co-mingled with other Union funds. The Trust shall be structured so that earnings in the Trust will be tax-exempt and benefits to employees will be tax-free to the extent possible under the tax rules. If the Trust is structured as a VEBA, a determination of its tax-exempt status shall be obtained from the IRS. If the Trust is structured as a Code section 115 Trust or in some other manner, an opinion from the IRS or from tax counsel competent in the employee benefits area of tax law shall be obtained that the structure reasonably may be treated as tax-exempt.

(b) The healthcare benefit trust fund shall be administered by healthcare benefit Trustee(s) who shall serve in a legally recognized fiduciary capacity. The Trust shall maintain fiduciary liability insurance coverage for Trustees. The County may request to be listed as an additional insured on an endorsement of Zenith American Solution's (or any other administrator's) errors and omission policy.

(c) For any Bargaining Unit employees who elect to participate in the Trust, the County shall contribute to a healthcare benefit trust fund the amounts specified in the Medical, Dental, and Vision Coverage article for the sole purpose of offsetting employees' cost of medical and/or dental plan premiums and employee-only vision care premiums. In no case shall the contribution to the healthcare benefit trust fund exceed the cost of the medical, dental, and vision premiums for coverage selected through the Trust; provided, however, the County and Teamsters Local 1932 can discuss how part of the agreed-to subsidy(s) can be allocated to Trust expenses, administrative costs, and/or reserves, (i.e. parties to meet and confer if Teamsters does not intend to apply all of the County's contributions to offset the cost of medical, dental, or vision).

(d) If the Trust or the health provider terminates medical, dental, or vision plan coverage, the County will terminate its contribution for the applicable benefit 30 days prior to plan termination unless the Trust provides a suitable replacement plan such that employees are covered until plan terminates.

(e) The Trust will be responsible for all accounting practices relating to the disbursement of all trust funds. Accounting practices will be in accordance with industry standards for trust fiduciaries, including the prompt payment of any premiums due to health plan providers. To the extent that the County may be required to obtain information from the Trust for purposes of completing its annual financial statements, the Trust will cooperate in providing necessary information.

(f) The Trust will be responsible for all policies relating to the investment of trust funds, including reserves. Investment practices will be in accordance with industry fiduciary standards and best practices. The parties agree that pursuant to Section 5(d) of this article, they shall meet and confer to discuss the investment policy statement.

(g) The parties agree that the County, to include its officers, employees, or agents, shall have no responsibility or liability for the accounting decisions and practices of the Trust or for the investment decisions related to trust funds (including reserves).

SECTION 4 – COMPLIANCE WITH LAW

(a) The Trust shall comply with all laws applicable to medical, dental, and vision plans and/or healthcare trust funds and the administration and management thereof.

(b) In the administration and provision of medical, dental, and/or vision plans, the Trust shall comply with COBRA, HIPAA, ACA, and all other applicable state and federal laws and regulations to the same extent the County would be required to comply. The County and Trust will work together to ensure compliance with the Consolidated Omnibus Budget Reconciliation Act (COBRA) and the Trust's plan(s) shall accept retroactive enrollments and corrections (COBRA and Active) within 120 days.

(c) Teamsters Local 1932 shall defend (with counsel reasonably approved by the County), indemnify and hold harmless the County and its officers, employees, and agents, including the County's designated trustees, from any claim, loss, liability, cause of action or administrative proceeding arising out of this Article or from any and all decisions and actions made by the Trust, the Trustees and Teamsters Local 1932 in relation to the Trust.

SECTION 5 – MEET AND CONFER PROVISIONS

(a) At the request of the County, the parties will meet and confer on any Trust-related issues as necessary. The parties shall meet and confer on any substantial changes in plan design, insurers, or other vendors to the Teamsters-sponsored healthcare plans or the Trust structure (e.g., a change in stop loss carrier or policy provisions, a change in Trust governance or the personnel involved in governance, the adoption or modification of charter documents, etc.).

(b) Current retirees are not eligible to participate in the Trust. Teamsters Local 1932 shall meet and confer with the County prior to permitting new retirees (i.e., those who retire after establishment of the Trust) to participate in the Trust and, if agreed to by the parties, the Trust shall establish different (i.e., non- blended) plans and premium rates for active employees and retirees.

(c) If the Teamsters Local 1932 proposes to implement a self-insured medical, dental, and/or vision plan, parties agree to meet and confer prior to the implementation.

(d) The County and Teamsters Local 1932 shall meet and confer prior to the issuance of on an investment policy statement relating to the investment of trust funds, including reserves.

(e) Upon the request of Teamsters Local 1932, the County agrees to meet and confer with Teamsters Local 1932, subject to the requirements of the Meyers-Milias-Brown Act and any applicable laws, to discuss any proposed modification for participation/funding/eligibility in the County's RMT or participation/funding/eligibility of any agreed-upon retiree health component of the Teamsters-sponsored Healthcare Trust.

SECTION 6 – RETIREE COMPONENT OF TEAMSTERS HEALTHCARE TRUST

(a) Establishment. The parties have completed the agreed-upon meet and confer provisions pursuant to Section 5 of the Healthcare Trust article of the Teamsters Local 1932 Consolidated 2019 – 2023 MOU, which includes ADMINISTRATIVE SERVICES UNIT; CLERICAL UNIT; CRAFT, LABOR & TRADES UNIT; MANAGEMENT UNIT; SUPERVISORY UNIT; NURSES SUPERVISORY & MANAGEMENT UNIT; and TECHNICAL & INSPECTION UNIT and have mutually agreed that Teamsters shall take appropriate steps to establish a retiree health component ("Retiree Trust") under the existing Teamsters Local 1932 Health and Welfare Trust Agreement ("Trust Agreement"). The Trust Agreement is a Teamsters-sponsored trust that constitutes a voluntary employees' beneficiary association (VEBA) under section 501(c)(9) of the Internal Revenue Code. The Retiree Trust will provide eligible retirees of a Teamsters-represented bargaining unit without regard to union membership with certain healthcare benefits, the terms of which are summarized in paragraph (b) below.

(b) Retiree Trust. Teamsters acknowledges that (i) the County is not a party to any part of the Trust Agreement, including but not limited to the Retiree Trust, (ii) the County is not subject to the terms of the Trust Agreement or any union welfare benefit plan or other arrangement funded by the Trust Agreement, and the County has no responsibility or authority whatsoever for providing or overseeing any benefits provided under the Trust Agreement or any such plan or arrangement, (iii) the preceding statements will continue to apply on and after the County's adoption of and expiration of this Section 6, and (iv) the County's sole obligation under this Section 6 is to distribute employee contributions to the Retiree Trust in accordance with paragraph (c) below.

Subject to the preceding paragraph, certain features of the Retiree Trust under the Trust Agreement are summarized below. Teamsters agrees that if at any time the provisions summarized below differ from or are inconsistent with the Retiree Trust (or any welfare benefit plan or arrangement funded by the Retiree Trust), or if the Trust Agreement's VEBA status is at issue or under investigation by any federal or state enforcement authority, Teamsters shall notify the County in writing as soon as administratively practicable but no later than fourteen (14) days from the effective date of any of the issues described above. In addition, Teamsters agrees to provide advance written notice to the County regarding any changes to the Retiree Trust's terms, including but not limited to any significant change affecting benefits funded by the Retiree Trust.

(1) Benefits. The assets of the Retiree Trust are dedicated to providing retiree healthcare benefits to eligible retirees and paying the administrative expenses incurred by the Retiree Trust (or any welfare benefit plan or arrangement funded by the Retiree Trust). The benefits will meet the definition of coverage under section 106 of the Internal Revenue Code. In accordance with section 106, the benefits may be in the form of reimbursement of eligible healthcare expenses ("Retiree Subsidy") or retiree healthcare coverage. Furthermore, the benefits will conform to the following provisions:

(i) Should the Retiree Trust offer coverage to retirees under a direct contract with an insurer(s) or provide self-funded retiree healthcare coverage, eligible retirees are not

required to enroll in healthcare coverage through the Retiree Trust in order to be eligible for the Retiree Subsidy (e.g., retirees enrolling in coverage through the individual marketplace, retirees living outside service area).

(ii) The amount of the Retiree Subsidy will be determined annually and will be a fixed dollar amount (i.e., not a percentage of premium). The amount of the Retiree Subsidy shall be based on available funding and may vary (increase or decrease) from year to year. As such, there will be no guarantee of any fixed subsidy amount or any guarantee that a certain percentage of premium costs shall be paid.

(iii) For purposes of establishing premium rates for any health insurance coverage provided under the Retiree Trust, should the Retiree Trust offer coverage to retirees under a direct contract with an insurer(s) or provide self-funded retiree healthcare coverage, the Retiree Trust will not blend active employees and retirees to determine a single premium rate for the combined group of active employees and retirees. The retiree population will be rated separately from active employees to determine the healthcare insurance premium rates for eligible retirees. As such, active employees will not implicitly subsidize the premiums of retirees.

(2) Eligibility. Participation in the Retiree Trust, including eligibility for the Retiree Subsidy, will only be available to eligible retirees who retire (i.e., terminates and refrains from full time employment for wages or profit and is eligible to begin pension benefit payments from SBCERA) following the effective date (anticipated to be July 1, 2023) of the Retiree Trust **AND** meet the following requirements:

Eligible retirees must have been (1) active County employees in a Teamsters-represented bargaining unit immediately preceding their retirement (i.e., did not defer retirement) and contributed to the Retiree Trust OR (2) were active County employees immediately preceding their retirement but not in a Teamsters-represented bargaining unit, provided they were previously in a Teamsters-represented unit for a minimum of 10 years and contributed to the Retiree Trust, OR (3) previously worked for the County in a Teamsters-represented bargaining unit for at least 20 years and deferred their retirement for a maximum deferral period of 2 years and contributed to the Retiree Trust. An eligible retiree is considered to have "contributed to the Retiree Trust" if they have contributed to the Retiree Trust as defined in section 6 (c) Employee Contributions.

Retirees will not be eligible for healthcare coverage under the Retiree Trust and will not be eligible for the Retiree Subsidy upon becoming eligible for Medicare. However, nothing is intended to preclude the Retiree Trust from providing supplemental coverage and/or a subsidy for Medicare-eligible employees in the future. Similarly, the Retiree Trust may also establish a subsidy for certain otherwise eligible retirees who were hired before March 31, 1986 and are not eligible for Medicare coverage. Any benefit improvements will be solely funded by the Retiree Trust.

Eligibility for this Retiree Trust for all individuals is ultimately governed by the Plan Rules of the Teamsters Local 1932 Health and Welfare Trust Retiree Plan and may differ from the rules in this MOU, for the complete Plan Rules individuals should contact the Retiree Trust.

(3) Expenses. Any fees or expenses associated with the Retiree Trust (or any welfare benefit plan or arrangement funded by the Retiree Trust) will be paid by the Retiree Trust.

(c) Employee Contributions. Through a side letter agreement between the parties, Teamsters-represented bargaining unit employees previously elected to (1) defer one-half percent (0.50%) of

their across the board salary increase of an employee's base rate of pay effective July 31, 2021, and (2) defer an additional one percent (1.00%) of their across the board salary increase of an employee's base rate of pay effective July 30, 2022, resulting in a combined deferral of one and a half percent (1.50%) beginning July 30, 2022. The initial deferred employee contributions from July 31, 2021, through June 2, 2023 will be transferred to the Retiree Trust by June 30, 2023. The second and final deferred employee contributions from June 3, 2023, through August 11, 2023, will be transferred to the Retiree Trust by September 1, 2023.

Effective the pay period beginning August 12, 2023, the deferred one and a half percent (1.50%) across the board salary increases of an employee's base rate of pay, shall be restored to all classifications covered by the MOU. Subsequently, a deduction of one and a half percent (1.50%) of wages shall be deducted on a bi-weekly pre-tax basis from the employee's pay warrant. The County shall transfer these mandatory employee contributions on a bi-weekly basis to the Retiree Trust. The employee contributions shall not increase or decrease based on the cost of healthcare premiums, amount of the Retiree Subsidy, or coverages offered by the plans in the Retiree Trust. Under no circumstance shall the County be obligated to deduct from an employee's pay warrant any amount greater than this fixed percentage of an employee's base rate of pay. "Wages" for purposes of this article shall be defined as all earnings (including Modified Benefit Option) minus any flat rate differentials.

(d) Grievance. No aspect of the Trust Agreement, including but not limited to the Retiree Trust component or any benefit provided through or funded by the Trust Agreement or Retiree Trust component is subject to review through the Grievance Procedure.

(e) Applicability of Provisions of Prior Sections to Retiree Trust. It is expressly understood that the Retiree Trust is subject in the same manner as the sub-trust holding funds related to active members, including but not limited to the following provisions of the Healthcare Trust Article in the Consolidated 2019-2023 MOU: Sections 1(e); 1(f) and 1(h) in that the review of administration and the ability to audit the Healthcare Trust may include reviews of administration and audits of the Retiree Trust component separately and at different times from reviews of administration and audits of remainder of the Healthcare Trust; 1(i); 1(j) in that to the extent the Trustees determine to terminate the healthcare coverage for retirees, the County would be notified of such termination 120 days prior to the date of termination; 1(k) in that the insurance coverages maintained by the Healthcare Trust which names the County as an additional insured on the Policy shall cover the Retiree Trust portion of the Healthcare Trust and the Healthcare Trust shall defend, indemnify, defend (with counsel reasonably approved by the County) and hold harmless the County and its authorized officers, employees, and agents, harmless from any claims, loss, liability, cause of action or administrative proceeding, or legal action arising out of, or in any way related to, the Healthcare Trust, including the Retiree Trust component and/or the healthcare plans administered and/or provided under the Healthcare Trust, including benefits provided to retirees pursuant to this Section 6.; 1(l); 1(n); 1(q); 3(a) is understood to include the Retiree Trust that is being added pursuant to Amended Resolution No. 1 to the January 14, 2020, Trust Agreement for the Teamsters Local 1932 Health and Welfare Trust; 3(b); 3(e); 3(f); 3(g); 4(a); 4(b); 4(c) in that the Teamsters Local 1932 shall defend (with counsel reasonably approved by the County), indemnify and hold harmless the County and its officers, employees, and agents, including the County's designated trustees, from any claim, loss, liability, cause of action or administrative proceeding arising out of the terms of the Retiree Trust or from any and all decisions and actions made by the Retiree Trust, the Trustees and Teamsters Local 1932 in relation to the Retiree Trust portion of the Healthcare Trust ; 5(a); 5(c); and 5(d). The County further agrees that it will act diligently in its obligations to meet and confer under Section 5 of the agreement.

Furthermore, nothing in Section 5 will preclude the Trustees from taking such actions as required by the Trustees' fiduciary obligations.

SECTION 7 – HEALTH & WELFARE RESERVE

Effective the pay period following board approval, the County shall provide a one-time lump sum payment of $22 million dollars to the Teamsters Local 1932 Health and Welfare Fund.

HOURS OF WORK

ELIGIBLE UNITS:

- **MANAGEMENT UNIT**
- **SUPERVISORY UNIT**
- **NURSES SUPERVISORY & MANAGEMENT UNIT**

Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the County are assured.

Notwithstanding any other provisions of this Agreement, the Chief Executive Officer may authorize overtime compensation at straight time or time and one-half rates at any time (including retroactively for emergencies as defined in Section 13.022(h) of the County Code) to be paid to any employee in order to carry out the intent of a Board-approved program, to respond to an emergency, or to compensate for hours of work performed above that normally expected of such employee.

Employees in regular positions in these units are considered to be salaried for purposes of the Fair Labor Standards Act (FLSA). If, as a result of changes in legislation, federal regulations, or court decisions, employees are considered to be non-salaried, the County and Teamsters will meet and confer concerning changes to return the employees to salaried status.

Deductions from the pay of employees in these units for disciplinary and other reasons shall be made in a manner consistent with FLSA regulations. For example, employees covered by this Article who are disciplined by a suspension without pay shall only receive such suspension in increments of one (1) or more full days. Alternatively, an appointing authority may discipline an employee covered by this Article via a deduction of accrued leave time. The accrued leave time is limited to vacation, holiday, annual or administrative leave. Deductions of accrued leave time may be made in increments of less than one (1) work week. Any disciplinary action imposed under this Article is subject to appeal under the Personnel Rules of San Bernardino County. Employees shall not be disciplined by a reduction in step.

ELIGIBLE UNITS:

- **ALL UNITS**

The County agrees to meet and confer regarding the impact to employees covered by this agreement due to a disaster or emergency. During the meet and confer process, the County may consider potential options (e.g., flexible schedules, use of leave accruals, telecommute, etc.) to mitigate the impacts of a disaster or emergency to employees depending on the nature of the event.

HYBRID PENSION OPTION

ELIGIBLE UNITS:

- **ALL UNITS**

Thirty (30) days following Board approval of a successor MOU, the County and Teamsters Local 1932 shall establish a working group, along with SBCERA, to discuss a hybrid pension option for newly hired employees who prefer a hybrid pension in lieu of the traditional pension option. No employee shall be required to choose a hybrid pension in lieu of the traditional pension option. If the parties agree, they shall support legislation necessary for the establishment of a hybrid pension option. It is expressly understood that a hybrid pension option shall not go into effect unless the county and Teamsters agree.

IMPLEMENTATION

ELIGIBLE UNITS:

- **ALL UNITS**

This Agreement constitutes a mutual agreement by all parties to be jointly submitted to the Board of Supervisors for approval. It is agreed that this Agreement shall not be binding upon the parties either in whole or in part unless and until approved by the Board of Supervisors.

Any changes to this Agreement, which do not have specific effective dates, become effective on the date of Board of Supervisors approval. Any economic changes to this Agreement, which do not have specific effective dates, become effective the beginning of the pay period following Board of Supervisors approval.

JOB SHARING AND PART-TIME EMPLOYMENT

ELIGIBLE UNITS:

- **ALL UNITS**

At the discretion of the appointing authority, an employee may be allowed to job share or to work on a part- time basis in a regular position. Job share is defined as two employees sharing one regular position. Part-time employment is defined as an employee working in a regular position that is scheduled for less than eighty (80) hours per pay period.

All fringe benefits for job sharing and part-time employees shall be pro-rated on regularly scheduled hours except as may otherwise be provided in a specific article. For example, an employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave. Fringe benefits not subject to proration include the following Leaves: Blood Donation, Examination Time, and Bereavement. Further, where a specific article provides a minimum hour requirement (e.g., must be full-time, or scheduled hours) job sharing and part-time employees shall be required to meet the minimum hour requirement in order to receive the benefit. For example, to be eligible to enroll in a medical and dental plan offered by the County an employee must be in a regular position and scheduled to work for a minimum of forty (40) hours per pay period. Therefore, job sharing and part-time employees in regular positions scheduled less than forty (40) hours per pay

period would not be eligible to enroll in a medical and dental plan offered by the County.

An appointing authority may discontinue part-time or job share status with a written notice at least two (2) pay periods prior to the effective date of the change.

LABOR MANAGEMENT TASK FORCE

The parties recognize that delivery of public services in the most efficient and effective manner is of paramount importance and interest to the County and Teamsters. Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities.

To this end, the parties agree that Labor-Management Task Forces comprised of equal numbers of management and employees shall be created as necessary to address issues which affect the efficient, effective, and safety of patients when delivering public services appropriate to each department and Unit employees. The purpose of such task force(s) shall be to:

(a) Review and provide input on proposed departmental policies and procedures.

(b) Develop, review, and prioritize work simplification project proposals.

(c) Develop and review solutions to specific program problems.

(d) Review workload/caseload distribution.

(e) Review and discuss incidents of workplace violence and use of force trends. Develop response for prevention to specific units/areas.

(f) Review and discuss staffing levels of Patient Care Assistants.

(g) Establish a process for non-licensed employees to review employee concerns related to their assignments (e.g., staffing, training, equipment needs).

The composition of each task force shall be determined by the appointing authority in conjunction with the Employee Relations Division of the Human Resources Department and the Union. The chairperson(s) of each task force shall be selected by the appointing authority. Meetings will be held regularly to discharge the functions of each task force. Each task force will establish reasonable time frames for the accomplishment of its charges. Recommendations of each task force will be arrived at by consensus and shall be submitted in writing to the appointing authority and/or County Administrative Office, as appropriate, for final review and action. Each task force shall not have any right or authority to abrogate representation rights of Teamsters, County management rights, or the authority of the County Administrative Office or the Board of Supervisors on matters which require the Board's approval.

LAYOFF

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – GENERAL PROVISIONS

(a) "Layoff" Definition – A layoff is the involuntary separation longer than thirty (30) days or reduction of a regular employee to a position in a lower classification without fault of the employee. Layoff applies only to regular positions. A layoff occurs only when there is a surplus of employees, a position is identified and authorized for deletion, or when funds are withdrawn from a previously funded position.

(b) "Temporary Layoff" Definition – An involuntary separation not to exceed thirty (30) consecutive work days. Prior to temporary layoff, the employee(s) and Teamsters Local 1932 shall be given fifteen (15) days advanced notice. Temporary Layoff applies only to regular positions. At the conclusion of a temporary layoff the employee(s) shall be returned to his/her former classification in the same department.

SECTION 2 – NOTIFICATION

Whenever an appointing authority believes that a layoff will be necessary, the appointing authority shall submit a layoff plan to the Director of Human Resources for approval. The layoff plan shall include the anticipated number, classification, and position number of employees to be laid off and seniority list by classification of all affected employees. Teamsters Local 1932 shall be provided with a copy of the layoff plan immediately upon approval by the Director of Human Resources. Once such a plan is approved, and an affected employee receives formal notification providing options of alternate positions, if applicable, the employee shall be entitled to three (3) work days to return decision to the appointing authority or designee. Employees shall receive fifteen (15) days notification prior to layoff.

SECTION 3 – ORDER OF LAYOFF

Layoffs as defined in Section 1(a) of this Article shall be made by classification within a department at the time of layoff.

(a) Layoffs among regular employees shall be made on the basis of seniority determined by the employee's current beginning (hire) date of continuous service in a regular position with the County. In the event of a tie in total time of continuous County service in a regular position with the County between two (2) or more employees, the order of layoff shall be determined on the basis of total time of continuous County service in that particular classification. In the event of a tie in total time of continuous County service in that particular classification between two (2) or more employees, the order of layoff shall be determined by lot.

(b) Before any reduction in the work force of regular employees occurs, all extra-help, recurrent, provisional, probationary, unclassified or other individuals without regular status in the affected classifications within the affected department shall be terminated. For purposes of layoff, trainees and most recently hired dual appointments shall be treated the same as probationary employees. Employee status will be determined as of the date the layoff plan is approved by the Director of Human Resources.

(c) Probationary employees and employees assigned to a vacant higher level position, pursuant to the Temporary Performance of Higher Level Duties Article, who have regular status in another classification, shall be returned to their former classification where they will be subject to layoff under provisions applicable to other employees in that classification. Underfills shall have layoff rights in the underfill classification.

(d) When a classification has a dual concept or multiple options including extended range, the Director of Human Resources may authorize layoffs by specialty or option within the classification.

(e) Regular employees whose positions have been deleted shall be allowed to exercise their options, based on seniority, to select either a vacant position or to bump into any one of the filled junior positions within their current classification. Filled junior positions will be defined as the number of filled positions within the affected classification equal to the number of positions identified for deletion within that classification in the approved layoff plan, but not less than 20, if they exist. An employee who elects not to bump into any position within the collective group of vacant and filled junior positions, thereby retaining his/her existing classification, shall be provided the opportunity to select from those options identified in (i) of this Article.

(f) If a regular employee whose position is to be deleted does not have sufficient seniority to bump another employee in their current classification within the department and has previously held regular status in a lower classification, reduction in classification (bumping) within the affected department shall be approved. Reductions in classification shall first be made to the next lower classification in which the employee has regular status. For purposes of bumping, the number of positions filled by the least senior employees in the affected classification(s) equal to the number of employees bumping into the classification shall be identified. Additionally, all vacant positions in the affected classification shall be made available to the affected employees. This collective group of positions shall then be subject to the bumping process.

(g) In the event a junior employee is bumped pursuant to (e) or (f) above, the junior employee being bumped will be separated or reduced in classification. If the classification to which an eligible employee is first considered for reduction is not authorized in the department, or if the employee does not have seniority in that classification, reduction shall then be made to the next lower classification in which the employee has regular status. This procedure shall continue until all reductions in classification and the ultimate separations are completed.

(h) Employees in unclassified positions do not have a right to bump employees in classified positions. A classified employee may refuse to bump into an unclassified position without waiving the right to bump a more junior employee in the same or lower classification.

(i) If bumping results in an assignment which the employee considers to be undesirable, such employee may request:

(1) A voluntary demotion to a vacant position.

(2) A leave of absence without right to return to work, but placement on an eligible list.

(3) To voluntarily resign.

Options (1) and (2) require the approval of the Director of Human Resources or designee.

SECTION 4 – EXCEPTION TO ORDER OF LAYOFF

Whenever an appointing authority believes that the best interest of the service requires the retention of an employee with special qualifications, characteristics, and fitness for the work, the appointing authority may request that such employee be exempted from the bumping procedures. Such requests must be in writing and approved by the Director of Human Resources. If approved, Teamsters shall be immediately provided with a copy of the request.

SECTION 5 – EMPLOYEE'S RIGHTS WHILE ON LAYOFF

(a) During the first two (2) years following a layoff, laid-off regular employees or an employee who is reduced in classification as a result of a layoff shall be assured the right of an interview for vacant positions for which they meet certification requirements prior to final selection and appointment to said vacant positions within their previous department in the same classification to the one in which the employee has previously held regular status.

(b) Any regular employee who is laid-off or reduced in classification as a result of a layoff may request that their name be placed on appropriate eligible lists for a period of two (2) years by submitting such a request and an application to the Director of Human Resources for determination of eligibility. Approval of such requests only entails placement on the list and does not guarantee employment or carry any bumping privileges. Placement on the eligible list shall be made pursuant to the provisions for requalification contained in the Personnel Rules.

(c) During the first twelve (12) months following a layoff laid-off regular employees or an employee who is reduced in classification as a result of a layoff shall be placed on a Department Reinstatement List, provided the employee was at least a "Meets Standards" at the time of the layoff. Such employees shall have reinstatement rights for the classification from which the employee was laid off or reduced in classification. The employee shall be entitled to three (3) work days to accept an offer to return to work from the date of the offer. Employees who decline or fail to respond to an offer shall be removed from the Department Reinstatement List.

Any vacancy to be filled within the Department shall be offered first in reverse order of the layoff. If there are any ties, such ties shall be broken pursuant to the process described in 3(a) of this article.

SECTION 6 – LIST PLACEMENT AND TRAINING

Pursuant to Rule 5.3 of the Personnel Rules, the County will make every effort to place laid-off employees, or employees reduced in classification as a result of layoff, on current eligible lists, either related or non-related to their former classification, for which the salary is equivalent or lower and for which they meet the minimum qualifications. When departments hire layoff affected employees for positions non-related to their former job classifications, the department will be encouraged to consider the probationary period for training purposes in the non-related field.

SECTION 7 – REEMPLOYMENT FROM LAYOFF

A regular employee who has been laid off from County employment and is subsequently rehired to a regular position shall be reemployed in the same manner as described in the Reemployment Article in this Agreement.

LEAVE PROVISIONS

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – SICK LEAVE

(a) Definitions

(1) Sick Leave – Sick leave with pay is an insurance or protection provided by the County to be granted in circumstances of adversity to promote the health of the individual employee. It is not an earned right to time off from work. Sick leave is defined to mean the authorized absence from duty of an employee because of physical or mental illness, injury, pregnancy, confirmed exposure to a serious contagious disease, for a medical, optical, or dental appointment, for certain purposes related to being a victim of domestic violence, sexual assault or stalking, or other purpose authorized herein.

(2) Family Member – Family Member as defined by Labor Code section 245.5, is a parent, child, spouse, registered domestic partner as defined by California Family Code Section 297, grandparent, grandchild, sibling, or any person designated by the employee at the time the employee requests paid sick leave. An employee shall not identify more than one "designated person" as a family member in a 12-month period from the first day of designation. Child means a biological, foster, or adopted child, a stepchild, a legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis. Parent means a biological, foster, or adoptive parent, a stepparent, legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.

(3) Extended Family – Extended family is defined as sibling-in-law, aunt, uncle, niece, nephew, ward of the court, or any step relations as defined herein.

(b) Accumulation – Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of 3.39 hours per pay period, except as provided in Section 5 of this Article. Earned sick leave shall be available for use the first day following the payroll period in which it is earned. Employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive sick leave accumulation on a pro-rata basis. There shall be no limit on sick leave accumulation.

(c) Compensation – Approved sick leave with pay shall be compensated at the employee's base rate of pay, except as otherwise provided in this Agreement. The minimum charge against accumulated sick leave shall be fifteen (15) minutes.

(d) Administration

(1) Investigation – It shall be the responsibility and duty of each appointing authority to investigate each request for sick leave and to allow sick leave with pay where the application is determined to be proper and fitting, subject to approval of the Director of Human Resources.

(2) Notice of Sickness – In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work (e.g., clinic staff, road crews), the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of

duty of a sickness on the first day of absence and must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty. In other departments, the appointing authority or designee must be notified within one- half (1/2) hour after the start of the employee's scheduled tour of duty of a sickness on the first day of absence.

It is the responsibility of the employee to keep the appointing authority informed as to continued absence beyond the first day for reasons due to sickness or occupational disability. Failure to make such notification shall result in denial of sick leave with pay. If the employee receives a doctor's off- work order and provides notice of same to the appointing authority, the employee is not required to contact the department daily. If the employee does not have an off-work order or has not notified the appointing authority that one has been issued, the employee shall be required to contact the department daily in accordance with the timeframe above.

(3) Review – The Director of Human Resources may review and determine the justification of any request for sick leave with pay and may, in the interest of the County, require information from a doctor to support a claim for sick leave pay.

(4) Proof – A doctor's certificate or other adequate proof shall be provided by the employee in all cases of absence due to illness if requested by the appointing authority. All requests for proof of illness shall be made in compliance with the Labor Code and other law.

(5) Improper Use – Evidence substantiating the use of sick leave for willful injury, gross negligence, intemperance, trivial indispositions, instances of misrepresentation, or violation of the rules defined herein will result in denial of sick leave with pay and shall be construed as grounds for disciplinary action including termination.

(e) Sick Leave for Other than Personal Illness/Injury

(1) Family Sick Leave – For all units, a maximum of one-half (1/2) of the employee's annual accrual of earned sick leave per calendar year may be used for attendance upon family members of the employee's who require the attention of the employee.

Upon approval of the appointing authority, the employee may use part of this annual allowance for attendance upon members of the employee's extended family residing in the employee's household who require the attention of the employee.

There shall be no limit for Clerical Unit employees' use of sick leave for care upon a family member of the employee's or extended family who reside in the employee's home.

(2) Bereavement – A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member of the employee's, or a member of the employee's extended family, as defined herein, or any relative who resided with the employee.

(3) Birth/Adoption – A maximum of forty (40) hours earned sick leave may be used per occurrence for arrival of an adoptive child at the employee's home. An employee who is the non-delivering parent may utilize on an annual basis no more than forty (40) hours of accumulated sick leave per calendar year for the birth of his/her child.

(4) Medical, Optical or Dental Appointments – The employee may use sick leave for medical, dental or optical appointments; however, every effort should be made to schedule the appointments at a time of day that will minimize the employee's time off work.

(f) Return-to-Work Medical Clearance

(1) Under any of the following circumstances, all employees who have been off work due to an illness or injury will report to the San Bernardino County Center for Employee Health and Wellness for a medical evaluation of their condition and authorization to return to work before returning to work.

(i) Employees whose treating physician or other qualified medical provider has ordered job modification(s) as a condition for either continuing to work or for returning to work after an illness or injury. This applies to both occupational and non-occupational illness or injury.

(ii) Employees who have been off work due to communicable diseases such as, but not limited to, chicken pox and measles.

(iii) Employees who have been absent on account of a serious medical condition, when so directed by their appointing authority.

(2) Employees are required to attend return-to-work medical appointments at the Center for Employee Health and Wellness on their own time; however, mileage for attending such appointments are eligible for reimbursement pursuant to the Expense Reimbursement Article.

(3) It is the responsibility of the employee, covered by (1) (i) - (iii) above, to obtain written notice from their medical provider of their authorization to return to work with or without job modification. To ensure all necessary and relevant medical information is provided, the County shall make available forms to be completed by the medical provider. It is the responsibility of the employee to provide verbal notice to their appointing authority immediately upon receipt of their medical provider's authorization to return to work, and no later than 24 hours after receipt of the notice. The appointing authority or designee will schedule an appropriate medical evaluation for the employee with the Center for Employee Health and Wellness prior to the employee's return to work. The employee shall provide their medical provider's written notice of authorization to return to work to the Center for Employee Health and Wellness at or prior to the employee's scheduled appointment time.

(4) Exceptions to the above requirements may be made on a case-by-case basis by the Medical Director or designee for the Center for Employee Health and Wellness.

(5) The employee is obligated to attend the appointment as scheduled under the conditions outlined above. If the employee fails to adhere to the procedure, the employee is required to use sick leave or leave without pay for any work hours missed. If required notice has been provided and there is a delay between the employee's appointment with the Center for Employee Health and Wellness and the start of his/her scheduled tour of duty on the day that he/she was released to return to work, the County will pay for work hours missed, without charge to the employee's leave balances.

(6) The final decision on the employee's ability to return to work rests with the medical provider at the Center for Employee Health and Wellness. In the event the employee is not released to return to work by the medical provider at the Center for Employee Health and Wellness, the employee's status would continue on sick leave or, where there is no balance, leave without pay.

(g) Workers' Compensation

(1) "40-Time". Employees shall receive full salary in lieu of Workers' Compensation benefits and paid sick leave for up to forty (40) hours following an occupational injury or illness, if authorized off work by order of an accepted physician under the Workers' Compensation sections of the California Labor Code. The forty (40) hours (often referred "40 Time") shall be eligible to be used to cover the three (3) day waiting period as provided by Labor Code 4652 and any subsequent follow-up appointments (e.g., doctor's appointment to remove a cast, physical therapy, etc.) related to that specific approved claim.

(2) Leave Integration. Employees may choose to use accumulated paid leave (e.g., vacation leave, sick leave, PTO, etc.) on a prorated basis to supplement such temporary disability compensation payments, provided that the total amount shall not exceed the regular gross salary of the employee. Employees eligible for salary continuation pursuant to Labor Code 4850 are not entitled to this paid time.

(3) 4850 Time. Employees covered by Section 4850 of the Labor Code who are injured in the line of duty are entitled to full salary in lieu of Workers' Compensation benefits and sick leave for a period not to exceed one (1) year. After the employee has used one (1) full year of such "4850 time," said employee may use accumulated sick leave with pay with the approval of the appointing authority to augment temporary disability payments if said employee is still temporarily disabled by order of an accepted physician under the Workers' Compensation sections or until said employee is retired.

(h) Separation – Unused sick leave shall not be payable upon separation of the employee, except as provided in the Retirement Medical Trust Fund Article.

(i) Perfect Attendance – Regular employees regularly scheduled at least seventy-two (72) hours per pay period, who do not utilize any sick leave, any leave (e.g., vacation) in lieu of sick leave, or benefits in lieu of sick leave (e.g., workers' compensation, Short-Term Disability partial/full integration, etc.), in pay periods 1 through 26 consecutively (or 27 when applicable) and who do not record any sick leave without pay, absent without pay, Medical Emergency Leave, or military leave during those consecutive pay periods shall be eligible for Perfect Attendance. Employees who qualify for Perfect Attendance shall be reimbursed up to a maximum of $299 for an annual individual (employee only) health club membership. Health club membership cost must be incurred and submitted for reimbursement within a reasonable period of time from when it was awarded. In lieu of the reimbursement, the employee has the option of utilizing sixteen (16) hours of perfect attendance leave, no cash-out provision, from the pay period the perfect attendance leave is credited to the employee's leave balances until the end of pay period 26 (or 27 when applicable) of that year. Perfect Attendance benefits shall be prorated for employees scheduled less than eighty (80) hours per pay period. For example, an employee who is regularly scheduled 72 hours per pay period would be eligible for a $269 health club reimbursement or 14.4 hours of perfect attendance leave. Failure to utilize perfect attendance leave by pay period 26 (or 27 when applicable) of the year in which it was credited to the employee's leave balances or if an employee is appointed to a position in an occupational unit that does not contain a perfect attendance leave provision shall result in forfeiture of the same.

(j) Sick Leave Conversion Option (except MANAGEMENT UNIT and "Management Level" nurses in the NURSES SUPERVISORY & MANANGEMENT UNIT (i.e., Clinical Director II , Clinical Director I, Unit Manager, and Clinic Unit Manager)) – Employees who have used less than forty (40) hours of sick

leave in a fiscal year (i.e., pay period 15 through pay period 14 of the following year) may, at the employee's option, convert sick leave to vacation leave by the following formula: Hours of sick leave used are subtracted from forty (40). Sixty percent (60%) of the remainder, or a portion thereof, may be added to vacation leave to be utilized in the same manner as other accrued vacation leave.

Sick Leave Hours Used	Hours to be Converted	Vacation
0	40	24.0
8	32	19.2
16	24	14.4
24	16	9.6
32	8	4.8
40	0	0.0

(k) Sick Leave Conversion Option (MANAGEMENT UNIT and "Management Level" nurses in the NURSES SUPERVISORY & MANAGEMENT UNIT (i.e., Clinical Director II, Clinical Director I, Unit Manager, and Clinic Unit Manager Only)) – Any sick leave hours converted to vacation leave hours are not considered time accrued for the current calendar year. The following guidelines apply:

(1) Employees who have contributed to a public sector retirement(s) for over ten (10) years and have not withdrawn the contribution from the system(s) may exchange accrued sick leave hours in excess of eight hundred (800) hours for vacation time.

(2) Sick leave must be exchanged in ten (10) hour increments.

(3) A maximum of eighty (80) sick leave hours may be converted.

(4) The ratio of exchange is as follows:

Sick Leave Balance at Time of Conversion	Sick Leave to Vacation Leave Conversion Ratio
800 or more hours	2 sick hours to 1 hour vacation

SECTION 2 – BEREAVEMENT LEAVE

Employees in regular positions may use up to three (3) days paid leave, not charged to the employee's personal leave balances, per occurrence for bereavement due to the death of a family member of the employee's as defined under Section 1(a)(2) of this Article, except for a person "designated" by the employee for sick leave purposes. All employees are entitled to a total of 5 days unpaid bereavement leave per occurrence. Bereavement leave time may be paid through the provision of this Section, Section (e)(2) of this Article, other leave time or unpaid.

One (1) additional day shall be granted if the employee travels over six hundred (600) miles from his/her residence to the bereavement service(s). This additional day shall not be charged to the employee's personal leave balances.

SECTION 3 – VACATION LEAVE

(a) Definition – Vacation is a right, earned as a condition of employment, to a leave of absence with pay for the recreation and well-being of the employee. If an employee has exhausted sick leave, vacation leave may be used for sick leave purposes upon a special request of the employee and with the approval of the appointing authority.

(b) Accumulation – Employees in regular positions shall accrue, on a pro-rata basis, vacation leave for completed pay periods. Except as provided in Section 5 of this Article, employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive vacation leave accumulation on a pro-rata basis; provided, however, that there shall be no prorating of the maximum accumulations.

For employees in the ADMINISTRATIVE SERVICES UNIT, MANAGEMENT UNIT, SUPERVISORY UNIT, and NURSES SUPERVISORY & MANAGEMENT UNIT, such vacation allowance shall be available for use on the first day following the pay period in which it is earned, provided an employee has completed 1,600 hours of continuous service from the employee's hire date.

Length of Service From Hire Date	Annual Vacation Allowance	Maximum Allowed Unused Balance
After 1,600 and through 8,320 service hours	80 hours	160 hours
Over 8,320 and through 18,720 service hours	120 hours	240 hours
Over 18,720 service hours	160 hours	320 hours

For employees in the CLERICAL UNIT, TECHNICAL & INSPECTION UNIT, and CRAFT, LABOR & TRADES UNIT, such vacation allowance shall be available for use on the first day following the pay period in which it is earned, provided that an employee has completed 1,040 hours of continuous service from the employee's hire date.

Length of Service From Hire Date	Annual Vacation Allowance	Maximum Allowed Unused Balance
After 1,040 and through 8,320 service hours	80 Hours	160 Hours
Over 8,320 and through 18,720 service hours	120 Hours	240 Hours
Over 18,720 service hours	160 Hours	320 Hours

(c) Administration

(1) Scheduling – Vacation periods should be taken annually with the approval of the appointing authority at such time as will not impair the work schedule or efficiency of the department but with consideration given to the well-being of the employee. No employee shall lose earned vacation leave time because of work urgency. If an employee has reached the maximum allowed unused balance and is unable to take vacation leave because of work urgency, the appointing authority will notify the Auditor-Controller/Treasurer/Tax Collector of the situation and approve a waiver of the maximum allowed unused balance for a period not to exceed one (1) thirteen (13) pay period waiver per calendar year.

Written request for vacation leave shall receive a written response from the appointing authority

within two (2) weeks of submission. In instances where a vacation leave request has received written, advance approval and is rescinded due to work urgency by the supervisor, that decision may be appealed to the Department Head/Group Administrator for an immediate review. In those instances where the direct supervisor is the Department Head/Group Administrator the rescission due to work urgency may be appealed to the Director of Human Resources for immediate review. In those instances where a financial hardship would occur because pre-approval resulted in prepayment by the employee, a vacation would only be canceled under the most extreme work emergency.

(2) Minimum Charge – The minimum charge against accumulated vacation leave shall be fifteen (15) minutes. Vacation leave shall be compensated at the employee's base rate of pay, except as otherwise provided in this Agreement.

(3) Holiday During Vacation – When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits.

(4) Vacation Leave and Termination Date – Employees not planning to return to County employment at the expiration of a vacation leave, except those retiring, shall be compensated in a lump sum payment for accrued vacation at the employee's then base rate of pay and shall not be carried on the payroll. Retiring employees may elect to use vacation leave or to be compensated in a lump sum payment for accrued vacation leave, provided that each pay period the employee charges the number of hours in their regular scheduled tour of duty.

(5) Vacation Cash-Out – On one occasion each calendar year until the expiration of this contract, an employee who had used eighty (80) or more hours of PTO/vacation leave during the preceding calendar year may elect to convert up to sixty (60) hours of accrued vacation leave into a cash payment, at the base rate of pay in effect at the time of the cash-out. In order to sell back vacation leave, an employee must make an irrevocable election (i.e., pre-designation) during the month of December, specifying the number of hours to be sold back from the next year's vacation leave accrual. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the vacation leave in a single block of not less than eight (8) hours and no more than sixty (60) hours. An employee shall be eligible to cash-out vacation leave hours accrued up to the preceding pay period in which he/she requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out the vacation leave accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2014 makes a pre-designation to cash-out 25 hours. The employee accrues 4.61 hours of vacation leave per pay period. At the end of pay period 2 the employee can request to cash-out the 8 hours of vacation leave that she had accrued, but is not yet eligible to cash-out the entire 25 pre-designated hours because the employee has yet to accrue 25 hours of vacation leave. Once an election is made, if the employee does not request that the designated number of hours be sold back by pay period 25 of the calendar year in which the election is effective, the hours will be automatically converted to cash in pay period 26. The vacation leave cash-out shall sunset upon the expiration of the agreement.

(d) Prior Service –

ELIGIBLE UNITS:

- **MANAGEMENT UNIT**
- **NURSES SUPERVISORY & MANAGEMENT UNIT**
  Only Includes "MANAGEMENT LEVEL" Nurses in the Unit (i.e., Clinical Director II, Clinical Director I, Unit Manager, Clinic Unit Manager)

New employees hired into the County in regular positions who have been employed by a public jurisdiction in a comparable position or a position, which has prepared such employees for an assignment to a position in the Management Unit may receive credit for such previous experience in the former agency(s) in determining their vacation accrual rate. Such determination as to the comparability of previous experience and amount of credit to be granted rests solely with the Director of Human Resources. Requests for prior service credit should be made at the time of hire or as soon as possible thereafter, but in no event later than one (1) year from the employee's hire date.

(e) Prior Service –

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**
  Excluding "MANAGEMENT LEVEL" Nurses in the Unit (i.e., Clinical Director II, Clinical Director I, Unit Manager, Clinic Unit Manager)

New employees hired into the County in regular positions who have been employed in a public jurisdiction in a comparable position may receive credit for up to four (4) years (full time equivalent) previous experience in the former agency(s) in determining their vacation accrual rate. Such determination as to the comparability of previous experience and amount of credit to be granted rests solely with the Director of Human Resources. Requests for prior service credit should be made at the time of hire or as soon as possible thereafter, but in no event later than one (1) year from the employee's hire date.

(f) Prior Service –

ELIGIBLE UNITS:

- **SUPERVISORY UNIT**

New employees hired into regular positions who have been employed in a public jurisdiction in a comparable position may receive credit for up to four (4) years (full time equivalent) previous experience in the former agency(s) in determining their vacation accrual rate. Such determination as to the comparability of previous experience and amount of credit to be granted rests solely with the Director of Human Resources. Requests for prior service credit should be made at the time of hire or as soon as possible thereafter, but in no event later than one (1) year from the employee's hire date.

SECTION 4 – HOLIDAY LEAVE

(a) Fixed Holidays – All employees in regular positions shall be entitled to the following holidays:

January 1st	Second Monday in October
Third Monday in January	November 11th
Third Monday in February	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
June 19th	December 24th
July 4th	December 25th
First Monday in September	December 31st

(b) Floating Holidays – Employees in regular positions shall be entitled to accrue one floating holiday (eight (8) hours holiday time) during the first pay period prior to the third Monday in January, provided that the employee is not on unpaid leave for the entire pay period and is in a paid status.

Floating holidays accrued shall be available for use on the first day following the pay period in which they are accrued, with the approval of the appointing authority. Appointing authorities have the right to schedule employees' time off for accrued holidays to meet the needs of the service but with consideration given to the well-being of the employee. Employees in regular positions budgeted less than eighty (80) hours per pay period or job-shared positions shall receive floating holiday accruals on a pro-rata basis.

(c) Eligibility for Holiday Pay – Except as provided in Section 5 of this Article, to receive holiday pay for a fixed holiday, the following conditions must be met during the pay period in which the fixed holiday fell.

(1) The employee must have been hired prior to or at the start of the pay period and not have separated prior to the end of the pay period in which such fixed holiday fell.

(2) The employee must be paid for at least one-half (1/2) of their regularly scheduled hours.

(3) The employee must have been on an approved leave of absence for any unpaid hours.

(4) The employee must have not had any unauthorized leave.

(d) Holiday During Vacation – When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits. As such, the employee shall receive holiday pay for any fixed holiday that falls within a vacation period, provided the employee is eligible for that fixed holiday pay. For example, an employee has approved vacation leave from Tuesday through Thursday and Wednesday is a fixed holiday. Tuesday and Thursday would be coded as vacation leave but Wednesday would be coded as holiday leave.

(e) Working on a Holiday – Whenever an employee is required to work on a fixed holiday or the fixed holiday falls on an employee's regularly scheduled day off, the employee shall accrue, on an hour for hour basis, up to a total of eight (8) hours floating holiday time. At the request of the employee, and with approval of the appointing authority, straight time payment can be made in lieu of accrual provided such compensation is approved during the pay period in which it is worked. Employees scheduled to work on a holiday but who call off sick shall code, but not accrue, holiday leave for that

day, provided that the employee has at least eight (8) hours of sick leave available. Employees with less than eight (8) hours of sick leave available who call off sick on a holiday shall code sick leave or other appropriate available accrued leave, if approved by his/her supervisor, but shall not be eligible to accrue the holiday leave.

(f) Weekend Holidays – When a fixed holiday falls on a Saturday, the previous Friday will be observed as the fixed holiday except that when the preceding Friday is also a fixed holiday, the preceding Thursday will be observed as the fixed holiday. When a fixed holiday falls on a Sunday, the following Monday will be observed as the fixed holiday except that when the following Monday is also a fixed holiday, the following Tuesday will be observed as the fixed holiday.

For those County department operations which operate six (6) and seven (7) days per week facilities, fixed holidays which fall on either a Saturday or Sunday shall be observed on those days by employees of those operations scheduled to work.

(g) Holiday Time Accrual

(1) Upon retirement or termination, employees shall be compensated for any unused accrued holiday time at the then current base rate equivalency.

(2) An employee may code vacation or other appropriate accrued paid leave time on a fixed holiday only under the following circumstances:

(i) An employee on an alternate work schedule such as a 9/80 or 4/10 may code accrued vacation hours on a fixed holiday that falls on a workday up to an amount that if combined with his/her fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee on a 4/10 work schedule normally works ten (10) hours on Mondays, when the fixed holiday falls on a Monday the employee codes eight (8) hours of holiday and may code up to two (2) hours of vacation).

(ii) An employee in a regular part-time or job share position who does not accrue eight (8) hours of holiday leave due to the employee's reduced work schedule may code accrued vacation leave hours on a fixed holiday that falls on a normal workday up to an amount that if combined with the employee's fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee due to his/her reduced work schedule accrued four (4) hours of holiday, but normally would have worked eight (8) hours on the day in which the holiday occurred, may code four (4) hours of accrued vacation leave in addition to the four (4) hours of holiday.

SECTION 5 – LEAVE ACCRUALS WHILE ON DISABILITY LEAVE

Employees receiving the benefits of Workers' Compensation or short-term disability insurance leave receive partial replacement of their income through these benefits. Employees on these types of disability leaves may choose to fully integrate, partially integrate, or not integrate personal leave time with these disability payments.

The maximum amount the employee receives from integrating leave time with disability payments shall not exceed 100% of the employee's base salary. Paid personal leave time coded on the employee's Time and Labor Report will be limited to the amount of leave necessary to integrate benefits to the level designated by the employee. When the exact amount is not known, a good faith estimate may be made and the amount will be adjusted later as necessary. If any overpayments are made, the employee will be

required to repay that amount in accordance with the Payroll Adjustments Article. An employee who knowingly receives payment in excess of their regular base salary is required to report it to their Departmental payroll clerk.

Employees who are fully integrating accrued leave time with disability benefits shall be eligible to receive full accruals of vacation and sick leave. Employees who are not fully integrating shall earn prorated vacation and sick leave accruals based upon paid leave time coded on the Time and Labor Report only.

Employees who are fully integrating paid leave time with disability benefit(s) will be eligible for fixed holiday pay provided that they are on the payroll for the entire pay period and have no unapproved leave for the pay period. Employees who are partially integrating or not integrating paid leave time with disability benefits will be paid for holidays in accordance with the holiday leave provisions in Section 4 of this Article.

SECTION 6 – COMPULSORY LEAVE

If, in the opinion of the appointing authority, employees are unable to perform the duties of their position for physical or psychological reasons, they may be removed from duty without pay, unless the employee is permitted to use appropriate accrued paid leave for which they are eligible. In addition, such employees may be required to submit to an examination by either a physician or other competent authority designated by the Director of Human Resources or designee or by their own physician or other practitioner, as appropriate. If the examination report of the competent authority (e.g., physician, appropriate practitioner) shows the employee to be in an unfit condition to perform the duties required of the position, the appointing authority shall have the right to compel such employee to take sufficient leave of absence with or without pay, to transfer to another position without reduction in compensation, and/or follow a prescribed treatment regimen until medically qualified to return to unrestricted duty. An employee who has been removed from duty for physical or psychological reasons by the appointing authority, and the employee was required to submit to an examination, may not return to duty until such time as medical clearance has been obtained.

Additionally, if an employee otherwise fails to maintain required licensure for any reason, said employee shall be removed from duty without pay, unless the employee is permitted to use appropriate accrued paid leave for which the employee is eligible. Nothing herein is intended to preclude the employer from taking appropriate administrative action with regard to the employee.

SECTION 7 – MILITARY LEAVE

As provided in the California Military and Veterans Code Section 395 et seq., and any amendment thereto, and the federal Uniformed Services Employment and Reemployment Rights Act of 1994, a County employee, regular, extra-help, or recurrent may be entitled to the following rights concerning military leave:

(a) Definition – Military leave is defined as the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training (weekend drills), full-time National Guard duty, and a period for which an employee is absent for the purpose of an examination to determine the fitness of the person to perform any such duty.

(b) Notice and Orders – All employees shall provide advance notice of military service unless military necessity prevents the giving of notice or the giving of notice is impossible or unreasonable. Where available, copy of military orders must accompany the request for leave.

(c) Temporary Active Duty – Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of active military training provided that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same vacation, holiday, and sick leave, step advances and benefits that would have been enjoyed had the employee not been absent, providing such employee has been employed by the County for at least one (1) year immediately prior to the date such leave begins. In determining the one (1) year employment requirement, all time spent in recognized military service, active or temporary, shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the above one (1) year employment requirement shall be entitled to receive their regular salary or compensation, pursuant to Section (e) of this Article.

(d) Full-Time Active Duty – Employees who resign from their positions to serve in the Armed Forces for more than one hundred eighty (180) days, shall have a right to return to their former classification upon serving written notice to the appointing authority, no later than ninety (90) days after completion of such service. Returning employees are subject to a physical/psychological examination.

Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration.

Eligible employees are also entitled to the reemployment and benefit rights as further described in the Uniformed Services and Employment and Reemployment Rights Act, 38 U.S.C. Sections 4301-4333. Specifically, a returning employee will receive restoration of original hire date, salary step, vacation accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with provisions contained herein), the retirement plan contribution rate and retirement system contributions (provided the employee complies with any requirements established by the Retirement Board). However, such employee will not have accrued vacation, sick leave, or other benefit while absent from County employment, except as provided in the temporary duty provision.

(e) Compensation – This provision does not include an employee's attendance for inactive duty, commonly referred to as weekend reserve meetings or drills. Employees must use their own time to attend such meetings. Should the meetings unavoidably conflict with an employee's regular working hours, the employee is required to use vacation or holiday leave, leave without pay, or make up the time. Employees who are called in for a medical examination to determine physical fitness for military duty must also use vacation leave, leave without pay, or make up the time. Employees cannot be required to use their accrued leave. Any employee meeting the requirements in (c) and (d) shall be

entitled to receive their regular salary or compensation for the first thirty (30) calendar days of any such leave. Pay for such purposes shall not exceed thirty (30) days in any one fiscal year and shall be paid only for the employee's regularly scheduled workdays that fall within the thirty (30) calendar days.

(f) Extension of Benefits – The County recognizes the increased requirements of the military due to the current threats facing the United States of America and, as such, has established a program under which employees may be eligible for an extension of benefits. Employees who are called to active duty as a result of the activation of military reservists beginning in September 2001, and who are eligible to receive the thirty (30) calendar day military leave compensation, and meet the requirements established by the Board shall receive the difference between their base County salary and their military salary starting on the 31st calendar day of military leave. The difference in salary shall continue for the period approved by the Board of Supervisors. During this period, the County will continue to provide the employee the benefits and all leave accruals as was provided prior to such active duty. Retirement contributions and credit will be granted if the employee had enough pay to cover the entire contribution. If the employee does not get enough pay to cover the retirement contribution, no contribution or credit will be given. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains a war exclusion.

If the employee becomes eligible for full County payment for the first thirty (30) days of military leave provided in (c) of this Article, the extended payments provided under this Section shall be suspended and shall be continued after the 30 days compensation has been completed.

No compensation shall be paid beyond the thirty (30) day leave period, unless such compensation is expressly approved by the Board of Supervisors. The County may unilaterally extend the benefits of this subsection upon the approval of the Board of Supervisors.

(g) Vacation and Military Leave – Employees shall not be permitted to take vacation or other accrued leave in lieu of the military leave provisions provided in Section (c) of the Article. Employees may elect to use accrued leave time, except sick leave, in lieu of the integrated pay in Section (f) of this Article under the following conditions:

(1) The employee must decline in writing the benefits of Section (f) of this Article prior to the due date of the Time and Labor Report (TLR). The employee must include the dates for which he/she is declining the benefit.

(2) The employee must use accrued leave time for the entire pay period (i.e., County pay will not be integrated with military pay for partial pay periods).

(3) Such written declination cannot be revoked or amended at a later date for a pay period for which the TLR has already been submitted.

(4) Benefits, leave accruals, and pay will be administered per normal procedures for vacation pay; no additional benefits otherwise granted under this Article will be available.

Employees may elect to use accrued leave time, except sick leave, once all paid benefits have been exhausted.

SECTION 8 – POLITICAL LEAVE

Any employee who is a declared candidate for public office (i.e., a candidate who has filed the appropriate documents) shall have the right to a leave of absence without pay with or without right to return for a reasonable period to campaign for the election. Such leave is subject to the conditions governing special leaves of absence without pay under Section 9.

SECTION 9 – SPECIAL LEAVES OF ABSENCE WITHOUT PAY

(a) General Provisions

A special leave of absence without pay for a period not exceeding one (1) year may be granted to an employee who:

(1) Is medically incapacitated to perform the duties of the position.

(2) Desires to engage in a relevant course of study, which will enhance the employee's value to the County.

(3) Takes a leave of absence pursuant to the federal Family Medical Leave Act, the California Family Rights Act, and/or Pregnancy Disability Leave provisions under the Fair Employment and Housing Act (FEHA).

(4) For any reason considered appropriate by the appointing authority and the Director of Human Resources.

(b) Types of Leaves of Absence

There are four (4) types of leaves of absences. All requests must be in writing and require the approval of the appointing authority or designee and the Director of Human Resources or designee. Upon request, the appointing authority or designee and the Director of Human Resources or designee may grant successive leaves of absence. All benefits shall be administered in accordance with the appropriate Article of this Agreement.

(1) Leaves of Absence With Right to Return

Leaves of absence with right to return may be granted to employees in regular positions for a period not exceeding one (1) year. The employee remains in his/her position.

(2) Family Leave

Leaves of absence will be granted in accordance with the federal Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and/or Pregnancy Disability Leave (PDL) provision under Fair Employment and Housing Act (FEHA). This leave can be concurrent with use of paid leave or leave of absence without pay with right to return.

An employee on an approved leave of absence without pay under this provision will continue to receive the benefits specified in Section 5 of the Medical, Dental and Vision Coverage Article of this Agreement. Certification from a health care provider is required for all instances of medical leave under this provision. Employees are required to inform supervisors of the need for leave at least thirty (30) days before commencement where possible.

In instances where the leave is for the birth or placement of a child and both husband and wife are County employees, both employees are limited to a total of twelve (12) weeks between them.

(3) Leaves of Absence Without Right to Return

(i) Definition – Leaves of absence without right to return may be granted to employees with regular status for a period not exceeding one (1) year. Employees without right to return shall be removed from their position. Retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase medical benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

(ii) Return Process – An employee may return to the same department in the classification from which the employee took the leave of absence with the approval of the appointing authority and the Director of Human Resources. Alternatively, the employee may apply through Human Resources by the last day of the leave of absence. The employee will be placed on the eligible list for the classification from which he/she took the leave of absence without examination. Placement on the eligible list will be administered in accordance with the requalification provisions of the Personnel Rules. If the employee does not return to a regular position within ninety (90) calendar days of the expiration of such a leave the employee shall be terminated from County service. If reemployed, the employee shall be required to serve a new probationary period. The Director of Human Resources or designee has the discretion to waive the requirement to serve a new probationary period.

(iii) Benefits Upon Return – An employee who returns to a regular position within ninety (90) days after the expiration of the leave of absence without right to return shall retain hire date for purposes of leave accruals and step advances; except that the employee will not receive service credit for the period of time the employee is on the leave of absence without right to return.

To be reemployed and retain the above benefits, the employee must be appointed to a position no later than ninety (90) calendar days after the date of expiration of the leave of absence. The ninety (90) days shall run concurrently with the first ninety (90) days of the one (1) year period provided in the Reemployment Article.

(4) Long-Term Medical Leave of Absence

(i) Definition – An employee with regular status who suffers from a serious condition may be placed on a medical leave of absence for up to one (1) year, only after FMLA, CFRA and/or PDL have been exhausted. However, if an employee meets the service requirements for eligibility for a disability retirement, the Long-Term Medical Leave of Absence may be extended. The employee is responsible for providing documentation from a qualified health practitioner prior to approval. The County retains the right to request medical documentation regarding the employee's continued incapacity to return to work.

The employee will be removed from his/her position so that the department may fill behind the employee. Retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase medical benefits pursuant to the federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

Upon the employee's ability to return to work or the expiration of the leave of absence,

whichever comes first, the employee will have the right to return to the classification within the department from which he/she took a leave of absence when a funded vacancy for which the employee meets the qualifications is available. If the employee does not return to work by the expiration date of the leave, or the soonest date after that for which the department has a vacancy (but in no event later than ninety (90) days following the expiration of the medical leave of absence), the employee relinquishes the right to return.

(ii) Upon return from a medical leave of absence, the employee shall retain hire date for purposes of leave accruals and step advances; except that the employee will not receive service credit for the period of time the employee is on the medical leave of absence.

SECTION 10 – JURY DUTY LEAVE

Employees in regular positions who are ordered/summoned to serve jury duty including Federal Grand Jury duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage. Such employees will further be required to deliver a "Jury Duty Certification" form at the end of the required jury duty to verify such service. If an employee is required to report to jury duty during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Jury Duty Leave for those hours. When practicable, the appointing authority will convert an employee's regular tour of duty to a day shift tour of duty during the period of jury duty. Employees required to serve on a jury must report to work before and after jury duty provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after the employee has completed jury duty and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank." Employees volunteering to serve on a Grand Jury shall be granted a leave of absence without pay to perform the duties of a member of the Grand Jury, in the same manner as provided in Section 9 of this Article.

SECTION 11 – EXAMINATION TIME

Employees having regular status in regular positions at the time of application, or employees who do not have regular status but have previously held regular status and continuously remained a County employee, shall be entitled to a reasonable amount of time off with pay for the purpose of attending all examination processes (e.g., selection interviews) required for selection to a different County position. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Examination time off shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. An employee is not entitled to compensation if the employee is able to complete the examination on his/her own non-working time (e.g., online exams). If an employee is unable to complete an online examination as a result of lack of access to the necessary equipment/software, the employee must contact Human Resources prior to the specified test completion deadline and alternative arrangements will be made for the employee so that he/she can complete the online exam. Employees must report to work before and after examination time provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after Examination Time and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank."

SECTION 12 – WITNESS LEAVE

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action or the subpoena has arisen out of the employee's scope of employment. Witness Leave shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. This benefit will be paid only if the employee has demanded witness fees at the time of service of the subpoena, and such fees are turned over to the County. If an employee is required to testify as a witness during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Witness Leave during those hours.

SECTION 13 – BLOOD DONATIONS

Employees in regular positions who donate blood without receiving compensation for such donation, may have up to two (2) hours off with pay to recover with prior approval of the immediate supervisor for each such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work, any time in excess of two (2) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each donation must be presented to the appointing authority to receive this benefit.

Employees in regular positions who are apheresis donors may have up to four (4) hours off with pay to recover with prior approval of the immediate supervisor for each such donation, provided no compensation is received for such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work any time in excess of four (4) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each apheresis donation must be presented to the appointing authority to receive this benefit.

SECTION 14 – TIME OFF FOR VOTING

(a) If an employee does not have sufficient time outside of working hours to vote at a statewide election, the employee may, without loss of pay, take off enough working time that, when added to the voting time available outside of working hours, will enable the employee to vote.

(b) No more than two (2) hours of the time taken off for voting shall be without loss of pay. The time off for voting shall be only at the beginning or end of the regular working shift, whichever allows the most free time for voting and the least time off from the regular working shift, unless otherwise mutually agreed.

(c) If the employee on the third working day prior to the day of election knows or has reason to believe that time off will be necessary to be able to vote on Election Day, the employee shall give the employer at least two (2) working days' notice that time off for voting is desired, in accordance with this section.

SECTION 15 – EDUCATION LEAVE AND TRAINING

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**

Section 1

Effective pay period 1 of each year, each regular full-time employee with one (1) or more years of service shall be credited with a bank of twenty-four (24) hours of leave with pay (i.e., Education Leave), upon approval, to attend (e.g. online, in person, etc.) Board of Registered Nursing approved continuing education courses, seminars, training programs, conferences, workshops, or classes, including those necessary to obtain and/or maintain RN licensure or certifications. Such bank shall be reflected on the employee's pay stub. An employee may upon their request to Human Resources, also receive their available balance of Education Leave Hours.

Written requests for such Leave must be submitted thirty (30) calendar days in advance before the leave is to be taken or at least five (5) days before the schedule is released. If an employee submits a request for Education Leave prior to the current schedule being finalized, the County will make reasonable efforts to accommodate the employee's Leave request. An employee seeking to attend education courses, seminars, training programs, conferences, workshops, online courses or classes on a scheduled day off shall be eligible to use up to twelve (12) hours of Education Leave for the actual course time. Department responses to requests for Education Leave will be provided within fourteen (14) days of any such written Leave request.

An employee who is approved to attend an education course, seminar, etc. on a day that is the employee's scheduled workday, whose shift was not backfilled, shall discuss with his/her supervisor if the employee will return to work or use appropriate paid leave or VTO for the remainder of the employee's scheduled workday. An employee's requests to use appropriate paid leave or VTO for this purpose shall not be denied arbitrarily and/or capriciously.

Section 2

An employee with unused Education Leave at the end of pay period 26, or 27 when applicable, are eligible to carry over up to twelve (12) hours of Education Leave into the next calendar year provided, however, that the amount carried over combined with the Education Leave credited to the employee in pay period 1 shall not exceed thirty-six (36) hours, or forty-six (46) hours in the case of an employee who receives an additional ten (10) hours of Education Leave as provided in Section 4 of this Article.

Section 3

An employee who is required or mandated to attend a specific class or training, including but not limited to work on their assigned unit, by the Appointing Authority or designee shall not have the time spent attending such class or training counted against this Education Leave. The County will pay the cost of the class/training and the employee shall be paid his/her base rate, and this time shall be counted as time worked. Examples of a mandatory class are those conducted through ARMC's Healthstream system and the Driver Awareness class required by County Risk Management.

Section 4

Effective pay period 1 of each year, each regular full-time employee with one (1) or more years of service who is currently certified by a national specialty organization shall be provided an additional ten (10) hours of Education Leave each year, and thereafter, as long as the certification is maintained.

Each regular full-time employee who has obtained a national certification shall then be provided an additional ten (10) hours of Education Leave prorated on a monthly basis, based upon the annual rate of ten (10) hours.

LIFE INSURANCE

ELIGIBLE UNITS:

- **ALL UNITS**

(a) The County agrees to pay the premium for a term life insurance policy for each employee based on scheduled work hours according to the table below. Life insurance will become effective on the first day of the pay period following the employee's first pay period in which the employee is in paid status and shall continue for each pay period in which the employee is in a paid status. For pay periods in which the employee is not in paid status, the employee shall have the option of continuing life insurance coverage at the employee's expense.

Bargaining Unit	Amount of Life Insurance	
	Scheduled Hours from 40 to 60	Scheduled Hours from 61 to 80
• **ADMINISTRATIVE SERVICES UNIT**	$25,000	$50,000
• **CLERICAL UNIT**	$10,000	$20,000
• **CRAFT, LABOR & TRADES UNIT**	$10,000	$20,000
• **MANAGEMENT UNIT** • **NURSES SUPERVISORY & MANAGEMENT UNIT** Only Includes: Clinical Director II, Clinical Director I, Unit Manager, and Clinic Unit Manager	$25,000	$50,000
• **SUPERVISORY UNIT**	$17,000	$35,000
• **NURSES SUPERVISORY & MANAGEMENT UNIT** Except Clinical Director II, Clinical Director I, Unit Manager, and Clinic Unit Manager	$17,000	$35,000
• **TECHNICAL & INSPECTION UNIT**	$17,000	$35,000

(b) The County further agrees to make available to each employee a group term life insurance program wherein the employee may purchase additional term life insurance in the amounts specified in the Certificate of Insurance. New employees shall become initially eligible to participate in these programs on the first day of the pay period following the pay period in which the employee works and receives pay for one half plus one of their regularly scheduled hours.

The County agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of the County.

LOW CENSUS

If during the term of this agreement the County determines that conditions exist that, due to low workload (e.g., low patient census, etc.), would require the County to implement measures to deal with such conditions, the parties agree that, regular employees at Arrowhead Regional Medical Center covered by this MOU may be relieved from duty without pay at any time if it is determined that the workload is such that their services are not immediately necessary.

Before regular employees are relieved from duty, the following must first occur:

(1) Any temp agency or registry employee will be relieved from duty.

(2) Employees working a non-regularly scheduled shift shall be relieved from duty.

(3) Employees will be polled to determine whether or not any of them wish to volunteer for relief from duty. Employees who volunteer for relief from duty shall be eligible to use appropriate paid or unpaid leave (e.g., Vacation, Holiday, Compensatory Time, Voluntary Time Off).

(4) Any extra-help, intermittent, or "Per Diem" employee will be relieved from duty.

(5) Any traveler employee will be relieved from duty.

(6) Any Contract employee in a Teamsters Local 1932 bargaining unit will be relieved from duty.

(7) Any regular employee working a regularly scheduled shift will be relieved from duty.

(8) The order of call off may be altered to retain an employee whose skills and competencies are required for safe patient care, but shall not be used in a punitive or arbitrary manner.

Special Provisions

(1) An employee who is not notified at least two hours prior to the beginning of a scheduled shift and who reports for work, will be provided a minimum of four (4) hours of work. This minimum guarantee shall not apply if the County has contacted the employee by telephone at least two (2) hours prior to the beginning of the shift.

(2) An employee who is called off for a shift during a pay period shall, consistent with the Overtime article, have the opportunity to work additional hours, shifts, etc., provided the additional hours, shifts, etc., are available and the employee is approved to work.

(3) An employee who is called off or who volunteers for relief from duty shall be eligible to use appropriate paid or unpaid leave (e.g., Vacation, Holiday, Compensatory Time, Voluntary Time Off) provided the employee meets the eligibility requirements to use such leave.

(4) The County shall notify the Union, upon its request, of any employees who are called off.

MEAL AND BREAK PERIODS

ELIGIBLE UNITS:

- **ALL UNITS – EXCEPT MANAGEMENT**

MEAL PERIODS

Meal periods are nonpaid, duty-free, nonworking time and shall not be less than one-half (1/2) hour, or greater than one (1) hour when scheduled. Every effort will be made to schedule such duty-free meal period during the middle of the shift when possible.

If a regularly scheduled tour of duty does not include a duty-free meal period, appointing authorities shall allow employees a maximum of twenty (20) minutes per shift to eat a meal. Such time shall be considered work time.

Additionally, the Parties mutually agree upon Meal Periods provided for in this article as opposed to those provided for under applicable State law for employees covered under SB1334 as determined by the County, who provide direct patient care or support direct patient care in a general acute care hospital, clinic, or public health setting. Thus, if an eligible employee does not receive a meal period as required by this article, the County shall pay the affected employee one additional hour of pay at the employee's regular rate of compensation for each workday that the meal period is not provided.

BREAK PERIODS

Employees shall be entitled to rest periods in accordance with the schedule contained herein. Rest periods shall be scheduled in accordance with the requirements of the department, but in no instance shall rest periods be scheduled within one (1) hour of the beginning or ending of a tour of duty or meal period, nor shall such time be accumulative or used to report to work late or leave early. Rest periods shall be considered as time worked. Employees required to work beyond their regular tour of duty shall be granted a ten (10) minute rest period for each two (2) hours of such work. Rest periods may not be divided so as to increase the total number of rest periods taken. For example, a twenty (20) minute rest period may not be divided by the employee into two rest periods of ten (10) minutes duration.

Regularly Scheduled Tour of Duty	Number and Limit of Rest Period
After 3 hours and through 6 hours	One – 15 Minute Rest Period
After 6 hours and through 8 hours	Two – 15 Minute Rest Periods
After 8 hours and through 10 hours	Two – 20 Minute Rest Periods
After 10 hours	One – 25 Minute Rest Period and One – 20 Minute Rest Period

Additionally, the Parties mutually agree upon Break Periods provided for in this article as opposed to those provided for under applicable State law for employees covered under SB1334 as determined by the County, who provide direct patient care or support direct patient care in a general acute care hospital, clinic, or public health setting. Thus, if an eligible employee does not receive a rest period as required by this article, the County shall pay the affected employee one additional hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided.

MEDICAL, DENTAL, AND VISION COVERAGE

SECTION 1 – MEDICAL AND DENTAL COVERAGE

ELIGIBLE UNITS:

- **ALL UNITS**

(a) The parties agree that Teamsters Local 1932 may establish a healthcare trust (the "Trust") that offers medical coverage compliant with Internal Revenue Code (Code) section 4980H and the Affordable Care Act (ACA), dental coverage, vision care coverage for active employees in the ADMINISTRATIVE UNIT; CLERICAL UNIT; CRAFT, LABOR & TRADES UNIT; MANAGEMENT UNIT; SUPERVISORY UNIT; NURSES SUPERVISORY & MANAGEMENT UNIT; and TECHNICAL & INSPECTION UNIT (the "Bargaining Units") who are members of Teamsters Local 1932. Active employee is defined as an employee who has not terminated employment from the County including those on paid status and on approved unpaid leave of absence.

(b) Active Bargaining Unit employees who are members of Teamsters Local 1932 may choose to participate in medical and prescription drug coverage, dental coverage, and vision coverage offered by either the County or by Teamsters Local 1932 through the Trust. Teamsters Local 1932 members who select the Trust shall obtain medical, dental, and vision coverage through the plan(s) offered by the Teamsters Healthcare Trust. Teamsters Local 1932 members who do not select the Teamsters Healthcare Trust shall obtain medical, dental, and vision coverage through the plan(s) offered by the County.

Active Bargaining Unit employees who are not members of Teamsters Local 1932 and do not opt out or waive coverage shall participate in the medical and prescription drug coverage, dental coverage, and vision care coverage offered by the County.

(c) All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in a medical and dental plan offered by the County or by the Trust.

(d) Employees who are not members of Teamsters Local 1932 who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plans offered by the County with the lowest bi-weekly premium rates available in the geographical location of the employee's primary residence. The default medical enrollment for an employee who is a member of Teamsters Local 1932 who fails to elect medical and dental plan coverage shall be the medical and dental plans offered through the Trust.

(e) Medical and dental plan coverage will become effective on the first day of the pay period following the first pay period in which the employee is scheduled to work for forty (40) hours or more and in paid status.

(f) To continue enrollment in the County medical and dental plans or the medical and dental plans offered by the Trust, an employee must remain in a regular position scheduled to work for a minimum of forty (40) hours per pay period and in paid status, or be on approved leave for which continuation of medical and dental coverage is expressly provided under Section 5 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.

(g) Eligible employees may elect to enroll their dependents upon initial eligibility for medical and dental insurance. Thereafter, newly eligible dependents may be enrolled within sixty (60) days of obtaining eligibility status, such as birth, adoption, marriage, or registration of domestic partnership.

(h) A dependent must be removed mid-Plan Year when the dependent becomes ineligible for coverage under the insurance plan eligibility rules (e.g., divorce, termination of domestic partnership, or over age dependent).

(i) Enrollment elections must remain in effect for the remainder of the Plan Year unless an employee experiences a mid-year qualifying event.

(j) Notification of a mid-year qualifying event must be submitted to the Human Resources Employee Benefits and Services Division or the Trust Administrator, as applicable, in accordance with the established procedures. Employees are responsible for notifying the County or the Trust Administrator, as applicable, within sixty (60) days of any change in eligibility for the County's plans.

(k) Premiums for coverage will be automatically deducted from the employee's pay warrant. In specific circumstances, in the absence of sufficient earnings to cover the deduction for premiums, the employee may be given another payment option. Failure to pay premiums will result in loss of coverage for the employee and/or the dependents.

SECTION 2 – OPT-OUT AND WAIVE

ELIGIBLE UNITS:

- **ALL UNITS**

Employees eligible for medical and dental plan coverage who are also enrolled in a comparable group medical and/or dental plan sponsored by another employer may elect to opt-out of medical and/or dental coverage (opt-out).

Employees eligible for medical and dental plan coverage who are covered by a spouse, domestic partner, or parent who is also employed by the County may elect to waive their medical and/or dental plan (waive).

To receive the opt-out or waive amounts of this Section the employee must be in paid status.

(a) Employees in all units, except for the NURSES SUPERVISORY & MANANGEMENT UNIT, scheduled to work 61 to 80 hours per pay period who prior to fiscal year 2005 elected to opt-out of medical coverage and continue to opt-out during the term of this MOU, shall receive one hundred thirty-three dollars and eighty-five cents ($133.85) per pay period; employees scheduled for 40 to 60 hours per pay period who prior to fiscal year 2005 elected to opt-out of medical coverage and continue to opt-out during the term of this MOU, shall receive sixty-six dollars and ninety-three cents ($66.93) per pay period.

(b) Employees in all units, except for the NURSES SUPERVISORY & MANANGEMENT UNIT, scheduled to work 61 to 80 hours per pay period who prior to fiscal year 2005 elected to waive medical coverage and continue to waive during the term of this MOU will receive one hundred ninety dollars ($190.00) per pay period; employees scheduled for 40 to 60 hours who prior to fiscal year 2005 elected to waive medical coverage and continue to waive during the term of this MOU, shall receive ninety-five dollars ($95.00) per pay period.

(c) Employees who opt-out or waive medical coverage effective beginning with the fiscal year in 2005 and any time thereafter and NURSES SUPERVISORY & MANANGEMENT UNIT employees who opt-out or waive medical coverage scheduled for 61 to 80 hours per pay period will receive forty dollars ($40.00) per pay period; employees who opt-out or waive medical coverage effective beginning with the fiscal year in 2005 and any time thereafter and Supervisory Nurses employees who opt-out or waive medical coverage scheduled for 40 to 60 hours shall receive twenty dollars ($20.00) per pay period.

The rules and procedures for electing to opt-out or waive medical and dental plan coverage are established and administered by the Human Resources Employee Benefits and Services Division.

(1) Employees may elect to opt-out or waive medical and/or dental plan(s) coverage within sixty (60) calendar days of the effective date of coverage of another employer-sponsored group plan. Proof of initial gain of other employer group coverage is required at the time the opt-out or waive is elected.

(2) Employees may also elect to opt-out or waive medical and/or dental plan(s) coverage during an annual open enrollment period. All employees who are newly opting-out or waiving during an open enrollment period must provide verification of other employer group coverage.

(3) Employees who voluntarily or involuntarily lose their other employer group medical and/or dental plan coverage must enroll in a medical and/or dental plan within sixty (60) calendar days. Enrollment in the County-sponsored medical and/or dental plan or the Trust medical and/or dental plan will be provided in accordance with the requirements of the applicable plan. If the employee elects not to enroll his/her eligible dependents, the dependents may only be added at a subsequent annual open enrollment period or within sixty (60) calendar days from a mid-year qualifying event.

(4) There must be no break in the employee's medical and dental plan coverage between the termination date of the other employer group coverage and enrollment in a medical and dental plan. The retroactive enrollment period and premiums required to implement coverage are subject to the terms and conditions of the applicable plan. Failure to notify the County or the Trust Administrator, as applicable, of loss of group coverage within sixty (60) calendar days will require the employee to pay his/her insurance premiums retroactively on an after-tax basis.

SECTION 3 – MEDICAL AND DENTAL PREMIUM SUBSIDIES

ELIGIBLE UNITS:

- **ALL UNITS**

Medical Subsidy

(a) The County has established a Medical Premium Subsidy (MPS) and Dental Premium Subsidy (DPS) to offset the cost of medical and/or dental plan premiums charged to eligible employees. The MPS shall be applied to medical insurance premiums only and shall not be applicable to dental insurance premiums. The DPS shall be applied to dental insurance premiums only and shall not be applicable to medical insurance premiums.

(b) Employees shall receive the same applicable County provided medical subsidy and/or dental subsidy regardless of whether the employee is enrolled in a County-sponsored medical plan or plan offered

through the Trust; provided, however, that the County contribution shall not exceed the total premium.

(c) The MPS and DPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association. In no case, shall the MPS exceed the cost of the medical insurance premium for the coverage selected. In no case shall the DPS exceed the cost of the dental insurance premium for the coverage selected.

(d) The parties agree to establish a Labor Management Committee to discuss an outcomes-based wellness program within 6 months following the Board of Supervisors approval of this agreement.

(e) Eligibility - Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a County-sponsored or Teamsters Local 1932-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage. Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a County-sponsored or Teamsters Local 1932-sponsored medical and dental plan, are eligible to receive the DPS towards the cost of dental coverage. However, employees must be in paid status in order to actually receive the benefits of this Section.

For purposes of this Sub-section (e), paid hours shall not include disability payments such as short-term disability and workers' compensation.

(1) Effective July 16, 2022, the MPS amounts for employees in all Units shall be the following amounts per pay period:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	$131.69	$263.38
Employee + 1	$255.00	$510.00
Employee + 2	$360.29	$720.59

(2) Effective the pay period following board approval, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the County's Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years. For example, if the 2023/2024 Benefit Plan Year premium for the Employee-Only tier increases by $20 per pay period, the MPS amount will increase by $20 per pay period (i.e., 100% of $20) and the total MPS for the Employee-Only tier will be $283.38.

(3) Effective the pay period following board approval, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the County's Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years. For example, if the 2023/2024 Benefit Plan Year premium for the Employee-Only tier increases by $20 per pay period, the MPS amount will increase by $20 per pay period (i.e., 100% of $20) and the total MPS for the Employee-Only tier will be $283.38.

Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

(4) Effective July 13, 2024, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the County's Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years.

Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

(5) Effective July 12, 2025, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the County's Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years.

Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

(6) Effective July 11, 2026, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the County's Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years.

Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

(7) Employees in all Units covered by this Agreement shall receive a Dental Premium Subsidy in the following amounts per pay period:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only Employee + 1 Employee + 2	$4.73	$9.46

(f) Parties agree to meet and confer, during the term of this agreement, should the County eliminate the Blue Shield Signature HMO as referenced in section 3(e) of this article.

SECTION 4 – NEEDLES MEDICAL PREMIUM SUBSIDY

ELIGIBLE UNITS:

- **ALL UNITS**

For employees assigned to work in the Needles, Trona, and Baker work locations, the County will establish a "Needles Subsidy." To be eligible for the Needles Subsidy the employee must be enrolled in a medical plan and receive MPS. The Needles Subsidy will be paid by the employee's Department and will be equal to the amount of the premium difference between the indemnity medical plan offered in these specific work locations and the HMO medical plan with the most comparable benefit design (e.g., similar copayment amounts, out-of-pocket maximums, etc.) provided by the County. This Subsidy will be established each year when premiums change for the County-sponsored medical plans. The Subsidy will be discontinued when the lowest cost medical plan becomes available to the employees.

SECTION 5 – ELIGIBILITY FOR MPS AND DPS WHILE ON LEAVE

ELIGIBLE UNITS:

- **ALL UNITS**

(a) FMLA/CFRA – Employees who are on approved leave, pursuant to FMLA/CFRA law and whose paid hours in a pay period are less than the required number of hours designated in Sub-section 3(c) above will continue to be enrolled in a County-sponsored or Teamsters Local 1932-sponsored medical plan and to receive MPS and DPS in accordance with applicable law.

An employee who does not otherwise meet the requirements for FMLA and/or CFRA (e.g., an employee who has not actually worked 1,250 hours during the applicable twelve (12) month rolling period) after the employee has received the MPS and DPS as provided by law, shall not be eligible for continuation of the MPS and DPS in the subsequent year. For example, an employee who is off work continuously for two years, and received the MPS and DPS as provided by law, shall not be eligible for the continuation of the MPS and DPS in the next rolling year.

(b) Pregnancy Disability Leave (PDL) – An employee on an approved Pregnancy Disability Leave is eligible for continuation of MPS and DPS in accordance with PDL law.

(c) Workers' Compensation - Employees who are on an approved leave based on an approved workers' compensation claim shall continue to receive the MPS and DPS for up to twenty (20) pay periods while off work due to that work injury, inclusive of any FMLA leave, providing the employee has been receiving MPS and DPS immediately prior to the leave of absence and as long as the employee pays his/her portion of the premiums on time. Should any subsequent workers' compensation claims occur during the initial twenty (20) pay periods, the remaining MPS eligibility from the original claim shall run concurrent with any additional approved workers' compensation claims that occur during the initial claim. For example, if the employee is receiving the MPS and DPS for twenty (20) pay periods for an injury and after ten (10) pay periods another workers' compensation claim is approved and the employee is eligible to receive the MPS and DPS for an additional twenty (20) pay periods, ten (10) pay periods will run concurrent with the initial claim, for a total of 30 pay periods.

Employees who are still on workers' compensation after the expiration of the initial twenty (20) pay periods shall continue to receive MPS and DPS provided the employee is fully integrating appropriate paid leave time.

(d) Short Term Disability – Employees who are integrating paid leave time with Short-Term Disability (STD) insurance provided by the County shall continue to receive the MPS and DPS.

SECTION 6 – VISION CARE

ELIGIBLE UNITS:

- **ALL UNITS**

Subject to carrier requirements, the County will pay the premiums for vision care insurance for all employees (employee-only coverage) who are in paid status and in regular positions scheduled at least forty-one (41) hours per pay period or if the County is required to continue such paid coverage pursuant to applicable law (e.g., FMLA). If an employee is no longer eligible for County-paid vision care insurance, the employee will have the option of enrolling in COBRA continuation coverage.

For Teamsters Local 1932 members who are enrolled in the Trust, the County shall contribute, on behalf of the employee, an amount equal to the County's employee-only vision care coverage premium; provided, however, that the County contribution shall not exceed the total premium for the Trust-provided employee-only coverage.

MEDICAL EMERGENCY LEAVE

ELIGIBLE UNITS:

- **ALL UNITS**

The particulars of this Medical Emergency Leave policy are as follows:

(a) The employee must have regular status with the County or one (1) year of continuous service in a regular position with the County.

(b) The employee must meet all of the following criteria before he or she becomes eligible for Medical Emergency Leave donation: (1) be on an approved medical leave of absence for at least thirty (30) consecutive calendar days (160 working hours) exclusive of an absence due to a work related injury/illness; (2) submit a doctor's off work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days (160 working hours); (3) have exhausted all useable leave balances prior to initial eligibility for Medical Emergency Leave donations – subsequent accruals will not affect eligibility; and (4) have also recorded at least forty (40) hours of sick leave without pay during the current period of disability.

(c) An employee is not eligible for Medical Emergency Leave if he or she is receiving Workers' Compensation wage replacement (e.g., coding TTD, etc.). An employee eligible for State Disability and/or Short-Term Disability must agree to integrate these benefits with Medical Emergency Leave.

(d) Vacation, holiday, administrative leave or annual leave, as well as compensatory time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours (or in the case of holiday leave only four (4) hours) not to exceed a total of fifty percent (50%) of an employee's annual vacation, holiday, administrative leave, annual leave or compensatory time accrual per employee. The donation may be made for a specific employee on the time frames established by the Human Resources Department. The employee (donee) using/coding the Medical Emergency Leave will be taxed accordingly.

(e) The donation is to be for the employee's Medical Emergency Leave only; the donation to one (1) employee is limited to a total of 1,040 hours per fiscal year. The maximum of 1,040 hours shall be prorated for those scheduled less than 40 hours per week. Example: An employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave.

(f) The definition of Medical Emergency Leave is an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee. Medical Emergency Leave is not for use to care for a member of the employee's family. Job and/or personal stress (not the result of a diagnosed mental disorder) is specifically excluded for receipt by the employee of Medical Emergency Leave. A statement from the employee's treating physician, subject to review by

the Center for Employee Health and Wellness or medical designee, is required. The County retains the right to request medical documentation regarding the employee's continued incapacity to return to work. An employee shall be eligible to utilize and receive Medical Emergency Leave during the period they are on the approved long term leave of absence.

(g) The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (i.e., MPS, Opt-out, and Waive amounts) per the minimum paid hours (i.e., paid status) per pay period requirement of the Medical, Dental and Vision Coverage Article, or the requirement of the Federal and State Family Leave Acts, as applicable to the individual employee.

(h) An employee using/coding leave under this program is not eligible for receipt of any accruals such as vacation, administrative leave, annual leave, sick leave or retirement credit.

(i) Medical Emergency Leave hours will count towards the accountable hours used to determine holiday leave eligibility.

(j) Donor hours shall be contributed at the donor's hourly base salary rate and be converted to the donee's hourly base salary, exclusive in both instances of overtime, differentials and the like as the singular purpose of this program is to provide financial assistance.

(k) Any donated time unused by the employee for the medical emergency shall remain in the donee's accruals or shall be returned to the donor employee(s) as follows:

(1) Employees who resign while on Medical Emergency Leave (i.e., an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee) shall be paid at one hundred percent (100%) of their base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at time of resignation in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector. In the case of employees who die while on Medical Emergency Leave, the employee's spouse, unless otherwise specified on the Beneficiary Designation For Last Warrant form on file with ATC, shall be paid at one hundred percent (100%) of the deceased employee's base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at the time of employee's death in accordance with payroll procedures established by the County Auditor- Controller/Treasurer/Tax Collector. Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s), in accordance with procedures established by the County.

(2) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to full time work shall be eligible to retain up to 176 hours unused Medical Emergency Leave. Such hours shall only be used for the same purpose and in the same manner as Sick Leave and in accordance with the applicable Sick Leave provision of the Agreement, however, such hours shall not be eligible for conversion (e.g., cash-out). Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s) in accordance with procedures established by the County.

(3) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to work on a part-time basis (less than the employee's normally scheduled hours of work per pay period) may record a combined total of work time and Medical Emergency Leave not to exceed each pay period the lesser of eighty (80) hours or the employee's normally scheduled hours of work. However, should the employee

accrue sick leave while working part-time on Medical Emergency Leave, the employee is required to use those sick leave accruals before utilizing Medical Emergency Leave hours (i.e., Medical Emergency Leave hours may not be used in place of accrued sick leave). For example, an employee who has returned to work on a part-time basis and accrued a balance of 10 hours of sick leave shall be required to use those sick leave hours before using Medical Emergency Leave hours. However, the employee may use any Medical Emergency Leave hours after exhausting accrued sick leave.

(l) The donation shall be administered on a specific basis where so designated with instances charged to the Medical Emergency Leave donation for the actual administrative costs.

(m) Solicitation of donors shall be regulated by the Human Resources Department, names of donors are to be confidential, the privacy rights of the donee upheld per legal requirements.

(n) All donors and donee shall sign release forms designed, retained and effected by the Human Resources Department.

MEMBERSHIP DUES DEDUCTIONS

ELIGIBLE UNITS:

- **ALL UNITS**

(a) All employees in a job classification within the representation Unit covered by this MOU may choose to become a member of Teamsters Local 1932. If the employee chooses to become a member, the employee shall authorize a payroll deduction for membership dues. The County agrees to make authorized payroll deductions of Teamsters Local 1932 dues. Any request to begin dues deductions or cancel dues deductions must be made to Teamsters Local 1932 and not the County. Teamsters Local 1932 is responsible for informing the County of the amount of dues deductions for employees.

(b) The County shall not be obligated to put into effect any new dues deduction until a dues deduction card is submitted by Teamsters Local 1932 to the County in sufficient time to permit normal processing of the dues deduction.

(c) If Teamsters Local 1932 states it has written authorization to begin deductions, it is not required to provide the County with a copy of the individual authorization unless a dispute arises about the existence or terms of the authorization. The County shall issue a check, payable to Teamster Local 1932, in the amount of the individual deductions for dues each pay period. Upon receipt of notification of an addition/deletion or change in Union dues deduction, Teamsters Local 1932 shall immediately notify the County of such change.

(d) Dues withheld by the County shall be transmitted to the Teamsters Officer designated in writing by Teamsters as the person authorized to receive such funds, at the address specified.

(e) Employees in these Units who are members of the Teamsters Local 1932 may withdraw from Teamsters Local 1932 by sending notice to Teamsters Local 1932. Teamsters Local 1932 shall immediately certify to the County to terminate dues deductions for any such employees, consistent

with applicable law. Teamsters Local 1932 shall indemnify the County for any claims made by the employee for dues deductions made in reliance on that information.

(f) Any employee who 1) is in a Teamsters Local 1932 represented bargaining unit and has chosen to be a member of Teamsters Local 1932, 2) then separates from the Teamsters Local 1932 represented bargaining unit (e.g., leaves County employment, promotes to another unit, etc.), 3) then later returns to a Teamsters Local 1932 bargaining unit and again chooses to become a member of Teamsters Local 1932, shall be required to sign a new payroll deduction card.

(g) Teamsters' indemnity and liability obligation is more fully set forth as follows:

(1) Teamsters Local 1932 shall defend, indemnify and hold harmless the County of San Bernardino and its officers and employees from any claim, loss, liability, cause of action or administrative proceeding arising out of the operation of this Article. Upon commencement of such legal action, administrative proceeding, or claim, Teamsters Local 1932 shall have the right to decide and determine whether any claim, administrative proceeding, liability, suit or judgment made or brought against the County or its officers and employees because of any application of this Article shall not be compromised, resisted, defended, tried or appealed. Any such decision on the part of Teamsters Local 1932 shall not diminish Teamsters' defense or and indemnification obligations under this Agreement.

(2) The County, immediately upon receipt of notice of such claim, proceeding or legal action shall inform Teamsters of such action, provide Teamsters Local 1932 with all information, documents, and assistance necessary for Teamsters Local 1932 defense or settlement of such action and fully cooperate with Teamsters Local 1932 in providing all necessary employee witnesses and assistance necessary for said defense. The cost of any such assistance shall be paid by Teamsters Local 1932.

Teamsters Local 1932 upon its compromise or settlement of such action or matter shall immediately pay the parties to such action all sums due under such settlement or compromise. Teamsters Local 1932, upon final order and judgment of a Court of competent jurisdiction awarding damages or costs to any employee, shall pay all sums owing under such order and judgment.

(h) The County shall provide via email to the Union a monthly list of all employees in the bargaining units with the employees', classification title, work location (including location address), current home address, personal email address (if available), personal cell phone (if available) and home phone number.

MERIT ADVANCEMENTS

SECTION 1 – GENERAL

Employees shall receive merit advancements within their base salary range, as provided below and in the Salary Rates and Step Advancements Article.

SECTION 2 – PROBATIONARY EMPLOYEES AND OTHER EMPLOYEES WITHOUT REGULAR STATUS

(a) Probationary employees or other employees without regular status, shall receive a merit advancement following 1,040 service hours, unless the employee receives a probationary progress report with an overall rating of at "Below Job Standards."

(b) If the employee receives an overall rating of "Below Job Standards" the step will not be granted until the pay period in which the employee receives an overall evaluation of at least "Meets Job Standards."

SECTION 3 – REGULAR EMPLOYEES

(a) Regular employees shall receive step advancements in accordance with the Salary Rates and Step Advancement article.

Regular employees shall be evaluated within six (6) pay periods prior to their annual step advance eligibility date, when applicable. If the employee receives an evaluation with an overall rating of "Below Job Standards" the step advance may be denied or suspended as follows:

(b) If the supervisor had given the employee written notice of inadequate work performance at least three (3) pay periods prior to the employee's receipt of the Work Performance Evaluation and the employee received an overall rating of "Below Job Standards" or "Unsatisfactory," the employee's merit advancement shall be denied.

(1) If the supervisor did not provide the employee such notice, the merit advancement shall be granted effective the pay period following the completion of 1,040 service hours. In this case, the supervisor must re-evaluate the employee after three (3) pay periods following the original date of the evaluation. If the new evaluation indicates the employee is "Below Job Standards" the employee shall receive no future step advancements until the employee is deemed to be meeting job standards or until a subsequent step advancement is due.

(c) In cases where no Work Performance Evaluation is filed, an employee should contact the departmental Payroll Specialist who shall contact the immediate supervisor to complete the Work Performance Evaluation within fifteen (15) working days. If the evaluation is not completed within this time frame, the employee shall submit a written request to the department Human Resources Business Partner to direct the completion of the evaluation within thirty (30) days.

SECTION 4 – DENIED STEPS

If an employee's step is denied, the employee may be re-evaluated after three (3) or more pay periods after receiving a "Below Job Standards" evaluation. Upon receiving a "Meets Standards" evaluation (or better), the employee shall be granted the merit advancement, effective at the beginning of the pay period in which said evaluation was administered.

SECTION 5 – DISPUTES

An employee with regular status may appeal the content of a Work Performance Evaluation with an overall rating of "Below Job Standards" in accordance with the appeal procedure in the Personnel Rules.

MODIFIED BENEFIT OPTION

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – GENERAL PROVISIONS

(a) All regular classified full-time employees in the classifications listed in Appendix H, and any other agreed upon classifications, shall be provided an opportunity to convert from a regular position with traditional benefits to a regular position with modified benefits and a wage differential.

(b) Employees may choose to enroll in the MBO at hire or during the annual open enrollment period, and may choose to change to the Traditional Benefit Option during subsequent open enrollment periods.

(c) Employees who select the Modified Benefit Option must commit to work a minimum of 1,560 hours per calendar year.

(d) Employees in regular positions who choose the MBO may retain or attain civil service rights in the position in accordance with applicable provisions or rules concerning probationary periods.

(e) In order to receive the benefits and wage differential of the Modified Benefit Option, the employee must specifically choose the Option.

SECTION 2 – MODIFIED BENEFIT OPTION WAGE DIFFERENTIAL

(a) Employees in all units, except for the NURSES SUPERVISORY & MANAGEMENT UNIT and in the classifications of Supervising Deputy District Attorney, Supervising Deputy Public Defender, or Supervising Child Support Attorney, who select the MBO shall receive a wage differential of $1.75/hour above the base rate of pay. The wage differential shall be paid on all paid hours (e.g., REG, PTO, etc.).

(b) Employees in the NURSES SUPERVISORY & MANAGEMENT UNIT who select the MBO shall receive a wage differential of $2.00/hour above the base rate of pay. The wage differential shall be paid on all paid hours (e.g., REG, PTO, etc.).

(c) Employees in the classifications of Supervising Deputy District Attorney, Supervising Deputy Public Defender, or Supervising Child Support Attorney who select the MBO shall receive a wage differential of $3.75/hour above the base rate of pay. The wage differential shall be paid on all paid hours (e.g., REG, PTO, etc.).

(d) For employees in all units, the wage differential shall be considered as part of the base hourly rate when calculating the following: the County contribution to the employee's Retirement Medical Trust (RMT) account, differentials paid on a percentage basis (e.g., 5% Respiratory Critical Care Differential), longevity, sick leave cash-outs (if any) pursuant to the RMT Article, and leave cash-outs. Provided below is an example of how the County's contribution to the RMT would be calculated:

EX: An employee with 11 years of continuous County service and an 80-hour per pay period schedule selects the MBO. The employee's base hourly rate is $25 per hour. This employee is eligible for a County contribution to the RMT equal to 1.50% of the employee's base bi-weekly salary. The County contribution to the RMT is calculated as follows:

80 hours X ($25.00 per hour + $1.75 MBO Wage Differential) = $2,140 base bi-weekly salary for purposes of County contribution to the RMT $2,140 X 1.50% Contribution Rate = $32.10

The County will contribute $32.10 to the RMT on behalf of the employee that pay period.

SECTION 3 – BENEFITS AND LEAVES

Except as provided in this Section 3, employees who select the MBO shall receive the same benefits and leaves that employees who select the Traditional Benefit Option receive in the MOU.

(a) Medical Coverage: Employees who select the MBO shall have the same medical plan options as employees who select the Traditional Benefit Option. In addition, employees who select the MBO may enroll in the Blue Shield PPO Bronze Plan.

(b) Medical Premium Subsidy: Effective the pay period following board approval through the term of the MOU, the MPS amounts for employees enrolled in the MBO will be based on a percent of the MPS amounts for the Traditional Benefit Option (i.e., 71% Employee Only; 82% Employee + 1; 82% Employee + 2).

(c) Dental Premium Subsidy: Employees who select the MBO shall be eligible to receive DPS in the following amounts per pay period:

Coverage Type	DPS
Employee Only Employee + 1 Employee + 2	$9.46

(d) Flexible Spending Account (FSA): Employees who select the MBO shall be eligible to participate in the FSA as provided in the FSA Article; provided, however, that employees who select the MBO, enroll in the County-sponsored Blue Shield PPO Bronze Plan or an equivalent Teamsters Local 1932-sponsored bronze health plan, and elect to enroll in the FSA shall be eligible for up to a $25.00 per pay period match to the FSA, to be credited on a quarterly basis. Employees who select both the Blue Shield PPO Bronze Plan and enroll in the FSA shall not receive the County contribution to the Retirement Medical Trust.

(e) Retirement Medical Trust: Employees who select the MBO and enroll in the Blue Shield PPO Bronze Plan and the FSA shall not receive a County contribution to the Retirement Medical Trust, but shall be eligible for a County match to the FSA as provided in part (d) above.

(f) Deferred Compensation 457(b): Employees shall be eligible to participate in the County's 457(b) Deferred Compensation Plan, but shall not receive a County match.

(g) Paid Time Off (PTO):

(1) Definition: Paid Time Off (PTO) is granted to employees who select the MBO in lieu of any other Vacation, Sick, or Holiday accrual leave provisions, except as provided in this Section 3 (h)(2). Supervisory Unit and Management Unit employees who select the MBO shall continue to be eligible to receive Administrative, Attorney, and/or Annual Leave.

(2) Accumulation: Employees who select the MBO shall accrue PTO each pay period and shall be eligible for prior service credit as provided in Section 3 (d), (e), or (f) of the Leave Provisions article. Employees who have standard hours of less than eighty (80) hours per pay period shall accumulate PTO on a pro-rata basis; provided, however, that the maximum allowed combined unused vacation and PTO balance shall not be prorated. PTO shall be available for use on the first day following the pay period in which it is earned.

(i) Employees in Classifications that are Regularly Scheduled to Work Holidays – Employees in classifications that are regularly scheduled to work on holidays (e.g., Respiratory Care Practitioner II or Sterile Processing Technician) shall accrue PTO each pay period as provided in the chart below.

Service Hours	PTO Allowance (Assumes 80-hour Schedule)	Accrual Rate Per Pay Period (Assumes 80-Hour Schedule)	Maximum Allowed Unused PTO Balance	Max Allowed Combined Unused Vacation and PTO Balance for All Employees Who Convert to the Modified Benefit Option
0 through 10,400 service hours	180 hours	6.93 hours	270 hours	320 hours**
Over 10,400 service hours	216 hours	8.31 hours	324 hours	404 hours**

**The employee's maximum allowed PTO balance may not exceed 270 or 324 hours, as applicable.

(ii) Employees in Classifications that are Not Regularly Scheduled to Work Holidays – Employees in classifications that are not regularly scheduled to work on holidays (e.g., Public Works Engineer III or Nurse Supervisor) shall accrue PTO each pay period as provided in the chart below and shall receive holiday pay as provided in this Section 3 (h)(2).

Service Hours	PTO Allowance (Assumes 80-hour Schedule)	Accrual Rate Per Pay Period (Assumes 80-Hour Schedule)	Maximum Allowed Unused PTO Balance	Max Allowed Combined Unused Vacation and PTO Balance for All Employees Who Convert to the Modified Benefit Option
0 through 8,320 service hours	112 hours	4.31 hours	169 hours	201 hours**
Over 8,320 through 18,720 service hours	152 hours	5.85 hours	229 hours	272 hours**
Over 18,720 service hours	192 hours	7.39 hours	289 hours	343 hours**

**The employee's maximum allowed PTO balance may not exceed 169, 229, or 289 hours, as applicable.

(3) Administration

(i) PTO for Vacation Leave Purposes – When PTO has been requested for vacation leave purposes, PTO shall be administered according to the Vacation Leave section of the Leave Provisions Article of the MOU.

(ii) PTO for Sick Leave Purposes – When PTO has been requested for sick leave purposes, PTO shall be administered according to the Sick Leave section of the Leave Provisions Article of this MOU.

(4) Separation: Employees separating from County employment shall have any unused PTO administered in the same manner that Vacation Leave is administered at separation according to the Vacation Leave section of the Leave Provisions Article of the MOU.

Employees who are hired into a position in a bargaining unit (except for employees who are hired into the Per Diem Nurses Unit) that does not contain the MBO, shall carry over their existing PTO balance and begin accruing vacation, holiday, and sick leave immediately. Employees who are hired into a position in the Per Diem Nurses Unit shall have any existing leave balances (e.g., PTO, vacation, sick, etc.) administered in the same manner as an employee who is in the Traditional Benefit Option who is hired into a Per Diem Nurses Unit position.

(5) PTO Cash-Out – On one occasion each calendar year until the expiration of this contract, an employee who had used eighty (80) or more hours of PTO/vacation during the preceding calendar year may elect to convert up to sixty (60) hours of accrued PTO into a cash payment, at the base rate of pay in effect at the time of the cash-out. In order to sell back PTO, an employee must make an irrevocable election (i.e., pre-designation) during the month of December, specifying the number of hours to be sold back from the next year's PTO accrual. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the PTO in a single block of not less than eight (8) hours and no more than sixty (60) hours. An employee shall be eligible to cash-out PTO hours accrued up to the preceding pay period in which he/she requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out the PTO accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2023 makes a pre-designation to cash-out 25 hours. The employee accrues 4.31 hours of PTO per pay period. At the end of pay period 2 the employee can request to cash-out the 8 hours of PTO that she had accrued, but is not yet eligible to cash-out the entire 25 pre-designated hours because the employee has yet to accrue 25 hours of PTO. Once an election is made, if the employee does not request that the designated number of hours be sold back by pay period 25 of the calendar year in which the election is effective, the hours will be automatically converted to cash in pay period 26. The PTO cash-out shall sunset upon the expiration of the agreement.

(h) Holiday Pay:

(1) Employees in Classifications that are Regularly Scheduled to Work Holidays – Employees in classifications that are regularly scheduled to work on holidays (e.g., Respiratory Care Practitioner II or Sterile Processing Technician), shall not accrue any holiday leave, but shall be paid twice their base hourly rate for all hours actually worked on the following holidays:

January 1st	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
July 4th	December 24th
First Monday in September	December 25th
November 11th	December 31st

(2) Employees in Classification that are Not Regularly Scheduled to Work Holidays – Employees in classifications that are not regularly scheduled to work on holidays (e.g., Public Works Engineer III or Nurse Supervisor), shall receive holiday pay according to the Holiday Leave section of the Leave Provisions Article of this MOU, except such employees will not be eligible for the floating holiday.

(i) Accrual Carryover Following Benefit Change

(1) Traditional Benefit Option to Modified Benefit Option – Employees who convert from the Traditional Benefit Option to the MBO shall carry over and may utilize their existing vacation, holiday, and sick leave balances; provided, however, that the employee shall no longer accrue vacation, holiday, and sick leave after converting to the MBO, except as provided in this Section 3 (g)(3)(ii). SUPERVISORY UNIT, NURSES SUPERVISORY & MANAGEMENT UNIT, and MANAGEMENT UNIT employees who convert from the Traditional Benefit Option to the MBO shall have any existing Administrative, Attorney, and/or Annual Leave carried over.

After converting to the MBO the employee shall be immediately eligible to accrue PTO; however, the employee's combined Vacation and PTO balance shall not exceed the applicable caps established in the chart above. For example, if an employee with less than 10,400 service hours and in a classification that is regularly scheduled to work holidays carries over 200 Vacation Leave hours the employee shall only be eligible to accrue up to 120 PTO hours. If such employee then uses some Vacation Leave or PTO, the employee shall be eligible to accrue additional PTO hours, not to exceed the applicable cap.

However, an employee with a previously approved waiver of the maximum allowed unused vacation balance as provided in the Vacation Leave section of the Leave Provisions Article may temporarily exceed the caps in the chart above.

An employee who carries over Vacation Leave hours shall be eligible to accrue the maximum amount of PTO once the employee has exhausted all of his/her carried over Vacation Leave hours.

(i) Vacation Cash-Out: Employee who met the eligibility requirements for the vacation cash-out prior to selecting the MBO and predesignated to cash-out vacation leave during the required pre-designation period while in the Traditional Benefit Option, shall remain eligible to cash-out vacation leave. However, employees enrolled in the MBO shall not be eligible to predesignate to cash-out vacation leave while enrolled in the MBO unless employee intends to convert to the traditional benefit option during next calendar year's open enrollment period and starts accruing vacation that calendar year.

(2) Modified Benefit Option to Traditional Benefit Option – Employees who convert from the MBO to the Traditional Benefit Option shall carry over and may utilize their existing PTO balance (if any) and begin accruing vacation, holiday, and sick leave immediately; however, the employee's combined Vacation and PTO balance shall not exceed the applicable vacation caps established in the Vacation Leave section of the Leave Provisions article. For example, if an employee with less than 18,720 service hours carries over 270 PTO hours and 30 Vacation Leave hours the employee shall only be eligible to accrue up to 20 Vacation Leave hours since the maximum allowed unused Vacation Leave is 320 hours. If such employee then uses some Vacation Leave or PTO, the employee shall be eligible to accrue additional Vacation Leave, not to exceed established cap. Supervisory Unit and Management Unit employees who convert from the MBO to the Traditional Benefit Option shall have any existing Administrative, Attorney, and/or Annual Leave carried over.

(i) PTO Cash-Out: Employee who met the eligibility requirements for the PTO cash-out prior to converting from the MBO to the Traditional Benefit Option and predesignated to cash-out PTO during the required pre-designation period while in the MBO, shall remain eligible to cash-out. However, employees enrolled in the Traditional Benefit Option shall not be eligible to predesignate to cash-out PTO while enrolled in the Traditional Benefit Option unless employee intends to convert to the MBO option during next calendar year's open enrollment period and starts accruing PTO that calendar year.

NEW EMPLOYEE ORIENTATION

ELIGIBLE UNITS:

- **ALL UNITS**

New Employee Orientation (NEO) shall generally be held at the San Bernardino County Government Center located at 385 N. Arrowhead Ave, San Bernardino, CA. In instances when the County is unable to host NEO at the Government Center the County shall, consistent with current practice, contact Teamsters Local 1932 within a reasonable amount of time and advise it of the alternate location, date, and/or time of the session.

At the conclusion of the County's NEO presentations, the County shall provide Teamsters Local 1932 a thirty (30) minute period to meet with Teamsters Local 1932 bargaining unit employees to present information about the Union. The thirty (30) minute period shall commence at approximately 4:30 p.m., or earlier if time permits, on the day of NEO. The thirty (30) minute period will be on paid County time. This thirty (30) minute period constitutes the access to NEO contemplated under Government Code Sections 3555-3559. Following implementation of this thirty (30) minute period the County with the Teamsters Local 1932 shall periodically review how said period is serving within the NEO framework. At the request of the County, Teamsters Local 1932 agrees to meet to review any concerns the County has regarding the period.

The County agrees that prior to the thirty (30) minute period, the County shall advise Teamsters Local 1932 bargaining unit employees that their Union is present to meet with them and the script of that introduction will be agreed to by both parties.

In the event the County no longer conducts in-person new employee orientation, the County agrees to meet and confer regarding the impact with Teamsters Local 1932.

The County shall notify Teamsters Local 1932 of scheduled new group employee orientations and provide Teamsters Local 1932 with a list of all existing employees in the bargaining unit, including contact information and worksite location pursuant to applicable law. Further, the County shall, consistent with current practice, provide Teamsters' designated representative a list of Teamsters Local 1932-represented bargaining unit employees who will attend each NEO.

In the event an employee does not attend the NEO that the employee was scheduled to attend, said employee will be scheduled to attend the next available NEO, as soon as administratively possible but no later than 60 days.

Teamsters Local 1932 may utilize the "Teamsters Activity Report" that is provided by the County to

capture unit eligible employees. The County shall provide employees that become eligible to a Teamsters bargaining unit due to promotion, classification change, etc. a one-time 30-minute session on County paid time to meet at the worksite location with Teamsters Local 1932. Teamsters Local 1932 shall be limited to one monthly group session scheduled at least 30 days in advance with each affected department and the session shall not interfere with department operations.

The County agrees to include a link to Teamsters' Local 1932 website as part of the County's new employee onboarding platform.

NON-DISCRIMINATION

ELIGIBLE UNITS:

- **ALL UNITS**

Neither the County nor the Union shall unlawfully discriminate against any employee because of race, color, ancestry, sex, sexual orientation, age, physical or mental disability, medical condition, national origin, political, religion, or other basis as required by federal, state, or local law.

The parties agree to support and promote the objectives of the County's Equal Employment Opportunity program.

OBLIGATION TO SUPPORT

ELIGIBLE UNITS:

- **ALL UNITS**

The parties agree that, subsequent to the execution of this Agreement and during the period of time any tentatively agreed-upon successor, amendment, addition, or deletion to this Agreement is before the Board of Supervisors (i.e., after ratification by the Union but before the Board of Supervisors take action), neither Teamsters nor County Administration, nor their authorized representatives, will appear before the Board of Supervisors individually or collectively to advocate any further amendment, addition or deletion to the terms and conditions of this Agreement. It is further understood that this Article shall not preclude the parties from appearing before the Board of Supervisors nor meeting with individual members of the Board of Supervisors to advocate or urge the adoption and approval of any tentatively agreed-upon successor, amendment, addition, or deletion to this Agreement in its entirety.

OVERTIME

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**
- **CLERICAL UNIT**
- **CRAFT, LABOR & TRADES UNIT**
- **SUPERVISORY UNIT**
- **TECHNICAL & INSPECTION UNIT**
- **NURSES SUPERVISORY & MANAGEMENT UNIT**
  Excluding "MANAGEMENT LEVEL" Nurses in the Unit (i.e., Clinical Director II, Clinical Director I, Unit Manager, Clinic Unit Manager)

(a) Policy – It is the policy of the County to discourage overtime except when necessitated by abnormal or unanticipated workload situations. It is the responsibility of the appointing authority to arrange for the accomplishment of workload under their jurisdiction within a reasonable period of time. The County has the right to require overtime to be worked as necessary.

(b) Definition – Overtime shall be defined as all hours actually worked in excess of forty (40) hours a work period or, in the case of the SUPERVISORY UNIT and NURSES SUPERVISORY & MANAGEMENT UNIT, eighty (80) hours during a pay period. For purposes of overtime, paid leave time, excluding sick leave as provided in part "(c)" below, shall be considered as time actually worked; provided, however, that for employees in the SUPERVISORY UNIT and NURSES SUPERVISORY & MANAGEMENT UNIT, time spent attending conferences, seminars and training programs shall not be considered as time actually worked.

Overtime shall be reported in increments of full fifteen (15) minutes and is non-accumulative and non-payable when incurred in units of less than fifteen (15) minutes. Overtime shall not affect leave accruals. Employees of the Arrowhead Regional Medical Center in the ADMINISTRATIVE SERVICES UNIT, CLERICAL UNIT, CRAFT, LABOR & TRADES UNIT, and TECHNICAL & INSPECTION UNIT, with mutual consent of the appointing authority and the employees, may define overtime as hours worked over eight (8) in one day, or eighty (80) in a fourteen (14) day work period.

(c) Sick leave that is not pre-approved and sick leave used by employees on leave restriction shall not be considered as time actually worked for the purpose of calculating overtime. "Pre-approved" shall mean notice (e.g., prescheduled doctor's appointment or sick leave for bereavement purposes) to management at least twenty-four (24) hours prior to the appointment.

(d) Employees who have scheduled a pre-approved medical or dental appointment must report to work before and after the medical or dental appointment if there is an opportunity for at least one (1) hour of actual work time.

(e) Overtime Compensation – ADMINISTRATIVE SERVICES UNIT

(1) Any employee authorized by the appointing authority or authorized representative to work overtime shall be compensated at premium rates, i.e., one and one-half (1-1/2) times the employee's regular rate of pay. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime

compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

(2) In lieu of cash payment, upon request of the employee and approval of the appointing authority, an employee may accrue compensating time off at premium hours. Except as provided below, cash payment at the employee's base rate of pay shall automatically be paid for any compensating time, which exceeds eighty (80) hours, or for any hours on record immediately prior to promotion, demotion or termination of employment. For employees in the classifications of Sheriff's Training Specialist I and Sheriff's Training Specialist II, cash payment at the employee's base rate of pay shall automatically be paid for any compensating time which exceeds one hundred twenty (120) hours, or for any hours on record immediately prior to promotion, demotion or termination of employment.

(f) Overtime Compensation – CLERICAL UNIT, CRAFT, LABOR & TRADES UNIT, and TECHNICAL & INSPECTION UNIT

(1) Any employee authorized by the appointing authority or authorized representative to work overtime shall be compensated at premium rates, i.e., one and one-half (1-1/2) times the employee's regular rate of pay. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

(2) In lieu of cash payment, upon request of the employee and approval of the appointing authority, an employee may accrue compensating time off at premium hours. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time which exceeds eighty (80) hours, or for any hours on record immediately prior to promotion, demotion or termination of employment.

(g) Overtime Compensation

ELIGIBLE UNITS:

- **SUPERVISORY UNIT**
- **NURSES SUPERVISORY & MANAGEMENT UNIT**
  Excluding "MANAGEMENT LEVEL" Nurses in the Unit (i.e., Clinical Director II, Clinical Director I, Unit Manager, Clinic Unit Manager)

Any employee authorized by the appointing authority or authorized representative to work overtime shall be compensated at straight time compensating time off. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time off accumulated in excess of forty (40) hours, or immediately prior to promotion, demotion or termination of employment. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is payable, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

(h) Variable Work Schedule – With the exception of the SUPERVISORY UNIT and NURSES SUPERVISORY & MANAGEMENT UNIT, an appointing authority with agreement of an affected employee, may arrange for that individual to take such time off as necessary to ensure that an employee's actual time worked does not exceed forty (40) hours within any given work period.

For employees in the SUPERVISORY UNIT or NURSES SUPERVISORY & MANAGEMENT UNIT, the appointing authority shall have the right to direct an employee to take such time off as is necessary to insure that an employee's actual time worked does not exceed eighty (80) hours within any given work period.

(i) Work Period

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**
- **CLERICAL UNIT**
- **CRAFT, LABOR & TRADES UNIT**
- **TECHNICAL & INSPECTION UNIT**

The work period for purposes of overtime, established for employees in these Units commences at 12:01 a.m. Saturday and ends at 12:00 a.m. (midnight) the following Friday of each week. The work period normally does not exceed forty (40) hours. Employees may be assigned or authorized by the appointing authority to a 9/80 work schedule provided a work period is established and agreed to in writing by the appointing authority and the employee which includes forty (40) hours work in each work period. This provision does not otherwise limit the ability of the appointing authority to modify work schedules in accordance with the Article, "Standard Tour of Duty."

(j) Special Provisions – Medical Support

(1) ADMINISTRATIVE SERVICES UNIT – Employees assigned to the hospital, mental or correctional institutions and who are respiratory therapists, respiratory care practitioners, or pulmonary function specialists shall be compensated for time worked in excess of four (4) hours over and above their regularly scheduled tour of duty at double time rates, i.e., two (2) times the employee's base hourly rate.

In lieu of cash payment, and upon mutual agreement of the appointing authority and the employee, an employee may accrue compensating time off at premium hours. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time off accumulated in excess of forty (40) hours, or immediately prior to said employee being promoted.

(2) SUPERVISORY UNIT and NURSES SUPERVISORY & MANAGEMENT UNIT, Except "MANAGEMENT LEVEL" Nurses (i.e., Clinical Director II, Clinical Director I, Unit Manager, and Clinic Unit Manager) - Employees assigned to the hospital, mental or correctional institutions and who are registered nurses, respiratory care practitioners, or laboratory technologists performing supervisory duties shall be compensated for time worked in excess of their regularly scheduled tour of duty or eighty (80) hours per pay period at premium rates, i.e., one and one-half (1-1/2) times the employee's base hourly rate. Further, such employees shall be compensated for time worked in excess of four (4) hours over and above their regularly scheduled tour of duty at double time rates, i.e., two (2) times the employee's base hourly rate.

In lieu of cash payment, and upon mutual agreement of the appointing authority and the employee, an employee may accrue compensating time off at premium hours. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time off accumulated in excess of forty (40) hours, or immediately prior to said employee being promoted.

PAY PERIOD

ELIGIBLE UNITS:

- **ALL UNITS**

A pay period shall be comprised of fourteen (14) calendar days. The first pay period under this Agreement shall commence September 9, 2023, and shall end at 12:00 a.m. (midnight) on the second Friday thereafter. Each subsequent fourteen (14) day period shall commence on the succeeding Saturday at 12:01 a.m. and shall end at midnight on the second Friday thereafter. The pay period and work week may be adjusted in accordance with FLSA requirements, as applicable. Paychecks shall be issued on the second Wednesday following the end of the preceding pay period, provided that the Auditor-Controller/Treasurer/Tax Collector may issue paychecks at an earlier date if possible. If the payday falls on a holiday, checks will be distributed no later than the following business day.

PAYROLL ADJUSTMENTS

ELIGIBLE UNITS:

- **ALL UNITS**

In situations involving overpayment to an employee by the County, said employee shall be obliged to repay by payroll recovery the amount of overpayment within the time frame the overpayment was received by the employee. In the event of an overpayment totaling twenty-five dollars ($25) or less, the overpayment will be recovered in one pay period. The Auditor-Controller/Treasurer/Tax Collector, Human Resources, or Department Payroll Section shall provide documentation showing the calculations of the overpayment to the employee. A meeting may be requested by the employee with the Department Payroll Section to review the documentation and recovery schedule. Extensions to the period for repayment of the overage may be requested by the employee or at an employee's request by a Teamster representative, subject to the approval of the County's Auditor-Controller/Treasurer/Tax Collector. Extensions will be approved only in the case of extreme hardship, and the extended period for repayment will not be longer than one and one-half times as long as the overpayment period. If the employee leaves employment prior to repayment of overage, the Auditor-Controller/Treasurer/Tax Collector shall recover the amount owed from the employee's final pay. If the amount owed is greater than the employee's final pay, the Auditor- Controller/Treasurer/Treasurer/Tax Collector shall initiate the collections process against the employee.

In situations involving underpayment to an employee by the County, the employee shall receive the balance due within the next pay period for which the adjustment can be made, following timely submission of appropriate documentation to the Auditor-Controller/Treasurer/Tax Collector, including necessary approval of the appointing authority and the Director of Human Resources.

In those situations where the employee has been underpaid by seven and one-half percent (7-1/2%) or more of their base pay in the immediately preceding pay period, through no fault of their own, the employee may request an on-demand payment to correct the error. The Department Payroll Section shall complete the request for on-demand pay and forward it and any necessary approval of the appointing authority to the Auditor- Controller within one (1) working day of receipt of the employee's request. The Auditor-Controller shall pay the employee the amount due within two (2) working days of receipt of the

request for the on-demand pay from the department for a prior pay period. For this Section, base pay shall be determined by multiplying the employee's base rate of pay by the number or hours in their usual work schedule.

The Director of Human Resources or designee must authorize payroll adjustments to correct any payroll error or omission for instances arising more than thirteen (13) pay periods prior to the request for payroll adjustment.

PILOT IN-HOUSE REGISTRY PROGRAM

ELIGIBLE UNITS:

- **ADMINISTRATIVE SERVICES UNIT**
- **CLERICAL UNIT**
- **CRAFT, LABOR, & TRADES UNIT**
- **NURSES SUPERVISORY & MANAGEMENT UNIT**
- **SUPERVISORY UNIT**
- **TECHNICAL & INSPECTION UNIT**

Introduction - The County established a Pilot In-House Registry (IHR) Program. This program will expire on March 22, 2024, unless mutually agreed to by the County and the Teamsters Local 1932 (Teamsters) to extend the program. The IHR Program is being developed to reduce the utilization of outside temporary staffing services for short notice staffing needs provided by the department or the Sheriff's Correctional Facilities Point of Contact (POC). Specifically, it is the intent to utilize IHR to cover short staffing needs caused by such things as call-offs, absences, unanticipated increases in-patient census, etc.

It is not the intent to change the current County policy/practice for filling overtime shifts in units.

Departments - Only the Arrowhead Regional Medical Center (ARMC) and San Bernardino County Sheriff's Department are authorized to participate in the In-House Registry program.

Eligibility Requirements

(a) To be eligible for the IHR compensation, the employee must be assigned an IHR designated shift and must be in the following classification(s):

Job Code	Classification
18119	Respiratory Care Practitioner
18185	Per Diem – Respiratory Care Practitioner
16905	Pulmonary Function Specialist
19637	Special Procedures Radiologic Technologist II
19638	Special Procedures Radiologic Technologist III
19639	Per Diem – Special Procedures Radiologic Technologist
18014	Radiologic Technologist II
18015	Radiologic Technologist III
18017	Per Diem – Radiologic Technologist
21006	Ultrasound Technologist II

Job Code	Classification
21007	Ultrasound Technologist III
21013	Per Diem – Ultrasound Technologist
14018	Nuclear Medicine Technologist
14019	Per Diem – Nuclear Medicine Technologist
12156	Licensed Vocational Nurse II *(who provide direct patient care & patient assignments)*
12157	Licensed Vocational Nurses II – Corrections
12154	Per Diem – Licensed Vocational Nurse *(who provide direct patient care & patient assignments)*
16340	Psychiatric Technician I *(who provide direct patient care & patient assignments)*
16341	Psychiatric Technician II *(who provide direct patient care & patient assignments)*
14045	Patient Care Assistant
03337	Per Diem – Patient Care Assistant
03333	Emergency Room Technician
03325	Lead Emergency Room Technician
15034	Surgical Technician
15044	Per Diem – Surgical Technician
19168	Dialysis Technician
19201	Per Diem – Dialysis Technician
03335	Care Assistants *(who provide direct patient care & patient assignments)*
19610	Social Worker II
03040	Sterile Processing Technician I
03041	Sterile Processing Technician II
03044	Sterile Processing Technician – Per Diem
03343	ARMC House Supervisor-Per Diem
08070	Hospital Unit Assistant
04916	Neurodiagnostic Technologist I
04918	Neurodiagnostic Technologist II
08060	Histology Technician
12015	Laboratory Assistant
15015	Occupational Therapy Assistant
16395	Per Diem – Occupational Therapist Assistant
16155	Rehabilitation Services Aide
16156	Physical Therapist Assistant
16396	Per Diem – Physical Therapist Assistant
16364	Phlebotomist
16365	Supervising Phlebotomist
16393	Per Diem- Phlebotomist
18011	Radiology Supervisor
18083	Supervising Rehabilitation Therapist
18123	Respiratory Therapist
19860	Supervising Clinical Laboratory Scientist
19900	Supervising Respiratory Care Practitioner
26996	Contract Spec Procedures Rad Tech

Job Code	Classification
27007	Contract Respiratory Care Practitioner
27177	Contract Ultrasound Tech
27277	Contract Radiological Tech
16905	Pulmonary Function Specialist
03042	Telemetry Tech

Employee must sign up for IHR Program.

(b) All IHR shifts must be scheduled and pre-approved shifts. The parties shall meet and confer on or before September 30, 2023, to establish the criteria for scheduling, pre-approval, and/or cancellation of an IHR shift.

(c) The following indicators are measures or predictors of changes in demand and/or resource availability that may result in the use of the IHR rate:

(1) The Director/Manager or departmental designee is balancing the department schedule and filling in pre-existing schedule slots,
(2) There is an unforeseen and immediate need for a complete shift, due to a call-off i.e. sick, unplanned leave
(3) There is an additional shift being added to cover a patient care need, i.e. extended delays, offering weekend services.

(d) Per Diem Requirement: Per Diem employees may be eligible for IHR compensation provided they have worked a minimum of 72 hours (84 hours for Licensed Vocational Nurses – Corrections) in the pay period. Per Diems will follow all other establish IHR criteria.

IHR Compensation - IHR will be at a rate of two (2) times base rate.

An IHR shift is defined as one extra shift, or portion of a shift (minimum of 2 hours for shift), of actual hours worked in addition to an employee's regularly scheduled hours (e.g., an employee regularly scheduled at the hospital for 72/80 hours will receive the IHR rate only for extra shifts, or portion of a shift, of actual hours worked above these hours. Licensed Vocational Nurse II – Corrections regularly scheduled at a Sheriff's Correctional Facility for 84 hours will receive the IHR rate only for extra shifts worked above these hours).

If an employee calls off (e.g., personal reasons), calls in sick, or takes any leave time (holiday, vacation, education) that is not pre-scheduled on a regularly scheduled shift(s), the employee will no longer be eligible for the IHR compensation, for that pay period. Pre-scheduled means that the holiday, vacation, education was approved at the time the schedule was posted. Employees sent home due to low census will not be disqualified for IHR, but must still comply with all other requirements.

While working an IHR shift, employees are not eligible for Return-to-Work Compensation, and Medical Support Weekend Differential.

PILOT IN-HOUSE REGISTRY PROGRAM – NURSES SUPERVISORY & MANAGEMENT UNIT

ELIGIBLE UNITS:

- **NURSES SUPERVISORY & MANAGEMENT UNIT**

Introduction: The County established a Pilot In-House Registry (IHR) Program. This program will expire on January 12, 2024, unless mutually agreed to by the County and the Teamsters Local 1932 (Teamsters) to extend the program. The IHR Program is being developed to reduce the utilization of outside temporary staffing services for short notice staffing needs provided by the ARMC Central Staffing Office (ACSO) or the Sheriff's Correctional Facilities Point of Contact (POC). Specifically, it is the intent to utilize IHR to cover short staffing needs caused by such things as call-offs, absences, unanticipated increases in-patient census, etc.

It is not the intent to change the current County policy/practice for filling overtime shifts in units.

Departments: Only the Arrowhead Regional Medical Center (ARMC) and San Bernardino County Sheriff's Department are authorized to participate in the In-House Registry program.

Eligibility:

(a) In order to be eligible for the IHR compensation, the employee must be assigned an IHR designated shift and must be in the following classification(s):

- Assistant Unit Manager I
- Assistant Unit Manager I Specialty Care
- Assistant Unit Manager I Specialty Critical Care
- Assistant Unit Manager II
- Assistant Unit Manager II Specialty Care
- Assistant Unit Manager II Specialty Critical Care
- Case Management Supervisor
- House Supervisor
- Sheriff's Nurse Supervisor I
- Sheriff's Nurse Supervisor II

(b) Eligible employees at ARMC shall only be eligible to work in those areas for which the employee has demonstrated a competency that has been validated and in which the employee is competent.

(c) IHR may be used for, but not limited to, the following ARMC in-patient specialty and critical care service areas: Med/Surg, Med-Surge/Tele, Critical Care (Neuro Cardiovascular Intensive Care, Surgical Intensive Care Unit, Medical Intensive Care Unit, Burn, Emergency Department and Post-Anesthesiology Care Unit for Intensive Care Unit holding, Cath Lab, IR, Pre-Operative Hold and Operating Room, Post-Anesthesiology Care Unit, Gastro-Intestinal Lab, Pain Clinic) Maternal/Child Health (MCH - Labor & Delivery, Post Partum-Couplet Care, Neonatal Intensive Care Unit, Pediatrics, Nursery), Emergency, Trauma, Dialysis, Behavioral Health, and Case Management.

(d) The following indicators are measures or predictors of changes in demand and/or resource availability that may result in the use of the IHR rate:

Department	Indicator
ARMC Hospital	*No coverage or break relief - Unit Manager identifies schedule coverage deficient impacting coverage or break relief.*
	Charge Nurse Patient Assignment - Charge nurse reassigned temporarily to provide patient care.
	Nursing Ratios - Nurse to patient ratio exceeds established standard.
Sheriff's Department	*High call-offs, vacancies, or absences. Department discretion*

(e) The establishment of an IHR program is not intended as a guarantee of work.

(f) The parties shall meet and confer on or before September 30, 2023, to establish the criteria for scheduling, pre-approval, and/or cancellation of an IHR shift.

Registration: All IHR shifts must be recorded with the ACSO. An employee may sign up for an IHR shift ahead of time or in cases were signing up ahead of time is not feasible, the employee, unit manager, or designee must notify the ACSO of all IHR shifts in advance, but no later than the start of the IHR shift. At initial sign-up, employees shall provide the ACSO the service line in which they would like to work and their availability (i.e., dates and shifts) for the following work period. After initial sign-up, employees will be required to contact the ACSO in advance to provide their availability for the following work period. Employees may change their availability during a work period by contacting the ACSO.

Sheriff's Nurse Supervisors at a Sheriff's Correctional Facility shall contact the POC schedule coordinator to provide availability.

Removal from IHR Program: An employee may be removed from the IHR program if they do not report or refuses an otherwise reasonable request to report to an IHR shift they previously requested. Removal from IHR Program may be appealed to the Human Resources Business Partner (HRBP) for the respective department.

In addition, an employee may be removed from the IHR program if there are performance or job-related disciplinary issues in the course of their employment with the County.

Timekeeping: Employees will sign in and out on the IHR Log, clock in/out for their shift and code their time using designated TRC codes on the timekeeping system. At the end of the pay period, hours worked will be verified with the appropriate supervisor/manager in the unit that the employee worked an IHR shift.

IHR Compensation: IHR rate will be a differential at a rate of double time.

An IHR shift is defined as one extra shift, or portion of a shift (minimum of 2 hours for shift), of actual hours worked in addition to an employee's regularly scheduled hours (e.g., an employee regularly scheduled at the hospital for 72/80 hours will receive the IHR rate only for extra shifts, or portion of a

shift, of actual hours worked above these hours. Sheriff's Nurse Supervisors regularly scheduled at a Sheriff's Correctional Facility for 80 hours will receive the IHR rate only for extra shifts worked above these hours).

If an employee calls off (e.g., personal reasons), calls in sick, or takes any leave time (holiday, vacation, education) that is not pre-scheduled on a regularly scheduled shift(s), the employee will no longer be eligible for the IHR compensation, for that pay period. Pre-scheduled means that the holiday, vacation, education was approved at the time the schedule was posted. Employees sent home due to low census will not be disqualified for IHR, but must still comply with all other requirements.

Compensation at the IHR rate is contingent upon the employee reporting for duty and working regularly scheduled hours during the pay period that the employee works an IHR shift (not including hours placed on stand-by).

Department shall continue to fill shifts on the schedule with regular, registry, travelers, and per diem staff when necessary.

PREHEARING DISCUSSIONS

ALL UNITS

The parties agree that prior to submitting any matter within the appeal jurisdiction of the Civil Service Commission for adjudication, other than disciplinary matters; prior to submitting any matter within this Agreement for adjudication; or prior to the filing of a civil lawsuit, both parties shall discuss such matters at the earliest moment.

All parties agree to provide full disclosure and to extend good faith efforts to resolve disputes through these discussions. Such discussions on offers of settlement may not be revealed at subsequent hearing.

Upon declaration of impasse by either or both parties, the matter may be submitted to the Civil Service Commission within five (5) working days of such declaration.

Nothing in this Article shall serve to waive the rights of the appellants or their representatives to the appeal procedure due to a lapse of time resulting from such prehearing discussions.

PROBATIONARY PERIOD AND TRAINEE APPOINTMENTS

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – PROBATIONARY PERIOD

Employees in these Units in non-trainee classifications shall serve a probationary period. Except as otherwise noted below, the probationary period for employees in such non-trainee classifications in these Units shall be as shown on the table below:

Bargaining Unit	No. of Service Hours in Probationary Period	Exceptions	No. of Service Hours in Probationary Period for Excepted Class(es)
ADMINISTRATIVE SERVICES	1,600	N/A	
CLERICAL	1,040	Sheriff's Records Clerk	2,080
CRAFT, LABOR & TRADES	1,040	N/A	
MANAGEMENT	1,600	N/A	
SUPERVISORY	1,600	N/A	
NURSES SUPERVISORY & MANAGEMENT	1,600	N/A	
TECHNICAL & INSPECTION	1,040	Sheriff's Communications Dispatcher I/II, Crime Scene Specialist I, Fingerprint Examiner II, Latent Fingerprint Examiner	2,080

The probationary period ends at the end of the day in which the employee has completed the required number of service hours.

The probationary period will be automatically extended for each hour during which the employee is on military leave or is on leave without pay**.** In situations where the employee is temporarily performing the duties of a higher level classification, is on modified duty, or is continuously absent for eighty (80) or more consecutive hours because of occupational or non-occupational injury or illness, the probationary period may be extended at the discretion of the appointing authority. Such extension is in addition to the fifteen (15) pay period extension allowed by the Personnel Rules.

SECTION 2 – TRAINEE APPOINTMENTS

A trainee appointment is an underfill appointment to a regular position made from an appropriate eligible list of a lower classification for a prescribed period, as provided at the time of appointment, during which the employee must qualify for the higher classification or be terminated.

During the period of a trainee appointment, the trainee shall be in an at-will status. Appointments to the higher classification are subject to a probationary period. An employee who meets the requirements of the journey level position prior to the end of the specified trainee period may be promoted at the direction of the Appointing Authority.

PROMOTIONS

ELIGIBLE UNITS:

- **ALL UNITS**

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. A promoted employee shall receive at least the entrance rate of the new range or approximately a five percent (5%) salary increase (i.e., mathematically closest to 5%) whichever is greater;

provided that no employee is thereby advanced above the top step of the higher base salary range. At the discretion of the appointing authority and with the approval of the Director of Human Resources or designee, an employee may be placed at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period unless an exception is approved by the Director of Human Resources or designee.

Promotions will be made in accordance with civil service merit principles in selection of the most qualified candidate taking into consideration such things as skills, knowledge, abilities, training, and experience. The appointing authority shall attempt to notify internal County candidates who are not selected as soon as practicable. Those candidates who are not selected may schedule a meeting with the HRO within 10 working days of receiving notice of "non-selection". The HRO shall provide the reasons the employee was not chosen and will provide feedback as to how the employee can improve his/her performance for future promotional opportunities.

It is expressly agreed that non-selection is not subject to the grievance procedure.

PROVISIONS OF LAW

ELIGIBLE UNITS:

- **ALL UNITS**

It is understood and agreed that this Agreement is subject to all current and future applicable Federal and State laws and regulations and the current provisions of the Charter of the County of San Bernardino. If any part or provision of this Agreement is in conflict or inconsistent with such applicable provisions of those Federal, State, or County enactments or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such part or provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of this Agreement shall not be affected thereby. If any part or provision of this Agreement is suspended or superseded, the parties agree to reopen negotiations regarding the suspended or superseded part or provision with the understanding that total compensation to employees under this Agreement shall not be reduced or increased as a result of this Article. The parties hereto agree to refrain from initiating any legal action or taking individual or collective action that would invalidate Articles of this Agreement.

RECRUITMENT AND REFERRAL BONUS PROGRAMS

ELIGIBLE UNITS:

- **ALL UNITS**

(a) General – The County shall make available to appointing authorities Recruitment and Referral Incentive Programs to assist in the recruitment and appointment of qualified individuals into hard-to-recruit regular positions in these Units, in accordance with the guidelines established herein.

(b) Program Applicability – Appointing authorities may request authorization to apply the Recruitment and/or Referral Bonus Program(s) to assist in filling regular positions in their departments. To apply, said position/classification must have had historical/demonstrable recruitment difficulty. The Human

Resources Director shall have the sole authority to determine the applicability, amount, and duration of these program(s) to each requested position/classification and shall certify applicability of the Program(s) for each position, by assignment, department, and beginning and ending dates. The Human Resources Director shall provide Teamsters with a list of all classifications or positions subject to these programs upon his or her certification, along with the duration of the program for each certification. Such determinations shall not be subject to the Grievance Procedure, or any other review or appeal.

(c) Recruitment Bonus – An employee hired into a regular position/classification certified for participation in this Program shall be eligible to receive recruitment bonuses in accordance with the following:

(1) Bonus Amount and Method of Payment – The eligible employee hired into a position/classification certified for participation in the Program shall receive no less than five hundred dollars ($500.00) and no more than one-thousand dollars ($1,000.00) upon hire. An additional one thousand dollars ($1,000.00) shall be paid to the employee upon completion of 2,080 service hours in the position/classification for which the original bonus was granted. Each bonus payment shall be considered taxable income and subject to withholding.

(2) Limitations and Exclusions

(i) No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior the beginning date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program, unless otherwise permitted by the Director of Human Resources.

(ii) The bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.

(iii) The employee shall receive the 2nd installment of the recruitment bonus if the employee is "Meeting Standards" for the period that covers the 2nd installment. Such determination shall not be subject to review or appeal.

(d) Referral Bonus – Any employee in a regular position who refers a qualified candidate for a position/classification certified for participation in this Program who is subsequently hired into the regular position may receive a referral bonus in accordance with the following:

(1) Method of Referral – To be eligible for the recruitment bonus, the County Application for Employment must contain the name of the referring employee in the appropriate area of the application.

(2) Bonus Amount and Method of Payment – The referring employee shall receive a bonus of two hundred and fifty dollars ($250.00) for each referred candidate actually hired into an eligible regular position. An additional five hundred dollars ($500.00) shall be paid upon that new employee's completion of 2,080 service hours. Said bonus shall be considered taxable income and subject to withholding.

(3) Limitations and Exclusions

(i) No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior the beginning date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program.

(ii) Individuals assigned to employee recruitment as a primary function of their position shall not be eligible to receive this Bonus.

(iii) In cases where more than one employee is named as a "referring party," the recruitment bonus shall be equally split between the referring employees.

(iv) In cases where the referred employee resigns, transfers out of the eligible position, or is terminated prior to completion of 2,080 service hours, the additional five hundred dollars ($500.00) shall not be paid.

(v) The referral bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.

(vi) The appointing authority shall have sole responsibility and authority to determine eligibility for the 2nd installment of the recruitment bonus. Such determination shall not be subject to review or appeal.

REEMPLOYMENT

ELIGIBLE UNITS:

- **ALL UNITS**

(a) A regular employee who has separated County employment, and who is subsequently rehired in the same classification in a regular position within one (1) year (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of salary step, length of service for the purpose of leave accrual rate (i.e., vacation or PTO), and any sick leave balance (unless the employee has received payment for unused sick leave in accordance with the Article on "Retirement Medical Trust Fund"), subject to the approval and conditions established by the appointing authority and the Director of Human Resources or designee. For example, a regular Planner II who was at step 12 and separated from the County after 6 years of continuous County service may receive restoration of step 12, length of service for the purpose of leave accrual rate (i.e., either 8.31 PTO hours/pay period or 4.615 vacation hours/pay period depending on what benefit option the employee selects upon reemployment), and any sick leave balance as provided above. Such employees begin accruing PTO or vacation and sick leave and may utilize the same immediately. Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources or designee. The employee shall be provided a new date of hire for purposes of County seniority.

(b) A regular employee who has separated County employment and who is subsequently rehired to a regular position in the same job family within one (1) year (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of length of service for the purpose of leave accrual rate (i.e., vacation or PTO), sick leave, and retirement contribution rate in the same manner as described above. Such employees begin immediately accruing PTO or vacation and sick leaves and may utilize the same immediately. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources or designee. The employee shall be provided a new date of hire for purposes of County seniority.

(c) A regular employee who has separated County employment, and who is subsequently rehired to a regular position in another job family within a ninety (90) calendar day period, must begin the first day of work within ninety (90) calendar days and beginning the first day of work by the ninety-first (91) day, may receive restoration of salary step (in the instance of rehire in a classification at the same pay range as the position originally held), length of service for the purpose of leave accrual rate (i.e., vacation or PTO), sick leave and retirement contribution rate in the same manner as described above. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources or designee. The employee shall be provided a new date of hire for purposes of County seniority.

(d) A regular employee who changes to a like positions as a Per Diem and subsequently returns to regular employment shall be eligible for the conditions of this Article.

For purposes of this Article, a regular employee shall mean an employee in a regular position who held regular status in any classification during the previous period of County employment.

RELOCATION ASSISTANCE

ELIGIBLE UNITS:

- **ALL UNITS**

(a) <u>In-Service Relocation Assistance</u>

Employees in regular positions who are required by order of their appointing authority to change their principal place of residence because of a reassignment to meet the needs of the service or because of layoff will be granted time off with pay not to exceed two (2) working days and up to four hundred dollars ($400.00) reimbursement towards the actual cost of relocating their personal furnishings and belongings.

(b) <u>Recruitment Relocation Assistance</u>

To assist with the recruitment and appointment of qualified individuals to hard-to-recruit positions/classifications, upon request of the appointing authority, the Director of Human Resources may authorize reimbursement of a new employee's relocation-related expenses incurred as a result of accepting employment with the County as follows:

Miles Relocated	Maximum Reimbursement
250* - 1,000 miles	$1,000
1,001 - 2,000 miles	$2,000
More than 2,000 miles	$2,500

* The 250 mile distance shall only be apply if the relocation is from outside the County of San Bernardino

Such reimbursement may be provided to employees upon initial employment with the County, provided that the employee (1) is appointed to a regular position; (2) submits original receipts documenting expenses incurred; and (3) agrees to remain employed in the regular position for at least twelve (12) months.

If the employee voluntarily resigns employment prior to completion of twelve (12) months service, the employee shall be required to reimburse the County for any payment made under this Article. If the employee fails to reimburse the County, action shall be taken to recover the amount owed via payroll recovery from the employee's final pay.

For SUPERVISORY UNIT, MANAGEMENT UNIT, and NURSES SUPERVISORY & MANAGEMENT UNIT employees only, the Appointing Authority may request, in exceptional circumstances, relocation reimbursement amounts greater than the amounts listed above, not to exceed $3,500, to assist in the recruitment and appointment of qualified individuals into highly specialized position/classifications, subject to the approval of the Director of Human Resources.

REMOTE ASSIGNMENT INCENTIVE

ELIGIBLE UNITS:

- **ALL UNITS**

(a) General – The Appointing Authority may request a Remote Assignment Incentive to assist in the recruitment, appointment, and retention of qualified individuals into position/classifications in remote assignments that have been determined by the County to have historical/demonstrable recruitment and/or retention difficulty.

(b) Program Applicability – The Appointing Authority may request authorization to apply the Remote Assignment Incentive to assist in filling regular positions in remote assignments in their department. The position/classification must be in a remote location and has been determined by the County to have historical/demonstrable recruitment and/or retention difficulty. The Director of Human Resources shall have sole authority to determine the applicability, amount, and duration of this incentive program to each requested position/classification in the remote assignment, and shall certify applicability of the incentive program for each position, by assignment, department, and beginning and ending dates. The Director of Human Resources shall provide Teamsters with a list of all classifications or positions in the remote assignments that are subject to this program upon his or her certification, along with the duration of the program for each certification. Such determinations shall not be subject to the Grievance Procedure, or any other review or appeal.

(c) Remote Assignment Bonus – An employee hired into a regular position/classification in a remote assignment certified for participation in this program shall be eligible to receive recruitment bonuses in accordance with the following:

(1) Bonus Amount and Method of Payment – Eligible employees who are hired into a position/classification in a remote area certified for participation in the program shall receive five hundred dollars ($500.00) upon hire, an additional five hundred dollars ($500.00) upon completion of 2,080 hours in the position/classification at the remote location, and an additional one thousand dollars ($1,000.00) upon completion of an additional 2,080 hours in the position/classification at the remote location. Each bonus payment shall be considered taxable income and subject to withholding.

(2) Limitations and Exclusions

(i) No incentive will be paid to any candidate whose name was placed on the eligible list for positions/classifications in the remote assignment prior to the beginning date certified by the Director of Human Resources for that position/classification in the remote assignment to be eligible for participation in the Remote Assignment Incentive Bonus Program. Similarly, no bonus will be paid to any candidate whose name was placed on the eligible list for positions/classifications in the remote assignment after the ending date certified by the Director of Human Resources for that position/classification in the remote assignment to be eligible for participation in the Remote Assignment Incentive Bonus Program.

(ii) The bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation.

(iii) In cases where the eligible employee resigns, transfers out of the eligible position/classification in the remote assignment, or is terminated prior to completion of each 2,080 service hour period, any unpaid remote assignment bonuses shall not be paid.

RENEGOTIATION

ELIGIBLE UNITS:

- **ALL UNITS**

In the event either party hereto desires to negotiate a successor Agreement, such party shall serve upon the other during a thirty-one (31) day period commencing 180 days prior to expiration of this Agreement, any written request to commence negotiations, as well as its written proposals for such successor Agreement. Upon receipt of such written proposals, negotiations shall begin no later than thirty (30) calendar days after such receipt.

The first order of business shall be negotiation of ground rules which shall establish the form and procedure for exchanging further proposals and counter-proposals.

RETENTION BONUS

ELIGIBLE UNITS:

- **NURSES SUPERVISORY AND MANAGEMENT UNIT**

The County proposes a one-time Retention Bonus to eligible employees assigned to Arrowhead Regional Medical Center and at the Sheriff's Department as provided below.

All employees listed in the referenced classifications below shall be eligible to receive a lump-sum payment of approximately five percent (5%) of base rate of pay on paid hours up to standard hours, on or around November 1, 2023.

Eligible Classifications:

Job Code	Description
03343	ARMC House Supervisor-Per Diem
13115	Case Management Supervisor
14014	Nurse Supervisor
14017	House Supervisor
19148	Clinical Director I
19149	Clinical Director II
19181	Unit Manager
19183	Assistant Unit Manager I
19184	Assistant Unit Manager I-Specialty Care
19185	Assistant Unit Manager I-Specialty Critical Care
19186	Assistant Unit Manager II
19187	Assistant Unit Manager II-Specialty Critical Care
19189	Assistant Unit Manager II-Specialty Care
19538	Sheriff's Nurse Supervisor I
19539	Sheriff's Nurse Supervisor II
19188	Clinic Unit Manager - ARMC
19199	Assistant Clinic Unit Manager

SPECIAL PROVISIONS

(a) Eligible employees who are part-time or job-sharing, shall receive the Retention Bonus based on actual hours worked between October 8, 2022 through October 6, 2023 in the NURSES SUPERVISORY & MANAGEMENT UNIT, not to exceed 2,080 hours.

(b) An employee who has separated from County employment for any reason; or who commenced employment in the NURSES SUPERVISORY & MANAGEMENT UNIT after October 6, 2023; or who is no longer in the NURSES SUPERVISORY & MANAGEMENT UNIT position for any reason prior to November 1, 2023 shall not be eligible to receive the payment.

RETIREMENT MEDICAL TRUST FUND

ELIGIBLE UNITS:

- **ALL UNITS**

A Retirement Medical Trust Fund will be established for eligible employees.

The Trust is administered by a Board of Trustees who manages resources of the Trust and determines applicable administrative fees for managing the Trust Fund. The Trustees insure that payments of qualified medical expenses incurred by retirees or their eligible dependents are properly reimbursed. The Trust will establish individual accounts for each participant who will be credited with earnings/losses based on the investment performance of the participant's individual account. All of the contributions to the Trust Fund will be treated for tax purposes as employer, non-elective contributions resulting in tax-free contributions for the County. All of the distributions from the Trust Fund made to retirees or their eligible dependents for the reimbursement of qualified medical expenses as defined by the Internal Revenue Codes (including medical and other eligible insurance premiums) will also be non-taxable to the retiree or the retiree's eligible dependent(s).

The Trust is a Voluntary Employees Benefit Association (VEBA) and will comply with all of the provisions of Section 501(c)(9) of the Internal Revenue Code.

SECTION 1 – SICK LEAVE CONVERSION ELIGIBILITY

Eligible employees are those employees with ten (10) or more years of participation in the San Bernardino County Employees' Retirement Association (SBCERA). Participation in other public sector retirement system(s) may also be counted towards the ten (10) year requirement provided that the employee is also a participant in SBCERA and did not withdraw their contributions from the retirement system(s) or those who receive a disability retirement. Those eligible employees with ten (10) or more years of combined contributions to SBCERA and other public sector retirement system(s) must complete a Prior Service Credit Request form and submit it to the Retirement Medical Trust Plan Administrator for approval. A letter from the public sector retirement system(s) confirming that contributions have not been withdrawn must accompany the form.

SECTION 2 – SICK LEAVE CONVERSION FORMULA

All eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust, upon separation from employment with the County for reasons, other than death, in accordance with the conversion formula tables below:

Effective the pay period following Board approval of the MOU, the following conversion formulas shall apply:

Amount of Remaining Sick Leave Hours	Cash Formula Value
241 to 480 hours	40%
481 to 600 hours	45%
601 to 720 hours	50%
721 to 840 hours	55%
841 to 1,400 hours	65%

SECTION 3 – COUNTY CONTRIBUTIONS

The County will contribute, on behalf of employees with more than ten (10) years of continuous County service in a regular position, an amount equal to one and one-half percent (1.50%) of such employees' base biweekly salary to the Trust. Employees who have completed more than fifteen (15) years of continuous County service in a regular position shall have an amount equal to two percent (2.00%) of their base biweekly salary contributed to the Trust by the County. Employees who have completed more than twenty (20) years of continuous County service in a regular position shall have an amount equal to two and one-half percent (2.50%) of their base biweekly salary contributed to the Trust by the County. Contributions to the Trust shall not be considered earnable compensation.

SECTION 4 – DEATH

Upon the death of an active employee with ten (10) years of continuous service from the most recent date of hire in a regular position, the estate of a deceased employee will be paid for unused sick leave balances according to the sick leave conversion formula tables of Section 2 of this Article.

SECTION 5 – MEET AND CONFER

Upon the request of Teamsters Local 1932, the County agrees to meet and confer with Teamsters Local 1932, subject to the requirements of the MMBA and any applicable laws, to discuss any proposed modification for participation/funding/eligibility in the County's RMT or participation/funding/eligibility of any agreed-upon retiree health component of the Teamsters-sponsored Healthcare Trust.

RETIREMENT SYSTEM CONTRIBUTIONS

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – ELIGIBILITY

Under the provisions of the County Employee's Retirement Law of 1937, all employees in regular positions who are regularly scheduled to work for a minimum of forty (40) hours per pay period shall become members of the San Bernardino County Employees' Retirement Association (SBCERA).

Exception: Employees first hired at age 60 or over may choose not to become a member of SBCERA at the time of hire. If this election is made, the employee will participate in the County's PST Deferred Compensation Retirement Plan. Said employee shall contribute seven and one-half percent (7.5%) of the employee's biweekly gross earnings. The employee's contributions to the PST Deferred Compensation Retirement Plan shall be automatically deducted from employee's earnings. Employees shall be automatically enrolled in the Plan upon notification from SBCERA that the employee has opted out of SBCERA membership.

SECTION 2 – EMPLOYEE CONTRIBUTIONS

Employees shall pay all required employee retirement system contributions to the San Bernardino County Employees' Retirement Association.

Employee Retirement System contributions shall be "picked up" for tax purposes only pursuant to this Section. The Auditor-Controller/Treasurer/Tax Collector has implemented the pick-up of such

Retirement System contributions under Internal Revenue Code Section 414(h)(2).

The County shall make member contributions under this Section on behalf of the employee, which shall be in lieu of the employee's contributions and such contributions shall be treated as employer contributions for purposes of reporting and wage withholding under the Internal Revenue Code and the Revenue and Taxation Code. The amounts picked up under this Section shall be recouped through offsets against the salary of each employee for whom the County picks up member contributions. These offsets are akin to a reduction in salary and shall be made solely for purposes of income tax reporting and withholding. The member contributions picked up by the County under this Section shall be treated as compensation paid to County employees for all other purposes. No employee shall have the option to receive the Retirement System contribution amounts directly instead of having them paid to the County Retirement System.

SECTION 3 – SPECIAL PROVISIONS

Employees with at least twenty-five (25) years of service as set forth in Government Code section 31625.3 as of June 28, 2014 and who either have or thereafter attain thirty (30) years of service credit as set forth in Government Code section 31625.3 and no longer make retirement contributions under the provisions of the County Employees' Retirement Law of 1937, shall have one opportunity during the employee's employment to receive cash payments of seven percent (7%) of earnable compensation for up to twenty-six (26) consecutive pay periods.

The provisions of this Article shall be applied each pay period.

SECTION 4 – SURVIVOR BENEFITS FOR GENERAL RETIREMENT MEMBERS ADMINISTERED BY SAN BERNARDINO COUNTY EMPLOYEES RETIREMENT ASSOCIATION (SBCERA)

Survivor benefits are payable to employed general retirement members with at least 18 months continuous retirement membership pursuant to Section 31855.12 of the County Employees Retirement Law of 1937. An equal, non-refundable employer and employee biweekly contribution will be paid to SBCERA as provided in annual actuarial study.

RETURN-TO-WORK COMPENSATION

ALL UNITS – Except MANAGEMENT UNIT and Management Level Nurses in the NURSES SUPERVISORY & MANAGEMENT UNIT i.e., CLINICAL DIRECTOR II, CLINICAL DIRECTOR I, UNIT MANAGER, AND CLINIC UNIT MANAGER

SECTION 1 – PURPOSE

Return-to-work compensation is designed to compensate employees for being available to return to work with limited notice and for hours not previously regularly scheduled. Standby shall not be used when an employee is expected to only be available to respond to emails or calls, but not expected to return to the worksite. There are four (4) types of return-to-work compensation covered by this Article: on-call, standby, call-back, and Arrowhead Regional Medical Center critical on-call. Assignment and approval of return to work compensation shall be made by the appointing authority or designee based upon the needs of the service.

SECTION 2 – ON-CALL COMPENSATION

(a) While assigned to on-call duty, the employee shall be free to use the time for his or her own purposes and engage in personal activities (e.g., go to the movies, go shopping, etc.).

(b) This Section shall not apply to employees in the SUPERVISORY UNIT or NURSES SUPERVISORY & MANAGEMENT UNIT.

(c) On-call duty requires the employee to return a call, text, or email as soon as practicable but not to exceed approximately fifteen (15) minutes.

(d) The employee shall not receive on-call compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, PTO, Administrative Leave, etc.). On-call would begin no earlier than when the employee has left the work site and end upon the employees return to the work site.

- **Employees Who are Expected to Return to the Worksite**. Employees assigned to be on-call who are expected to return to work shall: (1) leave a telephone number where they can be reached or carry/wear a communicating device; and (2) be able to report to their work site within one (1) hour after notification. Employees can also be given a designated time of more than one (1) hour to report by the appointing authority or designee.

  Employees assigned to be on-call who are expected to return to work be compensated at the rate of four dollars ($4.00) for each full hour of duty or portion thereof. On-call time shall not count as hours worked.

- **Employees Who are Expected to Respond to Phone Calls but Not Expected to Return to the Work Site**. Employees who are specifically assigned by the appointing authority to receive and respond to phone calls during non-work hours and perform limited work related to such phone calls but who are not expected to return to the work site shall: (1) leave a telephone number where they can be reached or carry/wear a communicating device and (2) respond by phone within a reasonable period of time taking into consideration the nature and urgency of the call. Such employees shall be compensated at the applicable rate of pay for the time spent responding to the phone calls and any required work related to the phone call. The employee shall record time to the nearest one-quarter hour.

SECTION 3 – STANDBY COMPENSATION

(a) Standby is intended to be used in the rare circumstance when the employee's use of his/her own time is restricted in such a way that he/she is unable to effectively use his/her own time for personal activities (e.g., frequent requirements to report to the worksite, strict geographical limitations not to exceed travel time from home to the worksite, etc.).

(b) Standby duty requires the employee to return a call, text, or email as soon as practicable but not to exceed two (2) minutes.

(c) Employees assigned to standby duty shall: (1) leave a telephone number where they can be reached or carry/wear a communicating device; and (2) after being told to report to work, the employee shall immediately report to work and arrive at the work site no later than the time it takes to commute between the employee's home and the work site or in a lesser period of time if required by the

Appointing Authority (e.g., the employee would need to be wearing his/her uniform or have his/her uniform with them so the employee can change immediately, no time allowance to drop a spouse off at home, etc.).

(d) For employees in the SUPERVISORY UNIT and NURSES SUPERVISORY & MANAGEMENT UNITS, standby duty shall be compensated at the rate of $3.50 for each full hour of duty or portion thereof. For employees in the SUPERVISORY UNIT and NURSES SUPERVISORY & MANAGEMENT UNITS, standby duty shall not count as hours worked.

(e) For employees in the ADMINISTRATIVE SERVICES UNIT, CLERICAL UNIT, CRAFT, LABOR & TRADES UNIT, and TECHNICAL & INSPECTION UNIT, standby pay shall be compensated at minimum wage as provided by the Department of Industrial Relations for each full hour of standby duty or portion thereof. Standby hours under this provision shall count as hours worked for overtime purposes.

Examples of application of this provision for computing overtime:

Employee earning $15.00 per hour works 40 hours in a work period, plus 20 hours of standby.

40 x $15.00 (base salary rate)[1]	=	$600.00
20 x $ 8.00 (standby minimum wage*)	=	$160.00
20 hours overtime ($12.67 x .5)	=	$126.70
$600.00 plus $160.00	=	$760.00
divided by 60 hours worked (regular rate of pay) [2]	=	$12.67

Pay for this week should be:

40 hours regular pay	=	$600.00
20 hours standby x $8.00 per hour	=	$160.00
20 hours overtime ($12.67 x .5)	=	$126.70
Total $600.00 plus $160.00 plus $126.70	=	$886.70

[1] Base salary rate is defined in Salary Adjustment, Section 2.

[2] Regular rate of pay is defined within the requirements of the Fair Labor Standards Act to include all remuneration for employment paid to the employee. When more than one rate of pay is paid for hours worked, the regular rate of pay is calculated using the weighted average of the rates of pay.

*This is an example only and may not contain the current State minimum wage.

(f) The employee shall not receive standby compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, PTO, Administrative Leave, etc.). Standby would begin no earlier than when the employee has left the work site and end upon the employees return to the work site.

SECTION 4 – ARROWHEAD REGIONAL MEDICAL CENTER (ARMC) CRITICAL ON-CALL

(a) ARMC Critical On-Call shall be utilized in certain circumstances when certain employees are required to have a shorter response time to return to Arrowhead Regional Medical Center (e.g., higher risk, STEMI) than required by the On-Call provisions in Section 2 of this Article.

(b) Employees assigned to such ARMC Critical On-call shall be free to use the time for his or her own purposes.

(c) This section shall apply only to employees assigned by the Appointing Authority to Critical On-Call duty at Arrowhead Regional Medical Center (e.g., medical imaging classifications).

(d) Employees assigned to ARMC Critical On-call duty shall be required to (1) leave a telephone number where they can be reached or wear a communicating device; (2) return a call or text as soon as practicable but not to exceed five (5) minutes; and, (3) after being told to report to work, the employee shall arrive at his/her work station as practicable, but not to exceed thirty (30) minutes.

(e) Employees assigned to ARMC Critical On-Call shall receive compensation at the rate of $10.00 for each full hour of critical on-call duty. Critical On-call time shall not count as hours worked.

(f) The employee shall not receive on-call compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, PTO, Administrative Leave, etc.). ARMC Critical On-call would begin no earlier than when the employee has left the work site and end upon the employees return to the work site.

(g) Assignment to ARMC Critical On-Call shall be made at the discretion of ARMC.

(h) The County shall provide a sleeping area for the convenience of employees who voluntarily choose to remain at ARMC. Such time shall not be considered work time and there is no expectation by the County that any employees who are on Critical On-Call be at the workplace.

SECTION 5 – CALL-BACK COMPENSATION

(a) Call-back pay is used when an employee in a regular position returns to active duty and the work site at the request of the appointing authority or designee after said employee has been released from active duty and has left the work site. An employee need not be assigned to on-call or standby duty to receive call-back compensation.

(b) Call-back compensation shall be paid in the following manner. The employee shall be paid for two (2) hours at one-time the base hourly rate of pay for each call-back occurrence. Said compensation shall be in lieu of any travel time and expense to and from home and the first or last work contact point. All time actually worked shall be considered as time actually worked for purposes of the Article on "Overtime."

(c) Employees shall not be eligible for call-back pay in the following situations: (1) special tours of duty scheduled in advance; (2) the employee is called back within two (2) hours of the beginning of a scheduled tour of duty (except for employees assigned to Arrowhead Regional Medical Center (ARMC) Critical On-Call); or (3) the employee is not required to leave home. The employee shall report all

time actually worked within a pay period. Such time shall be accumulative and shall be considered as time actually worked for the purposes of the Article on "Overtime."

SAFETY COMMITTEE

A county-wide Safety Committee shall be established for the purpose of discussing safety related concerns and reporting of unsafe incidents in the workplace. The Safety Committee shall be composed of up to six (6) employees from various departments selected by the Teamsters Local 1932 and an equal number of County representatives selected by County Management. The Safety Committee shall meet periodically on an as-needed basis. Committee members shall receive paid release time during work hours to attend meetings.

SALARY ADJUSTMENTS

SECTION 1 – ACROSS THE BOARD WAGE INCREASE

ELIGIBLE UNITS:

- **ALL UNITS**

(a) 1.50%: Effective the pay period following Board approval, the County shall provide all classifications covered by the MOU with a one and one-half percent (1.50%) across the board salary increase.

(b) 2.00%: Effective February 24, 2024, the County shall provide all classifications covered by the MOU with a two percent (2.00%) across the board salary increase. The parties agree to divert one-half percent (0.50%) from the February 24, 2024 across the board increase to the Teamsters 1932 Retiree Component of the Teamsters Healthcare Trust. This diversion of the across the board increase will result in an employee contribution to the Teamsters Healthcare Trust as define under Section 6(c) of the Healthcare Trust Article.

(c) 3.00%: Effective February 22, 2025, the County shall provide all classifications covered by the MOU with a three percent (3.00%) across the board salary increase, subject to the following:

If the County's Discretionary "Property Related Revenue", as defined in the "Discretionary General Funding and Restricted Funds" section of the County's Budget Book, are less than a two percent (2.00%) increase in 2023-24 compared to 2022-23 and/or if statewide 2011 Realignment Sales Tax Collections from Fiscal Year 2023-24, representing collections from September 2023 through August 2024, decline by more than four percent (4.00%) compared to 2022-23, then the County shall have the right to meet and confer with Teamsters Local 1932 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach an agreement by February 22, 2025, the increase due on that date shall be deferred until August 23, 2025, or as otherwise agreed by the parties in the meet and confer process.

(d) 3.00%: Effective February 21, 2026, the County shall provide all classifications covered by the MOU with a three percent (3.00%) across the board salary increase, subject to the following:

If the County's Discretionary "Property Related Revenue", as defined in the "Discretionary General Funding and Restricted Funds" section of the County's Budget Book, are less than a two percent (2.00%) increase in 2024-25 compared to 2023-24 and/or if statewide 2011 Realignment Sales Tax Collections from Fiscal Year 2024-25, representing collections from September 2024 through August 2025, decline by more than four percent (4.00%) compared to 2023-24, then the County shall have the right to meet and confer with Teamsters Local 1932 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach an agreement by February 21, 2026, the increase due on that date shall be deferred until August 22, 2026, or as otherwise agreed by the parties in the meet and confer process.

The base salary ranges and rates shall be applicable on the dates indicated for all classifications in these Units. (See Appendix B for classification listing and salary range and Appendix C for salary tables.)

SECTION 2 – NEW TOP STEP

ELIGIBLE UNITS:

- **ALL UNITS**

Effective July 25, 2026, the County shall add a new top step at approximately two and one-half percent (2.5%) above the then current top step for all non-trainee salary ranges. Employees who are at the existing top step on that date and have completed 1,040 service hours at that step and meeting job performance standards prior to the effective date of the new top step, are eligible to advance on July 25, 2026.

SECTION 3 – PROFIT-SHARING INITIATIVE

ELIGIBLE UNITS:

- **ALL UNITS**

(a) For every one percent (1.00%) in “Property Related Revenue” growth received in Fiscal Year 2023-24 above four percent (4.00%), as defined in the "Discretionary General Funding and Restricted Funds" section of the County's Budget Book, the County will provide a one-half percent (0.50%) equity for all classifications in the Teamster's unit on February 22, 2025, up to a maximum equity of one percent (1.00%). In the event that this provision is triggered at the one percent (1.00%), the parties agree to divert one-half percent (0.50%) from the February 22, 2025 Profit Sharing Initiate to the Teamsters 1932 Retiree Component of Teamsters Healthcare Trust. This diversion of the Profit Sharing Initiative will result in an employee contribution to the Teamsters Healthcare Trust as define under Section 6(c) of the Healthcare Trust Article.

(b) If Statewide 2011 Realignment Sales Tax Collections from Fiscal Year 2024-25, representing collections from September 2024 through August 2025, are greater than a zero percent (0.00%) increase, then for every one percent (1.00%) in Property Related Revenue growth received in 2024-25 above four percent (4.00%), the County will provide a one-half percent (0.50%) equity for all classifications in the Teamster's unit on February 21, 2026, up to a maximum equity of one percent (1.00%).

Any equity resulting from the provisions of the Profit-Sharing Initiative shall be ongoing. This section of the Article is not subject to renewal or extension thus will be deleted at the conclusion of this Agreement.

SALARY RATES AND STEP ADVANCEMENTS

SECTION 1 – STEP ADVANCEMENTS

ELIGIBLE UNITS:

- **ALL UNITS**

New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this Agreement. Variable entrance steps may be established if justified by recruitment needs through step 7 with the approval of the appointing authority and through the top step of the range with the approval of the Director of Human Resources.

Within the base salary range, all step advancements will be automatically made at the beginning of the pay period following the pay period in which the employee completes the required number of service hours. Approval for advancement shall be based upon completion of required service hours in the classification, satisfactory work performance and appointing authority recommendation. An employee whose step advancement is denied shall not be eligible for reconsideration for step advancement except as provided in the Article, "Merit Advancements."

Completed service hours shall be defined as regularly scheduled hours in a paid status, up to eighty (80) hours per pay period. Overtime hours, disability payments, Medical Emergency Leave, and time without pay shall not count toward step advancements.

Step Advancements - Step advancements within a base salary range shall be based upon one (1) step increment for all employees. The employee shall be eligible for the first step advancement after completion of 1,040 service hours and subsequent step advancements after completion of 1,040 service hours until the top step of the range is reached.

EXAMPLE:

STEP ADVANCEMENT	Step	Range
Hire Step	1	R30
After 1040 hours*	2	
After additional 1040 hours*	3	
Promotion to higher classification** (approx. 5% or step 1 of new range whichever is greater)	3	R32
After 1040 hours*	4	
After additional 1040 hours*	5	
After each additional 1,040 hours until the top step of the range is reached*	6	

*Assumes satisfactory work performance and appointing authority recommendation

**Pursuant to Promotions Article

An appointing authority may request, in limited exceptional circumstances and with adequate justification, the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity, subject to the recommendation of the Director of Human Resources and the final approval of the Chief Executive Officer or his/her designee. The Director of Human Resources may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

The County agrees to meet within 30 days of a Teamsters Local 1932 request to review any classifications that the union believes will, on an ongoing basis, be at least 5% below in total compensation (excluding differentials, such as longevity) than the classification it supervises. If the parties have not reached mutual agreement within 90-days of the first meeting, or in a longer period if extended by the parties, the parties agree to proceed through the dispute resolution process (e.g., mediation if agreed to by the parties, fact-finding if requested by the union).

SECTION 2 – MASTER'S DEGREE IN SOCIAL WORK (MSW) INCENTIVE RANGE

Employees in the Social Worker II classification or Social Worker II Trainee classification who possess a MSW (or subsequently obtain a MSW) shall be placed on a range that is approximately two and one-half percent (2.50%) higher than the current Social Worker II or Social Worker II Trainee range. Those Social Worker IIs and Social Worker II Trainees placed on the higher range shall be eligible to advance to the next step, if applicable, upon completion of 1,040 service hours from their most recent merit advancement (i.e., step hours will not reset).

SECTION 125 PREMIUM CONVERSION PLAN

ELIGIBLE UNITS:

- **ALL UNITS**

(a) Eligible employees shall be provided with a Section 125 Premium Conversion Plan. The purpose of the Plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for medical insurance, dental insurance, vision insurance, voluntary life (to the IRS specified limit) and accidental death and dismemberment insurance premiums currently maintained for Unit employees or any other program(s) mutually agreed upon by the parties. The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium.

(b) Medical and Dental Coverage elections shall not reduce earnable compensation for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association.

(c) To be eligible for this benefit, an employee must be in a regular position and be regularly scheduled to work at least forty (40) hours in a pay period or must have received the benefits under section (a) immediately prior to being on an approved leave of absence for which continuation of these benefits is expressly provided under Section 5 of the Medical, Dental, and Vision Coverage Article.

(d) Election of pre-tax salary reductions and after-tax payroll deductions shall be made within sixty (60) days of the initial eligibility period in a manner and on such forms designated by the Human Resources Employee Benefits and Services Division. to timely submit appropriate paperwork will result in after-tax payroll deductions for all eligible premiums for the remainder of the Plan year.

(e) Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Section 125 Plan Document. The employee must submit request for a change due to a mid-year qualifying event within sixty (60) days of the qualifying event. The Human Resources

Employee Benefits and Services Division will authorize changes as long as the change is made on account of and consistent with an employee's change in status.

SHORT-TERM DISABILITY

ELIGIBLE UNITS:

- **ALL UNITS**

The County agrees to pay the premium for short-term disability insurance for all employees in regular positions budgeted for forty (40) or more hours per pay period who have completed at least two (2) pay periods of continuous service, each with a minimum of one-half plus one hour of scheduled hours of regular paid time. The short-term disability insurance plan benefit coverage shall include a provision for a seven (7) consecutive calendar day waiting period from the first day of disability before benefits begin. Benefits shall be fifty-five percent (55%) of base salary up to a weekly maximum established by the State of California for the State Disability Insurance fund. Benefit payments terminate when the employee is no longer disabled or after fifty-two (52) weeks of disability.

The County agrees to provide these benefits subject to carrier requirements as specified in the Short-Term Disability Policy.

During the term of this agreement, the County agrees to meet and confer with Teamsters Local 1932 to discuss the short-term disability administrator.

STANDARD TOUR OF DUTY

ELIGIBLE UNITS:

- **ALL UNITS**

The standard tour of duty represents the time that an employee is regularly scheduled to work. The employee shall be present at the assigned work location and ready to begin work at the start of the standard tour of duty. For payroll purposes, a regularly scheduled tour of duty, which commences before midnight and ends the following day shall be reported as time worked for the day in which the tour of duty began. The appointing authority shall establish the actual number of hours, which comprises the standard tour of duty for each position. The appointing authority may modify or change the number of hours in a standard day, tour of duty or shift for each position to meet the needs of the service. When appointing authorities find it necessary to make such modifications or changes, they shall notify the affected employee(s) in writing indicating the proposed change prior to its implementation advising them to contact Teamsters or the appointing authority if they have any questions. Any such modifications or changes may not be implemented until the affected employee has received a minimum notice of fourteen (14) calendar days**,** unless the employee(s) specifically consents to a lesser time period, or in the event of an emergency. If the change affects a significant number of employees, Teamsters shall be notified. When a change would affect a significant number of employees and Teamsters requests to meet and confer regarding the impact of the change on employees, the first step, within ten (10) calendar days of the notification of change, shall be to meet to discuss the impact of schedule changes on employees. The phrase "significant number" shall mean: (a) a majority of the employees in this Unit; (b) a majority of the

employees within a department, division, or work unit; or (c) all of the employees within a specific classification in this Unit.

If the parties are unable to reach agreement on the impact of the schedule change, either party may request the assistance of a mediator. The parties shall make every effort to complete the mediation process within thirty (30) calendar days from the date the mediator was requested.

SUCCESSORS (Arrowhead Regional Medical Center Only)

In the event the County contemplates a merger, sale, permanent closure, leasing, assignment, divestiture, or other transfer of ownership and/or management of operations of Arrowhead Regional Medical Center, Teamsters Local 1932 shall be notified in writing forty-five (45) days prior to Board action.

Upon such notice, Teamsters Local 1932 and the County will promptly meet at Teamsters Local 1932's request, to engage in good faith bargaining over the impact of such change (e.g., job security, union recognition, etc.).

The County shall not use any merger, sale, permanent closure, leasing, assignment, divestiture, or other transfer of ownership and/or management of operations of Arrowhead Regional Medical Center for the purpose of evading the terms of this Agreement.

TEAMSTERS TRAINING CENTER

In partnership with Teamsters, the County agrees to evaluate Teamsters Local 1932 Training Center educational/certificate program curriculum to link job related skills and their applicability to identified County entry level job classifications.

Human Resources will determine which job announcements may be considered to benefit from a substitution to the minimum eligibility requirements, examples include length of experience and/or job skills. This substitution may allow job applicants to meet the minimum eligibility requirements as part of the examination process (See Personnel Rule 4). Training Center enrollees seeking County employment must provide a valid certificate or other acceptable proof of successful program completion at the time of application.

In consideration of the partnership, the County will provide a one-time payment in the amount of $100,000 for the Teamsters Training Center. Additionally, the County will partner with Teamsters upon request to discuss additional opportunities for the Training Center. The County will also provide quarterly Job Application Workshops at the Training Center, upon request.

TEMPORARY PERFORMANCE OF HIGHER LEVEL DUTIES

ELIGIBLE UNITS:

- **ALL UNITS**

Generally, assignment to a vacant higher level position shall be made from qualified non-probationary employees. In the limited circumstance (e.g., single position classification, etc.) that a probationary employee is selected, prior to the assignment to a vacant higher level position, such probationary employee shall be notified in writing as to whether service hours to be worked in the higher level position will count towards completion of the probationary period in the (lower level) position in which the employee has not yet obtained regular status.

Employees directed to continuously perform the duties of a vacant higher level position, or employees who have been given the temporary assignment of a project involving the performance of more difficult duties and requiring a greater level of skill(s) may be granted additional compensation. No award shall be made in any situation related to a vacation, short-term illness or other temporary relief. For the purpose of this Article, temporary is defined as six (6) weeks or less. The duration of such assignments are not intended to exceed one (1) calendar year.

(a) Eligibility Criteria – Employees will normally have regular status and not be in a probationary or trainee status; and there must be evidence of the employee's ability to competently perform the new assignment as determined by the Department Director or designee and Director of Human Resources or designee and the employee shall be required to meet standards for satisfactory performance. Appointments to regular positions of trainees or underfills are exempt from the provisions of this Article.

(b) Assignment Criteria

(1) For the purposes of this Article, a vacant position is defined as an authorized regular position for which funds have been appropriated and which may be: (1) an unoccupied position due to attrition; (2) a position from which the incumbent is on extended leave of absence; or (3) a new position authorized by the Board of Supervisors. The appointing authority certifies that the employee is assigned and held responsible to fully perform all of the higher level duties without limitation as to difficulty or complexity of assignments or consequence of action. This provision shall not be used to circumvent the merit system of promotion and approval of such a request shall initiate the appropriate recruitment/selection process where applicable.

(2) Compensation related to project assignments requires the temporary assignment of more difficult duties involving a greater level of skills. Such assignment may be made to allow for employee rotation, enhance upward mobility or to determine the impact of potential operational/organizational changes. The specific, temporary duties must be identified in writing.

(c) Compensation

(1) Compensation shall be awarded in pay period increments.

(2) Employees performing the duties of a vacant higher level regular position shall be entitled to a salary rate increase to the higher level for the time actually worked. The amount of the increase shall be determined as if the assignment had been a promotion. The employee shall be eligible for step advances in the higher level position in accordance with the Salary Rate and Step

Advancement and Merit Advancements Articles. The employee shall continue to receive benefits associated with his/her pre-assignment occupational Unit. Differentials and other compensation shall be paid only if applicable to the higher level position assignment. Overtime compensation shall be administered according with the Overtime article of the MOU. Upon assignment to the higher level position, the employee's service hours for determining salary step in the pre-assignment position shall continue to accrue. Upon completion of assignment, the employee shall be returned to his/her former position classification. If, while on the temporary assignment, the employee's step due date occurs, the employee shall receive their salary step effective the pay period they are returned to their former classification; provided, however, that the employee received a Work Performance Evaluation of at least "Meets Job Standards" while on the temporary assignment. If the employee was due a step advance while on the temporary assignment and no evaluation has been completed or if the employee was not rated at least "Meets Job Standards," the employee shall be evaluated within three (3) pay periods of return to former classification, and if rated at least "Meets Job Standards," the employee shall receive his/her step advance retroactive to the date of return to former classification. Under no circumstances will the step advancement be retroactive beyond the date of the return to former classification. Step placement upon promotion to the same or other higher level position following completion of the temporary assignment will be determined based upon salary rate in the pre-assignment position in accordance with the Promotions Article.

(3) Project compensation shall be in the form of a specified percentage of the employee's base pay. The Director of Human Resources or designee will determine the amount in increments of one-half (1/2) percent from a minimum of two and one-half percent (2-1/2%) up to a maximum of seven and one-half percent (7-1/2%). The bonus will be computed at the specified percentage of the current base pay of the employee for each pay period. The bonus shall be considered earnable compensation and shall be considered part of the employee's regular rate of pay for purposes of calculating overtime, if applicable. Such increases in pay shall not affect the employee's step advancement in the base range pursuant to the Article on "Salary Rates and Step Advancements."

Requests for Temporary Performance Compensation shall be initiated by the appointing authority when the appointing authority deems it is necessary for an employee to temporarily perform higher level duties. In such circumstances, the appointing authority maintains responsibility for initiating the compensation request in a timely manner and adhering to the compensation provisions defined in this Article. This does not preclude the employee from requesting Temporary Performance Compensation via the appointing authority. It is important to attempt to obtain Human Resources Department review of the request in advance of the date the employee begins the assignment, because there is no guarantee the request will be approved. Temporary Performance Compensation is to be effective only with the Director of Human Resources, or Chief Executive Officer, as applicable, written approval, assignment of the greater level of duties, and signed acceptance by the employee.

Under no circumstances will Temporary Performance Compensation be granted retroactively, unless there is an unreasonable delay or denial in the processing of the Temporary Performance Compensation caused by the County (e.g., a supervisor goes on a 3 month leave of absence and before going on leave forgets to submit the signed form, etc.). If there is an unreasonable delay or denial caused by the County, the Temporary Performance Compensation shall be granted retroactive to the date that the approved form (i.e., the form executed by the Department) was signed by the employee.

Requests for Temporary Performance Compensation shall be reviewed by the Director of Human Resources or designee. Requests for Temporary Performance Compensation for employees in the Human

Resources Department shall be reviewed by the County Chief Executive Officer or designee.

Denial of compensation due to assignment {Assignment Criteria (b)} shall not be subject to the Grievance Procedure; provided, however, that employees who are denied compensation may submit a written appeal to the Human Resources Director or designee. The Human Resources Director or designee shall review the matter and provide a written response to the employee within 30 days unless the parties mutually agree to extend the timeframe.

The provisions of this Article shall not be utilized to circumvent the provisions of or provide additional compensation over and above that which may be provided in the Article on "Classification." The Articles, "Temporary Performance of Higher Level Duties," and "Classification" are mutually exclusive concepts and as such there shall be no dual or multiple requests and/or appeals, where the latter is applicable for a single situation.

TERM

ELIGIBLE UNITS:

- **ALL UNITS**

The term of this Memorandum of Understanding shall commence upon approval by the Board of Supervisors, and this Memorandum of Understanding Agreement shall expire and otherwise be fully terminated at 12:00 a.m. (midnight) of February 28, 2027. If a successor Memorandum of Understanding has not been reached by 12:00 a.m. (midnight) of February 28, 2027, the terms and conditions required by law shall continue in effect until a successor Memorandum of Understanding is approved by the Board of Supervisors or the dispute resolution procedure has been exhausted under the provisions of the Employee Relations Ordinance, whichever occurs sooner.

TIME AND LABOR REPORTS

ELIGIBLE UNITS:

- **ALL UNITS**

Employees' electronic time sheets (e.g., eTime) will normally be completed and required to be electronically signed and submitted by the employee each pay period. By signing, the employee acknowledges that the information provided in the time sheet is accurate. In cases where the employee is on leave (e.g., medical leave, vacation, etc.) and has not submitted his/her time sheet, the Department shall submit the employee's time sheet. Employees shall be notified whenever any electronic time sheet is submitted or changed without the employee's signature. Payroll specialists who handle electronic time sheets shall make every effort to contact the employee regarding any correction to the time shown on said report and explain the reasons for the change before the report is submitted to the Auditor-Controller/Treasurer/Tax Collector for processing. In all cases where corrections are made in the presence of the employee and accepted, the employee shall approve such corrections by signing a new electronic time sheet. If time does not allow for this procedure because of the Auditor-Controller/Treasurer/Tax Collector deadline, the payroll specialist shall notify the employee of the correction and that an adjustment will be made in a subsequent pay warrant. Unless otherwise provided in this Agreement, time

shall be reported in increments of full fifteen (15) minutes actually worked for pay purposes.

The County reserves the right to use other time accumulation devices. If errors result from the improper or unclear preparation of electronic time sheets by the employee, the employee shall hold harmless the County for any delays in warrant processing.

TOOL ALLOWANCE

ELIGIBLE UNITS:

- **CRAFT, LABOR & TRADES UNIT**

(a) Allowance

The County agrees to make the following payment to employees in the classes listed to serve as a tool allowance to compensate for any costs associated with tool purchase and replacement.

Effective the pay period that includes July 1, 2020, the tool allowance shall be as follows:

Classification	Tool Allowance
Fleet Services Specialist Senior Fleet Services Specialist	$300
Mechanic's Assistant	$450
Fleet Technician Lead Fleet Technician	$550
Sheriff's Aviation Mechanic	$600
Sheriff's Lead Aviation Mechanic	$600

Effective the pay period that includes July 1, 2024, the tool allowance shall be as follows:

Classification	Tool Allowance
Fleet Services Specialist Senior Fleet Services Specialist	$300
Mechanic's Assistant	$500
Fleet Technician Lead Fleet Technician	$600
Sheriff's Aviation Mechanic	$650
Sheriff's Lead Aviation Mechanic	$650

(b) Administration

The annual tool allowance shall be paid in a lump sum to employees in regular positions who are in paid status in the pay period that includes July 1 of each year. An eligible employee in a regular position who is part-time or job-sharing shall be eligible for a prorated lump-sum payment based on regularly scheduled hours. Those employees appointed after July 1, shall receive a prorated tool allowance payment at the time of their appointment. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their appointment. Granting of this tool allowance shall not affect any other provisions made by the department for tool replacement, repair, or purchase.

Employees not in paid status (i.e., not coding paid hours) in the pay period that includes July 1 shall receive a prorated tool allowance payment upon return to paid status. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their return to paid status. However, an employee who is not in paid status during the entire fiscal year (i.e., not in paid status from pay period 15 of one year through pay period 14 of the following year) shall not receive the annual tool allowance for the fiscal year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from June of 2014 through September 2016, and then returns to paid status in October 2016, the employee shall receive a prorated tool allowance payment for FY 2016/2017 upon their return to paid status but shall not receive the FY 2014/2015 allowance because the employee was not in paid status for the entire 2014/2015 fiscal year.

Any employee separating from County employment at the conclusion of a leave of absence shall not receive the tool allowance.

TRANSITIONAL PAY

Bargaining unit employees in the classifications of Probation Division Director I and Probation Division Director II who have completed at least fifteen (15) years of continuous service in a regular position with the County shall receive transitional pay above their base rate of pay, as provided below. Transitional pay shall be excluded when determining the appropriate rate of pay for promotion or demotion. Employees who qualify for transitional pay shall receive the pay as follows:

CONTINUOUS COMPLETED SERVICE HOURS	TRANSITIONAL PAY
31,200 (15 years)	2.0%
41,600 (20 years)	An additional 2.0% for a total of 4.0%
52,000 (25 years)	An additional 4.0% for a total of 8.0%
62,400 (30 years)	An additional 2.0% for a total of 10.0%

TUITION LOAN REPAYMENT PROGRAM

The County proposes to establish a Tuition Loan Repayment Program to assist employees with student loan obligations and encourage continued County employment. Provided below are the proposed terms of the Program.

SUPERVISING DEPUTY DISTRICT ATTORNEY, SUPERVISING DEPUTY PUBLIC DEFENDER, AND SUPERVISING CHILD SUPPORT ATTORNEY

(a) Eligibility requirements- all requirements must be met before the employee is deemed eligible for loan repayment assistance:

(1) The employee is employed in a regular full time position in the classification of Supervising Deputy District Attorney, Supervising Deputy Public Defender, or Supervising Child Support Attorney Unit classification.

(2) The employee fully completes the County's Student Loan Repayment Application.

(3) The employee submits proof of the following:

(i) A qualifying Juris Doctor degree.

(ii) A valid, unrestricted license to practice law in the state of California.

(iii) Current statements from an unpaid loan.

(4) The employee is in paid status in the pay period the repayment is made.

(5) The employee is not participating in another tuition loan repayment program. This does not include participation in any loan forgiveness program.

(6) Employee's last Work Performance Evaluation rating is a "meets standards" or above.

(7) Employee is not on a current leave restriction plan.

(8) Employee is not on a current work performance improvement plan.

(b) Terms of Loan Repayment Assistance:

Employees with 2 or more years of continuous service with the County as of July 1, 2020 will be eligible to apply for tuition loan repayment. Continuous service is defined as the total length of service from an employee's most recent beginning (hire) date in a regular position with no separation from County employment. Employees must complete a new application and submit supporting documentation for each disbursement for loan repayment. Any additional annual incentive will require completion of new one-year continuous periods of Qualifying Service on and after the date of the implementation of this provision. Eligible employees with 2 or more years of service as of July 1, 2020 will be immediately eligible to submit the required documentation to receive tuition loan repayment. Employees will receive the initial payment of $1,000 and receive additional payment after subsequent years of service. In no event will the payments be combined. If the application meets County requirements, the payment shall be as follows:

(1) After completion of 2 continuous years with the County: A single payment of up to $1,000.

(2) After completion of 3 continuous years with the County: A single payment of up to $1,500.

(3) After completion of 4 continuous years with the County: A single payment of up to $2,000.

(4) After completion of 5 continuous years with the County: A single payment of up to $2,500.

(5) After completion of 6 continuous years with the County: A single payment of up to $3,000.

Payment shall not exceed the total amount of $10,000 per employee. Eligible employees will receive the payment within thirty (30) days after approval of the required documentation.

(c) Restrictions

(1) Employee must have one or more qualifying student loans (including private loans provided they qualify pursuant to all applicable State and Federal laws, rules, and regulations).

(2) Degree must have been completed and employee must be in active repayment of the loan.

(3) Loans must not be in default status. Employees must provide a written statement from their lender(s) substantiating that the loan(s) are not in default, dated within ten (10) business days of the application for payment.

(4) Payments made on loans in the year prior to the repayment request that are less than the maximum yearly repayment amount will be eligible for the lesser amount paid only.

(5) Employees who separate from County employment are not entitled to prorated payments.

(6) The lender information must be verified annually, and must not be older than ten (10) days prior to the application for payment.

(7) If loans have been consolidated, proof of consolidation must be provided.

(8) If the Eligible Attorney ceases to be an Eligible Supervising Attorney for any reason before completion of one year of continuous service, no part of this repayment shall be paid.

(9) Employees must show proof of loan payments for each of the prior twelve (12) consecutive months.

(d) Program Details

(1) Payment will be made directly to the employee through EMACS. Payment will be subject to all required payroll deductions, and participants will be responsible for any and all applicable taxes resulting from the payments they receive.

(2) Qualifying Student Loan shall mean a loan (or the portion of a loan, if consolidated) taken and used to cover the cost of an eligible attorney's law school education. The determination of whether or to what extent a loan is a Qualifying Student Loan shall be made based on guidelines established by the Human Resources Department.

Notwithstanding the foregoing, reimbursement under this Section shall be made subject to any additional conditions approved by the appointing authority subject to any meet and confer obligations pursuant to the Meyers Milias Brown Act.

NURSES SUPERVISORY & MANAGEMENT UNIT

(a) Eligibility requirements- all requirements must be met before the employee is deemed eligible for loan repayment assistance:

(1) The employee is employed in a regular NURSES SUPERVISORY & MANAGEMENT UNIT classification and regularly scheduled at least 72 hours per pay period.

(2) The employee fully completes the County's Student Loan Repayment Application.

(3) The employee submits proof of the following:

(i) A qualifying degree.

(ii) A valid, unrestricted nursing license.

(iii) Current statements from an unpaid loan.

(4) The employee is in paid status in the pay period the repayment is made.

(5) The employee is not participating in another tuition loan repayment program. This does not include participation in any loan forgiveness program.

(6) Employee's last Work Performance Evaluation rating is a "meets standards" or above.

(7) Employee is not on a current leave restriction plan.

(8) Employee is not on a current work performance improvement plan.

(b) Terms of Loan Repayment Assistance:

Employees with 2 or more years of continuous service with the County as of July 1, 2020 will be eligible to apply for tuition loan repayment. Continuous service is defined as the total length of service from an employee's most recent beginning (hire) date in a regular position with no separation from County employment. Employees must complete a new application and submit supporting documentation for each disbursement for loan repayment. Any additional annual incentive will require completion of new one-year continuous periods of Qualifying Service on and after the date of the implementation of this provision. Eligible employees with 2 or more years of service as of July 1, 2020 will be immediately eligible to submit the required documentation to receive tuition loan repayment. Employees will receive the initial payment of $1,000 and receive additional payment after subsequent years of service. In no event will the payments be combined. If the application meets County requirements, the payment shall be as follows:

(1) After completion of 2 continuous years with the County: A single payment of up to $1,000.

(2) After completion of 3 continuous years with the County: A single payment of up to $1,000.

(3) After completion of 4 continuous years with the County: A single payment of up to $1,500.

(4) After completion of 5 continuous years with the County: A single payment of up to $2,000.

(5) After completion of 6 continuous years with the County: A single payment of up to $2,000.

Payment shall not exceed the total amount of $7,500 per employee, unless claims against the Unit Tuition Loan Fund do not exceed the annual allowance. In the event that claims against the Unit Tuition Loan Fund do not exceed the annual allowance and all claims have been satisfied for Unit employees, any remaining NURSES SUPERVISORY & MANAGEMENT UNIT Tuition Loan Fund money will be divided equally among those NURSES SUPERVISORY & MANAGEMENT UNIT employees whose previously submitted claims which exceeded the cap (i.e., $1,000, $1,500, or $2,000, as applicable). Each Unit member will receive no more than five hundred dollars ($500.00) in addition to the applicable cap amount.

Eligible employees will receive the initial payment within thirty (30) days after approval of the required documentation. Any additional amounts shall be paid within a reasonable period of time following completed accounting of the Tuition Loan Fund.

(c) Restrictions

(1) Employee must have one or more qualifying Federal student loan and/or private student loan.

(2) Qualifying student loans include federal student loans and private student loans, defined as follows:

(i) Federal Student Loans are loans that are funded by the Federal Government, with terms and conditions that are set by law. Examples include Direct Subsidized Loans, Direct Unsubsidized Loans, and Direct PLUS Loans (for graduate and professional students). Federal parent loans do not qualify for this program.

(ii) Private Student Loans are non-Federal loans made by a lender such as a bank, credit

union, state agency, or a school which are subject to examination and supervision in their capacity as lenders by an agency of the United States or of the State in which the lender has its principal place of business. Qualifying private student loans are those that require the applicant to provide school information and tuition information to the lender as part of the application process. Further, a qualifying private student loan requires that the lender certify the student loan with the applicable college or university, and that the lender directly disperse the student loan funds to the school. Examples of qualifying private student loan programs include Sallie Mae Student Loans and College Ave Student Loans.

(3) Degree must have been completed and employee must be in active repayment of the loan.

(4) Loans must not be in default status. Employees must provide a written statement from their lender(s) substantiating that the loan(s) are not in default, dated within ten (10) business days of the application for payment.

(5) This tuition loan repayment program will repay for actual costs paid for tuition only.

(6) Payments made on loans in the year prior to the repayment request that are less than the maximum yearly repayment amount will be eligible for the lesser amount paid only.

(7) Employees who separate from County employment are not entitled to prorated payments.

(8) The lender information must be verified annually, and must not be older than ten (10) days prior to the application for payment.

(9) If loans have been consolidated, proof of consolidation must be provided.

(10) If the eligible Nurse ceases to be an eligible Nurse for any reason before completion of one year of continuous service, no part of this repayment shall be paid.

(11) Employees must show proof of loan payments.

(d) Program Details

(1) Payment will be made directly to the employee through EMACS. Payment will be subject to all required payroll deductions, and participants will be responsible for any and all applicable taxes resulting from the payments they receive.

(2) Qualifying Student Loan shall mean a loan (or the portion of a loan, if consolidated) taken and used to cover the cost of an eligible nurses qualifying degree. The determination of whether or to what extent a loan is a Qualifying Student Loan shall be made based on guidelines established by the Human Resources Department.

(3) Notwithstanding the foregoing, reimbursement under this Section shall be made subject to any additional conditions approved by the appointing authority subject to any meet and confer obligations pursuant to the Meyers Milias Brown Act.

TUITION REIMBURSEMENT AND MEMBERSHIP DUES

SECTION 1 – PREAMBLE

In conjunction with Teamsters, the County has established for each representation Unit a tuition reimbursement and membership dues procedure to encourage all employees to pursue educational opportunities and involvement in organizations to enhance their contribution as County employees and assist in their career development. Both parties recognize the importance of continued quality improvement and strongly encourage the utilization of opportunities assisted by this Article. Tuition funding and reimbursement programs shall be administered by the Performance, Education and Resource Center (PERC). The Human Resources Department shall receive from such funding administration costs not to exceed the salary and benefits portion of a top step Secretary I.

Benefits under the Tuition Reimbursement and Membership Dues article shall be pro-rated for job share and part-time employees.

SECTION 2 – ADMINISTRATIVE SERVICES UNIT

The County agrees to establish an individual departmental fund in the amount of four hundred dollars ($400.00) each fiscal year for each employee in a regular position budgeted more than forty (40) hours per pay period to reimburse employees for tuition costs incurred for job-related education or career development or to reimburse membership dues in professional organization(s); provided such expenditure enhances furtherance of County or continuing education goals.

Requests for reimbursement must be approved in advance by the appointing authority and shall not be paid in increments less than ten dollars ($10.00) per fiscal year. Employee initiated education or career development shall not be considered as time actually worked for purposes of computing overtime and normally shall not occur during regular work hours except that which has the prior approval of the appointing authority.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of “C” or better or “pass” when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

SECTION 3 – CLERICAL UNIT

The County will establish a career development, training, and education fund of one hundred and seventy-five thousand dollars ($175,000) for each fiscal year for use by employees in a regular position in the Clerical Unit with at least twelve (12) months of County service. Half of the funds are available for use the first half of the fiscal year, and half are available the second half of the fiscal year. This fund will be administered by the Performance, Education and Resources Center (PERC) and available for use on a first-come, first-served basis for 100% reimbursement of tuition and community college registration fees for career development courses or to reimburse membership dues in professional organizations; provided such expenditure enhances furtherance of County or continuing education goals and is previously approved by PERC.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of “C” or better or “pass” when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course. Each employee shall be limited to one thousand six hundred and fifty dollars ($1,650.00) per fiscal year.

SECTION 4 – CRAFT, LABOR & TRADES UNIT

The County will establish a career development, training, and education fund of nine thousand dollars ($9,000.00) each fiscal year for use by employees in a regular position in the Craft, Labor & Trades Unit with at least six (6) months of County service.

This fund will be administered by PERC and available for use on a first-come, first-served basis for 100% reimbursement of tuition for trade schools and community college registration fees for career development courses or to reimburse membership dues in professional organizations; provided such expenditure enhances furtherance of County or continuing education goals and is previously approved by PERC. Each employee shall be limited to four hundred dollars ($400.00) per year.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

SECTION 5 – MANAGEMENT UNIT

The County agrees to establish an individual departmental fund in the amount of five hundred dollars ($500.00) each fiscal year for each employee in a regular position budgeted more than forty (40) hours per pay period to reimburse employees for tuition costs incurred for job-related education or career development or for the payment of membership dues in professional organization(s); providing such expenditure enhances furtherance of County or continuing education goals. Approved memberships may be paid for directly by the County at the employee's request or the employee may be reimbursed.

Requests for such reimbursement must be approved in advance by the appointing authority and Human Resources and shall not be paid in increments less than ten dollars ($10.00) per fiscal year.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

SECTION 6 – SUPERVISORY UNIT

The County agrees to establish a Countywide fund in the amount of sixty thousand dollars ($60,000.00) each fiscal year for purposes of reimbursing SUPERVISORY UNIT employees for tuition costs of job-related education or career development training, and/or for reimbursement of membership dues in professional organizations. Such expenditures shall be authorized to SUPERVISORY UNIT employees in regular positions budgeted more than forty (40) hours per pay period, on a first-come, first-served basis until the fund is depleted, provided: such expenditure enhances furtherance of County or continuing education goals, is approved in advance by the appointing authority and PERC and does not exceed a maximum of six hundred dollars ($600.00) per employee.

Reimbursement requests shall not be paid in increments less than ten dollars ($10.00) per fiscal year. Employee initiated education or career development shall not be considered as time actually worked for purposes of computing overtime and normally shall not occur during regular work hours.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

SECTION 7 – NURSES SUPERVISORY & MANAGEMENT UNIT

Registered nurses assigned to the hospital, mental or correctional institutions or those providing public health services shall be entitled to an individual, departmental fund in the amount of one thousand dollars ($1,000.00) per fiscal year for each employee in a regular position budgeted more than forty (40) hours per pay period to reimburse employees for tuition costs incurred for completing Continuing Education Units or for completion of college coursework leading towards a Bachelor's, Master's or Doctorate's degree in Nursing, Public Health, Healthcare, Business Administration or other related field. Any unused tuition funds may be carried over one (1) fiscal year. The maximum total amount available for one (1) fiscal year, including carried over funds, shall not exceed a total of two thousand dollars ($2,000.00). Such reimbursement shall not be in addition to the maximum reimbursement available to other Unit employees and shall not be applicable to membership dues. Requests for such reimbursement must be approved in advance by the appointing authority. Parties agree to meet and confer at the Union's request, in the event the County increases the above tuition reimbursement pay for other bargaining units during the term of this Agreement.

Continuing Education Unit tuition reimbursement shall be utilized for Registered Nurse license renewal requirements, and/or job-related education, provided such CEU education enhances County and/or personal continuing educational goals. Continuing Education Unit tuition costs will be reimbursed only if: (a) the CEU course is approved by the California Board of Registered Nursing (BRN); and (b) the department has made prior approval of this course.

Reimbursement requests shall not be paid in increments less than ten dollars ($10.00) per fiscal year. Employee initiated education or career development shall not be considered as time actually worked for purposes of computing overtime and normally shall not occur during regular work hours.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

SECTION 8 – TECHNICAL & INSPECTION UNIT

The County will establish a career development, training, and education fund of sixty thousand dollars ($60,000.00) each fiscal year for use by employees in a regular position or Contract Respiratory Care Practitioners in the Technical & Inspection Unit. This fund will be administered by PERC and available for use on a first-come, first-served basis for 100% reimbursement of tuition and community college registration fees for career development courses or to reimburse membership dues in professional organizations; provided such expenditure enhances furtherance of County or continuing education goals and is previously approved by PERC and not to exceed a maximum of six hundred dollars ($600.00) per employee.

In addition, employees in regular positions budgeted more than forty (40) hours per pay period who are licensed vocational nurses or psychiatric technicians shall be entitled to departmental reimbursement for costs of tuition and required books for completion of Continuing Education Units to a maximum of two hundred dollars ($200.00) per fiscal year. Effective fiscal year 2024-25, employees in regular positions budgeted more than forty (40) hours per pay period who are licensed vocational nurses or psychiatric technicians shall be entitled to departmental reimbursement for costs of tuition and required books for completion of Continuing Education Units to a maximum of three hundred fifty dollars ($300.00) per fiscal year.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

SECTION 9

Any unused career development, training and education funds administered by PERC (e.g., Clerical Unit, Technical & Inspection Unit, etc.) shall be retained by PERC, for use at its discretion, to develop, implement and/or administer additional training programs and activities.

TWELVE (12) HOUR SHIFTS IN CORRECTIONS

ELIGIBLE UNITS:

- **TECHNICAL & INSPECTION UNIT**

SECTION 1 – GENERAL

At the request of the parties, the U.S. Department of Labor issued an opinion letter stating that Sheriff's Custody Specialists (SCS) assigned to Corrections are considered eligible for a partial overtime exemption to the Fair Labor Standards Act under Section 207(k). Such exemption permits employees in Corrections to work up to eighty-six (86) hours per 14-day work period at straight (non-overtime) rates.

The parties have met and conferred about the application of this exemption to SCS's and have agreed to the following conditions for application of 12-hour shift schedules in Corrections. Notwithstanding any other provision of this Agreement, the following provisions shall apply to employees in affected positions.

SECTION 2 – AFFECTED POSITIONS

The 12-hour shift will apply only to positions and facilities designated by the Sheriff or designee. The Sheriff or designee has the final and binding authority to designate affected positions, and shall assign employees to such positions. In that regard, Teamsters recognizes that certain SCS positions will continue to be scheduled for eight (8) or ten (10) hour work days. No employee has a right to be assigned to a twelve (12) hour position. The Department reserves the right and discretion to assign employees to eight (8), ten (10) or twelve (12) hour positions.

The 12-hour schedule will apply to some of the Sheriff's Custody Specialist positions (meaning those positions meeting the twenty percent (20%) limitation on nonexempt work as described in 29 CFR part 553.212 of the Fair Labor Standards Act) at West Valley Detention Center, Glen Helen Rehabilitation Center, Central Detention Center or any other Type I facility such as Morongo Station, Barstow Station and Victorville Station. It is not expected to apply to any other positions within Corrections other than those meeting the criteria set herein.

SECTION 3 – PAY PERIOD

Employees regularly assigned to the 12-hour shift schedule in Corrections will be regularly scheduled to work eighty-four (84) hours in a pay period, comprised of seven (7) 12-hour shifts during the pay period. The pay period will coincide with the County designated schedule, as described in the Standard Tour of Duty Article of this Agreement.

SECTION 4 – OVERTIME

Employees regularly assigned to twelve-hour shifts shall receive overtime compensation for hours worked in excess of eighty-four (84) hours in a pay period. Employees regularly assigned to work ten (10) hour shifts shall receive overtime compensation for hours worked in excess of forty (40) hours in a work period.

SECTION 5 – SCHEDULING GUIDELINES

The County reserves the right to schedule and assign staff as necessary to meet the needs of the department. The following scheduling guidelines represent a discussion between the parties, but is not binding:

(a) Employees will be scheduled to work seven (7) 12-hour shifts during a pay period.

(b) Employees will (generally) work three (3) days on, four (4) days off, four (4) days on, and three (3) days off.

(c) There will be four (4) shift teams designated as A.M.-1, A.M.-2, P.M.-1, and P.M.-2.

(d) The A.M. shift will be from 0730 to 2000 hours. The P.M. shift will be from 1930 to 0800 hours.

(e) There will be a one-half hour briefing at the beginning of the shift and a one-half hour unpaid uninterrupted lunch.

SECTION 6 – REST PERIODS

Employees shall be entitled to rest periods in accordance with the schedule contained herein. Rest periods shall be scheduled in accordance with the requirements of the department, but in no instance shall rest periods be scheduled within one (1) hour of the beginning or ending of a tour of duty or meal period, nor shall such time be accumulative or used to report to work late or leave early. Rest periods shall be considered as time worked. Employees required to work beyond their regular tour of duty shall be granted a ten (10) minute rest period for each two (2) hours of such work.

Regularly Scheduled Tour of Duty	Number and Limit of Rest Period
After 3 hours and through 6 hours	One – 15 Minute Rest Period
After 6 hours and through 8 hours	Two – 15 Minute Rest Periods
After 8 hours and through 10 hours	Two – 20 Minute Rest Periods
After 10 hours	One – 25 Minute Rest Period and One – 20 Minute Rest Period

SECTION 7 – OVERTIME SCHEDULING GUIDELINES

Regular employees can sign up ahead of time for anticipated scheduled overtime. Such employees shall not be eligible for call back pay. Employees cannot sign up for scheduled overtime on days the employee is already working.

For unscheduled overtime, employees will be able to sign up on a list in the watch commander's office to volunteer to be called to work on their scheduled days off. Such employees will not be required to be available and accordingly will not be eligible for on-call pay. However, regular employees being called in for unscheduled overtime (even if such employees volunteer for unscheduled overtime), will be compensated accordingly under the applicable provisions of this Agreement.

Generally, overtime will be restricted to thirty-six (36) hours per pay period and a maximum of sixteen (16) hours per day; however, pursuant to facility needs, management reserves the authority to increase the overtime cap per pay period as needed. Employees shall have seven and one-half (7-1/2) hours off prior to working their next shift. The Sheriff continues to reserve the right to require overtime to be worked as necessary, and employees may be assigned to work overtime on a regularly scheduled day off. The department further reserves the right to assign overtime. Matters pertaining to the management and control of overtime shall be governed by applicable provisions of this Agreement.

SECTION 8 – LEAVE ACCRUALS

Employees will continue to accrue the same number of hours per year of sick leave, vacation leave, and holiday leave, as specified in the Leave Provisions Article of this Agreement. Accrual rates will not increase as a result of the 12-hour schedule. Employees will be required to use twelve (12) hours of the appropriate leave time if they do not report to work due to illness, vacation, or any other absence. All other provisions of the Leave Provisions Article of this Agreement shall remain in effect. In addition, the notification requirement of employees to call in at least one (1) hour prior to the start of their shift is of significant importance. At a minimum, employees will need to strictly comply with this provision in order for the 12-hour shift to be successful, and accordingly the Sheriff's Department will enforce it. Similar guidelines need to be followed for any unplanned absence.

SECTION 9 – RETIREMENT SYSTEM CONTRIBUTIONS

The provisions of this Agreement and applicable law govern retirement contributions. Retirement contributions and benefits are based on the number of hours the employee is regularly scheduled to work. The employees' regularly scheduled hours will increase from eighty (80) to eighty-four (84). Accordingly, both the employees' and the County's required contributions will increase.

SECTION 10 – TEMPORARY ASSIGNMENT TO 12-HOUR SHIFTS

It may be necessary to temporarily assign an employee to work a 12-hour shift in Corrections. An assignment will be considered temporary if it is expected to last no more than two (2) months. Employees on temporary assignment will continue to be paid under the same provision as all other general employees, i.e., they will receive overtime based on forty (40) hours in a week. Their retirement contributions and benefits will be based on eighty (80) hours in a pay period. They will be required to use leave time in accordance with their regular schedule (typically eight (8) hours per day).

SECTION 11 – EVALUATION OF THE 12-HOUR SHIFT SCHEDULE

The Sheriff's Department is committed to making the 12-hour shift schedule work. The Sheriff has the authority to retain the 12-hour shift schedule as described in this Article, or return to the schedule in place prior to implementation of this 12-hour shift schedule.

UNIFORMS

ELIGIBLE UNITS:

- **ALL UNITS (Except MANAGEMENT UNIT)**

SECTION 1 – GENERAL

Prior to the establishment of a new uniform requirement, employees will be given full opportunity to discuss the form, nature, style, and quality of such uniform requirement. If the County establishes a new uniform requirement for employees who are not currently required to wear uniforms, the County shall provide such uniforms. The cost of uniforms required for employees in new programs shall be borne by the employee, provided the uniform requirement is specified as a condition of employment and included in the examination announcement.

SECTION 2 – UNIFORM ALLOWANCE

Amount of Allowance – The County agrees to make an annual payment to employees in regular positions on payroll in a paid status as of July 1 of each year in the bargaining units and classifications listed below in the amount specified.

OCCUPATIONAL UNIT	CLASSIFICATION	UNIFORM ALLOWANCE
ADMINISTRATIVE SERVICES UNIT	Sheriff's Training Specialists I and II assigned to a Detention Center or the Sheriff's Academy	$550
CLERICAL UNIT	Employees of Regional Parks	$550
	Fiscal Assistants in Sheriff's Dept. required to wear uniforms	$550
	Sheriff's Custody Assistant	$550
CRAFT, LABOR & TRADES UNIT	General Services Workers at Regional Parks only	$550
	Park Ranger I, II, III	$550
SUPERVISORY UNIT	Assistant Park Superintendent	$550
	Code Enforcement Supervisor	$425
	Park Superintendent	$550
	Supervising Animal Control Officer	$550
	Supervising Sheriff's Custody Specialist	$700
TECHNICAL & INSPECTION UNIT	Animal Health Investigator (field staff only)	$550
	Animal License Checker I, II	$550
	Autopsy Assistant	$550
	Animal Control Officer	$550
	Code Enforcement Officer I, II, III	$440
	Crime Scene Specialist	$550

TECHNICAL & INSPECTION UNIT	Sheriff's Crime Scene Specialist I, II, III	$550
	Sheriff's Lead Crime Scene Specialist	$550
	Fire Hazard Abatement Officer	$440
	Sheriff's Civil Technician	$550
	Sheriff's Custody Specialist	$700
	Sheriff's Services Specialists required to wear a Class 2 or Class 12 uniform	$550

SECTION 3 – METHOD OF PAYMENT

(a) The uniform allowance payment is made to compensate for all costs associated with uniform purchase, replacement, maintenance, etc. The uniform allowance payment shall be made to those employees in paid status in the pay period that includes July 1 of each year. An eligible employee in a regular position who is part-time or job-sharing shall be eligible for a prorated lump-sum payment based on regularly scheduled hours.

(b) Those employees in the CRAFT, LABOR & TRADES UNIT eligible to receive a uniform allowance who are appointed after July 1, shall receive a prorated uniform allowance payment at the time of their appointment. Such proration shall be based on the remaining number of pay periods in the fiscal year nearest their appointment.

Employees not in paid status (i.e., not coding paid hours) in the pay period that includes July 1 shall receive a prorated uniform allowance payment upon return to paid status. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their return to paid status. However, an employee who is not in paid status during the entire fiscal year (i.e., not in paid status from pay period 15 of one year through pay period 14 of the following year) shall not receive the annual uniform allowance for the fiscal year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from June of 2014 through September 2016, and then returns to paid status in October 2016, the employee shall receive a prorated uniform allowance payment for FY 2016/2017 upon their return to paid status but shall not receive the FY 2014/2015 allowance because the employee was not in paid status for the entire 2014/2015 fiscal year.

Any employee separating from County employment at the conclusion of a leave of absence shall not receive the uniform allowance.

UNION LEAVE

ELIGIBLE UNITS:

- **ALL UNITS**

SECTION 1 – COUNTY PAID UNION TRAINING LEAVE

(a) Purpose. The County shall establish a Union Training Leave bank of 1,400 hours per calendar year that may be used by designated members for the purpose of attending periodic union-provided/sponsored training (e.g., steward training), seminars and conferences. Union Training Leave shall not be granted for members to engage in political and organizing activities.

It is expressly agreed and understood that the County shall not be obligated or responsible for any of the expenses or costs related to member's attendance at such training, seminars or conferences.

(b) Release Time. Members who wish to utilize Union Training Leave under Section 1 shall notify and obtain approval from their immediate supervisor as far in advance as possible prior to the date they wish to use such leave. The release time for Union Training Leave shall not be counted as hours worked for purposes of calculating overtime, and the work schedules of members who use Union Training Leave shall not be adjusted to provide paid release time that would otherwise be off duty time. The use of Union Training Leave shall not unduly interfere with operations of County departments nor shall the County unreasonably deny any request for use of Union Training Leave. Teamsters Local 1932 shall maintain accurate and current records of Union Training Leave used by its members. These records shall be provided to the County upon its request.

SECTION 2 – UNION PAID LEAVE OF ABSENCE.

(a) Purpose. An employee, not currently on any other leave of absence from the County, shall, upon the request of Teamsters Local 1932 and approval of the County, be granted a Union Paid Leave of Absence, which is a reasonable leave of absence from the County without loss of compensation (up to the employees standard hours per pay period) or other benefits for the purpose of the employee's service to Teamsters Local 1932 as a steward, officer, or representative of Teamsters Local 1932. Any request by Teamsters Local 1932 shall not be unreasonably denied. Compensation during this leave of absence shall not exceed payment for the employee's standard tour of duty and excludes differential or other specialized pay for duties the employee will no longer perform. For example, an employee who works the night shift for the County and receives differential pay while doing so will be ineligible for the shift differential during the union paid leave of absence.

A leave under this section may be granted on a full time (e.g. leave of absence for any number of consecutive days), part-time, periodic or intermittent basis (e.g. every month to present at New Employee Orientation or to attend Executive Board meetings or as provided for under Section 1 and 2 of the Authorized Employee Representatives Article), as approved by the County. Full-time continuous leave shall not exceed one (1) year from the first day the leave commences, as approved by the County. Section 2 is intended to satisfy Government Code section 3558.8.

(b) Review. Any request for a part-time, periodic or intermittent leave, other than for those reasons specified in Section 2 of the Authorized Employee Representatives Article, shall be made in writing to the County as far in advance of the release date as reasonably possible based on the circumstances. Requests for leave under Section 2 of the Authorized Employee Representative Article shall be in accordance with the requirements of that Article.

A request for a full-time Union Paid Leave of Absence under Section 2(a) shall be submitted in writing by Teamsters Local 1932 to the Human Resources Director at least sixty (60) days in advance of the requested release date.

(c) Employee Responsibilities. While on a Union Paid Leave of Absence, the employee shall be required to adhere to the same requirements, processes and expectations for use of leave (e.g., sick, vacation, holiday, etc.) consistent with the MOU, and accurate reporting of time in the County's payroll system. Additionally, an employee shall not perform any county work while on a Union Paid Leave of Absence.

(d) Payment to the County. Teamsters Local 1932 shall reimburse the County for all costs associated with a Union Paid Leave of Absence, as determined by the County, including, but not limited to, base pay, the County's retirement fund contributions, medical premium subsidy, the value of pro-rated leave accruals and County-paid benefits received (e.g., Medicare contributions, life insurance premiums, workers compensation, etc.) Reimbursement to the County by Teamsters Local 1932 shall be made no later than 30 calendar days from receipt of the County's certification of expenses to Teamsters.

Teamsters Local 1932 and/or the employee shall be required to execute any payroll forms, certifications of time or other documents required by the County to ensure that the time reporting is accurate and the employee is performing the duties of a steward or officer or representative of Teamsters Local 1932 during all reported working hours. Teamsters Local 1932 agrees that the work assigned to County employees on a Union Paid Leave of Absence is exempt from overtime under the Fair Labor Standards Act and that the County assumes no financial responsibility for any wage and hour claims arising out of hours worked for Teamsters Local 1932 during the Union Paid Leave Of Absence

(e) Reinstatement. As soon as practicable after the conclusion or termination of the Union Paid Leave of Absence, the employee shall be reinstated to the same position and work location held prior to the leave, or, if not feasible, a substantially similar position without loss of seniority, rank, or classification.

Teamsters Local 1932 retains the right to terminate a Union Paid Leave of Absence at any time. Teamsters Local 1932 agrees to notify the County of the termination of a full-time or part-time Union Paid Leave of Absence at least fourteen (14) calendar days in advance of the termination.

The employee shall earn full retirement service credit during the Union Paid Leave of Absence and shall pay his or her member contributions.

(f) Work Urgency. The County reserves the right to recall any employee on a Union Paid Leave of Absence due to a work urgency.

(g) Adherence to County policy and laws. During the Union Paid Leave of Absence Teamsters Local 1932 agrees to report to the County any egregious misconduct (e.g., workplace violence/threats/harassment, substance abuse, etc.) while the employee is on the Union Paid Leave of Absence.

(h) Indemnification. Teamsters Local 1932 agrees to indemnify, defend, and hold harmless, the County for any act or omission of, or an injury suffered by an employee on Union Paid Leave of Absence if that act, omission, or injury occurs during the course and scope of the Union Paid Leave of Absence. An employee on a Union Paid Leave of Absence shall not be covered by the County's Worker's Compensation Insurance while performing work for Teamsters Local 1932.

USE OF BULLETIN BOARDS

ELIGIBLE UNITS:

- **ALL UNITS**

The County will furnish a reasonable portion of existing bulletin board space for notices of Teamsters. Only areas designated by the appointing authority may be used for posting of notices. Bulletin boards shall only be used for the following notices:

(a) Scheduled Teamsters meetings, agenda and minutes.

(b) Information on Teamsters elections and the results.

(c) Information regarding Teamsters social, recreational, and related news bulletins.

(d) Reports of official business of Teamsters, including reports of committees or the Teamsters Local 1932 Executive Board.

County equipment, materials, or supplies shall not be used for the preparation, reproduction, or distribution of notices, nor shall such notices be prepared by County employees during their regular work time. Teamsters may utilize the County's interdepartmental mail system provided Teamsters picks up and delivers necessary bulletins to the mail room, delivery to be concurrent with regular routes with no special trips made by the County, and Teamsters holds the County harmless against any loss or delays in delivery.

Notices that are posted, distributed through the mail system, or placed in an employee's County mailbox shall not be obscene, derogatory, defamatory, or of a political nature, or directed at any employee or official in the County; nor shall they pertain to public issues which do not involve the County or its relations with County employees.

All notices to be posted must be dated and signed by an authorized representative of Teamsters, with a copy to be submitted (electronically, delivered, or faxed) to the Employee Relations Division Chief or designee for review prior to posting or distribution through the County's mail room.

In cases where Teamsters represents more than one (1) authorized employee representation Unit at a work location, the space described above will become the bulletin board space for all employees represented by Teamsters at that work location.

USE OF COUNTY RESOURCES

ELIGIBLE UNITS:

- **ALL UNITS**

Teamsters will be granted permission to use County facilities for the purpose of meeting with employees to conduct its internal affairs during non-work hours, provided space for such meetings can be made available without interfering with County needs. Permission to use County facilities must be obtained by Teamsters from the appropriate appointing authority. Teamsters shall be held fully responsible for any damages to and the security of any County facilities that are used by Teamsters. No County vehicles,

equipment, computers, time, or supplies may be used in connection with any activity of Teamsters, except as may be otherwise provided in this Agreement.

The printing of ten thousand (10,000) Consolidated Memoranda of Understanding shall be undertaken by competitive bid with the costs for all Units jointly shared by the County and by Teamsters.

VOLUNTARY TIME OFF

ELIGIBLE UNITS:

- **ALL UNITS**

Voluntary Time Off (VTO) Program is intended to provide employees a means of taking unpaid (i.e., non-compensated) time off work without losing fringe benefits (e.g., Medical Premium Subsidy, Opt-Out/Waive amount, Vision, RMT contribution, Life Insurance), which depend on the employee being in a paid status. The following conditions apply:

(a) VTO may be taken in the same manner as vacation time except that the increment is one (1) hour and is limited to eighty (80) hours per calendar year.

(b) When VTO is taken, leave accruals continue as if the employee were on paid time. Vacation maximum accrual limits will be extended by the amount of VTO taken provided that the employee takes the vacation time off during the first thirteen (13) pay periods of the following calendar year. VTO time counts toward satisfying the minimum hour requirement to receive the fringe benefits, such as Medical Premium Subsidy, Opt-Out/Waive amount, County-paid life insurance, and County-paid vision care.

(c) Contributions to the retirement system under the Retirement System Contributions Article will only be paid if the employee is in a paid status in any pay period in which VTO is used and the employee receives enough earnings to pay his/her retirement contribution in that pay period.

(d) VTO may not be used for situations that would otherwise require leave without pay, or in conjunction with leave without pay. VTO may be used only by an employee who is otherwise on paid status.

(e) VTO is an entirely voluntary program. No employee may be required to take VTO.

(f) VTO may be taken by request of the employee and upon approval of the appointing authority.

WORK DISRUPTION

ELIGIBLE UNITS:

- **ALL UNITS**

The parties agree that no work disruptions shall be caused or sanctioned by Teamsters during the term of this Agreement. Work disruptions include, but are not limited to: sit-down, stay-in, speed-up, sick-out, or slowdown in any operation of the County of San Bernardino, or any curtailment of work, disruption, or

interference with the operations of the County of San Bernardino. The parties shall endeavor to discourage any such work disruptions and make positive efforts to return employees to their jobs. The parties acknowledge that participation of any employee in a concerted work action against the County is grounds for disciplinary action, including termination. The parties agree that no lockout of employees shall be instituted by the County during the term of this Agreement, unless such work disruptions occur.

APPENDIX A – APPROVAL BY BOARD OF SUPERVISORS

This Agreement is subject to approval by the Board of Supervisors. The parties hereto agree to perform whatever acts are necessary, both jointly, and separately, to urge the Board to approve and enforce this Agreement.

Following approval of this Agreement by the Board, its terms and conditions shall be implemented by appropriate ordinance, resolution or other appropriate lawful action.

This Contract may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Contract. The parties shall be entitled to sign and transmit an electronic signature of this Contract (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Contract upon request.

DATED:_____

COUNTY OF SAN BERNARDINO

Leo Gonzalez

LEO GONZALEZ
County Labor Relations Chief

TEAMSTERS LOCAL 1932

KATHLEEN BRENNAN
President

RECOMMENDED FOR BOARD OF SUPERVISORS APPROVAL:

LUTHER SNOKE
Interim Chief Executive Officer

SIGNED AND CERTIFIED THAT A COPY OF THIS DOCUMENT HAS BEEN DELIVERED TO THE CHAIRMAN OF THE BOARD
LYNNA MONELL
Clerk of the Board of Supervisors
of the County of San Bernardino
By _____ Deputy

BOARD OF SUPERVISORS

Dawn Rowe

DAWN ROWE, Chair

SEP 12 2023

Date

APPENDIX B – CLASSIFICATION AND SALARY RANGES

JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
01040	Accountant I	ADM	39T	39T
01025	Accountant II	ADM	50	50
19060	Accountant III	ADM	56	56
01046	Accounting Technician	TI	40	40
04357	Administration and Operations Manager	MGT	65	65
03307	Administrative Assistant	CLK	40	40
01100	Administrative Manager	MGT	70	70
19609	Administrative Social Worker	ADM	41	41
01090	Administrative Supervisor I	SUP	60	60
01095	Administrative Supervisor II	SUP	65	65
01125	Agricultural Field Aide I	TI	4M	4M
01128	Agricultural Field Aide II	TI	7M	7M
90029	Agricultural/Standards Technician	TI	39	39
01140	Air Conditioning Mechanic	CLT	49C	49C
01210	Airport Maintenance Supervisor	SUP	49C	49C
01216	Airport Manager I	MGT	63	63
01208	Airport Manager II	MGT	68	68
01209	Airport Operations Manager	MGT	60	60
01215	Airport Operations Supervisor	SUP	56	56
01205	Airport Operations Technician I	CLT	42	42
01200	Airport Operations Technician II	CLT	45	45
04239	Airport Real Property Coordinator	ADM	37	37
01217	Alcohol and Drug Counselor	ADM	43	43
19781	Animal Behaviorist	TI	47	47
13304	Animal Care Assistant Curator	TI	5M	6M
01226	Animal Control Officer	TI	41A	41A
01222	Animal Health Investigator	TI	42C	42C
01227	Animal License Checker I	TI	5M	6M
01228	Animal License Checker II	TI	7M	7M
03423	Appeals Specialist	TI	47C	47C
01686	Applications Specialist	ADM	53	53
01685	Applications Specialist Trainee	ADM	42T	42T
01229	Appraisal Technician	TI	40	40
01231	Appraiser I	ADM	50C	50C
01232	Appraiser II	ADM	57	57
01234	Appraiser II - Trainee	ADM	54T	54T
01233	Appraiser III	ADM	61	61
01230	Appraiser Trainee	ADM	43T	43T
18054	Archives Analyst	ADM	57	57
18053	Archives Program Administrator	MGT	70	70
18055	Archives Technician	TI	35	35
19163	ARMC County Medical Services Program Coordinator	SUP	63	63
19155	ARMC Ethics and Compliance Coordinator	SUP	61	61
19158	ARMC Facilities Project Coordinator	ADM	50C	50C
19154	ARMC Facilities Project Manager	ADM	63	63
19192	ARMC Financial Services Interviewer	TI	40	40
06115	ARMC Food Services Manager	MGT	58	58
03343	ARMC House Supervisor - Per Diem	NRS	HS	HS
14057	ARMC Nutrition Services Manager	MGT	61	61
19198	ARMC Project Coordinator	ADM	60	60
19156	ARMC Safety Technician	TI	50C	50C
03274	ARMC Social Services Manager	MGT	64	64
03422	Assessment Appeals Specialist	ADM	60	60
03426	Assessment Services Manager	MGT	65	65
01350	Asset Management Analyst	ADM	60	60
02028	Assistant Building Official	MGT	78	78
19199	Assistant Clinic Unit Manager	NRS	65C	65C
01360	Assistant Custodial Services Chief	SUP	36	36
01401	Assistant Director of Respiratory Care Services	SUP	63C	63C
01435	Assistant Hospital Administrator - Fiscal Services	MGT	70C	70C
03022	Assistant Investment Officer	ADM	66C	66C
16056	Assistant Park Superintendent	SUP	49	49
04157	Assistant Public Administrator	MGT	72	72
01520	Assistant Regional Manager Income Maintenance	MGT	55	55
01519	Assistant Regional Manager Social Services	MGT	56	56
01528	Assistant Regional Parks Division Chief	SUP	63	63
19183	Assistant Unit Manager I	NRS	69	69
19184	Assistant Unit Manager I Specialty Care	NRS	72A	72A
19185	Assistant Unit Manager I Specialty Critical Care	NRS	73	73
19186	Assistant Unit Manager II	NRS	70C	70C
19187	Assistant Unit Manager II - Specialty Critical Care	NRS	74	74
19189	Assistant Unit Manager II-Specialty Care	NRS	73C	73C
03279	Associate Children's Network Officer	SUP	60	60
01660	Audiometrist	TI	4M	4M
01655	Audio-Visual Technician	TI	36	36
01663	Auditor-Appraiser I	ADM	50C	50C
01664	Auditor-Appraiser II	ADM	57	57

APPENDIX B – CLASSIFICATION AND SALARY RANGES

JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
01665	Auditor-Appraiser III	ADM	61	61
01662	Auditor-Appraiser Trainee	ADM	43T	43T
12877	Auditor-Controller/Treasurer/Tax Collector Maintenance Coordinator	CLT	47	47
06060	Auditor-Controller/Treasurer/Tax Collector Payroll Technician	TI	39	39
01675	Automated Systems Analyst I	ADM	53	53
01676	Automated Systems Analyst II	ADM	60	60
01677	Automated Systems Analyst Trainee	ADM	47T	47T
01679	Automated Systems Technician	TI	44	44
05129	Autopsy Assistant	TI	42C	42C
05128	Autopsy Assistant Trainee	TI	38T	38T
19849	Background Investigator	TI	45	45
15053	Banking and Settlement Compliance Manager	MGT	63	63
04303	Behavioral Health Informatics Manager	MGT	71	71
13110	Behavioral Health Medical Records Supervisor	SUP	54	54
13189	Behavioral Health Senior Program Manager	MGT	76	76
02010	Bindery Equipment Operator	CLT	3M	4M
02015	Bio-Medical Equipment Technician I	TI	50C	50C
02020	Bio-Medical Equipment Technician II	TI	52C	52C
02014	Bio-Medical Equipment Technician Trainee	TI	37T	37T
02021	Biostatistician	ADM	58	58
03312	Board Services Specialist	CLK	35	35
02025	Board Services Supervisor	SUP	58	58
02026	Board Services Technician	TI	45	45
16902	Budget Officer	SUP	63	63
02055	Building Construction Inspector	TI	55C	55C
02060	Building Inspector I	TI	41T	41T
02065	Building Inspector II	TI	53C	53C
02066	Building Inspector III	TI	57	57
02077	Building Plant Operator	CLT	48C	48C
02085	Building Services Superintendent	MGT	63	63
02092	Burn Care Technician	TI	30C	30C
02091	Burn Care Technician Trainee	TI	1M	4M
23197	Business & Workforce Resource Specialist	ADM	45	45
01680	Business Applications Manager	MGT	71	71
23202	Business Services Specialist	ADM	46	46
01682	Business Systems Analyst I	ADM	57	57
01683	Business Systems Analyst II	ADM	63	63
01684	Business Systems Analyst III	ADM	67	67
01681	Business Systems Analyst Trainee	ADM	47T	47T
02102	Buyer I	TI	44	44
02103	Buyer II	TI	49	49
02105	Buyer III	ADM	56	56
19147	Buying Assistant	TI	41	41
20106	Cancer Registry Specialist	TI	51	51
01071	Capital Improvement Project Manager I	ADM	57	57
01072	Capital Improvement Project Manager II	ADM	63C	63C
01073	Capital Improvement Project Manager III	ADM	67C	67C
01075	Capital Improvement Supervising Project Manager	SUP	72	72
03335	Care Assistant	TI	7M	31A
03014	Carpenter	CLT	42	42
13115	Case Management Supervisor	NRS	67	67
05099	Case Review Specialist	TI	56C	56C
20105	Certified Trauma Registrar	TI	46	46
03096	Chief Data Entry Supervisor	SUP	50	50
03351	Chief Revenue Recovery Supervisor	SUP	60	60
25451	Child Care Provider	CLT	2M	4M
03245	Child Care Site Coordinator	ADM	40	40
03246	Child Care Teacher	ADM	31	31
03242	Child Support Accounting Supervisor	SUP	52	52
19790	Child Support Assistant	TI	32A	32A
03240	Child Support Assistant Operations Manager	SUP	53C	53C
03265	Child Support Officer I	TI	42A	42A
03266	Child Support Officer II	TI	44A	44A
03270	Child Support Officer Trainee	TI	37T	37T
03248	Child Support Operations Manager	MGT	59C	59C
03236	Child Support Program Manager	MGT	65	65
03238	Child Support Training and Development Specialist	ADM	55C	55C
03239	Child Support Training and Development Supervisor	SUP	60	60
03271	Child Welfare Services Manager	MGT	65	65
03494	Children and Family Services Project Coordinator	ADM	60C	60C
01301	Children's Network Community and Event Coordinator	ADM	54	54
03288	Claims Adjuster	TI	43	43
03289	Claims Assistant	TI	36	36
19152	Clinic Operations Supervisor	SUP	60	60
19151	Clinic Supervisor-Public Health	NRS	67	67
19188	Clinic Unit Manager - ARMC	NRS	69C	69C
19148	Clinical Director I	NRS	75B	75B
19149	Clinical Director II	NRS	80	80
19174	Clinical Director-Care Management	NRS	72	72

APPENDIX B – CLASSIFICATION AND SALARY RANGES

JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
21015	Clinical Documentation Improvement Nurse Supervisor	NRS	67	67
12023	Clinical Laboratory Scientist Intern	TI	M	4M
12018	Clinical Laboratory Services Manager	MGT	74C	74C
01120	Code Enforcement Field Assistant	CLT	5M	6M
10020	Code Enforcement Officer I	TI	42T	42T
10021	Code Enforcement Officer II	TI	53	53
10022	Code Enforcement Officer III	TI	57	57
10011	Code Enforcement Supervisor	SUP	61	61
03360	Communicable Disease Investigator I	TI	42C	42C
03361	Communicable Disease Investigator II	TI	45C	45C
03387	Communications Installer	TI	40	40
03389	Communications Installer Trainee	TI	34T	34T
03390	Communications Officer	ADM	57C	57C
03381	Communications Technician I	TI	49	49
03382	Communications Technician II	TI	51C	51C
03384	Communications Technician III	TI	54C	54C
03411	Community Advocate	CLK	7M	7M
04283	Community Development and Housing Project Manager I	ADM	57	57
04284	Community Development and Housing Project Manager II	ADM	63	63
03414	Community Services Analyst	ADM	58	58
03410	Community Services Officer	TI	33	33
04305	Compliance Specialist	TI	50	50
03434	Computer Operations Specialist	TI	47	47
03436	Computer Operations Supervisor	SUP	51	51
03425	Computer Operator I	TI	30T	30T
03430	Computer Operator II	TI	37	37
03435	Computer Operator III	TI	43	43
05187	Construction Equipment Worker	CLT	39A	39A
05186	Construction Equipment Worker Trainee	CLT	36T	36T
28663	Contract Fatherhood Fire Accountant II	CNT	N/A	N/A
28662	Contract Fatherhood Fire Office Assistant II	CNT	N/A	N/A
28660	Contract Fatherhood Fire Program Generalist Case Manager	CNT	N/A	N/A
28661	Contract Fatherhood Fire Program Generalist Worker Facilitator	CNT	N/A	N/A
28659	Contract Fatherhood Fire Program Supervisor	CNT	N/A	N/A
28658	Contract Fatherhood Fire Quality Assurance Technician II	CNT	N/A	N/A
27277	Contract Radiological Technologist	CNT	#N/A	#N/A
27007	Contract Respiratory Care Practitioner	CNT	#N/A	#N/A
26996	Contract Special Procedures Radiological Technologist	CNT	#N/A	#N/A
27177	Contract Ultrasound Technologist	CNT	#N/A	#N/A
03470	Cook	CLT	31C	31C
13188	Correctional Mental Health Services Manager	MGT	75	75
03247	County Child Care Coordinator	ADM	58	58
18210	Credential Coordinator	TI	45	45
03122	Crime Analyst	TI	55	55
03121	Crime Analyst Trainee	TI	46T	46T
03119	Crime Laboratory Director	MGT	81	81
03118	Crime Prevention Program Coordinator	ADM	56	56
03137	Crime Scene Specialist II	TI	53C	53C
03535	Criminal Intelligence Specialist	TI	46	46
03542	Criminalist I	ADM	57T	57T
03537	Criminalist II	ADM	68A	68A
03541	Criminalist III	ADM	70A	70A
03409	Cultural Competency Officer	MGT	70	70
03555	Custodial Services Chief	MGT	50C	50C
03560	Custodian	CLT	4M	5M
05199	Data Manager	MGT	70	70
13123	DBH - Nurse Manager	NRS	70C	70C
01194	Dental Assistant-Corrections	TI	36	36
04415	Department of Aging and Adult Services District Manager	MGT	64	64
18068	Department of Aging and Adult Services Program Supervisor	SUP	50	50
19009	Department Risk Control Specialist	ADM	57	57
04307	Department Systems Engineer	ADM	67	67
04055	Deputy Agricultural Commissioner/Sealer	MGT	59C	59C
04158	Deputy Public Administrator	TI	47	47
04191	Deputy Public Guardian	TI	47	47
04189	Deputy Public Guardian Trainee	TI	40T	40T
03117	Deputy Recorder	MGT	66	66
04210	Detention Review Officer I	TI	49	49
04211	Detention Review Officer II	TI	52	52
04216	Development Specialist	ADM	63	63
19168	Dialysis Technician	TI	30	30
19201	Dialysis Technician - Per Diem	TI	DT	DT
04226	Dietetic Technician	TI	36C	36C
04375	Director of Respiratory Care Services	MGT	70	70
04429	Domestic Services Assistant	CLT	1M	4M
04428	Domestic Violence Program Coordinator	ADM	51	51
04451	Ecological Resource Specialist	ADM	54	54
04450	Ecological Resource Specialist Trainee	ADM	49T	49T
06049	Economic Analyst	ADM	70	70

APPENDIX B – CLASSIFICATION AND SALARY RANGES

JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
04431	Economic and Community Development Analyst I	ADM	54	54
04432	Economic and Community Development Analyst II	ADM	59	59
04433	Economic and Community Development Analyst Trainee	ADM	49T	49T
04436	Economic and Community Development Technician	TI	42	42
04437	Economic and Community Development Technician Trainee	TI	36T	36T
06032	Economic Development Coordinator I	ADM	59T	59T
06033	Economic Development Coordinator II	ADM	61T	61T
06034	Economic Development Coordinator III	ADM	63	63
06053	Economic Development Public Information Specialist	ADM	59	59
04905	Education Services Supervisor	NRS	74A	74A
04903	Education Specialist	ADM	45	45
18215	Educational Liaison	ADM	45C	45C
19657	E-Learning Developer	ADM	59C	59C
05010	Elections Analyst	ADM	56	56
05009	Elections Services Assistant	CLT	34	34
05011	Elections Specialist	ADM	47	47
05012	Elections Supervisor	SUP	53	53
05004	Elections Technician	TI	42	42
05070	Electrician	CLT	47C	47C
05090	Electronic Drafting Technician	TI	41	41
05110	Eligibility Worker I	TI	31T	31T
05115	Eligibility Worker II	TI	38	38
05116	Eligibility Worker III	TI	41	41
05120	Eligibility Worker Supervisor	SUP	45	45
05117	EMACS-Human Resources Supervisor	SUP	51	51
03333	Emergency Room Technician	TI	33	33
16290	Emergency Services Supervisor	SUP	62	62
05124	Employee Benefits Specialist	ADM	48	48
05127	Employment Services Specialist	ADM	44A	44A
05119	Employment Services Specialist Trainee	ADM	36T	36T
05123	Employment Services Technician	TI	33	33
17001	Engineering Manager	MGT	79C	79C
05133	Engineering Services Technician	TI	50	50
05137	Engineering Technician II	TI	43A	43A
05138	Engineering Technician III	TI	47C	47C
05150	Engineering Technician I-Trainee	TI	34T	34T
05140	Engineering Technician IV	TI	52A	52A
05142	Engineering Technician V	TI	57A	57A
01616	Enterprise Business Applications Manager	MGT	74	74
01608	Enterprise Network Engineer	ADM	70	70
01617	Enterprise Network Support Manager	MGT	74	74
01607	Enterprise Programmer Analyst	ADM	70	70
01609	Enterprise Systems Engineer	ADM	70	70
01618	Enterprise Systems Support Manager	MGT	74	74
13086	Environmental Services Manager	MGT	57	57
05154	Environmental Technician I	TI	36	36
05153	Environmental Technician II	TI	42	42
01632	EPIC Manager-RN	NRS	77C	77C
01612	EPIC Principal Trainer	ADM	66C	66C
01633	EPIC Supervisor/Project Manager-RN	NRS	74A	74A
01610	EPIC Systems Analyst I	ADM	60T	60T
01611	EPIC Systems Analyst II	ADM	66C	66C
01614	EPIC Systems Manager	MGT	77C	77C
01613	EPIC Systems Supervisor/Project Manager	SUP	74	74
05191	Equipment Operator	CLT	42C	42C
05195	Equipment Parts Specialist I	CLT	41C	41C
05196	Equipment Parts Specialist II	CLT	45C	45C
05200	Equipment Parts Supervisor	SUP	51	51
04460	Estate Property Specialist	CLT	36	36
02008	Ethics and Compliance Coordinator	SUP	61	61
04268	Event Coordinator	ADM	56	56
90044	Extension Information Specialist	TI	36	36
06000	Facilities Management Cost Estimator	TI	50	50
06005	Facilities Management Dispatcher	TI	37	37
06003	Facilities Management Project Scheduler	TI	47	47
05999	Facilities Operations Supervisor	SUP	60	60
06002	Facilities Project Manager	ADM	57	57
03130	Fingerprint Examiner I	TI	38T	38T
03132	Fingerprint Examiner II	TI	50C	50C
01122	Fire Hazard Abatement Officer	TI	36	36
06050	Fiscal Assistant	CLK	31A	31A
16080	Fiscal Operations Supervisor	SUP	46	46
06051	Fiscal Specialist	CLK	35	35
07010	Fleet Service Writer	CLT	51	51
06071	Fleet Services Manager	MGT	60	60
05225	Fleet Services Specialist	CLT	31	31
22031	Fleet Specialist	TI	44	44
13256	Fleet Superintendent	MGT	63	63
13258	Fleet Supervisor	SUP	57	57

APPENDIX B – CLASSIFICATION AND SALARY RANGES

JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
13257	Fleet Technician	CLT	51	51
06111	Food Service Worker	CLT	7M	7M
04218	Food Services Supervisor	SUP	36C	36C
04222	Food Services Supervisor II	SUP	49	49
06201	Fuel and Security Supervisor	SUP	46	46
07011	Garage Services Assistant	CLT	5M	6M
07030	General Maintenance Mechanic	CLT	43	43
07025	General Maintenance Worker	CLT	36C	36C
07033	General Services Aide	CLT	1M	4M
07034	General Services Worker I	CLT	1M	4M
07036	General Services Worker II	CLT	2M	4M
03432	Geographic Information Systems Technician I	TI	43A	43A
03433	Geographic Information Systems Technician II	TI	49	49
07042	Geographic Information Systems Technician III	TI	52	52
03431	Geographic Information Systems Technician Trainee	TI	39T	39T
07039	Graphic Designer I	TI	41	41
07040	Graphic Designer II	TI	45	45
07037	Graphics Technician	TI	33	33
07061	Grounds Services Superintendent	MGT	55	55
08039	Health Education Assistant	ADM	43	43
08043	Health Education Specialist I	ADM	46	46
08044	Health Education Specialist II	ADM	49	49
08057	Health Informatics Specialist	TI	50	50
13106	Health Information Coder I	TI	46	46
13107	Health Information Coder II	TI	48C	48C
13105	Health Information Coder Trainee	TI	42T	42T
08052	Health Information Coding Manager	MGT	63C	63C
08054	Health Information Management Assistant Director	MGT	63C	63C
08033	Health Information Management Assistant I	CLK	5M	6M
08034	Health Information Management Assistant II	CLK	31A	31A
08035	Health Information Management Assistant III	CLK	33A	33A
08051	Health Information Management Coordinator	ADM	52	52
08053	Health Information Management Director	MGT	70	70
13112	Health Information Management Supervisor	SUP	54C	54C
08055	Health Information System Manager	MGT	71	71
08045	Health Services Assistant I	TI	5M	6M
08038	Health Services Assistant II	TI	30	30
01026	Help Desk Technician I	TI	35T	35T
01027	Help Desk Technician II	TI	42	42
08060	Histology Technician	TI	45C	45C
08061	Hospital Environmental Services Supervisor	SUP	39	39
08080	Hospital Facilities Operations Manager	MGT	71C	71C
08076	Hospital Plant Operator	CLT	50C	50C
08068	Hospital Safety Officer	ADM	58	58
08078	Hospital Security Manager	MGT	57	57
19052	Hospital Security Supervisor I	SUP	39	39
08077	Hospital Security Supervisor II	SUP	47	47
08066	Hospital Services Worker	CLT	1M	4M
08070	Hospital Unit Assistant	CLK	5M	6M
14017	House Supervisor	NRS	70C	70C
01295	Human Services Auditing Manager	MGT	66C	66C
05105	Human Services System Quality Review Specialist	TI	40C	40C
05102	Human Services System Quality Review Supervisor I	SUP	44C	44C
05103	Human Services System Quality Review Supervisor II	SUP	50	50
05104	Human Services System Quality Review Supervisor III	SUP	56	56
16550	Incident Reconstruction Specialist	ADM	63	63
09008	Indigent Burial Specialist	TI	39	39
15026	Information Security Analyst	ADM	71	71
09015	Inmate Programs Coordinator	SUP	53	53
09029	Inmate Services Manager	MGT	65	65
19171	Institutional Review Board Coordinator	ADM	45	45
18165	Intake Specialist	TI	35C	35C
09039	Internal Auditor I	ADM	39T	39T
09032	Internal Auditor II	ADM	50	50
09033	Internal Auditor III	ADM	56	56
09035	Internal Auditor IV	ADM	61	61
19061	Internal Review Accountant I	ADM	41	41
19062	Internal Review Accountant II	ADM	50	50
19063	Internal Review Accountant III	ADM	56	56
19064	Internal Review Accountant IV	ADM	61	61
09030	Interpreter/Translator	CLK	4M	4M
09100	Investigative Technician I	TI	34	34
09102	Investigative Technician II	TI	37C	37C
09104	Investigative Technician III	TI	42C	42C
19978	IT Account Representative I	ADM	63	63
19977	IT Account Representative II	ADM	67	67
19979	IT Account Representative Trainee	ADM	55T	55T
19958	IT Technical Assistant I	TI	35	35
19959	IT Technical Assistant II	TI	42	42

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JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
15019	IT Technical Assistant Trainee	TI	30T	30T
12010	Laboratory Aide	CLT	2M	4M
12015	Laboratory Assistant	TI	5M	6M
12027	Laboratory Technician	TI	30	30
12051	Land Use Services Coordinator	ADM	60	60
12060	Land Use Technician	TI	46	46
19837	Land Use Technician Supervisor	SUP	50	50
12050	Land Use Technician Trainee	TI	30T	30T
05181	Landfill Operations Inspector	TI	49	49
03134	Latent Fingerprint Examiner	TI	55	55
12087	Layout and Composing Coordinator	TI	36	36
03472	Lead Cook	CLT	33C	33C
03561	Lead Custodian	CLT	30	30
03325	Lead Emergency Room Technician	TI	38	38
13259	Lead Fleet Technician	CLT	53	53
06066	Lead Legal Document Classifier	CLK	37	37
03308	Lead Office Specialist	CLK	37	37
01189	Lead Sheriff's Aviation Mechanic	CLT	59C	59C
06064	Legal Document Classifier I	TI	31A	31A
06065	Legal Document Classifier II	CLK	35	35
12118	Liability Claims Representative I	TI	50	50
12119	Liability Claims Representative II	TI	56	56
12120	Liability Claims Representative III	TI	58A	58A
12117	Liability Claims Representative Trainee	TI	44	44
12129	Library Assistant	TI	5M	6M
12130	Library Assistant II (MC)	TI	31	31
12133	Library Events Coordinator	ADM	56	56
12150	Library Facilities Coordinator	ADM	58	58
12134	Library Maintenance Coordinator	CLT	47	47
12148	Library Program Coordinator	SUP	58	58
12147	Library Regional Manager	MGT	63	63
12146	Library Services Manager	MGT	63	63
12154	Licensed Vocational Nurse - Per Diem	TI	LVN	LVN
12155	Licensed Vocational Nurse I	TI	36T	36T
12159	Licensed Vocational Nurse I - Corrections	TI	40T	40T
12156	Licensed Vocational Nurse II	TI	38A	38A
12157	Licensed Vocational Nurse II - Corrections	TI	42	42
12158	Licensed Vocational Nurse III	TI	40A	40A
12178	Linen Room Attendant	CLT	1M	4M
12180	Locksmith	CLT	43C	43C
04359	Logistics Program Manager	MGT	49C	49C
13003	Mail Processor I	CLT	1M	4M
13004	Mail Processor II	CLT	4M	4M
13005	Mail Processor III	CLT	7M	7M
13008	Mail Services Manager	MGT	49C	49C
13006	Mail Services Supervisor	SUP	35C	35C
13011	Maintenance and Construction Supervisor I	SUP	50	50
13012	Maintenance and Construction Supervisor II	SUP	54	54
13024	Maintenance Coordinator	CLT	47	47
13025	Maintenance Supervisor	SUP	55C	55C
13031	Manager, Wound Care Services and Hyperbarics	MGT	72	72
13270	Marketing Specialist	ADM	47	47
19704	Material Manager	MGT	65	65
13080	Mechanics Assistant	CLT	34	34
13083	Media Specialist I	ADM	51	51
13085	Media Specialist II	ADM	53	53
13082	Media Specialist Trainee	ADM	50T	50T
13081	Media Technologist	ADM	42	42
13087	Medical Emergency Planning Specialist	ADM	54	54
03287	Medical Only Claims Adjuster	TI	39	39
13116	Medical Staff Coordinator	ADM	48	48
13125	Mental Health Auditor	ADM	56	56
13130	Mental Health Clinic Supervisor	SUP	67C	67C
13137	Mental Health Education Consultant	ADM	53	53
13141	Mental Health Intern Program Supervisor	SUP	66	66
13186	Mental Health Program Manager I	MGT	66C	66C
13187	Mental Health Program Manager II	MGT	70C	70C
13221	Mental Health Specialist	ADM	40C	40C
13222	Mental Health Specialist Trainee	ADM	34T	34T
13241	Microfilm Technician III	TI	30	30
19153	Mobile Medical Clinic Operator	CLT	35	35
13260	Motor Pool Assistant	CLT	4M	4M
13265	Motor Pool Services Assistant	CLT	34	34
13262	Motor Pool Specialist	CLT	30	30
13273	Multimedia Production Supervisor	SUP	58	58
13269	Multimedia Supervisor	SUP	54	54
13312	Museum Educator	ADM	30	30
13316	Museum Exhibit Fabricator	TI	45	45
13307	Museum Preparator	TI	36	36

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JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
04912	Network Analyst	ADM	66	66
19875	Network Services Supervisor	SUP	71	71
04915	Neurodiagnostic Technologist Assistant	TI	35	35
04916	Neurodiagnostic Technologist I	TI	48	48
04918	Neurodiagnostic Technologist II	TI	51C	51C
14018	Nuclear Medicine Technologist	TI	62A	63A
14040	Nurse Practitioner III	NRS	68	68
14014	Nurse Supervisor	NRS	67	67
15015	Occupational Therapy Assistant	TI	45C	46C
15016	Occupational Therapy Supervisor	SUP	64	64
03315	Office Assistant I	CLK	3MT	4M
03316	Office Assistant II	CLK	5M	6M
03317	Office Assistant III	CLK	31A	31A
03318	Office Assistant IV	CLK	33A	33A
03320	Office Specialist	CLK	35	35
15039	Oral Surgery Technician	TI	31	31
15040	Orthopedic Technician	TI	34C	34C
15045	Orthopedic Technician Trainee	TI	29T	29T
16005	Painter I	CLT	42	42
16015	Painter II	CLT	44	44
16018	Paralegal	TI	49	49
16023	Park Planner I	ADM	51	51
16024	Park Planner II	ADM	55	55
16025	Park Planner III	ADM	59	59
16022	Park Planner Trainee	ADM	40T	40T
16045	Park Ranger I	CLT	39T	39T
16050	Park Ranger II	CLT	42	42
16055	Park Ranger III	CLT	45	45
16059	Park Superintendent	SUP	55	55
06004	Parts Specialist	CLT	40	40
08064	Patient Advocate	ADM	47C	47C
14045	Patient Care Assistant	CLT	4M	5M
19169	Patient Navigation Program Coordinator	ADM	58	58
19167	Patient Navigator	TI	35	35
06059	Payroll Specialist	CLK	35	35
06054	PDD Program Manager	MGT	65	65
06014	Peer & Family Specialist	ADM	34	34
06011	Peer and Family Advocate	ADM	32	32
06013	Peer and Family Assistant II	ADM	7M	7M
06012	Peer and Family Assistant I-Unclassified	ADM	5M	6M
14019	Per Diem - Nuclear Medical Technologist	TI	NMT	NMT
16395	Per Diem - Occupational Therapy Assistant	TI	OTA	OTA
03337	Per Diem - Patient Care Assistant	CLT	NA	NA
16393	Per Diem - Phlebotomist	TI	PBT	PBT
16396	Per Diem - Physical Therapy Assistant	TI	PTA	PTA
18017	Per Diem - Radiologic Technologist	TI	RT	RT
18185	Per Diem - Respiratory Care Practitioner	ADM	RCP	RCP
16394	Per Diem - Security Officer	TI	SEC	SEC
19639	Per Diem - Special Procedures Radiologic Technologist	TI	SPT	SPT
03044	Per Diem - Sterile Processing Technician	TI	SP	SP
15044	Per Diem - Surgical Technician	TI	ST	ST
21013	Per Diem - Ultrasound Technologist	TI	UT	UT
16122	Personnel Technician	TI	41	41
16125	Pesticide Applicator	TI	39	39
16364	Phlebotomist	TI	4M	5M
16363	Phlebotomist Trainee	TI	1M	4M
13100	Photographer	TI	41	41
16156	Physical Therapist Assistant	TI	45C	46C
16177	Planner I	ADM	54	54
16178	Planner II	ADM	57	57
16179	Planner III	ADM	63	63
16176	Planner Trainee	ADM	48T	48T
16180	Planning Manager	MGT	72	72
16190	Plumber	CLT	47C	47C
16192	Polygraph Examiner	TI	61	61
20104	Pre-Certified Trauma Registrar	TI	40T	40T
16903	Principal Budget Officer	MGT	68	68
19010	Principal Risk Control Analyst	ADM	60	60
16233	Printing Services Estimator	CLK	37	37
16232	Printing Services Manager	MGT	49C	49C
16231	Printing Services Supervisor	SUP	40	40
19159	Privacy and Compliance Specialist	ADM	57	57
16286	Probation Assistant	TI	35	35
16272	Probation Budget Coordinator	SUP	60	60
16261	Probation Cook I	CLT	33C	33C
16264	Probation Cook II	CLT	38C	38C
16265	Probation Division Director I	MGT	69A	69A
16270	Probation Division Director II	MGT	73C	73C
16276	Probation Food and Beverage Operations Manager	MGT	61	61

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JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
16277	Probation Food Service Supervisor	SUP	43	43
16274	Probation Operations Support Manager	MGT	52	52
03348	Process Improvement Coordinator	ADM	68	68
03349	Process Improvement Specialist	ADM	58	58
04358	Procurement Compliance Officer	SUP	61	61
16298	Production Control Supervisor	SUP	58	58
16271	Program Manager	MGT	65	65
03524	Program Manager, Code Enforcement	MGT	70	70
16310	Program Specialist I	ADM	53	53
16312	Program Specialist II	ADM	56	56
16324	Programmer Analyst Associate	ADM	55	55
16320	Programmer Analyst I	ADM	59C	59C
16321	Programmer Analyst II	ADM	63C	63C
16322	Programmer Analyst III	ADM	67C	67C
16315	Programmer I	TI	56C	56C
16316	Programmer II	TI	58C	58C
16317	Programmer III	TI	64C	64C
16314	Programmer Trainee	TI	48T	48T
01070	Project Development Analyst	ADM	61	61
18211	PSD Area Coordinator	SUP	47	47
18214	PSD Behavioral Specialist	ADM	47	47
18203	PSD Disabilities Services Manager	MGT	66	66
18206	PSD Eligibility Worker I	TI	32	32
18205	PSD Eligibility Worker II	TI	37	37
18212	PSD Maintenance Coordinator	CLT	47	47
18202	PSD Program Manager	MGT	61	61
18209	PSD Program Supervisor	SUP	47	47
18217	PSD Quality Assurance Technician I	TI	37	37
18218	PSD Quality Assurance Technician II	TI	40	40
16338	Psychiatric Aide	CLT	3M	4M
16340	Psychiatric Technician I	TI	38C	38C
16341	Psychiatric Technician II	TI	42	42
19670	Psychiatrist IV	SUP	P4	P4
16355	Public Defender Investigator	TI	59C	59C
16354	Public Defender Investigator Trainee	TI	54T	54T
03326	Public Guardian Assistant	CLK	33A	33A
16376	Public Health Dental Assistant	TI	34	34
16377	Public Health Dental Hygienist	TI	52	52
16407	Public Health Laboratory Director	MGT	74	74
19356	Public Health Nurse Manager	NRS	72	72
16372	Public Health Program Coordinator	SUP	63	63
16378	Public Health Program Manager	MGT	70	70
16381	Public Health Program Manager Animal Care and Control	MGT	70	70
16379	Public Health Program Manager Laboratory	MGT	70	70
16380	Public Health Program Manager, Environmental Health	MGT	70	70
16388	Public Health Project Coordinator	ADM	60	60
04231	Public Relations/Community Outreach Coordinator	SUP	60	60
05235	Public Works Equipment Superintendent	ADM	63	63
16900	Public Works Operations Superintendent	MGT	64A	64A
16901	Public Works Operations Supervisor	SUP	57	57
16905	Pulmonary Function Specialist	ADM	57	58
04360	Purchasing Manager	MGT	65	65
01627	Quality Improvement Coordinator	ADM	68	68
21012	Quality Management Specialist	TI	49	49
18004	Radiation Therapy Technologist	TI	57	57
04908	Radio Communications System Analyst	ADM	67C	67C
18007	Radiographic Clinical Instructor	TI	54	54
18013	Radiologic Technologist I	TI	48F	49F
18014	Radiologic Technologist II	TI	53C	54C
18015	Radiologic Technologist III	TI	57C	58C
18016	Radiologic Technologist School Supervisor	TI	56	56
18012	Radiology Manager	MGT	74	74
18011	Radiology Supervisor	SUP	64C	67C
18022	Real Property Agent I	ADM	49	49
18023	Real Property Agent II	ADM	56	56
18024	Real Property Agent III	ADM	60	60
18051	Records Management Coordinator	TI	34	34
18050	Records Management Supervisor	SUP	49	49
18052	Records Management Technician	TI	30	30
18057	Records Technician	TI	37	37
06067	Records Technician Supervisor I	SUP	43C	43C
18059	Records Technician Supervisor II	SUP	47	47
18056	Records Technician Trainee	TI	7MT	7MT
16029	Recreation Coordinator	CLK	35	35
05243	Recycling Specialist	ADM	52	52
04363	Redevelopment Management Analyst	ADM	60	60
18060	Regional Building Inspector Supervisor	SUP	61	61
18184	Regional Parks Operations Chief	SUP	63	63
18183	Regional Parks Planning Chief	SUP	63	63

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JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
16406	Registered Veterinary Technician	TI	45C	45C
13261	Regulatory Environmental Specialist	TI	55	55
16155	Rehabilitation Services Aide	TI	5M	6M
18082	Rehabilitation Services Manager	MGT	74	74
18086	Reproduction Equipment Operator I	CLT	33	33
18087	Reproduction Equipment Operator II	CLT	36	36
18085	Reproduction Equipment Operator Trainee	CLT	30T	30T
18095	Reproduction Equipment Specialist	CLT	38	38
13134	Research & Planning Supervisor	SUP	67C	67C
18119	Respiratory Care Practitioner	ADM	52C	53C
18118	Respiratory Care Practitioner I	ADM	46F	46F
18123	Respiratory Therapist	ADM	40C	41C
18130	Retirement Specialist I	TI	42T	42T
18129	Retirement Specialist Trainee	TI	34T	34T
19202	Revenue Cycle Manager	MGT	77C	77C
19200	Revenue Integrity Analyst	ADM	56	56
03356	Revenue Recovery Manager	MGT	64	64
03355	Revenue Recovery Officer I	TI	42	42
03354	Revenue Recovery Officer II	TI	44	44
03358	Revenue Recovery Officer Trainee	TI	32T	32T
10007	Right of Way Manager	MGT	64	64
19003	Risk Control Officer	SUP	62	62
19008	Risk Control Specialist	ADM	53	53
19007	Risk Control Specialist Trainee	ADM	46T	46T
04285	Safety and Code Compliance Technician	TI	50	50
01601	SAP Functional Analyst I	ADM	63	63
01602	SAP Functional Analyst II	ADM	65	65
01606	SAP Functional Analyst III	ADM	67	67
01619	SAP Functional Analyst Trainee	ADM	57T	57T
01634	SAP Manager	MGT	74	74
01603	SAP Team Leader	SUP	74	74
01604	SAP Technical Analyst I	ADM	66C	66C
01605	SAP Technical Analyst II	ADM	69C	69C
01635	SAP Technical Analyst III	ADM	71	71
01636	SAP Technical Analyst Trainee	ADM	60T	60T
04396	SAWS Project Coordinator	SUP	65	65
18113	SBCERA Investment Analyst I	ADM	61	61
19024	Scale Operations Supervisor I	SUP	41	41
19026	Scale Operations Supervisor II	SUP	45	45
19020	Scale Operator	CLT	36	36
12024	School of Laboratory Program Coordinator	SUP	65	65
19040	Secretary I	CLK	35	35
19045	Secretary II	CLK	38	38
19050	Security Officer I	TI	7M	7M
19051	Security Officer II	TI	32	32
03314	Senior Board Services Specialist	CLK	38	38
03124	Senior Crime Analyst	TI	57	57
04161	Senior Deputy Public Administrator	TI	49	49
04190	Senior Deputy Public Guardian	TI	49	49
04452	Senior Ecological Resource Specialist	ADM	63	63
06055	Senior Economic Development Coordinator	ADM	65	65
05193	Senior Equipment Operator	CLT	45C	45C
05226	Senior Fleet Services Specialist	CLT	33C	33C
19236	Senior Information and Referral Area Representative	ADM	34	34
12053	Senior Land Use Services Coordinator	ADM	63	63
12052	Senior Land Use Technician	TI	48	48
18058	Senior Records Technician	TI	40C	40C
19685	Senior Statistical Analyst	ADM	58	58
19457	Sheriff's Automated Systems Supervisor	SUP	65	65
01190	Sheriff's Aviation Mechanic	CLT	58	58
01191	Sheriff's Aviation Mechanic Supervisor	SUP	61C	61C
19464	Sheriff's Civil Investigator	TI	54	54
13072	Sheriff's Civil Technician	TI	34	34
19483	Sheriff's Communications Administrator	MGT	70	70
19477	Sheriff's Communications Dispatcher I	TI	41A	41A
19476	Sheriff's Communications Dispatcher I Trainee	TI	35T	35T
19479	Sheriff's Communications Dispatcher II	TI	52C	52C
19478	Sheriff's Communications Dispatcher II Trainee	TI	42T	42T
19481	Sheriff's Communications Dispatcher III	TI	55C	55C
19473	Sheriff's Communications Manager	MGT	64C	64C
19472	Sheriff's Community Relations Officer	ADM	57	57
19470	Sheriff's Cook I	CLT	32T	32T
19471	Sheriff's Cook II	CLT	40	40
03128	Sheriff's Crime Scene Specialist I	TI	42	42
03129	Sheriff's Crime Scene Specialist II	TI	52	52
03139	Sheriff's Crime Scene Specialist III	TI	55	55
19468	Sheriff's Custody Assistant	CLK	5M	6M
19467	Sheriff's Custody Specialist	TI	42C	42C
19461	Sheriff's Custody Specialist-12 Hour Shift	TI	41C	41C

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19459	Sheriff's Facilities Coordinator	ADM	48	48
19503	Sheriff's Fleet Supervisor	SUP	57	57
19508	Sheriff's Food Services Director	MGT	70	70
19505	Sheriff's Food Services Manager	MGT	60	60
19506	Sheriff's Food Services Supervisor	SUP	45	45
03140	Sheriff's Lead Crime Scene Specialist	TI	58	58
19523	Sheriff's Maintenance Manager	MGT	65	65
19525	Sheriff's Maintenance Mechanic	CLT	45	45
19529	Sheriff's Maintenance Mechanic Trainee	CLT	38T	38T
01193	Sheriff's Medical Stores Specialist	CLT	34	34
19504	Sheriff's Motor and Fabrication Mechanic	CLT	51	51
19538	Sheriff's Nurse Supervisor I	NRS	72	72
19539	Sheriff's Nurse Supervisor II	NRS	74B	74B
19526	Sheriff's Pilot	TI	62C	62C
19545	Sheriff's Public Information Officer	ADM	55	55
19530	Sheriff's Records Clerk	CLK	31A	31A
19536	Sheriff's Records Manager	MGT	58	58
19548	Sheriff's Records Supervisor	SUP	43	43
19534	Sheriff's Research Analyst	ADM	56	56
19543	Sheriff's Service Specialist	TI	37C	37C
19541	Sheriff's Special Program Coordinator	ADM	56	56
19489	Sheriff's Supervising Communications Dispatcher	SUP	59C	59C
03138	Sheriff's Supervising Crime Scene Specialist	SUP	61	61
19458	Sheriff's Training Specialist I	ADM	47	47
19498	Sheriff's Training Specialist II	ADM	51	51
19500	Sheriff's Training Supervisor	SUP	56	56
19563	Social Service Aide	TI	32	32
19608	Social Worker I	ADM	41	41
19610	Social Worker II	ADM	47	47
19611	Social Worker II Trainee	ADM	41T	41T
04392	Solid Waste Analyst	ADM	60	60
04389	Solid Waste Programs Administrator	SUP	60	60
19636	Special Procedures Radiologic Technologist I	TI	54T	56T
19637	Special Procedures Radiologic Technologist II	TI	61A	63A
19638	Special Procedures Radiologic Technologist III	TI	63A	65A
01672	Special Projects Leader	ADM	71	71
10026	Specialized Enforcement Specialist	TI	38	38
19640	Sprinkler System Worker	CLT	38	38
19644	Staff Aide	ADM	41	41
19646	Staff Analyst I	ADM	50	50
19647	Staff Analyst II	ADM	56	56
19650	Staff Analyst II Trainee	ADM	48T	48T
19649	Staff Analyst Trainee	ADM	43T	43T
20015	Staff Training Instructor	ADM	50	50
20017	Staff Training Instructor Trainee	ADM	42T	42T
19684	Statistical Analyst	ADM	56C	56C
19683	Statistical Analyst Trainee	ADM	44T	44T
03043	Sterile Processing Manager	MGT	64	64
03040	Sterile Processing Technician I	TI	31C	31C
03041	Sterile Processing Technician II	TI	33C	33C
03039	Sterile Processing Technician Trainee	TI	6M	6M
19706	Storekeeper	CLT	4M	4M
19700	Stores Specialist	CLT	32C	32C
19701	Stores Supervisor I	SUP	32	32
19702	Stores Supervisor II	SUP	40	40
16899	Stormwater Program Manager	SUP	69	69
19750	Substance Abuse Manager	MGT	63	63
19767	Supervising Accountant II	SUP	60	60
19768	Supervising Accountant III	SUP	64	64
19766	Supervising Accounting Technician	SUP	44	44
19771	Supervising Agricultural/Standards Officer	SUP	55	55
19779	Supervising Animal Control Officer	SUP	52A	52A
03421	Supervising Appeals Specialist I	SUP	51C	51C
03420	Supervising Appeals Specialist II	SUP	55C	55C
19981	Supervising Application Support Specialist	SUP	71	71
19769	Supervising Auditor Appraiser	SUP	66	66
06061	Supervising Auditor-Controller/Treasurer/Tax Collector Payroll Technician	SUP	45	45
19772	Supervising Automated Systems Analyst I	SUP	57	57
19776	Supervising Automated Systems Analyst II	SUP	62	62
05152	Supervising Autopsy Assistant	SUP	51	51
19775	Supervising Bio-Med Equipment Technician	SUP	59C	59C
19778	Supervising Building Construction Inspector	SUP	61	61
19780	Supervising Building Plant Operator	SUP	54C	54C
02104	Supervising Buyer	SUP	60	60
19146	Supervising Buying Assistant	SUP	45	45
03327	Supervising Care Assistant	SUP	37	37
05100	Supervising Case Review Specialist	SUP	60	60
03079	Supervising Child Support Attorney	SUP	88	88
19792	Supervising Child Support Officer	SUP	48C	48C

APPENDIX B – CLASSIFICATION AND SALARY RANGES

JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
19860	Supervising Clinical Laboratory Scientist	SUP	72C	72C
03364	Supervising Communicable Disease Investigator	SUP	49C	49C
19794	Supervising Communications Technician	SUP	58C	58C
19862	Supervising Correctional Nurse I	NRS	72	72
19864	Supervising Correctional Nurse II	NRS	73C	73C
03123	Supervising Crime Analyst	SUP	59	59
03540	Supervising Criminalist	SUP	74C	74C
19817	Supervising Custodian	SUP	34	34
19819	Supervising Deputy District Attorney	SUP	90A	90A
19818	Supervising Deputy Public Administrator	SUP	53	53
19821	Supervising Deputy Public Defender	SUP	90A	90A
04192	Supervising Deputy Public Guardian	SUP	53	53
04217	Supervising Development Specialist	SUP	69	69
19182	Supervising Dietitian	SUP	58	58
19834	Supervising District Appraiser	SUP	66	66
19824	Supervising Economic and Community Development Analyst	SUP	64	64
05144	Supervising Emergency Medical Services Specialist	SUP	62	62
03328	Supervising Emergency Room Technician	SUP	43	43
05131	Supervising Employment Services Specialist	SUP	49A	49A
17000	Supervising Engineer	SUP	76	76
05151	Supervising Environmental Health Specialist	SUP	62	62
03133	Supervising Fingerprint Examiner	SUP	60	60
06052	Supervising Fiscal Specialist	SUP	43	43
03429	Supervising Geographic Information Systems Technician	SUP	57	57
08042	Supervising Health Education Specialist	SUP	53	53
08030	Supervising Health Information Management Assistant	SUP	37	37
16373	Supervising Health Services Assistant	SUP	33	33
09036	Supervising Internal Auditor II	SUP	60	60
09037	Supervising Internal Auditor III	SUP	64	64
12016	Supervising Laboratory Assistant	SUP	32	32
19861	Supervising Land Surveyor	SUP	73	73
19866	Supervising Liability Claims Representative	SUP	62	62
13117	Supervising Medical Staff Coordinator	SUP	52	52
19868	Supervising Museum Curator	SUP	54	54
04917	Supervising Neurodiagnostic Technologist	SUP	54	54
03319	Supervising Office Assistant	SUP	37	37
03321	Supervising Office Specialist	SUP	43	43
19411	Supervising Pediatric Rehabilitation Therapist I	SUP	66C	66C
19915	Supervising Pediatric Rehabilitation Therapist II	SUP	71C	71C
16365	Supervising Phlebotomist	SUP	32C	32C
19835	Supervising Planner	SUP	67	67
19487	Supervising Polygraph Examiner	SUP	65	65
19886	Supervising Program Specialist	SUP	59	59
16356	Supervising Public Defender Investigator	SUP	64	64
16384	Supervising Public Health Microbiologist	SUP	65	65
19355	Supervising Public Health Nurse	NRS	67C	67C
16445	Supervising Public Works Project Manager	SUP	70	70
18083	Supervising Rehabilitation Therapist	SUP	69	69
19900	Supervising Respiratory Care Practitioner	SUP	61	61
19795	Supervising Revenue Recovery Officer	SUP	48	48
19482	Supervising Sheriff's Custody Specialist	SUP	45	45
03275	Supervising Social Service Practitioner	SUP	63	63
19579	Supervising Social Worker	SUP	54	54
03045	Supervising Sterile Processing Technician	SUP	43	43
19773	Supervising Systems Accountant	SUP	67	67
19916	Supervising Title Transfer Technician I	SUP	43C	43C
19917	Supervising Title Transfer Technician II	SUP	47	47
19833	Supervising Transportation Analyst	SUP	69	69
19922	Supervising Utilization Review Technician	SUP	43	43
22025	Supervising Vector Control Technician	SUP	49	49
19918	Supervising Veterans Service Officer	SUP	50	50
22049	Supervising Victim Advocate	SUP	54	54
22055	Supervising Victims Witness Claims Technician	SUP	43	43
19921	Supervising Workers Compensation Adjuster	SUP	62	62
15034	Surgical Technician	TI	36C	36C
19930	Survey Division Chief	MGT	79	79
19935	Survey Party Chief	SUP	55C	55C
19951	Systems Accountant I	ADM	56	56
19952	Systems Accountant II	ADM	60	60
19954	Systems Accountant III	ADM	63	63
19956	Systems Development Team Leader	SUP	71	71
19953	Systems Procedures Analyst I	ADM	63	63

APPENDIX B – CLASSIFICATION AND SALARY RANGES

JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
19955	Systems Procedures Analyst II	ADM	67	67
19940	Systems Procedures Analyst Trainee	ADM	53T	53T
19960	Systems Support Analyst I	ADM	57T	57T
19965	Systems Support Analyst II	ADM	63C	63C
19970	Systems Support Analyst III	ADM	67C	67C
19975	Systems Support Supervisor	SUP	71C	71C
15051	Tax Collection Billing Manager	MGT	63	63
15035	Tax Collection Manager	MGT	59	59
15037	Tax Collector Accounting Manager	MGT	59	59
15050	Tax Payer Services Manager	MGT	63	63
15038	Tax Sales Manager	MGT	59	59
15052	Tax Sales Services Manager	MGT	63	63
19980	Technology Helpdesk Supervisor	SUP	57	57
03042	Telemetry Technician	TI	6M	31
03046	Telemetry Technician - Per Diem	TI	TT	TT
20012	Telephone Service Specialist	TI	50	50
20013	Telephone Service Specialist Trainee	TI	37T	37T
20016	Telephone Service Supervisor	SUP	56	56
20020	Teleprocessing Specialist	TI	44	44
20094	Testing and Certification Supervisor	SUP	43	43
20025	Title Transfer Technician I	TI	37	37
20030	Title Transfer Technician II	TI	40C	40C
20035	Title Transfer Technician Trainee	TI	7MT	7MT
20009	Training and Development Manager	MGT	65	65
20014	Training and Development Specialist	ADM	55C	55C
20008	Training and Development Supervisor	SUP	60	60
05139	Transitional Assistance Department Operations Manager	MGT	55A	55A
09120	Transitional Assistance Department Regional Manager	MGT	65	65
19831	Transportation Analyst I	ADM	55	55
19832	Transportation Analyst II	ADM	59	59
19836	Transportation Planning Division Chief	MGT	75	75
19974	Treasurer Officer Manager	MGT	59	59
20095	Tree Crew Supervisor	SUP	50	50
20100	Tree Trimmer	CLT	46	46
20103	Tumor Registrar	TI	46	46
21004	Ultrasound Technologist I	TI	54T	56T
21006	Ultrasound Technologist II	TI	61A	63A
21007	Ultrasound Technologist III	TI	63A	65A
19181	Unit Manager	NRS	75B	75B
19962	User Experience (UX) Designer	ADM	67	67
21009	Utilization Review Technician	TI	35	35
22021	Vector Control Technician I	TI	42	42
22022	Vector Control Technician II	TI	45	45
22020	Vector Control Technician Trainee	TI	36T	36T
22030	Vehicle Services Shop Supervisor	CLT	36	36
22043	Veterans Service Officer I	TI	40T	40T
22042	Veterans Service Officer II	TI	45	45
22040	Veterans Service Officer Trainee	TI	33T	33T
22046	Victim Advocate I	ADM	41	41
22047	Victim Advocate II	ADM	47	47
17353	Victim Services Assistant Chief	MGT	58	58
22053	Victim Witness Claims Technician I	TI	35	35
22054	Victim Witness Claims Technician II	TI	38	38
22050	Volunteer Services Coordinator	SUP	40	40
19963	Website Developer	ADM	59C	59C
19964	Website Graphic Designer	TI	51	51
23102	Workers Compensation Adjuster I	TI	43T	43T
23104	Workers Compensation Adjuster II	TI	56	56
23106	Workers Compensation Adjuster III	TI	58A	58A
23107	Workers Compensation Manager	MGT	70	70
23205	Workforce Development Manager	MGT	54	54
23204	Workforce Development Program Coordinator	ADM	60	60
23206	Workforce Development Program Manager	MGT	65	65
23198	Workforce Development Specialist	ADM	43A	43A
23199	Workforce Development Supervisor I	SUP	48	48
23201	Workforce Development Supervisor II	SUP	54	54

APPENDIX B – CLASSIFICATION AND SALARY RANGES

JOB CODE	CLASSIFICATION TITLE	UNIT	Effective Pay Period Following Board Approval	Effective 07/27/24
23203	Workforce Development Technician	TI	33	33
16030	Youth Services Coordinator	ADM	55	55

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

Back to Top

Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
M	Hourly	16.39													
	Appx. Bi-wkly	1,311.20													
	Appx. Monthly	2,840.93													
	Appx. Annual	34,091.20													
1M	Hourly	16.39	16.51	16.93	17.36										
	Appx. Bi-wkly	1,311.20	1,320.80	1,354.40	1,388.80										
	Appx. Monthly	2,840.93	2,861.73	2,934.53	3,009.07										
	Appx. Annual	34,091.20	34,340.80	35,214.40	36,108.80										
2M	Hourly	16.51	16.93	17.36	17.79	18.25									
	Appx. Bi-wkly	1,320.80	1,354.40	1,388.80	1,423.20	1,460.00									
	Appx. Monthly	2,861.73	2,934.53	3,009.07	3,083.60	3,163.33									
	Appx. Annual	34,340.80	35,214.40	36,108.80	37,003.20	37,960.00									
3M	Hourly	16.51	16.61	17.02	17.44	17.88	18.33	18.78	19.24	19.73					
	Appx. Bi-wkly	1,320.80	1,328.80	1,361.60	1,395.20	1,430.40	1,466.40	1,502.40	1,539.20	1,578.40					
	Appx. Monthly	2,861.73	2,879.07	2,950.13	3,022.93	3,099.20	3,177.20	3,255.20	3,334.93	3,419.87					
	Appx. Annual	34,340.80	34,548.80	35,401.60	36,275.20	37,190.40	38,126.40	39,062.40	40,019.20	41,038.40					
3M-T	Hourly	16.51	16.61	17.02	17.44	17.88	18.33	18.78	19.24						
	Appx. Bi-wkly	1,320.80	1,328.80	1,361.60	1,395.20	1,430.40	1,466.40	1,502.40	1,539.20						
	Appx. Monthly	2,861.73	2,879.07	2,950.13	3,022.93	3,099.20	3,177.20	3,255.20	3,334.93						
	Appx. Annual	34,340.80	34,548.80	35,401.60	36,275.20	37,190.40	38,126.40	39,062.40	40,019.20						
4M	Hourly	16.61	16.81	17.23	17.68	18.12	18.58	19.04	19.52	20.02	20.51	21.02	21.54		
	Appx. Bi-wkly	1,328.80	1,344.80	1,378.40	1,414.40	1,449.60	1,486.40	1,523.20	1,561.60	1,601.60	1,640.80	1,681.60	1,723.20		
	Appx. Monthly	2,879.07	2,913.73	2,986.53	3,064.53	3,140.80	3,220.53	3,300.27	3,383.47	3,470.13	3,555.07	3,643.47	3,733.60		
	Appx. Annual	34,548.80	34,964.80	35,838.40	36,774.40	37,689.60	38,646.40	39,603.20	40,601.60	41,641.60	42,660.80	43,721.60	44,803.20		
4M-T	Hourly	16.61	16.81	17.23	17.68	18.12	18.58	19.04	19.52	20.02	20.51	21.02			
	Appx. Bi-wkly	1,328.80	1,344.80	1,378.40	1,414.40	1,449.60	1,486.40	1,523.20	1,561.60	1,601.60	1,640.80	1,681.60			
	Appx. Monthly	2,879.07	2,913.73	2,986.53	3,064.53	3,140.80	3,220.53	3,300.27	3,383.47	3,470.13	3,555.07	3,643.47			
	Appx. Annual	34,548.80	34,964.80	35,838.40	36,774.40	37,689.60	38,646.40	39,603.20	40,601.60	41,641.60	42,660.80	43,721.60			
5M	Hourly	16.81	17.03	17.40	17.83	18.34	18.77	19.21	19.67	20.18	20.73	21.19	21.72	22.27	
	Appx. Bi-wkly	1,344.80	1,362.40	1,392.00	1,426.40	1,467.20	1,501.60	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	
	Appx. Monthly	2,913.73	2,951.87	3,016.00	3,090.53	3,178.93	3,253.47	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	
	Appx. Annual	34,964.80	35,422.40	36,192.00	37,086.40	38,147.20	39,041.60	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	
5M-T	Hourly	16.81	17.03	17.40	17.83	18.34	18.77	19.21	19.67	20.18	20.73	21.19	21.72		
	Appx. Bi-wkly	1,344.80	1,362.40	1,392.00	1,426.40	1,467.20	1,501.60	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60		
	Appx. Monthly	2,913.73	2,951.87	3,016.00	3,090.53	3,178.93	3,253.47	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80		
	Appx. Annual	34,964.80	35,422.40	36,192.00	37,086.40	38,147.20	39,041.60	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60		
6M	Hourly	17.03	17.40	17.83	18.34	18.77	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.84	
	Appx. Bi-wkly	1,362.40	1,392.00	1,426.40	1,467.20	1,501.60	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,827.20	
	Appx. Monthly	2,951.87	3,016.00	3,090.53	3,178.93	3,253.47	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,958.93	
	Appx. Annual	35,422.40	36,192.00	37,086.40	38,147.20	39,041.60	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,507.20	
7M	Hourly	17.34	17.73	18.17	18.65	19.08	19.58	20.03	20.54	21.07	21.56	22.12	22.65	23.23	
	Appx. Bi-wkly	1,387.20	1,418.40	1,453.60	1,492.00	1,526.40	1,566.40	1,602.40	1,643.20	1,685.60	1,724.80	1,769.60	1,812.00	1,858.40	
	Appx. Monthly	3,005.60	3,073.20	3,149.47	3,232.67	3,307.20	3,393.87	3,471.87	3,560.27	3,652.13	3,737.07	3,834.13	3,926.00	4,026.53	
	Appx. Annual	36,067.20	36,878.40	37,793.60	38,792.00	39,686.40	40,726.40	41,662.40	42,723.20	43,825.60	44,844.80	46,009.60	47,112.00	48,318.40	
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
7M-T	Hourly	17.34	17.73	18.17	18.65	19.08	19.58	20.03	20.54	21.07	21.56	22.12	22.65		
	Appx. Bi-wkly	1,387.20	1,418.40	1,453.60	1,492.00	1,526.40	1,566.40	1,602.40	1,643.20	1,685.60	1,724.80	1,769.60	1,812.00		
	Appx. Monthly	3,005.60	3,073.20	3,149.47	3,232.67	3,307.20	3,393.87	3,471.87	3,560.27	3,652.13	3,737.07	3,834.13	3,926.00		
	Appx. Annual	36,067.20	36,878.40	37,793.60	38,792.00	39,686.40	40,726.40	41,662.40	42,723.20	43,825.60	44,844.80	46,009.60	47,112.00		
30	Hourly	17.34	17.40	17.83	18.34	18.78	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.36
	Appx. Bi-wkly	1,387.20	1,392.00	1,426.40	1,467.20	1,502.40	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,868.80
	Appx. Monthly	3,005.60	3,016.00	3,090.53	3,178.93	3,255.20	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,049.07
	Appx. Annual	36,067.20	36,192.00	37,086.40	38,147.20	39,062.40	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,588.80
30C	Hourly	17.40	17.73	18.17	18.65	19.08	19.58	20.03	20.54	21.08	21.57	22.12	22.65	23.21	23.77
	Appx. Bi-wkly	1,392.00	1,418.40	1,453.60	1,492.00	1,526.40	1,566.40	1,602.40	1,643.20	1,686.40	1,725.60	1,769.60	1,812.00	1,856.80	1,901.60
	Appx. Monthly	3,016.00	3,073.20	3,149.47	3,232.67	3,307.20	3,393.87	3,471.87	3,560.27	3,653.87	3,738.80	3,834.13	3,926.00	4,023.07	4,120.13
	Appx. Annual	36,192.00	36,878.40	37,793.60	38,792.00	39,686.40	40,726.40	41,662.40	42,723.20	43,846.40	44,865.60	46,009.60	47,112.00	48,276.80	49,441.60
30T	Hourly	17.34	17.40	17.83	18.34	18.78	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.79	
	Appx. Bi-wkly	1,387.20	1,392.00	1,426.40	1,467.20	1,502.40	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	
	Appx. Monthly	3,005.60	3,016.00	3,090.53	3,178.93	3,255.20	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	
	Appx. Annual	36,067.20	36,192.00	37,086.40	38,147.20	39,062.40	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	
31	Hourly	17.42	17.85	18.34	18.78	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95
	Appx. Bi-wkly	1,393.60	1,428.00	1,467.20	1,502.40	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00
	Appx. Monthly	3,019.47	3,094.00	3,178.93	3,255.20	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33
	Appx. Annual	36,233.60	37,128.00	38,147.20	39,062.40	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00
31A	Hourly	17.66	18.10	18.55	19.01	19.48	19.92	20.45	20.99	21.47	22.02	22.54	23.06	23.64	24.26
	Appx. Bi-wkly	1,412.80	1,448.00	1,484.00	1,520.80	1,558.40	1,593.60	1,636.00	1,679.20	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80
	Appx. Monthly	3,061.07	3,137.33	3,215.33	3,295.07	3,376.53	3,452.80	3,544.67	3,638.27	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07
	Appx. Annual	36,732.80	37,648.00	38,584.00	39,540.80	40,518.40	41,433.60	42,536.00	43,659.20	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80
31C	Hourly	17.75	18.19	18.65	19.08	19.58	20.03	20.54	21.08	21.57	22.12	22.65	23.21	23.78	24.39
	Appx. Bi-wkly	1,420.00	1,455.20	1,492.00	1,526.40	1,566.40	1,602.40	1,643.20	1,686.40	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20
	Appx. Monthly	3,076.67	3,152.93	3,232.67	3,307.20	3,393.87	3,471.87	3,560.27	3,653.87	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60
	Appx. Annual	36,920.00	37,835.20	38,792.00	39,686.40	40,726.40	41,662.40	42,723.20	43,846.40	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20
31T	Hourly	17.42	17.85	18.34	18.78	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.37	
	Appx. Bi-wkly	1,393.60	1,428.00	1,467.20	1,502.40	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	
	Appx. Monthly	3,019.47	3,094.00	3,178.93	3,255.20	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	
	Appx. Annual	36,233.60	37,128.00	38,147.20	39,062.40	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
32	Hourly	17.84	18.33	18.78	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.55
	Appx. Bi-wkly	1,427.20	1,466.40	1,502.40	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,964.00
	Appx. Monthly	3,092.27	3,177.20	3,255.20	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,255.33
	Appx. Annual	37,107.20	38,126.40	39,062.40	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,064.00
32A	Hourly	18.09	18.54	19.01	19.48	19.92	20.45	20.99	21.47	22.02	22.54	23.06	23.64	24.26	24.85
	Appx. Bi-wkly	1,447.20	1,483.20	1,520.80	1,558.40	1,593.60	1,636.00	1,679.20	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80	1,988.00
	Appx. Monthly	3,135.60	3,213.60	3,295.07	3,376.53	3,452.80	3,544.67	3,638.27	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07	4,307.33
	Appx. Annual	37,627.20	38,563.20	39,540.80	40,518.40	41,433.60	42,536.00	43,659.20	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80	51,688.00
32C	Hourly	18.18	18.64	19.08	19.58	20.03	20.54	21.08	21.57	22.12	22.65	23.21	23.78	24.39	25.00
	Appx. Bi-wkly	1,454.40	1,491.20	1,526.40	1,566.40	1,602.40	1,643.20	1,686.40	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20	2,000.00
	Appx. Monthly	3,151.20	3,230.93	3,307.20	3,393.87	3,471.87	3,560.27	3,653.87	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60	4,333.33
	Appx. Annual	37,814.40	38,771.20	39,686.40	40,726.40	41,662.40	42,723.20	43,846.40	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20	52,000.00
32T	Hourly	17.84	18.33	18.78	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95	
	Appx. Bi-wkly	1,427.20	1,466.40	1,502.40	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	
	Appx. Monthly	3,092.27	3,177.20	3,255.20	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	
	Appx. Annual	37,107.20	38,126.40	39,062.40	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	
33	Hourly	18.33	18.78	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.16
	Appx. Bi-wkly	1,466.40	1,502.40	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.80
	Appx. Monthly	3,177.20	3,255.20	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,361.07
	Appx. Annual	38,126.40	39,062.40	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,332.80
33A	Hourly	18.54	19.01	19.48	19.92	20.45	20.99	21.47	22.02	22.54	23.06	23.64	24.26	24.84	25.46
	Appx. Bi-wkly	1,483.20	1,520.80	1,558.40	1,593.60	1,636.00	1,679.20	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80	1,987.20	2,036.80
	Appx. Monthly	3,213.60	3,295.07	3,376.53	3,452.80	3,544.67	3,638.27	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07	4,305.60	4,413.07
	Appx. Annual	38,563.20	39,540.80	40,518.40	41,433.60	42,536.00	43,659.20	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80	51,667.20	52,956.80
33C	Hourly	18.64	19.08	19.58	20.03	20.54	21.08	21.57	22.12	22.65	23.21	23.78	24.39	24.99	25.60
	Appx. Bi-wkly	1,491.20	1,526.40	1,566.40	1,602.40	1,643.20	1,686.40	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20	1,999.20	2,048.00
	Appx. Monthly	3,230.93	3,307.20	3,393.87	3,471.87	3,560.27	3,653.87	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60	4,331.60	4,437.33
	Appx. Annual	38,771.20	39,686.40	40,726.40	41,662.40	42,723.20	43,846.40	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20	51,979.20	53,248.00
33T	Hourly	18.33	18.78	19.21	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.54	
	Appx. Bi-wkly	1,466.40	1,502.40	1,536.80	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	
	Appx. Monthly	3,177.20	3,255.20	3,329.73	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	
	Appx. Annual	38,126.40	39,062.40	39,956.80	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	
34	Hourly	18.72	19.17	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.78
	Appx. Bi-wkly	1,497.60	1,533.60	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,062.40
	Appx. Monthly	3,244.80	3,322.80	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,468.53
	Appx. Annual	38,937.60	39,873.60	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,622.40
34A	Hourly	18.95	19.41	19.92	20.45	20.99	21.47	22.02	22.54	23.06	23.64	24.26	24.84	25.45	26.11
	Appx. Bi-wkly	1,516.00	1,552.80	1,593.60	1,636.00	1,679.20	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80	1,987.20	2,036.00	2,088.80
	Appx. Monthly	3,284.67	3,364.40	3,452.80	3,544.67	3,638.27	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07	4,305.60	4,411.33	4,525.73
	Appx. Annual	39,416.00	40,372.80	41,433.60	42,536.00	43,659.20	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80	51,667.20	52,936.00	54,308.80
34C	Hourly	19.04	19.53	20.03	20.54	21.08	21.57	22.12	22.65	23.21	23.78	24.39	24.99	25.59	26.22
	Appx. Bi-wkly	1,523.20	1,562.40	1,602.40	1,643.20	1,686.40	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20	1,999.20	2,047.20	2,097.60
	Appx. Monthly	3,300.27	3,385.20	3,471.87	3,560.27	3,653.87	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60	4,331.60	4,435.60	4,544.80
	Appx. Annual	39,603.20	40,622.40	41,662.40	42,723.20	43,846.40	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20	51,979.20	53,227.20	54,537.60
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
34T	Hourly	18.72	19.17	19.67	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	
	Appx. Bi-wkly	1,497.60	1,533.60	1,573.60	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	
	Appx. Monthly	3,244.80	3,322.80	3,409.47	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	
	Appx. Annual	38,937.60	39,873.60	40,913.60	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	
35	Hourly	19.21	19.71	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.39
	Appx. Bi-wkly	1,536.80	1,576.80	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,111.20
	Appx. Monthly	3,329.73	3,416.40	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,574.27
	Appx. Annual	39,956.80	40,996.80	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,891.20
35A	Hourly	19.48	19.97	20.45	20.99	21.47	22.02	22.54	23.06	23.64	24.26	24.84	25.45	26.10	26.71
	Appx. Bi-wkly	1,558.40	1,597.60	1,636.00	1,679.20	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80	1,987.20	2,036.00	2,088.00	2,136.80
	Appx. Monthly	3,376.53	3,461.47	3,544.67	3,638.27	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07	4,305.60	4,411.33	4,524.00	4,629.73
	Appx. Annual	40,518.40	41,537.60	42,536.00	43,659.20	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80	51,667.20	52,936.00	54,288.00	55,556.80
35C	Hourly	19.58	20.07	20.54	21.08	21.57	22.12	22.65	23.21	23.78	24.39	24.99	25.59	26.21	26.87
	Appx. Bi-wkly	1,566.40	1,605.60	1,643.20	1,686.40	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20	1,999.20	2,047.20	2,096.80	2,149.60
	Appx. Monthly	3,393.87	3,478.80	3,560.27	3,653.87	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60	4,331.60	4,435.60	4,543.07	4,657.47
	Appx. Annual	40,726.40	41,745.60	42,723.20	43,846.40	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20	51,979.20	53,227.20	54,516.80	55,889.60
35T	Hourly	19.21	19.71	20.18	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	
	Appx. Bi-wkly	1,536.80	1,576.80	1,614.40	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	
	Appx. Monthly	3,329.73	3,416.40	3,497.87	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	
	Appx. Annual	39,956.80	40,996.80	41,974.40	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	
36	Hourly	19.72	20.19	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.08
	Appx. Bi-wkly	1,577.60	1,615.20	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,166.40
	Appx. Monthly	3,418.13	3,499.60	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,693.87
	Appx. Annual	41,017.60	41,995.20	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,326.40
36A	Hourly	19.98	20.46	20.99	21.47	22.02	22.54	23.06	23.64	24.26	24.84	25.45	26.10	26.72	27.43
	Appx. Bi-wkly	1,598.40	1,636.80	1,679.20	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80	1,987.20	2,036.00	2,088.00	2,137.60	2,194.40
	Appx. Monthly	3,463.20	3,546.40	3,638.27	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07	4,305.60	4,411.33	4,524.00	4,631.47	4,754.53
	Appx. Annual	41,558.40	42,556.80	43,659.20	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80	51,667.20	52,936.00	54,288.00	55,577.60	57,054.40
36C	Hourly	20.08	20.55	21.08	21.57	22.12	22.65	23.21	23.78	24.39	24.99	25.59	26.21	26.88	27.56
	Appx. Bi-wkly	1,606.40	1,644.00	1,686.40	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20	1,999.20	2,047.20	2,096.80	2,150.40	2,204.80
	Appx. Monthly	3,480.53	3,562.00	3,653.87	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60	4,331.60	4,435.60	4,543.07	4,659.20	4,777.07
	Appx. Annual	41,766.40	42,744.00	43,846.40	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20	51,979.20	53,227.20	54,516.80	55,910.40	57,324.80
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
36T	Hourly	19.72	20.19	20.73	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.40	
	Appx. Bi-wkly	1,577.60	1,615.20	1,658.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	
	Appx. Monthly	3,418.13	3,499.60	3,593.20	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	
	Appx. Annual	41,017.60	41,995.20	43,118.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	
37	Hourly	20.17	20.68	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.75
	Appx. Bi-wkly	1,613.60	1,654.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,220.00
	Appx. Monthly	3,496.13	3,584.53	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,810.00
	Appx. Annual	41,953.60	43,014.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,720.00
37A	Hourly	20.44	20.97	21.47	22.02	22.54	23.06	23.64	24.26	24.84	25.45	26.10	26.72	27.44	28.13
	Appx. Bi-wkly	1,635.20	1,677.60	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80	1,987.20	2,036.00	2,088.00	2,137.60	2,195.20	2,250.40
	Appx. Monthly	3,542.93	3,634.80	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07	4,305.60	4,411.33	4,524.00	4,631.47	4,756.27	4,875.87
	Appx. Annual	42,515.20	43,617.60	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80	51,667.20	52,936.00	54,288.00	55,577.60	57,075.20	58,510.40
37C	Hourly	20.53	21.04	21.57	22.12	22.65	23.21	23.78	24.39	24.99	25.59	26.21	26.88	27.57	28.26
	Appx. Bi-wkly	1,642.40	1,683.20	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20	1,999.20	2,047.20	2,096.80	2,150.40	2,205.60	2,260.80
	Appx. Monthly	3,558.53	3,646.93	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60	4,331.60	4,435.60	4,543.07	4,659.20	4,778.80	4,898.40
	Appx. Annual	42,702.40	43,763.20	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20	51,979.20	53,227.20	54,516.80	55,910.40	57,345.60	58,780.80
37T	Hourly	20.17	20.68	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.09	
	Appx. Bi-wkly	1,613.60	1,654.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	
	Appx. Monthly	3,496.13	3,584.53	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	
	Appx. Annual	41,953.60	43,014.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	
38	Hourly	20.68	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.41
	Appx. Bi-wkly	1,654.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,272.80
	Appx. Monthly	3,584.53	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,924.40
	Appx. Annual	43,014.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,092.80
38A	Hourly	20.97	21.47	22.02	22.54	23.06	23.64	24.26	24.84	25.45	26.10	26.72	27.44	28.06	28.77
	Appx. Bi-wkly	1,677.60	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80	1,987.20	2,036.00	2,088.00	2,137.60	2,195.20	2,244.80	2,301.60
	Appx. Monthly	3,634.80	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07	4,305.60	4,411.33	4,524.00	4,631.47	4,756.27	4,863.73	4,986.80
	Appx. Annual	43,617.60	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80	51,667.20	52,936.00	54,288.00	55,577.60	57,075.20	58,364.80	59,841.60
38C	Hourly	21.04	21.57	22.12	22.65	23.21	23.78	24.39	24.99	25.59	26.21	26.88	27.57	28.21	28.91
	Appx. Bi-wkly	1,683.20	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20	1,999.20	2,047.20	2,096.80	2,150.40	2,205.60	2,256.80	2,312.80
	Appx. Monthly	3,646.93	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60	4,331.60	4,435.60	4,543.07	4,659.20	4,778.80	4,889.73	5,011.07
	Appx. Annual	43,763.20	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20	51,979.20	53,227.20	54,516.80	55,910.40	57,345.60	58,676.80	60,132.80
38T	Hourly	20.68	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	
	Appx. Bi-wkly	1,654.40	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	
	Appx. Monthly	3,584.53	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	
	Appx. Annual	43,014.40	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	
39	Hourly	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.12
	Appx. Bi-wkly	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,329.60
	Appx. Monthly	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,047.47
	Appx. Annual	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,569.60
39A	Hourly	21.47	22.02	22.54	23.06	23.64	24.26	24.84	25.45	26.10	26.72	27.44	28.06	28.79	29.52
	Appx. Bi-wkly	1,717.60	1,761.60	1,803.20	1,844.80	1,891.20	1,940.80	1,987.20	2,036.00	2,088.00	2,137.60	2,195.20	2,244.80	2,303.20	2,361.60
	Appx. Monthly	3,721.47	3,816.80	3,906.93	3,997.07	4,097.60	4,205.07	4,305.60	4,411.33	4,524.00	4,631.47	4,756.27	4,863.73	4,990.27	5,116.80
	Appx. Annual	44,657.60	45,801.60	46,883.20	47,964.80	49,171.20	50,460.80	51,667.20	52,936.00	54,288.00	55,577.60	57,075.20	58,364.80	59,883.20	61,401.60
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
39C	Hourly	21.57	22.12	22.65	23.21	23.78	24.39	24.99	25.59	26.21	26.88	27.57	28.21	28.93	29.65
	Appx. Bi-wkly	1,725.60	1,769.60	1,812.00	1,856.80	1,902.40	1,951.20	1,999.20	2,047.20	2,096.80	2,150.40	2,205.60	2,256.80	2,314.40	2,372.00
	Appx. Monthly	3,738.80	3,834.13	3,926.00	4,023.07	4,121.87	4,227.60	4,331.60	4,435.60	4,543.07	4,659.20	4,778.80	4,889.73	5,014.53	5,139.33
	Appx. Annual	44,865.60	46,009.60	47,112.00	48,276.80	49,462.40	50,731.20	51,979.20	53,227.20	54,516.80	55,910.40	57,345.60	58,676.80	60,174.40	61,672.00
39T	Hourly	21.19	21.72	22.27	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.43	
	Appx. Bi-wkly	1,695.20	1,737.60	1,781.60	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	
	Appx. Monthly	3,672.93	3,764.80	3,860.13	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	
	Appx. Annual	44,075.20	45,177.60	46,321.60	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	
40	Hourly	21.67	22.23	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84
	Appx. Bi-wkly	1,733.60	1,778.40	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20
	Appx. Monthly	3,756.13	3,853.20	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27
	Appx. Annual	45,073.60	46,238.40	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20
40A	Hourly	21.97	22.51	23.06	23.64	24.26	24.84	25.45	26.10	26.72	27.44	28.06	28.79	29.47	30.20
	Appx. Bi-wkly	1,757.60	1,800.80	1,844.80	1,891.20	1,940.80	1,987.20	2,036.00	2,088.00	2,137.60	2,195.20	2,244.80	2,303.20	2,357.60	2,416.00
	Appx. Monthly	3,808.13	3,901.73	3,997.07	4,097.60	4,205.07	4,305.60	4,411.33	4,524.00	4,631.47	4,756.27	4,863.73	4,990.27	5,108.13	5,234.67
	Appx. Annual	45,697.60	46,820.80	47,964.80	49,171.20	50,460.80	51,667.20	52,936.00	54,288.00	55,577.60	57,075.20	58,364.80	59,883.20	61,297.60	62,816.00
40C	Hourly	22.08	22.61	23.21	23.78	24.39	24.99	25.59	26.21	26.88	27.57	28.21	28.93	29.62	30.34
	Appx. Bi-wkly	1,766.40	1,808.80	1,856.80	1,902.40	1,951.20	1,999.20	2,047.20	2,096.80	2,150.40	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20
	Appx. Monthly	3,827.20	3,919.07	4,023.07	4,121.87	4,227.60	4,331.60	4,435.60	4,543.07	4,659.20	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93
	Appx. Annual	45,926.40	47,028.80	48,276.80	49,462.40	50,731.20	51,979.20	53,227.20	54,516.80	55,910.40	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20
40T	Hourly	21.67	22.23	22.79	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.09	
	Appx. Bi-wkly	1,733.60	1,778.40	1,823.20	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	
	Appx. Monthly	3,756.13	3,853.20	3,950.27	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	
	Appx. Annual	45,073.60	46,238.40	47,403.20	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	
41	Hourly	22.24	22.80	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.58
	Appx. Bi-wkly	1,779.20	1,824.00	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,446.40
	Appx. Monthly	3,854.93	3,952.00	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,300.53
	Appx. Annual	46,259.20	47,424.00	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,606.40
41A	Hourly	22.52	23.08	23.64	24.26	24.84	25.45	26.10	26.72	27.44	28.06	28.79	29.47	30.20	30.97
	Appx. Bi-wkly	1,801.60	1,846.40	1,891.20	1,940.80	1,987.20	2,036.00	2,088.00	2,137.60	2,195.20	2,244.80	2,303.20	2,357.60	2,416.00	2,477.60
	Appx. Monthly	3,903.47	4,000.53	4,097.60	4,205.07	4,305.60	4,411.33	4,524.00	4,631.47	4,756.27	4,863.73	4,990.27	5,108.13	5,234.67	5,368.13
	Appx. Annual	46,841.60	48,006.40	49,171.20	50,460.80	51,667.20	52,936.00	54,288.00	55,577.60	57,075.20	58,364.80	59,883.20	61,297.60	62,816.00	64,417.60
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
41C	Hourly	22.63	23.22	23.78	24.39	24.99	25.59	26.21	26.88	27.57	28.21	28.93	29.62	30.34	31.10
	Appx. Bi-wkly	1,810.40	1,857.60	1,902.40	1,951.20	1,999.20	2,047.20	2,096.80	2,150.40	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20	2,488.00
	Appx. Monthly	3,922.53	4,024.80	4,121.87	4,227.60	4,331.60	4,435.60	4,543.07	4,659.20	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93	5,390.67
	Appx. Annual	47,070.40	48,297.60	49,462.40	50,731.20	51,979.20	53,227.20	54,516.80	55,910.40	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20	64,688.00
41T	Hourly	22.24	22.80	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84	
	Appx. Bi-wkly	1,779.20	1,824.00	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	
	Appx. Monthly	3,854.93	3,952.00	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	
	Appx. Annual	46,259.20	47,424.00	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	
42	Hourly	22.80	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.34
	Appx. Bi-wkly	1,824.00	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,507.20
	Appx. Monthly	3,952.00	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,432.27
	Appx. Annual	47,424.00	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,187.20
42A	Hourly	23.08	23.64	24.26	24.84	25.45	26.10	26.72	27.44	28.06	28.79	29.47	30.20	30.96	31.73
	Appx. Bi-wkly	1,846.40	1,891.20	1,940.80	1,987.20	2,036.00	2,088.00	2,137.60	2,195.20	2,244.80	2,303.20	2,357.60	2,416.00	2,476.80	2,538.40
	Appx. Monthly	4,000.53	4,097.60	4,205.07	4,305.60	4,411.33	4,524.00	4,631.47	4,756.27	4,863.73	4,990.27	5,108.13	5,234.67	5,366.40	5,499.87
	Appx. Annual	48,006.40	49,171.20	50,460.80	51,667.20	52,936.00	54,288.00	55,577.60	57,075.20	58,364.80	59,883.20	61,297.60	62,816.00	64,396.80	65,998.40
42C	Hourly	23.22	23.78	24.39	24.99	25.59	26.21	26.88	27.57	28.21	28.93	29.62	30.34	31.09	31.88
	Appx. Bi-wkly	1,857.60	1,902.40	1,951.20	1,999.20	2,047.20	2,096.80	2,150.40	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,550.40
	Appx. Monthly	4,024.80	4,121.87	4,227.60	4,331.60	4,435.60	4,543.07	4,659.20	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,525.87
	Appx. Annual	48,297.60	49,462.40	50,731.20	51,979.20	53,227.20	54,516.80	55,910.40	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,310.40
42T	Hourly	22.80	23.37	23.95	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.57	
	Appx. Bi-wkly	1,824.00	1,869.60	1,916.00	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	
	Appx. Monthly	3,952.00	4,050.80	4,151.33	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	
	Appx. Annual	47,424.00	48,609.60	49,816.00	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	
43	Hourly	23.36	23.94	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.15
	Appx. Bi-wkly	1,868.80	1,915.20	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,572.00
	Appx. Monthly	4,049.07	4,149.60	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,572.67
	Appx. Annual	48,588.80	49,795.20	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,872.00
43A	Hourly	23.63	24.24	24.84	25.45	26.10	26.72	27.44	28.06	28.79	29.47	30.20	30.96	31.75	32.52
	Appx. Bi-wkly	1,890.40	1,939.20	1,987.20	2,036.00	2,088.00	2,137.60	2,195.20	2,244.80	2,303.20	2,357.60	2,416.00	2,476.80	2,540.00	2,601.60
	Appx. Monthly	4,095.87	4,201.60	4,305.60	4,411.33	4,524.00	4,631.47	4,756.27	4,863.73	4,990.27	5,108.13	5,234.67	5,366.40	5,503.33	5,636.80
	Appx. Annual	49,150.40	50,419.20	51,667.20	52,936.00	54,288.00	55,577.60	57,075.20	58,364.80	59,883.20	61,297.60	62,816.00	64,396.80	66,040.00	67,641.60
43C	Hourly	23.77	24.37	24.99	25.59	26.21	26.88	27.57	28.21	28.93	29.62	30.34	31.09	31.90	32.70
	Appx. Bi-wkly	1,901.60	1,949.60	1,999.20	2,047.20	2,096.80	2,150.40	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,616.00
	Appx. Monthly	4,120.13	4,224.13	4,331.60	4,435.60	4,543.07	4,659.20	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,668.00
	Appx. Annual	49,441.60	50,689.60	51,979.20	53,227.20	54,516.80	55,910.40	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	68,016.00
43T	Hourly	23.36	23.94	24.54	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.36	
	Appx. Bi-wkly	1,868.80	1,915.20	1,963.20	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	
	Appx. Monthly	4,049.07	4,149.60	4,253.60	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	
	Appx. Annual	48,588.80	49,795.20	51,043.20	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	
44	Hourly	23.92	24.53	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88
	Appx. Bi-wkly	1,913.60	1,962.40	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40
	Appx. Monthly	4,146.13	4,251.87	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20
	Appx. Annual	49,753.60	51,022.40	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
44A	Hourly	24.20	24.83	25.45	26.10	26.72	27.44	28.06	28.79	29.47	30.20	30.96	31.75	32.48	33.30
	Appx. Bi-wkly	1,936.00	1,986.40	2,036.00	2,088.00	2,137.60	2,195.20	2,244.80	2,303.20	2,357.60	2,416.00	2,476.80	2,540.00	2,598.40	2,664.00
	Appx. Monthly	4,194.67	4,303.87	4,411.33	4,524.00	4,631.47	4,756.27	4,863.73	4,990.27	5,108.13	5,234.67	5,366.40	5,503.33	5,629.87	5,772.00
	Appx. Annual	50,336.00	51,646.40	52,936.00	54,288.00	55,577.60	57,075.20	58,364.80	59,883.20	61,297.60	62,816.00	64,396.80	66,040.00	67,558.40	69,264.00
44C	Hourly	24.36	24.98	25.59	26.21	26.88	27.57	28.21	28.93	29.62	30.34	31.09	31.90	32.65	33.45
	Appx. Bi-wkly	1,948.80	1,998.40	2,047.20	2,096.80	2,150.40	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00
	Appx. Monthly	4,222.40	4,329.87	4,435.60	4,543.07	4,659.20	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00
	Appx. Annual	50,668.80	51,958.40	53,227.20	54,516.80	55,910.40	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00
44T	Hourly	23.92	24.53	25.15	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.10	
	Appx. Bi-wkly	1,913.60	1,962.40	2,012.00	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	
	Appx. Monthly	4,146.13	4,251.87	4,359.33	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	
	Appx. Annual	49,753.60	51,022.40	52,312.00	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	
45	Hourly	24.52	25.13	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73
	Appx. Bi-wkly	1,961.60	2,010.40	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40
	Appx. Monthly	4,250.13	4,355.87	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53
	Appx. Annual	51,001.60	52,270.40	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40
45A	Hourly	24.82	25.44	26.10	26.72	27.44	28.06	28.79	29.47	30.20	30.96	31.75	32.48	33.30	34.14
	Appx. Bi-wkly	1,985.60	2,035.20	2,088.00	2,137.60	2,195.20	2,244.80	2,303.20	2,357.60	2,416.00	2,476.80	2,540.00	2,598.40	2,664.00	2,731.20
	Appx. Monthly	4,302.13	4,409.60	4,524.00	4,631.47	4,756.27	4,863.73	4,990.27	5,108.13	5,234.67	5,366.40	5,503.33	5,629.87	5,772.00	5,917.60
	Appx. Annual	51,625.60	52,915.20	54,288.00	55,577.60	57,075.20	58,364.80	59,883.20	61,297.60	62,816.00	64,396.80	66,040.00	67,558.40	69,264.00	71,011.20
45C	Hourly	24.97	25.58	26.21	26.88	27.57	28.21	28.93	29.62	30.34	31.09	31.90	32.65	33.45	34.31
	Appx. Bi-wkly	1,997.60	2,046.40	2,096.80	2,150.40	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80
	Appx. Monthly	4,328.13	4,433.87	4,543.07	4,659.20	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07
	Appx. Annual	51,937.60	53,206.40	54,516.80	55,910.40	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80
45T	Hourly	24.52	25.13	25.77	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88	
	Appx. Bi-wkly	1,961.60	2,010.40	2,061.60	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	
	Appx. Monthly	4,250.13	4,355.87	4,466.80	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	
	Appx. Annual	51,001.60	52,270.40	53,601.60	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	
46	Hourly	25.15	25.78	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.57
	Appx. Bi-wkly	2,012.00	2,062.40	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,765.60
	Appx. Monthly	4,359.33	4,468.53	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,992.13
	Appx. Annual	52,312.00	53,622.40	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,905.60
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46A	Hourly	25.45	26.11	26.72	27.44	28.06	28.79	29.47	30.20	30.96	31.75	32.48	33.30	34.14	35.00
	Appx. Bi-wkly	2,036.00	2,088.80	2,137.60	2,195.20	2,244.80	2,303.20	2,357.60	2,416.00	2,476.80	2,540.00	2,598.40	2,664.00	2,731.20	2,800.00
	Appx. Monthly	4,411.33	4,525.73	4,631.47	4,756.27	4,863.73	4,990.27	5,108.13	5,234.67	5,366.40	5,503.33	5,629.87	5,772.00	5,917.60	6,066.67
	Appx. Annual	52,936.00	54,308.80	55,577.60	57,075.20	58,364.80	59,883.20	61,297.60	62,816.00	64,396.80	66,040.00	67,558.40	69,264.00	71,011.20	72,800.00
46C	Hourly	25.59	26.22	26.88	27.57	28.21	28.93	29.62	30.34	31.09	31.90	32.65	33.45	34.31	35.16
	Appx. Bi-wkly	2,047.20	2,097.60	2,150.40	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	2,812.80
	Appx. Monthly	4,435.60	4,544.80	4,659.20	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	6,094.40
	Appx. Annual	53,227.20	54,537.60	55,910.40	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	73,132.80
46F	Hourly	25.59	26.22	26.88	27.57	28.21	28.93	29.62	30.34	31.09	31.90	32.65	33.45	34.31	
	Appx. Bi-wkly	2,047.20	2,097.60	2,150.40	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	
	Appx. Monthly	4,435.60	4,544.80	4,659.20	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	
	Appx. Annual	53,227.20	54,537.60	55,910.40	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	
46T	Hourly	25.15	25.78	26.40	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73	
	Appx. Bi-wkly	2,012.00	2,062.40	2,112.00	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	
	Appx. Monthly	4,359.33	4,468.53	4,576.00	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	
	Appx. Annual	52,312.00	53,622.40	54,912.00	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	
47	Hourly	25.79	26.42	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.38
	Appx. Bi-wkly	2,063.20	2,113.60	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,830.40
	Appx. Monthly	4,470.27	4,579.47	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,132.53
	Appx. Annual	53,643.20	54,953.60	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,590.40
47A	Hourly	26.12	26.76	27.44	28.06	28.79	29.47	30.20	30.96	31.75	32.48	33.30	34.14	34.96	35.81
	Appx. Bi-wkly	2,089.60	2,140.80	2,195.20	2,244.80	2,303.20	2,357.60	2,416.00	2,476.80	2,540.00	2,598.40	2,664.00	2,731.20	2,796.80	2,864.80
	Appx. Monthly	4,527.47	4,638.40	4,756.27	4,863.73	4,990.27	5,108.13	5,234.67	5,366.40	5,503.33	5,629.87	5,772.00	5,917.60	6,059.73	6,207.07
	Appx. Annual	54,329.60	55,660.80	57,075.20	58,364.80	59,883.20	61,297.60	62,816.00	64,396.80	66,040.00	67,558.40	69,264.00	71,011.20	72,716.80	74,484.80
47C	Hourly	26.23	26.89	27.57	28.21	28.93	29.62	30.34	31.09	31.90	32.65	33.45	34.31	35.12	36.02
	Appx. Bi-wkly	2,098.40	2,151.20	2,205.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	2,809.60	2,881.60
	Appx. Monthly	4,546.53	4,660.93	4,778.80	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	6,087.47	6,243.47
	Appx. Annual	54,558.40	55,931.20	57,345.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	73,049.60	74,921.60
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
47T	Hourly	25.79	26.42	27.09	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	
	Appx. Bi-wkly	2,063.20	2,113.60	2,167.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	
	Appx. Monthly	4,470.27	4,579.47	4,695.60	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	
	Appx. Annual	53,643.20	54,953.60	56,347.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	
48	Hourly	26.37	27.04	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.30
	Appx. Bi-wkly	2,109.60	2,163.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,904.00
	Appx. Monthly	4,570.80	4,686.93	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,292.00
	Appx. Annual	54,849.60	56,243.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,504.00
48A	Hourly	26.67	27.37	28.06	28.79	29.47	30.20	30.96	31.75	32.48	33.30	34.14	34.96	35.84	36.75
	Appx. Bi-wkly	2,133.60	2,189.60	2,244.80	2,303.20	2,357.60	2,416.00	2,476.80	2,540.00	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,940.00
	Appx. Monthly	4,622.80	4,744.13	4,863.73	4,990.27	5,108.13	5,234.67	5,366.40	5,503.33	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,370.00
	Appx. Annual	55,473.60	56,929.60	58,364.80	59,883.20	61,297.60	62,816.00	64,396.80	66,040.00	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,440.00
48C	Hourly	26.85	27.52	28.21	28.93	29.62	30.34	31.09	31.90	32.65	33.45	34.31	35.12	36.04	36.94
	Appx. Bi-wkly	2,148.00	2,201.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,955.20
	Appx. Monthly	4,654.00	4,770.13	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,402.93
	Appx. Annual	55,848.00	57,241.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,835.20
48F	Hourly	26.85	27.52	28.21	28.93	29.62	30.34	31.09	31.90	32.65	33.45	34.31	35.12	36.04	
	Appx. Bi-wkly	2,148.00	2,201.60	2,256.80	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	
	Appx. Monthly	4,654.00	4,770.13	4,889.73	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	
	Appx. Annual	55,848.00	57,241.60	58,676.80	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	
48T	Hourly	26.37	27.04	27.71	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.41	
	Appx. Bi-wkly	2,109.60	2,163.20	2,216.80	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	
	Appx. Monthly	4,570.80	4,686.93	4,803.07	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	
	Appx. Annual	54,849.60	56,243.20	57,636.80	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	
49	Hourly	27.07	27.73	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.15
	Appx. Bi-wkly	2,165.60	2,218.40	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,972.00
	Appx. Monthly	4,692.13	4,806.53	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,439.33
	Appx. Annual	56,305.60	57,678.40	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,272.00
49A	Hourly	27.41	28.09	28.79	29.47	30.20	30.96	31.75	32.48	33.30	34.14	34.96	35.84	36.70	37.61
	Appx. Bi-wkly	2,192.80	2,247.20	2,303.20	2,357.60	2,416.00	2,476.80	2,540.00	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,936.00	3,008.80
	Appx. Monthly	4,751.07	4,868.93	4,990.27	5,108.13	5,234.67	5,366.40	5,503.33	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,361.33	6,519.07
	Appx. Annual	57,012.80	58,427.20	59,883.20	61,297.60	62,816.00	64,396.80	66,040.00	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,336.00	78,228.80
49C	Hourly	27.54	28.23	28.93	29.62	30.34	31.09	31.90	32.65	33.45	34.31	35.12	36.04	36.90	37.81
	Appx. Bi-wkly	2,203.20	2,258.40	2,314.40	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,952.00	3,024.80
	Appx. Monthly	4,773.60	4,893.20	5,014.53	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,396.00	6,553.73
	Appx. Annual	57,283.20	58,718.40	60,174.40	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,752.00	78,644.80
49T	Hourly	27.07	27.73	28.43	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.24	
	Appx. Bi-wkly	2,165.60	2,218.40	2,274.40	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	
	Appx. Monthly	4,692.13	4,806.53	4,927.87	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	
	Appx. Annual	56,305.60	57,678.40	59,134.40	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	
50	Hourly	27.70	28.40	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.06
	Appx. Bi-wkly	2,216.00	2,272.00	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,044.80
	Appx. Monthly	4,801.33	4,922.67	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,597.07
	Appx. Annual	57,616.00	59,072.00	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,164.80
50A	Hourly	28.05	28.74	29.47	30.20	30.96	31.75	32.48	33.30	34.14	34.96	35.84	36.70	37.60	38.55
	Appx. Bi-wkly	2,244.00	2,299.20	2,357.60	2,416.00	2,476.80	2,540.00	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,936.00	3,008.00	3,084.00
	Appx. Monthly	4,862.00	4,981.60	5,108.13	5,234.67	5,366.40	5,503.33	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,361.33	6,517.33	6,682.00
	Appx. Annual	58,344.00	59,779.20	61,297.60	62,816.00	64,396.80	66,040.00	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,336.00	78,208.00	80,184.00
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
50C	Hourly	28.20	28.90	29.62	30.34	31.09	31.90	32.65	33.45	34.31	35.12	36.04	36.90	37.80	38.74
	Appx. Bi-wkly	2,256.00	2,312.00	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,952.00	3,024.00	3,099.20
	Appx. Monthly	4,888.00	5,009.33	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,396.00	6,552.00	6,714.93
	Appx. Annual	58,656.00	60,112.00	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,752.00	78,624.00	80,579.20
50T	Hourly	27.70	28.40	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.14	
	Appx. Bi-wkly	2,216.00	2,272.00	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	
	Appx. Monthly	4,801.33	4,922.67	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	
	Appx. Annual	57,616.00	59,072.00	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	
51	Hourly	28.40	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	38.99
	Appx. Bi-wkly	2,272.00	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,119.20
	Appx. Monthly	4,922.67	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,758.27
	Appx. Annual	59,072.00	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,099.20
51A	Hourly	28.74	29.47	30.20	30.96	31.75	32.48	33.30	34.14	34.96	35.84	36.70	37.60	38.53	39.47
	Appx. Bi-wkly	2,299.20	2,357.60	2,416.00	2,476.80	2,540.00	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,936.00	3,008.00	3,082.40	3,157.60
	Appx. Monthly	4,981.60	5,108.13	5,234.67	5,366.40	5,503.33	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,361.33	6,517.33	6,678.53	6,841.47
	Appx. Annual	59,779.20	61,297.60	62,816.00	64,396.80	66,040.00	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,336.00	78,208.00	80,142.40	82,097.60
51C	Hourly	28.90	29.62	30.34	31.09	31.90	32.65	33.45	34.31	35.12	36.04	36.90	37.80	38.70	39.70
	Appx. Bi-wkly	2,312.00	2,369.60	2,427.20	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,952.00	3,024.00	3,096.00	3,176.00
	Appx. Monthly	5,009.33	5,134.13	5,258.93	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,396.00	6,552.00	6,708.00	6,881.33
	Appx. Annual	60,112.00	61,609.60	63,107.20	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,752.00	78,624.00	80,496.00	82,576.00
51T	Hourly	28.40	29.09	29.84	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	
	Appx. Bi-wkly	2,272.00	2,327.20	2,387.20	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	
	Appx. Monthly	4,922.67	5,042.27	5,172.27	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	
	Appx. Annual	59,072.00	60,507.20	62,067.20	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	
52	Hourly	29.08	29.82	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.98
	Appx. Bi-wkly	2,326.40	2,385.60	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,198.40
	Appx. Monthly	5,040.53	5,168.80	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,929.87
	Appx. Annual	60,486.40	62,025.60	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,158.40
52A	Hourly	29.46	30.19	30.96	31.75	32.48	33.30	34.14	34.96	35.84	36.70	37.60	38.53	39.48	40.51
	Appx. Bi-wkly	2,356.80	2,415.20	2,476.80	2,540.00	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,936.00	3,008.00	3,082.40	3,158.40	3,240.80
	Appx. Monthly	5,106.40	5,232.93	5,366.40	5,503.33	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,361.33	6,517.33	6,678.53	6,843.20	7,021.73
	Appx. Annual	61,276.80	62,795.20	64,396.80	66,040.00	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,336.00	78,208.00	80,142.40	82,118.40	84,260.80
52C	Hourly	29.61	30.33	31.09	31.90	32.65	33.45	34.31	35.12	36.04	36.90	37.80	38.70	39.71	40.69
	Appx. Bi-wkly	2,368.80	2,426.40	2,487.20	2,552.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,952.00	3,024.00	3,096.00	3,176.80	3,255.20
	Appx. Monthly	5,132.40	5,257.20	5,388.93	5,529.33	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,396.00	6,552.00	6,708.00	6,883.07	7,052.93
	Appx. Annual	61,588.80	63,086.40	64,667.20	66,352.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,752.00	78,624.00	80,496.00	82,596.80	84,635.20
52T	Hourly	29.08	29.82	30.57	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	
	Appx. Bi-wkly	2,326.40	2,385.60	2,445.60	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	
	Appx. Monthly	5,040.53	5,168.80	5,298.80	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	
	Appx. Annual	60,486.40	62,025.60	63,585.60	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	
53	Hourly	29.85	30.59	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.02
	Appx. Bi-wkly	2,388.00	2,447.20	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,281.60
	Appx. Monthly	5,174.00	5,302.27	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,110.13
	Appx. Annual	62,088.00	63,627.20	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,321.60
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
53A	Hourly	30.22	30.98	31.75	32.48	33.30	34.14	34.96	35.84	36.70	37.60	38.53	39.48	40.49	41.48
	Appx. Bi-wkly	2,417.60	2,478.40	2,540.00	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,936.00	3,008.00	3,082.40	3,158.40	3,239.20	3,318.40
	Appx. Monthly	5,238.13	5,369.87	5,503.33	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,361.33	6,517.33	6,678.53	6,843.20	7,018.27	7,189.87
	Appx. Annual	62,857.60	64,438.40	66,040.00	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,336.00	78,208.00	80,142.40	82,118.40	84,219.20	86,278.40
53C	Hourly	30.36	31.11	31.90	32.65	33.45	34.31	35.12	36.04	36.90	37.80	38.70	39.71	40.68	41.73
	Appx. Bi-wkly	2,428.80	2,488.80	2,552.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,952.00	3,024.00	3,096.00	3,176.80	3,254.40	3,338.40
	Appx. Monthly	5,262.40	5,392.40	5,529.33	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,396.00	6,552.00	6,708.00	6,883.07	7,051.20	7,233.20
	Appx. Annual	63,148.80	64,708.80	66,352.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,752.00	78,624.00	80,496.00	82,596.80	84,614.40	86,798.40
53T	Hourly	29.85	30.59	31.36	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.97	
	Appx. Bi-wkly	2,388.00	2,447.20	2,508.80	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	
	Appx. Monthly	5,174.00	5,302.27	5,435.73	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	
	Appx. Annual	62,088.00	63,627.20	65,228.80	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	
54	Hourly	30.54	31.32	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.99
	Appx. Bi-wkly	2,443.20	2,505.60	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,359.20
	Appx. Monthly	5,293.60	5,428.80	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,278.27
	Appx. Annual	63,523.20	65,145.60	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,339.20
54A	Hourly	30.92	31.71	32.48	33.30	34.14	34.96	35.84	36.70	37.60	38.53	39.48	40.49	41.47	42.53
	Appx. Bi-wkly	2,473.60	2,536.80	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,936.00	3,008.00	3,082.40	3,158.40	3,239.20	3,317.60	3,402.40
	Appx. Monthly	5,359.47	5,496.40	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,361.33	6,517.33	6,678.53	6,843.20	7,018.27	7,188.13	7,371.87
	Appx. Annual	64,313.60	65,956.80	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,336.00	78,208.00	80,142.40	82,118.40	84,219.20	86,257.60	88,462.40
54C	Hourly	31.07	31.85	32.65	33.45	34.31	35.12	36.04	36.90	37.80	38.70	39.71	40.68	41.71	42.71
	Appx. Bi-wkly	2,485.60	2,548.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,952.00	3,024.00	3,096.00	3,176.80	3,254.40	3,336.80	3,416.80
	Appx. Monthly	5,385.47	5,520.67	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,396.00	6,552.00	6,708.00	6,883.07	7,051.20	7,229.73	7,403.07
	Appx. Annual	64,625.60	66,248.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,752.00	78,624.00	80,496.00	82,596.80	84,614.40	86,756.80	88,836.80
54T	Hourly	30.54	31.32	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.00	
	Appx. Bi-wkly	2,443.20	2,505.60	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	
	Appx. Monthly	5,293.60	5,428.80	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	
	Appx. Annual	63,523.20	65,145.60	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	
55	Hourly	31.32	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.05
	Appx. Bi-wkly	2,505.60	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,444.00
	Appx. Monthly	5,428.80	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,462.00
	Appx. Annual	65,145.60	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,544.00
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
55A	Hourly	31.71	32.48	33.30	34.14	34.96	35.84	36.70	37.60	38.53	39.48	40.49	41.47	42.52	43.57
	Appx. Bi-wkly	2,536.80	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,936.00	3,008.00	3,082.40	3,158.40	3,239.20	3,317.60	3,401.60	3,485.60
	Appx. Monthly	5,496.40	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,361.33	6,517.33	6,678.53	6,843.20	7,018.27	7,188.13	7,370.13	7,552.13
	Appx. Annual	65,956.80	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,336.00	78,208.00	80,142.40	82,118.40	84,219.20	86,257.60	88,441.60	90,625.60
55C	Hourly	31.85	32.65	33.45	34.31	35.12	36.04	36.90	37.80	38.70	39.71	40.68	41.71	42.70	43.80
	Appx. Bi-wkly	2,548.00	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,952.00	3,024.00	3,096.00	3,176.80	3,254.40	3,336.80	3,416.00	3,504.00
	Appx. Monthly	5,520.67	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,396.00	6,552.00	6,708.00	6,883.07	7,051.20	7,229.73	7,401.33	7,592.00
	Appx. Annual	66,248.00	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,752.00	78,624.00	80,496.00	82,596.80	84,614.40	86,756.80	88,816.00	91,104.00
55T	Hourly	31.32	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.98	
	Appx. Bi-wkly	2,505.60	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	
	Appx. Monthly	5,428.80	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	
	Appx. Annual	65,145.60	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	
56	Hourly	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.11
	Appx. Bi-wkly	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,528.80
	Appx. Monthly	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,645.73
	Appx. Annual	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,748.80
56A	Hourly	32.48	33.30	34.14	34.96	35.84	36.70	37.60	38.53	39.48	40.49	41.47	42.52	43.56	44.67
	Appx. Bi-wkly	2,598.40	2,664.00	2,731.20	2,796.80	2,867.20	2,936.00	3,008.00	3,082.40	3,158.40	3,239.20	3,317.60	3,401.60	3,484.80	3,573.60
	Appx. Monthly	5,629.87	5,772.00	5,917.60	6,059.73	6,212.27	6,361.33	6,517.33	6,678.53	6,843.20	7,018.27	7,188.13	7,370.13	7,550.40	7,742.80
	Appx. Annual	67,558.40	69,264.00	71,011.20	72,716.80	74,547.20	76,336.00	78,208.00	80,142.40	82,118.40	84,219.20	86,257.60	88,441.60	90,604.80	92,913.60
56C	Hourly	32.65	33.45	34.31	35.12	36.04	36.90	37.80	38.70	39.71	40.68	41.71	42.70	43.79	44.88
	Appx. Bi-wkly	2,612.00	2,676.00	2,744.80	2,809.60	2,883.20	2,952.00	3,024.00	3,096.00	3,176.80	3,254.40	3,336.80	3,416.00	3,503.20	3,590.40
	Appx. Monthly	5,659.33	5,798.00	5,947.07	6,087.47	6,246.93	6,396.00	6,552.00	6,708.00	6,883.07	7,051.20	7,229.73	7,401.33	7,590.27	7,779.20
	Appx. Annual	67,912.00	69,576.00	71,364.80	73,049.60	74,963.20	76,752.00	78,624.00	80,496.00	82,596.80	84,614.40	86,756.80	88,816.00	91,083.20	93,350.40
56T	Hourly	32.10	32.88	33.73	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.04	
	Appx. Bi-wkly	2,568.00	2,630.40	2,698.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	
	Appx. Monthly	5,564.00	5,699.20	5,846.53	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	
	Appx. Annual	66,768.00	68,390.40	70,158.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	
57	Hourly	32.86	33.68	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.18
	Appx. Bi-wkly	2,628.80	2,694.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,614.40
	Appx. Monthly	5,695.73	5,837.87	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,831.20
	Appx. Annual	68,348.80	70,054.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	93,974.40
57A	Hourly	33.28	34.10	34.96	35.84	36.70	37.60	38.53	39.48	40.49	41.47	42.52	43.56	44.65	45.76
	Appx. Bi-wkly	2,662.40	2,728.00	2,796.80	2,867.20	2,936.00	3,008.00	3,082.40	3,158.40	3,239.20	3,317.60	3,401.60	3,484.80	3,572.00	3,660.80
	Appx. Monthly	5,768.53	5,910.67	6,059.73	6,212.27	6,361.33	6,517.33	6,678.53	6,843.20	7,018.27	7,188.13	7,370.13	7,550.40	7,739.33	7,931.73
	Appx. Annual	69,222.40	70,928.00	72,716.80	74,547.20	76,336.00	78,208.00	80,142.40	82,118.40	84,219.20	86,257.60	88,441.60	90,604.80	92,872.00	95,180.80
57C	Hourly	33.43	34.27	35.12	36.04	36.90	37.80	38.70	39.71	40.68	41.71	42.70	43.79	44.85	45.99
	Appx. Bi-wkly	2,674.40	2,741.60	2,809.60	2,883.20	2,952.00	3,024.00	3,096.00	3,176.80	3,254.40	3,336.80	3,416.00	3,503.20	3,588.00	3,679.20
	Appx. Monthly	5,794.53	5,940.13	6,087.47	6,246.93	6,396.00	6,552.00	6,708.00	6,883.07	7,051.20	7,229.73	7,401.33	7,590.27	7,774.00	7,971.60
	Appx. Annual	69,534.40	71,281.60	73,049.60	74,963.20	76,752.00	78,624.00	80,496.00	82,596.80	84,614.40	86,756.80	88,816.00	91,083.20	93,288.00	95,659.20
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
57T	Hourly	32.86	33.68	34.54	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.08	
	Appx. Bi-wkly	2,628.80	2,694.40	2,763.20	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	
	Appx. Monthly	5,695.73	5,837.87	5,986.93	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	
	Appx. Annual	68,348.80	70,054.40	71,843.20	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	
58	Hourly	33.71	34.56	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.32
	Appx. Bi-wkly	2,696.80	2,764.80	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,705.60
	Appx. Monthly	5,843.07	5,990.40	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,028.80
	Appx. Annual	70,116.80	71,884.80	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,345.60
58A	Hourly	34.12	34.99	35.84	36.70	37.60	38.53	39.48	40.49	41.47	42.52	43.56	44.65	45.78	46.92
	Appx. Bi-wkly	2,729.60	2,799.20	2,867.20	2,936.00	3,008.00	3,082.40	3,158.40	3,239.20	3,317.60	3,401.60	3,484.80	3,572.00	3,662.40	3,753.60
	Appx. Monthly	5,914.13	6,064.93	6,212.27	6,361.33	6,517.33	6,678.53	6,843.20	7,018.27	7,188.13	7,370.13	7,550.40	7,739.33	7,935.20	8,132.80
	Appx. Annual	70,969.60	72,779.20	74,547.20	76,336.00	78,208.00	80,142.40	82,118.40	84,219.20	86,257.60	88,441.60	90,604.80	92,872.00	95,222.40	97,593.60
58C	Hourly	34.30	35.14	36.04	36.90	37.80	38.70	39.71	40.68	41.71	42.70	43.79	44.85	46.01	47.16
	Appx. Bi-wkly	2,744.00	2,811.20	2,883.20	2,952.00	3,024.00	3,096.00	3,176.80	3,254.40	3,336.80	3,416.00	3,503.20	3,588.00	3,680.80	3,772.80
	Appx. Monthly	5,945.33	6,090.93	6,246.93	6,396.00	6,552.00	6,708.00	6,883.07	7,051.20	7,229.73	7,401.33	7,590.27	7,774.00	7,975.07	8,174.40
	Appx. Annual	71,344.00	73,091.20	74,963.20	76,752.00	78,624.00	80,496.00	82,596.80	84,614.40	86,756.80	88,816.00	91,083.20	93,288.00	95,700.80	98,092.80
58T	Hourly	33.71	34.56	35.41	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.20	
	Appx. Bi-wkly	2,696.80	2,764.80	2,832.80	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	
	Appx. Monthly	5,843.07	5,990.40	6,137.73	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	
	Appx. Annual	70,116.80	71,884.80	73,652.80	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	
59	Hourly	34.52	35.34	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.45
	Appx. Bi-wkly	2,761.60	2,827.20	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,796.00
	Appx. Monthly	5,983.47	6,125.60	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,224.67
	Appx. Annual	71,801.60	73,507.20	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,696.00
59A	Hourly	34.95	35.80	36.70	37.60	38.53	39.48	40.49	41.47	42.52	43.56	44.65	45.78	46.89	48.05
	Appx. Bi-wkly	2,796.00	2,864.00	2,936.00	3,008.00	3,082.40	3,158.40	3,239.20	3,317.60	3,401.60	3,484.80	3,572.00	3,662.40	3,751.20	3,844.00
	Appx. Monthly	6,058.00	6,205.33	6,361.33	6,517.33	6,678.53	6,843.20	7,018.27	7,188.13	7,370.13	7,550.40	7,739.33	7,935.20	8,127.60	8,328.67
	Appx. Annual	72,696.00	74,464.00	76,336.00	78,208.00	80,142.40	82,118.40	84,219.20	86,257.60	88,441.60	90,604.80	92,872.00	95,222.40	97,531.20	99,944.00
59C	Hourly	35.10	36.01	36.90	37.80	38.70	39.71	40.68	41.71	42.70	43.79	44.85	46.01	47.13	48.31
	Appx. Bi-wkly	2,808.00	2,880.80	2,952.00	3,024.00	3,096.00	3,176.80	3,254.40	3,336.80	3,416.00	3,503.20	3,588.00	3,680.80	3,770.40	3,864.80
	Appx. Monthly	6,084.00	6,241.73	6,396.00	6,552.00	6,708.00	6,883.07	7,051.20	7,229.73	7,401.33	7,590.27	7,774.00	7,975.07	8,169.20	8,373.73
	Appx. Annual	73,008.00	74,900.80	76,752.00	78,624.00	80,496.00	82,596.80	84,614.40	86,756.80	88,816.00	91,083.20	93,288.00	95,700.80	98,030.40	100,484.80
59T	Hourly	34.52	35.34	36.24	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.29	
	Appx. Bi-wkly	2,761.60	2,827.20	2,899.20	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	
	Appx. Monthly	5,983.47	6,125.60	6,281.60	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	
	Appx. Annual	71,801.60	73,507.20	75,379.20	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
60	Hourly	35.33	36.23	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.70
	Appx. Bi-wkly	2,826.40	2,898.40	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,896.00
	Appx. Monthly	6,123.87	6,279.87	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,441.33
	Appx. Annual	73,486.40	75,358.40	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,296.00
60A	Hourly	35.79	36.69	37.60	38.53	39.48	40.49	41.47	42.52	43.56	44.65	45.78	46.89	48.09	49.29
	Appx. Bi-wkly	2,863.20	2,935.20	3,008.00	3,082.40	3,158.40	3,239.20	3,317.60	3,401.60	3,484.80	3,572.00	3,662.40	3,751.20	3,847.20	3,943.20
	Appx. Monthly	6,203.60	6,359.60	6,517.33	6,678.53	6,843.20	7,018.27	7,188.13	7,370.13	7,550.40	7,739.33	7,935.20	8,127.60	8,335.60	8,543.60
	Appx. Annual	74,443.20	76,315.20	78,208.00	80,142.40	82,118.40	84,219.20	86,257.60	88,441.60	90,604.80	92,872.00	95,222.40	97,531.20	100,027.20	102,523.20
60C	Hourly	35.98	36.89	37.80	38.70	39.71	40.68	41.71	42.70	43.79	44.85	46.01	47.13	48.34	49.55
	Appx. Bi-wkly	2,878.40	2,951.20	3,024.00	3,096.00	3,176.80	3,254.40	3,336.80	3,416.00	3,503.20	3,588.00	3,680.80	3,770.40	3,867.20	3,964.00
	Appx. Monthly	6,236.53	6,394.27	6,552.00	6,708.00	6,883.07	7,051.20	7,229.73	7,401.33	7,590.27	7,774.00	7,975.07	8,169.20	8,378.93	8,588.67
	Appx. Annual	74,838.40	76,731.20	78,624.00	80,496.00	82,596.80	84,614.40	86,756.80	88,816.00	91,083.20	93,288.00	95,700.80	98,030.40	100,547.20	103,064.00
60T	Hourly	35.33	36.23	37.14	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.48	
	Appx. Bi-wkly	2,826.40	2,898.40	2,971.20	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	
	Appx. Monthly	6,123.87	6,279.87	6,437.60	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	
	Appx. Annual	73,486.40	75,358.40	77,251.20	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	
61	Hourly	36.21	37.12	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.85
	Appx. Bi-wkly	2,896.80	2,969.60	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,988.00
	Appx. Monthly	6,276.40	6,434.13	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,640.67
	Appx. Annual	75,316.80	77,209.60	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,688.00
61A	Hourly	36.67	37.57	38.53	39.48	40.49	41.47	42.52	43.56	44.65	45.78	46.89	48.09	49.23	50.50
	Appx. Bi-wkly	2,933.60	3,005.60	3,082.40	3,158.40	3,239.20	3,317.60	3,401.60	3,484.80	3,572.00	3,662.40	3,751.20	3,847.20	3,938.40	4,040.00
	Appx. Monthly	6,356.13	6,512.13	6,678.53	6,843.20	7,018.27	7,188.13	7,370.13	7,550.40	7,739.33	7,935.20	8,127.60	8,335.60	8,533.20	8,753.33
	Appx. Annual	76,273.60	78,145.60	80,142.40	82,118.40	84,219.20	86,257.60	88,441.60	90,604.80	92,872.00	95,222.40	97,531.20	100,027.20	102,398.40	105,040.00
61C	Hourly	36.86	37.78	38.70	39.71	40.68	41.71	42.70	43.79	44.85	46.01	47.13	48.34	49.48	50.71
	Appx. Bi-wkly	2,948.80	3,022.40	3,096.00	3,176.80	3,254.40	3,336.80	3,416.00	3,503.20	3,588.00	3,680.80	3,770.40	3,867.20	3,958.40	4,056.80
	Appx. Monthly	6,389.07	6,548.53	6,708.00	6,883.07	7,051.20	7,229.73	7,401.33	7,590.27	7,774.00	7,975.07	8,169.20	8,378.93	8,576.53	8,789.73
	Appx. Annual	76,668.80	78,582.40	80,496.00	82,596.80	84,614.40	86,756.80	88,816.00	91,083.20	93,288.00	95,700.80	98,030.40	100,547.20	102,918.40	105,476.80
61T	Hourly	36.21	37.12	38.04	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.62	
	Appx. Bi-wkly	2,896.80	2,969.60	3,043.20	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	
	Appx. Monthly	6,276.40	6,434.13	6,593.60	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	
	Appx. Annual	75,316.80	77,209.60	79,123.20	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	
62	Hourly	37.13	38.05	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.13
	Appx. Bi-wkly	2,970.40	3,044.00	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,090.40
	Appx. Monthly	6,435.87	6,595.33	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,862.53
	Appx. Annual	77,230.40	79,144.00	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,350.40
62A	Hourly	37.58	38.54	39.48	40.49	41.47	42.52	43.56	44.65	45.78	46.89	48.09	49.23	50.54	51.77
	Appx. Bi-wkly	3,006.40	3,083.20	3,158.40	3,239.20	3,317.60	3,401.60	3,484.80	3,572.00	3,662.40	3,751.20	3,847.20	3,938.40	4,043.20	4,141.60
	Appx. Monthly	6,513.87	6,680.27	6,843.20	7,018.27	7,188.13	7,370.13	7,550.40	7,739.33	7,935.20	8,127.60	8,335.60	8,533.20	8,760.27	8,973.47
	Appx. Annual	78,166.40	80,163.20	82,118.40	84,219.20	86,257.60	88,441.60	90,604.80	92,872.00	95,222.40	97,531.20	100,027.20	102,398.40	105,123.20	107,681.60

Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
62C	Hourly	37.79	38.71	39.71	40.68	41.71	42.70	43.79	44.85	46.01	47.13	48.34	49.48	50.75	52.03
	Appx. Bi-wkly	3,023.20	3,096.80	3,176.80	3,254.40	3,336.80	3,416.00	3,503.20	3,588.00	3,680.80	3,770.40	3,867.20	3,958.40	4,060.00	4,162.40
	Appx. Monthly	6,550.27	6,709.73	6,883.07	7,051.20	7,229.73	7,401.33	7,590.27	7,774.00	7,975.07	8,169.20	8,378.93	8,576.53	8,796.67	9,018.53
	Appx. Annual	78,603.20	80,516.80	82,596.80	84,614.40	86,756.80	88,816.00	91,083.20	93,288.00	95,700.80	98,030.40	100,547.20	102,918.40	105,560.00	108,222.40
62T	Hourly	37.13	38.05	39.00	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.88	
	Appx. Bi-wkly	2,970.40	3,044.00	3,120.00	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	
	Appx. Monthly	6,435.87	6,595.33	6,760.00	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	
	Appx. Annual	77,230.40	79,144.00	81,120.00	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	
63	Hourly	38.04	38.99	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.36
	Appx. Bi-wkly	3,043.20	3,119.20	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,188.80
	Appx. Monthly	6,593.60	6,758.27	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,075.73
	Appx. Annual	79,123.20	81,099.20	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,908.80
63A	Hourly	38.53	39.47	40.49	41.47	42.52	43.56	44.65	45.78	46.89	48.09	49.23	50.54	51.71	53.01
	Appx. Bi-wkly	3,082.40	3,157.60	3,239.20	3,317.60	3,401.60	3,484.80	3,572.00	3,662.40	3,751.20	3,847.20	3,938.40	4,043.20	4,136.80	4,240.80
	Appx. Monthly	6,678.53	6,841.47	7,018.27	7,188.13	7,370.13	7,550.40	7,739.33	7,935.20	8,127.60	8,335.60	8,533.20	8,760.27	8,963.07	9,188.40
	Appx. Annual	80,142.40	82,097.60	84,219.20	86,257.60	88,441.60	90,604.80	92,872.00	95,222.40	97,531.20	100,027.20	102,398.40	105,123.20	107,556.80	110,260.80
63C	Hourly	38.70	39.70	40.68	41.71	42.70	43.79	44.85	46.01	47.13	48.34	49.48	50.75	51.98	53.31
	Appx. Bi-wkly	3,096.00	3,176.00	3,254.40	3,336.80	3,416.00	3,503.20	3,588.00	3,680.80	3,770.40	3,867.20	3,958.40	4,060.00	4,158.40	4,264.80
	Appx. Monthly	6,708.00	6,881.33	7,051.20	7,229.73	7,401.33	7,590.27	7,774.00	7,975.07	8,169.20	8,378.93	8,576.53	8,796.67	9,009.87	9,240.40
	Appx. Annual	80,496.00	82,576.00	84,614.40	86,756.80	88,816.00	91,083.20	93,288.00	95,700.80	98,030.40	100,547.20	102,918.40	105,560.00	108,118.40	110,884.80
63T	Hourly	38.04	38.99	39.97	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.07	
	Appx. Bi-wkly	3,043.20	3,119.20	3,197.60	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	
	Appx. Monthly	6,593.60	6,758.27	6,928.13	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	
	Appx. Annual	79,123.20	81,099.20	83,137.60	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	
64	Hourly	38.98	39.96	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.60
	Appx. Bi-wkly	3,118.40	3,196.80	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,288.00
	Appx. Monthly	6,756.53	6,926.40	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,290.67
	Appx. Annual	81,078.40	83,116.80	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,488.00
64A	Hourly	39.46	40.48	41.47	42.52	43.56	44.65	45.78	46.89	48.09	49.23	50.54	51.71	52.96	54.27
	Appx. Bi-wkly	3,156.80	3,238.40	3,317.60	3,401.60	3,484.80	3,572.00	3,662.40	3,751.20	3,847.20	3,938.40	4,043.20	4,136.80	4,236.80	4,341.60
	Appx. Monthly	6,839.73	7,016.53	7,188.13	7,370.13	7,550.40	7,739.33	7,935.20	8,127.60	8,335.60	8,533.20	8,760.27	8,963.07	9,179.73	9,406.80
	Appx. Annual	82,076.80	84,198.40	86,257.60	88,441.60	90,604.80	92,872.00	95,222.40	97,531.20	100,027.20	102,398.40	105,123.20	107,556.80	110,156.80	112,881.60
64C	Hourly	39.68	40.67	41.71	42.70	43.79	44.85	46.01	47.13	48.34	49.48	50.75	51.98	53.25	54.55
	Appx. Bi-wkly	3,174.40	3,253.60	3,336.80	3,416.00	3,503.20	3,588.00	3,680.80	3,770.40	3,867.20	3,958.40	4,060.00	4,158.40	4,260.00	4,364.00
	Appx. Monthly	6,877.87	7,049.47	7,229.73	7,401.33	7,590.27	7,774.00	7,975.07	8,169.20	8,378.93	8,576.53	8,796.67	9,009.87	9,230.00	9,455.33
	Appx. Annual	82,534.40	84,593.60	86,756.80	88,816.00	91,083.20	93,288.00	95,700.80	98,030.40	100,547.20	102,918.40	105,560.00	108,118.40	110,760.00	113,464.00
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
64T	Hourly	38.98	39.96	41.00	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.31	
	Appx. Bi-wkly	3,118.40	3,196.80	3,280.00	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	
	Appx. Monthly	6,756.53	6,926.40	7,106.67	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	
	Appx. Annual	81,078.40	83,116.80	85,280.00	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	
65	Hourly	39.95	40.98	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99
	Appx. Bi-wkly	3,196.00	3,278.40	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20
	Appx. Monthly	6,924.67	7,103.20	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60
	Appx. Annual	83,096.00	85,238.40	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20
65A	Hourly	40.47	41.46	42.52	43.56	44.65	45.78	46.89	48.09	49.23	50.54	51.71	52.96	54.32	55.71
	Appx. Bi-wkly	3,237.60	3,316.80	3,401.60	3,484.80	3,572.00	3,662.40	3,751.20	3,847.20	3,938.40	4,043.20	4,136.80	4,236.80	4,345.60	4,456.80
	Appx. Monthly	7,014.80	7,186.40	7,370.13	7,550.40	7,739.33	7,935.20	8,127.60	8,335.60	8,533.20	8,760.27	8,963.07	9,179.73	9,415.47	9,656.40
	Appx. Annual	84,177.60	86,236.80	88,441.60	90,604.80	92,872.00	95,222.40	97,531.20	100,027.20	102,398.40	105,123.20	107,556.80	110,156.80	112,985.60	115,876.80
65C	Hourly	40.66	41.70	42.70	43.79	44.85	46.01	47.13	48.34	49.48	50.75	51.98	53.25	54.63	55.95
	Appx. Bi-wkly	3,252.80	3,336.00	3,416.00	3,503.20	3,588.00	3,680.80	3,770.40	3,867.20	3,958.40	4,060.00	4,158.40	4,260.00	4,370.40	4,476.00
	Appx. Monthly	7,047.73	7,228.00	7,401.33	7,590.27	7,774.00	7,975.07	8,169.20	8,378.93	8,576.53	8,796.67	9,009.87	9,230.00	9,469.20	9,698.00
	Appx. Annual	84,572.80	86,736.00	88,816.00	91,083.20	93,288.00	95,700.80	98,030.40	100,547.20	102,918.40	105,560.00	108,118.40	110,760.00	113,630.40	116,376.00
65T	Hourly	39.95	40.98	41.98	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.65	
	Appx. Bi-wkly	3,196.00	3,278.40	3,358.40	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	
	Appx. Monthly	6,924.67	7,103.20	7,276.53	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	
	Appx. Annual	83,096.00	85,238.40	87,318.40	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	
66	Hourly	40.96	41.97	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.37
	Appx. Bi-wkly	3,276.80	3,357.60	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,509.60
	Appx. Monthly	7,099.73	7,274.80	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,770.80
	Appx. Annual	85,196.80	87,297.60	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,249.60
66A	Hourly	41.44	42.51	43.56	44.65	45.78	46.89	48.09	49.23	50.54	51.71	52.96	54.32	55.71	57.08
	Appx. Bi-wkly	3,315.20	3,400.80	3,484.80	3,572.00	3,662.40	3,751.20	3,847.20	3,938.40	4,043.20	4,136.80	4,236.80	4,345.60	4,456.80	4,566.40
	Appx. Monthly	7,182.93	7,368.40	7,550.40	7,739.33	7,935.20	8,127.60	8,335.60	8,533.20	8,760.27	8,963.07	9,179.73	9,415.47	9,656.40	9,893.87
	Appx. Annual	86,195.20	88,420.80	90,604.80	92,872.00	95,222.40	97,531.20	100,027.20	102,398.40	105,123.20	107,556.80	110,156.80	112,985.60	115,876.80	118,726.40
66C	Hourly	41.69	42.69	43.79	44.85	46.01	47.13	48.34	49.48	50.75	51.98	53.25	54.63	55.95	57.37
	Appx. Bi-wkly	3,335.20	3,415.20	3,503.20	3,588.00	3,680.80	3,770.40	3,867.20	3,958.40	4,060.00	4,158.40	4,260.00	4,370.40	4,476.00	4,589.60
	Appx. Monthly	7,226.27	7,399.60	7,590.27	7,774.00	7,975.07	8,169.20	8,378.93	8,576.53	8,796.67	9,009.87	9,230.00	9,469.20	9,698.00	9,944.13
	Appx. Annual	86,715.20	88,795.20	91,083.20	93,288.00	95,700.80	98,030.40	100,547.20	102,918.40	105,560.00	108,118.40	110,760.00	113,630.40	116,376.00	119,329.60
66T	Hourly	40.96	41.97	43.04	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99	
	Appx. Bi-wkly	3,276.80	3,357.60	3,443.20	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	
	Appx. Monthly	7,099.73	7,274.80	7,460.27	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	
	Appx. Annual	85,196.80	87,297.60	89,523.20	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	
67	Hourly	41.95	43.02	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.76
	Appx. Bi-wkly	3,356.00	3,441.60	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,620.80
	Appx. Monthly	7,271.33	7,456.80	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,011.73
	Appx. Annual	87,256.00	89,481.60	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,140.80
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
67A	Hourly	42.49	43.54	44.65	45.78	46.89	48.09	49.23	50.54	51.71	52.96	54.32	55.71	57.06	58.49
	Appx. Bi-wkly	3,399.20	3,483.20	3,572.00	3,662.40	3,751.20	3,847.20	3,938.40	4,043.20	4,136.80	4,236.80	4,345.60	4,456.80	4,564.80	4,679.20
	Appx. Monthly	7,364.93	7,546.93	7,739.33	7,935.20	8,127.60	8,335.60	8,533.20	8,760.27	8,963.07	9,179.73	9,415.47	9,656.40	9,890.40	10,138.27
	Appx. Annual	88,379.20	90,563.20	92,872.00	95,222.40	97,531.20	100,027.20	102,398.40	105,123.20	107,556.80	110,156.80	112,985.60	115,876.80	118,684.80	121,659.20
67C	Hourly	42.67	43.77	44.85	46.01	47.13	48.34	49.48	50.75	51.98	53.25	54.63	55.95	57.33	58.77
	Appx. Bi-wkly	3,413.60	3,501.60	3,588.00	3,680.80	3,770.40	3,867.20	3,958.40	4,060.00	4,158.40	4,260.00	4,370.40	4,476.00	4,586.40	4,701.60
	Appx. Monthly	7,396.13	7,586.80	7,774.00	7,975.07	8,169.20	8,378.93	8,576.53	8,796.67	9,009.87	9,230.00	9,469.20	9,698.00	9,937.20	10,186.80
	Appx. Annual	88,753.60	91,041.60	93,288.00	95,700.80	98,030.40	100,547.20	102,918.40	105,560.00	108,118.40	110,760.00	113,630.40	116,376.00	119,246.40	122,241.60
67T	Hourly	41.95	43.02	44.08	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.35	
	Appx. Bi-wkly	3,356.00	3,441.60	3,526.40	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	
	Appx. Monthly	7,271.33	7,456.80	7,640.53	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	
	Appx. Annual	87,256.00	89,481.60	91,686.40	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	
68	Hourly	43.04	44.11	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.22
	Appx. Bi-wkly	3,443.20	3,528.80	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,737.60
	Appx. Monthly	7,460.27	7,645.73	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,264.80
	Appx. Annual	89,523.20	91,748.80	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,177.60
68A	Hourly	43.56	44.67	45.78	46.89	48.09	49.23	50.54	51.71	52.96	54.32	55.71	57.06	58.51	59.97
	Appx. Bi-wkly	3,484.80	3,573.60	3,662.40	3,751.20	3,847.20	3,938.40	4,043.20	4,136.80	4,236.80	4,345.60	4,456.80	4,564.80	4,680.80	4,797.60
	Appx. Monthly	7,550.40	7,742.80	7,935.20	8,127.60	8,335.60	8,533.20	8,760.27	8,963.07	9,179.73	9,415.47	9,656.40	9,890.40	10,141.73	10,394.80
	Appx. Annual	90,604.80	92,913.60	95,222.40	97,531.20	100,027.20	102,398.40	105,123.20	107,556.80	110,156.80	112,985.60	115,876.80	118,684.80	121,700.80	124,737.60
68C	Hourly	43.79	44.88	46.01	47.13	48.34	49.48	50.75	51.98	53.25	54.63	55.95	57.33	58.78	60.25
	Appx. Bi-wkly	3,503.20	3,590.40	3,680.80	3,770.40	3,867.20	3,958.40	4,060.00	4,158.40	4,260.00	4,370.40	4,476.00	4,586.40	4,702.40	4,820.00
	Appx. Monthly	7,590.27	7,779.20	7,975.07	8,169.20	8,378.93	8,576.53	8,796.67	9,009.87	9,230.00	9,469.20	9,698.00	9,937.20	10,188.53	10,443.33
	Appx. Annual	91,083.20	93,350.40	95,700.80	98,030.40	100,547.20	102,918.40	105,560.00	108,118.40	110,760.00	113,630.40	116,376.00	119,246.40	122,262.40	125,320.00
68T	Hourly	43.04	44.11	45.20	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.77	
	Appx. Bi-wkly	3,443.20	3,528.80	3,616.00	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	
	Appx. Monthly	7,460.27	7,645.73	7,834.67	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	
	Appx. Annual	89,523.20	91,748.80	94,016.00	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	
69	Hourly	44.07	45.17	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.73
	Appx. Bi-wkly	3,525.60	3,613.60	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,858.40
	Appx. Monthly	7,638.80	7,829.47	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,526.53
	Appx. Annual	91,665.60	93,953.60	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,318.40
69A	Hourly	44.64	45.75	46.89	48.09	49.23	50.54	51.71	52.96	54.32	55.71	57.06	58.51	59.98	61.46
	Appx. Bi-wkly	3,571.20	3,660.00	3,751.20	3,847.20	3,938.40	4,043.20	4,136.80	4,236.80	4,345.60	4,456.80	4,564.80	4,680.80	4,798.40	4,916.80
	Appx. Monthly	7,737.60	7,930.00	8,127.60	8,335.60	8,533.20	8,760.27	8,963.07	9,179.73	9,415.47	9,656.40	9,890.40	10,141.73	10,396.53	10,653.07
	Appx. Annual	92,851.20	95,160.00	97,531.20	100,027.20	102,398.40	105,123.20	107,556.80	110,156.80	112,985.60	115,876.80	118,684.80	121,700.80	124,758.40	127,836.80
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
69C	Hourly	44.84	45.97	47.13	48.34	49.48	50.75	51.98	53.25	54.63	55.95	57.33	58.78	60.26	61.78
	Appx. Bi-wkly	3,587.20	3,677.60	3,770.40	3,867.20	3,958.40	4,060.00	4,158.40	4,260.00	4,370.40	4,476.00	4,586.40	4,702.40	4,820.80	4,942.40
	Appx. Monthly	7,772.27	7,968.13	8,169.20	8,378.93	8,576.53	8,796.67	9,009.87	9,230.00	9,469.20	9,698.00	9,937.20	10,188.53	10,445.07	10,708.53
	Appx. Annual	93,267.20	95,617.60	98,030.40	100,547.20	102,918.40	105,560.00	108,118.40	110,760.00	113,630.40	116,376.00	119,246.40	122,262.40	125,340.80	128,502.40
69T	Hourly	44.07	45.17	46.29	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.23	
	Appx. Bi-wkly	3,525.60	3,613.60	3,703.20	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	
	Appx. Monthly	7,638.80	7,829.47	8,023.60	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	
	Appx. Annual	91,665.60	93,953.60	96,283.20	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	
70	Hourly	45.20	46.32	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.27
	Appx. Bi-wkly	3,616.00	3,705.60	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,981.60
	Appx. Monthly	7,834.67	8,028.80	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,793.47
	Appx. Annual	94,016.00	96,345.60	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,521.60
70A	Hourly	45.78	46.92	48.09	49.23	50.54	51.71	52.96	54.32	55.71	57.06	58.51	59.98	61.50	63.04
	Appx. Bi-wkly	3,662.40	3,753.60	3,847.20	3,938.40	4,043.20	4,136.80	4,236.80	4,345.60	4,456.80	4,564.80	4,680.80	4,798.40	4,920.00	5,043.20
	Appx. Monthly	7,935.20	8,132.80	8,335.60	8,533.20	8,760.27	8,963.07	9,179.73	9,415.47	9,656.40	9,890.40	10,141.73	10,396.53	10,660.00	10,926.93
	Appx. Annual	95,222.40	97,593.60	100,027.20	102,398.40	105,123.20	107,556.80	110,156.80	112,985.60	115,876.80	118,684.80	121,700.80	124,758.40	127,920.00	131,123.20
70C	Hourly	46.01	47.16	48.34	49.48	50.75	51.98	53.25	54.63	55.95	57.33	58.78	60.26	61.81	63.37
	Appx. Bi-wkly	3,680.80	3,772.80	3,867.20	3,958.40	4,060.00	4,158.40	4,260.00	4,370.40	4,476.00	4,586.40	4,702.40	4,820.80	4,944.80	5,069.60
	Appx. Monthly	7,975.07	8,174.40	8,378.93	8,576.53	8,796.67	9,009.87	9,230.00	9,469.20	9,698.00	9,937.20	10,188.53	10,445.07	10,713.73	10,984.13
	Appx. Annual	95,700.80	98,092.80	100,547.20	102,918.40	105,560.00	108,118.40	110,760.00	113,630.40	116,376.00	119,246.40	122,262.40	125,340.80	128,564.80	131,809.60
70T	Hourly	45.20	46.32	47.48	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.75	
	Appx. Bi-wkly	3,616.00	3,705.60	3,798.40	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	
	Appx. Monthly	7,834.67	8,028.80	8,229.87	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	
	Appx. Annual	94,016.00	96,345.60	98,758.40	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	
71	Hourly	46.28	47.44	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78
	Appx. Bi-wkly	3,702.40	3,795.20	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40
	Appx. Monthly	8,021.87	8,222.93	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20
	Appx. Annual	96,262.40	98,675.20	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40
71A	Hourly	46.88	48.04	49.23	50.54	51.71	52.96	54.32	55.71	57.06	58.51	59.98	61.50	63.00	64.58
	Appx. Bi-wkly	3,750.40	3,843.20	3,938.40	4,043.20	4,136.80	4,236.80	4,345.60	4,456.80	4,564.80	4,680.80	4,798.40	4,920.00	5,040.00	5,166.40
	Appx. Monthly	8,125.87	8,326.93	8,533.20	8,760.27	8,963.07	9,179.73	9,415.47	9,656.40	9,890.40	10,141.73	10,396.53	10,660.00	10,920.00	11,193.87
	Appx. Annual	97,510.40	99,923.20	102,398.40	105,123.20	107,556.80	110,156.80	112,985.60	115,876.80	118,684.80	121,700.80	124,758.40	127,920.00	131,040.00	134,326.40
71C	Hourly	47.12	48.29	49.48	50.75	51.98	53.25	54.63	55.95	57.33	58.78	60.26	61.81	63.33	64.88
	Appx. Bi-wkly	3,769.60	3,863.20	3,958.40	4,060.00	4,158.40	4,260.00	4,370.40	4,476.00	4,586.40	4,702.40	4,820.80	4,944.80	5,066.40	5,190.40
	Appx. Monthly	8,167.47	8,370.27	8,576.53	8,796.67	9,009.87	9,230.00	9,469.20	9,698.00	9,937.20	10,188.53	10,445.07	10,713.73	10,977.20	11,245.87
	Appx. Annual	98,009.60	100,443.20	102,918.40	105,560.00	108,118.40	110,760.00	113,630.40	116,376.00	119,246.40	122,262.40	125,340.80	128,564.80	131,726.40	134,950.40
71T	Hourly	46.28	47.44	48.62	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.24	
	Appx. Bi-wkly	3,702.40	3,795.20	3,889.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	
	Appx. Monthly	8,021.87	8,222.93	8,427.47	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	
	Appx. Annual	96,262.40	98,675.20	101,129.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
72	Hourly	47.46	48.67	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.38
	Appx. Bi-wkly	3,796.80	3,893.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,230.40
	Appx. Monthly	8,226.40	8,436.13	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,332.53
	Appx. Annual	98,716.80	101,233.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,990.40
72A	Hourly	48.07	49.27	50.54	51.71	52.96	54.32	55.71	57.06	58.51	59.98	61.50	63.00	64.58	66.20
	Appx. Bi-wkly	3,845.60	3,941.60	4,043.20	4,136.80	4,236.80	4,345.60	4,456.80	4,564.80	4,680.80	4,798.40	4,920.00	5,040.00	5,166.40	5,296.00
	Appx. Monthly	8,332.13	8,540.13	8,760.27	8,963.07	9,179.73	9,415.47	9,656.40	9,890.40	10,141.73	10,396.53	10,660.00	10,920.00	11,193.87	11,474.67
	Appx. Annual	99,985.60	102,481.60	105,123.20	107,556.80	110,156.80	112,985.60	115,876.80	118,684.80	121,700.80	124,758.40	127,920.00	131,040.00	134,326.40	137,696.00
72C	Hourly	48.32	49.53	50.75	51.98	53.25	54.63	55.95	57.33	58.78	60.26	61.81	63.33	64.88	66.52
	Appx. Bi-wkly	3,865.60	3,962.40	4,060.00	4,158.40	4,260.00	4,370.40	4,476.00	4,586.40	4,702.40	4,820.80	4,944.80	5,066.40	5,190.40	5,321.60
	Appx. Monthly	8,375.47	8,585.20	8,796.67	9,009.87	9,230.00	9,469.20	9,698.00	9,937.20	10,188.53	10,445.07	10,713.73	10,977.20	11,245.87	11,530.13
	Appx. Annual	100,505.60	103,022.40	105,560.00	108,118.40	110,760.00	113,630.40	116,376.00	119,246.40	122,262.40	125,340.80	128,564.80	131,726.40	134,950.40	138,361.60
72T	Hourly	47.46	48.67	49.88	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	
	Appx. Bi-wkly	3,796.80	3,893.60	3,990.40	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	
	Appx. Monthly	8,226.40	8,436.13	8,645.87	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	
	Appx. Annual	98,716.80	101,233.60	103,750.40	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	
73	Hourly	48.61	49.84	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.37	67.00
	Appx. Bi-wkly	3,888.80	3,987.20	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,360.00
	Appx. Monthly	8,425.73	8,638.93	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,613.33
	Appx. Annual	101,108.80	103,667.20	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,360.00
73A	Hourly	49.22	50.47	51.71	52.96	54.32	55.71	57.06	58.51	59.98	61.50	63.00	64.58	66.19	67.84
	Appx. Bi-wkly	3,937.60	4,037.60	4,136.80	4,236.80	4,345.60	4,456.80	4,564.80	4,680.80	4,798.40	4,920.00	5,040.00	5,166.40	5,295.20	5,427.20
	Appx. Monthly	8,531.47	8,748.13	8,963.07	9,179.73	9,415.47	9,656.40	9,890.40	10,141.73	10,396.53	10,660.00	10,920.00	11,193.87	11,472.93	11,758.93
	Appx. Annual	102,377.60	104,977.60	107,556.80	110,156.80	112,985.60	115,876.80	118,684.80	121,700.80	124,758.40	127,920.00	131,040.00	134,326.40	137,675.20	141,107.20
73C	Hourly	49.47	50.70	51.98	53.25	54.63	55.95	57.33	58.78	60.26	61.81	63.33	64.88	66.51	68.17
	Appx. Bi-wkly	3,957.60	4,056.00	4,158.40	4,260.00	4,370.40	4,476.00	4,586.40	4,702.40	4,820.80	4,944.80	5,066.40	5,190.40	5,320.80	5,453.60
	Appx. Monthly	8,574.80	8,788.00	9,009.87	9,230.00	9,469.20	9,698.00	9,937.20	10,188.53	10,445.07	10,713.73	10,977.20	11,245.87	11,528.40	11,816.13
	Appx. Annual	102,897.60	105,456.00	108,118.40	110,760.00	113,630.40	116,376.00	119,246.40	122,262.40	125,340.80	128,564.80	131,726.40	134,950.40	138,340.80	141,793.60
73T	Hourly	48.61	49.84	51.07	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.37	
	Appx. Bi-wkly	3,888.80	3,987.20	4,085.60	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	
	Appx. Monthly	8,425.73	8,638.93	8,852.13	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	
	Appx. Annual	101,108.80	103,667.20	106,225.60	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	
74	Hourly	49.79	51.03	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.64
	Appx. Bi-wkly	3,983.20	4,082.40	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,491.20
	Appx. Monthly	8,630.27	8,845.20	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,897.60
	Appx. Annual	103,563.20	106,142.40	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,771.20
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
74A	Hourly	50.40	51.66	52.96	54.32	55.71	57.06	58.51	59.98	61.50	63.00	64.58	66.19	67.82	69.49
	Appx. Bi-wkly	4,032.00	4,132.80	4,236.80	4,345.60	4,456.80	4,564.80	4,680.80	4,798.40	4,920.00	5,040.00	5,166.40	5,295.20	5,425.60	5,559.20
	Appx. Monthly	8,736.00	8,954.40	9,179.73	9,415.47	9,656.40	9,890.40	10,141.73	10,396.53	10,660.00	10,920.00	11,193.87	11,472.93	11,755.47	12,044.93
	Appx. Annual	104,832.00	107,452.80	110,156.80	112,985.60	115,876.80	118,684.80	121,700.80	124,758.40	127,920.00	131,040.00	134,326.40	137,675.20	141,065.60	144,539.20
74C	Hourly	50.66	51.94	53.25	54.63	55.95	57.33	58.78	60.26	61.81	63.33	64.88	66.51	68.13	69.85
	Appx. Bi-wkly	4,052.80	4,155.20	4,260.00	4,370.40	4,476.00	4,586.40	4,702.40	4,820.80	4,944.80	5,066.40	5,190.40	5,320.80	5,450.40	5,588.00
	Appx. Monthly	8,781.07	9,002.93	9,230.00	9,469.20	9,698.00	9,937.20	10,188.53	10,445.07	10,713.73	10,977.20	11,245.87	11,528.40	11,809.20	12,107.33
	Appx. Annual	105,372.80	108,035.20	110,760.00	113,630.40	116,376.00	119,246.40	122,262.40	125,340.80	128,564.80	131,726.40	134,950.40	138,340.80	141,710.40	145,288.00
74T	Hourly	49.79	51.03	52.31	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.37	66.98	
	Appx. Bi-wkly	3,983.20	4,082.40	4,184.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	
	Appx. Monthly	8,630.27	8,845.20	9,067.07	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	
	Appx. Annual	103,563.20	106,142.40	108,804.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	
75	Hourly	51.07	52.36	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.36
	Appx. Bi-wkly	4,085.60	4,188.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,628.80
	Appx. Monthly	8,852.13	9,075.73	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,195.73
	Appx. Annual	106,225.60	108,908.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,348.80
75A	Hourly	51.71	53.01	54.32	55.71	57.06	58.51	59.98	61.50	63.00	64.58	66.19	67.82	69.51	71.25
	Appx. Bi-wkly	4,136.80	4,240.80	4,345.60	4,456.80	4,564.80	4,680.80	4,798.40	4,920.00	5,040.00	5,166.40	5,295.20	5,425.60	5,560.80	5,700.00
	Appx. Monthly	8,963.07	9,188.40	9,415.47	9,656.40	9,890.40	10,141.73	10,396.53	10,660.00	10,920.00	11,193.87	11,472.93	11,755.47	12,048.40	12,350.00
	Appx. Annual	107,556.80	110,260.80	112,985.60	115,876.80	118,684.80	121,700.80	124,758.40	127,920.00	131,040.00	134,326.40	137,675.20	141,065.60	144,580.80	148,200.00
75C	Hourly	51.98	53.31	54.63	55.95	57.33	58.78	60.26	61.81	63.33	64.88	66.51	68.13	69.87	71.60
	Appx. Bi-wkly	4,158.40	4,264.80	4,370.40	4,476.00	4,586.40	4,702.40	4,820.80	4,944.80	5,066.40	5,190.40	5,320.80	5,450.40	5,589.60	5,728.00
	Appx. Monthly	9,009.87	9,240.40	9,469.20	9,698.00	9,937.20	10,188.53	10,445.07	10,713.73	10,977.20	11,245.87	11,528.40	11,809.20	12,110.80	12,410.67
	Appx. Annual	108,118.40	110,884.80	113,630.40	116,376.00	119,246.40	122,262.40	125,340.80	128,564.80	131,726.40	134,950.40	138,340.80	141,710.40	145,329.60	148,928.00
75T	Hourly	51.07	52.36	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.65	
	Appx. Bi-wkly	4,085.60	4,188.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	
	Appx. Monthly	8,852.13	9,075.73	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	
	Appx. Annual	106,225.60	108,908.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	
76	Hourly	52.36	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.13
	Appx. Bi-wkly	4,188.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,770.40
	Appx. Monthly	9,075.73	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,502.53
	Appx. Annual	108,908.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,030.40
76A	Hourly	53.01	54.32	55.71	57.06	58.51	59.98	61.50	63.00	64.58	66.19	67.82	69.51	71.26	73.06
	Appx. Bi-wkly	4,240.80	4,345.60	4,456.80	4,564.80	4,680.80	4,798.40	4,920.00	5,040.00	5,166.40	5,295.20	5,425.60	5,560.80	5,700.80	5,844.80
	Appx. Monthly	9,188.40	9,415.47	9,656.40	9,890.40	10,141.73	10,396.53	10,660.00	10,920.00	11,193.87	11,472.93	11,755.47	12,048.40	12,351.73	12,663.73
	Appx. Annual	110,260.80	112,985.60	115,876.80	118,684.80	121,700.80	124,758.40	127,920.00	131,040.00	134,326.40	137,675.20	141,065.60	144,580.80	148,220.80	151,964.80
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
76C	Hourly	53.31	54.63	55.95	57.33	58.78	60.26	61.81	63.33	64.88	66.51	68.13	69.87	71.61	73.43
	Appx. Bi-wkly	4,264.80	4,370.40	4,476.00	4,586.40	4,702.40	4,820.80	4,944.80	5,066.40	5,190.40	5,320.80	5,450.40	5,589.60	5,728.80	5,874.40
	Appx. Monthly	9,240.40	9,469.20	9,698.00	9,937.20	10,188.53	10,445.07	10,713.73	10,977.20	11,245.87	11,528.40	11,809.20	12,110.80	12,412.40	12,727.87
	Appx. Annual	110,884.80	113,630.40	116,376.00	119,246.40	122,262.40	125,340.80	128,564.80	131,726.40	134,950.40	138,340.80	141,710.40	145,329.60	148,948.80	152,734.40
76T	Hourly	52.36	53.65	54.99	56.35	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.37	
	Appx. Bi-wkly	4,188.80	4,292.00	4,399.20	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	
	Appx. Monthly	9,075.73	9,299.33	9,531.60	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	
	Appx. Annual	108,908.80	111,592.00	114,379.20	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	
77	Hourly	53.62	54.97	56.35	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.98
	Appx. Bi-wkly	4,289.60	4,397.60	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,918.40
	Appx. Monthly	9,294.13	9,528.13	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,823.20
	Appx. Annual	111,529.60	114,337.60	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,878.40
77A	Hourly	54.30	55.66	57.06	58.51	59.98	61.50	63.00	64.58	66.19	67.82	69.51	71.26	73.08	74.91
	Appx. Bi-wkly	4,344.00	4,452.80	4,564.80	4,680.80	4,798.40	4,920.00	5,040.00	5,166.40	5,295.20	5,425.60	5,560.80	5,700.80	5,846.40	5,992.80
	Appx. Monthly	9,412.00	9,647.73	9,890.40	10,141.73	10,396.53	10,660.00	10,920.00	11,193.87	11,472.93	11,755.47	12,048.40	12,351.73	12,667.20	12,984.40
	Appx. Annual	112,944.00	115,772.80	118,684.80	121,700.80	124,758.40	127,920.00	131,040.00	134,326.40	137,675.20	141,065.60	144,580.80	148,220.80	152,006.40	155,812.80
77C	Hourly	54.59	55.93	57.33	58.78	60.26	61.81	63.33	64.88	66.51	68.13	69.87	71.61	73.45	75.28
	Appx. Bi-wkly	4,367.20	4,474.40	4,586.40	4,702.40	4,820.80	4,944.80	5,066.40	5,190.40	5,320.80	5,450.40	5,589.60	5,728.80	5,876.00	6,022.40
	Appx. Monthly	9,462.27	9,694.53	9,937.20	10,188.53	10,445.07	10,713.73	10,977.20	11,245.87	11,528.40	11,809.20	12,110.80	12,412.40	12,731.33	13,048.53
	Appx. Annual	113,547.20	116,334.40	119,246.40	122,262.40	125,340.80	128,564.80	131,726.40	134,950.40	138,340.80	141,710.40	145,329.60	148,948.80	152,776.00	156,582.40
77T	Hourly	53.62	54.97	56.35	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.15	
	Appx. Bi-wkly	4,289.60	4,397.60	4,508.00	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	
	Appx. Monthly	9,294.13	9,528.13	9,767.33	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	
	Appx. Annual	111,529.60	114,337.60	117,208.00	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	
78	Hourly	54.98	56.36	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.78
	Appx. Bi-wkly	4,398.40	4,508.80	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,062.40
	Appx. Monthly	9,529.87	9,769.07	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,135.20
	Appx. Annual	114,358.40	117,228.80	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,622.40
78A	Hourly	55.68	57.07	58.51	59.98	61.50	63.00	64.58	66.19	67.82	69.51	71.26	73.08	74.89	76.75
	Appx. Bi-wkly	4,454.40	4,565.60	4,680.80	4,798.40	4,920.00	5,040.00	5,166.40	5,295.20	5,425.60	5,560.80	5,700.80	5,846.40	5,991.20	6,140.00
	Appx. Monthly	9,651.20	9,892.13	10,141.73	10,396.53	10,660.00	10,920.00	11,193.87	11,472.93	11,755.47	12,048.40	12,351.73	12,667.20	12,980.93	13,303.33
	Appx. Annual	115,814.40	118,705.60	121,700.80	124,758.40	127,920.00	131,040.00	134,326.40	137,675.20	141,065.60	144,580.80	148,220.80	152,006.40	155,771.20	159,640.00
78C	Hourly	55.94	57.34	58.78	60.26	61.81	63.33	64.88	66.51	68.13	69.87	71.61	73.45	75.26	77.12
	Appx. Bi-wkly	4,475.20	4,587.20	4,702.40	4,820.80	4,944.80	5,066.40	5,190.40	5,320.80	5,450.40	5,589.60	5,728.80	5,876.00	6,020.80	6,169.60
	Appx. Monthly	9,696.27	9,938.93	10,188.53	10,445.07	10,713.73	10,977.20	11,245.87	11,528.40	11,809.20	12,110.80	12,412.40	12,731.33	13,045.07	13,367.47
	Appx. Annual	116,355.20	119,267.20	122,262.40	125,340.80	128,564.80	131,726.40	134,950.40	138,340.80	141,710.40	145,329.60	148,948.80	152,776.00	156,540.80	160,409.60
78T	Hourly	54.98	56.36	57.77	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	
	Appx. Bi-wkly	4,398.40	4,508.80	4,621.60	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	
	Appx. Monthly	9,529.87	9,769.07	10,013.47	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	
	Appx. Annual	114,358.40	117,228.80	120,161.60	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
79	Hourly	56.37	57.79	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71
	Appx. Bi-wkly	4,509.60	4,623.20	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80
	Appx. Monthly	9,770.80	10,016.93	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73
	Appx. Annual	117,249.60	120,203.20	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80
79A	Hourly	57.08	58.52	59.98	61.50	63.00	64.58	66.19	67.82	69.51	71.26	73.08	74.89	76.78	78.68
	Appx. Bi-wkly	4,566.40	4,681.60	4,798.40	4,920.00	5,040.00	5,166.40	5,295.20	5,425.60	5,560.80	5,700.80	5,846.40	5,991.20	6,142.40	6,294.40
	Appx. Monthly	9,893.87	10,143.47	10,396.53	10,660.00	10,920.00	11,193.87	11,472.93	11,755.47	12,048.40	12,351.73	12,667.20	12,980.93	13,308.53	13,637.87
	Appx. Annual	118,726.40	121,721.60	124,758.40	127,920.00	131,040.00	134,326.40	137,675.20	141,065.60	144,580.80	148,220.80	152,006.40	155,771.20	159,702.40	163,654.40
79C	Hourly	57.37	58.81	60.26	61.81	63.33	64.88	66.51	68.13	69.87	71.61	73.45	75.26	77.14	79.09
	Appx. Bi-wkly	4,589.60	4,704.80	4,820.80	4,944.80	5,066.40	5,190.40	5,320.80	5,450.40	5,589.60	5,728.80	5,876.00	6,020.80	6,171.20	6,327.20
	Appx. Monthly	9,944.13	10,193.73	10,445.07	10,713.73	10,977.20	11,245.87	11,528.40	11,809.20	12,110.80	12,412.40	12,731.33	13,045.07	13,370.93	13,708.93
	Appx. Annual	119,329.60	122,324.80	125,340.80	128,564.80	131,726.40	134,950.40	138,340.80	141,710.40	145,329.60	148,948.80	152,776.00	156,540.80	160,451.20	164,507.20
79T	Hourly	56.37	57.79	59.23	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.81	
	Appx. Bi-wkly	4,509.60	4,623.20	4,738.40	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	
	Appx. Monthly	9,770.80	10,016.93	10,266.53	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	
	Appx. Annual	117,249.60	120,203.20	123,198.40	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	
80	Hourly	57.83	59.26	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.65
	Appx. Bi-wkly	4,626.40	4,740.80	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,372.00
	Appx. Monthly	10,023.87	10,271.73	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,806.00
	Appx. Annual	120,286.40	123,260.80	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,672.00
80A	Hourly	58.56	60.01	61.50	63.00	64.58	66.19	67.82	69.51	71.26	73.08	74.89	76.78	78.68	80.64
	Appx. Bi-wkly	4,684.80	4,800.80	4,920.00	5,040.00	5,166.40	5,295.20	5,425.60	5,560.80	5,700.80	5,846.40	5,991.20	6,142.40	6,294.40	6,451.20
	Appx. Monthly	10,150.40	10,401.73	10,660.00	10,920.00	11,193.87	11,472.93	11,755.47	12,048.40	12,351.73	12,667.20	12,980.93	13,308.53	13,637.87	13,977.60
	Appx. Annual	121,804.80	124,820.80	127,920.00	131,040.00	134,326.40	137,675.20	141,065.60	144,580.80	148,220.80	152,006.40	155,771.20	159,702.40	163,654.40	167,731.20
80C	Hourly	58.83	60.30	61.81	63.33	64.88	66.51	68.13	69.87	71.61	73.45	75.26	77.14	79.09	81.04
	Appx. Bi-wkly	4,706.40	4,824.00	4,944.80	5,066.40	5,190.40	5,320.80	5,450.40	5,589.60	5,728.80	5,876.00	6,020.80	6,171.20	6,327.20	6,483.20
	Appx. Monthly	10,197.20	10,452.00	10,713.73	10,977.20	11,245.87	11,528.40	11,809.20	12,110.80	12,412.40	12,731.33	13,045.07	13,370.93	13,708.93	14,046.93
	Appx. Annual	122,366.40	125,424.00	128,564.80	131,726.40	134,950.40	138,340.80	141,710.40	145,329.60	148,948.80	152,776.00	156,540.80	160,451.20	164,507.20	168,563.20
80T	Hourly	57.83	59.26	60.75	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71	
	Appx. Bi-wkly	4,626.40	4,740.80	4,860.00	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	
	Appx. Monthly	10,023.87	10,271.73	10,530.00	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	
	Appx. Annual	120,286.40	123,260.80	126,360.00	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	
81	Hourly	59.22	60.72	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64
	Appx. Bi-wkly	4,737.60	4,857.60	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20
	Appx. Monthly	10,264.80	10,524.80	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93
	Appx. Annual	123,177.60	126,297.60	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20
81A	Hourly	59.97	61.45	63.00	64.58	66.19	67.82	69.51	71.26	73.08	74.89	76.78	78.68	80.61	82.65
	Appx. Bi-wkly	4,797.60	4,916.00	5,040.00	5,166.40	5,295.20	5,425.60	5,560.80	5,700.80	5,846.40	5,991.20	6,142.40	6,294.40	6,448.80	6,612.00
	Appx. Monthly	10,394.80	10,651.33	10,920.00	11,193.87	11,472.93	11,755.47	12,048.40	12,351.73	12,667.20	12,980.93	13,308.53	13,637.87	13,972.40	14,326.00
	Appx. Annual	124,737.60	127,816.00	131,040.00	134,326.40	137,675.20	141,065.60	144,580.80	148,220.80	152,006.40	155,771.20	159,702.40	163,654.40	167,668.80	171,912.00
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
81C	Hourly	60.25	61.77	63.33	64.88	66.51	68.13	69.87	71.61	73.45	75.26	77.14	79.09	81.01	83.07
	Appx. Bi-wkly	4,820.00	4,941.60	5,066.40	5,190.40	5,320.80	5,450.40	5,589.60	5,728.80	5,876.00	6,020.80	6,171.20	6,327.20	6,480.80	6,645.60
	Appx. Monthly	10,443.33	10,706.80	10,977.20	11,245.87	11,528.40	11,809.20	12,110.80	12,412.40	12,731.33	13,045.07	13,370.93	13,708.93	14,041.73	14,398.80
	Appx. Annual	125,320.00	128,481.60	131,726.40	134,950.40	138,340.80	141,710.40	145,329.60	148,948.80	152,776.00	156,540.80	160,451.20	164,507.20	168,500.80	172,785.60
81T	Hourly	59.22	60.72	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.63	
	Appx. Bi-wkly	4,737.60	4,857.60	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	
	Appx. Monthly	10,264.80	10,524.80	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	
	Appx. Annual	123,177.60	126,297.60	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	
82	Hourly	60.72	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.69
	Appx. Bi-wkly	4,857.60	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,695.20
	Appx. Monthly	10,524.80	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,506.27
	Appx. Annual	126,297.60	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,075.20
82A	Hourly	61.45	63.00	64.58	66.19	67.82	69.51	71.26	73.08	74.89	76.78	78.68	80.61	82.65	84.72
	Appx. Bi-wkly	4,916.00	5,040.00	5,166.40	5,295.20	5,425.60	5,560.80	5,700.80	5,846.40	5,991.20	6,142.40	6,294.40	6,448.80	6,612.00	6,777.60
	Appx. Monthly	10,651.33	10,920.00	11,193.87	11,472.93	11,755.47	12,048.40	12,351.73	12,667.20	12,980.93	13,308.53	13,637.87	13,972.40	14,326.00	14,684.80
	Appx. Annual	127,816.00	131,040.00	134,326.40	137,675.20	141,065.60	144,580.80	148,220.80	152,006.40	155,771.20	159,702.40	163,654.40	167,668.80	171,912.00	176,217.60
82C	Hourly	61.77	63.33	64.88	66.51	68.13	69.87	71.61	73.45	75.26	77.14	79.09	81.01	83.07	85.16
	Appx. Bi-wkly	4,941.60	5,066.40	5,190.40	5,320.80	5,450.40	5,589.60	5,728.80	5,876.00	6,020.80	6,171.20	6,327.20	6,480.80	6,645.60	6,812.80
	Appx. Monthly	10,706.80	10,977.20	11,245.87	11,528.40	11,809.20	12,110.80	12,412.40	12,731.33	13,045.07	13,370.93	13,708.93	14,041.73	14,398.80	14,761.07
	Appx. Annual	128,481.60	131,726.40	134,950.40	138,340.80	141,710.40	145,329.60	148,948.80	152,776.00	156,540.80	160,451.20	164,507.20	168,500.80	172,785.60	177,132.80
82T	Hourly	60.72	62.24	63.78	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64	
	Appx. Bi-wkly	4,857.60	4,979.20	5,102.40	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	
	Appx. Monthly	10,524.80	10,788.27	11,055.20	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	
	Appx. Annual	126,297.60	129,459.20	132,662.40	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	
83	Hourly	62.23	63.77	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.77
	Appx. Bi-wkly	4,978.40	5,101.60	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,861.60
	Appx. Monthly	10,786.53	11,053.47	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,866.80
	Appx. Annual	129,438.40	132,641.60	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,401.60
83A	Hourly	62.99	64.57	66.19	67.82	69.51	71.26	73.08	74.89	76.78	78.68	80.61	82.65	84.74	86.84
	Appx. Bi-wkly	5,039.20	5,165.60	5,295.20	5,425.60	5,560.80	5,700.80	5,846.40	5,991.20	6,142.40	6,294.40	6,448.80	6,612.00	6,779.20	6,947.20
	Appx. Monthly	10,918.27	11,192.13	11,472.93	11,755.47	12,048.40	12,351.73	12,667.20	12,980.93	13,308.53	13,637.87	13,972.40	14,326.00	14,688.27	15,052.27
	Appx. Annual	131,019.20	134,305.60	137,675.20	141,065.60	144,580.80	148,220.80	152,006.40	155,771.20	159,702.40	163,654.40	167,668.80	171,912.00	176,259.20	180,627.20
83C	Hourly	63.32	64.86	66.51	68.13	69.87	71.61	73.45	75.26	77.14	79.09	81.01	83.07	85.17	87.29
	Appx. Bi-wkly	5,065.60	5,188.80	5,320.80	5,450.40	5,589.60	5,728.80	5,876.00	6,020.80	6,171.20	6,327.20	6,480.80	6,645.60	6,813.60	6,983.20
	Appx. Monthly	10,975.47	11,242.40	11,528.40	11,809.20	12,110.80	12,412.40	12,731.33	13,045.07	13,370.93	13,708.93	14,041.73	14,398.80	14,762.80	15,130.27
	Appx. Annual	131,705.60	134,908.80	138,340.80	141,710.40	145,329.60	148,948.80	152,776.00	156,540.80	160,451.20	164,507.20	168,500.80	172,785.60	177,153.60	181,563.20
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
83T	Hourly	62.23	63.77	65.37	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.70	
	Appx. Bi-wkly	4,978.40	5,101.60	5,229.60	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	
	Appx. Monthly	10,786.53	11,053.47	11,330.80	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	
	Appx. Annual	129,438.40	132,641.60	135,969.60	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	
84	Hourly	63.74	65.33	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.93
	Appx. Bi-wkly	5,099.20	5,226.40	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,034.40
	Appx. Monthly	11,048.27	11,323.87	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,241.20
	Appx. Annual	132,579.20	135,886.40	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,894.40
84A	Hourly	64.52	66.17	67.82	69.51	71.26	73.08	74.89	76.78	78.68	80.61	82.65	84.74	86.82	89.04
	Appx. Bi-wkly	5,161.60	5,293.60	5,425.60	5,560.80	5,700.80	5,846.40	5,991.20	6,142.40	6,294.40	6,448.80	6,612.00	6,779.20	6,945.60	7,123.20
	Appx. Monthly	11,183.47	11,469.47	11,755.47	12,048.40	12,351.73	12,667.20	12,980.93	13,308.53	13,637.87	13,972.40	14,326.00	14,688.27	15,048.80	15,433.60
	Appx. Annual	134,201.60	137,633.60	141,065.60	144,580.80	148,220.80	152,006.40	155,771.20	159,702.40	163,654.40	167,668.80	171,912.00	176,259.20	180,585.60	185,203.20
84C	Hourly	64.84	66.46	68.13	69.87	71.61	73.45	75.26	77.14	79.09	81.01	83.07	85.17	87.28	89.45
	Appx. Bi-wkly	5,187.20	5,316.80	5,450.40	5,589.60	5,728.80	5,876.00	6,020.80	6,171.20	6,327.20	6,480.80	6,645.60	6,813.60	6,982.40	7,156.00
	Appx. Monthly	11,238.93	11,519.73	11,809.20	12,110.80	12,412.40	12,731.33	13,045.07	13,370.93	13,708.93	14,041.73	14,398.80	14,762.80	15,128.53	15,504.67
	Appx. Annual	134,867.20	138,236.80	141,710.40	145,329.60	148,948.80	152,776.00	156,540.80	160,451.20	164,507.20	168,500.80	172,785.60	177,153.60	181,542.40	186,056.00
84T	Hourly	63.74	65.33	66.98	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.76	
	Appx. Bi-wkly	5,099.20	5,226.40	5,358.40	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	
	Appx. Monthly	11,048.27	11,323.87	11,609.87	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	
	Appx. Annual	132,579.20	135,886.40	139,318.40	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	
85	Hourly	65.36	66.99	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.10
	Appx. Bi-wkly	5,228.80	5,359.20	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,208.00
	Appx. Monthly	11,329.07	11,611.60	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,617.33
	Appx. Annual	135,948.80	139,339.20	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,408.00
85A	Hourly	66.18	67.83	69.51	71.26	73.08	74.89	76.78	78.68	80.61	82.65	84.74	86.82	89.03	91.24
	Appx. Bi-wkly	5,294.40	5,426.40	5,560.80	5,700.80	5,846.40	5,991.20	6,142.40	6,294.40	6,448.80	6,612.00	6,779.20	6,945.60	7,122.40	7,299.20
	Appx. Monthly	11,471.20	11,757.20	12,048.40	12,351.73	12,667.20	12,980.93	13,308.53	13,637.87	13,972.40	14,326.00	14,688.27	15,048.80	15,431.87	15,814.93
	Appx. Annual	137,654.40	141,086.40	144,580.80	148,220.80	152,006.40	155,771.20	159,702.40	163,654.40	167,668.80	171,912.00	176,259.20	180,585.60	185,182.40	189,779.20
85C	Hourly	66.48	68.14	69.87	71.61	73.45	75.26	77.14	79.09	81.01	83.07	85.17	87.28	89.43	91.71
	Appx. Bi-wkly	5,318.40	5,451.20	5,589.60	5,728.80	5,876.00	6,020.80	6,171.20	6,327.20	6,480.80	6,645.60	6,813.60	6,982.40	7,154.40	7,336.80
	Appx. Monthly	11,523.20	11,810.93	12,110.80	12,412.40	12,731.33	13,045.07	13,370.93	13,708.93	14,041.73	14,398.80	14,762.80	15,128.53	15,501.20	15,896.40
	Appx. Annual	138,278.40	141,731.20	145,329.60	148,948.80	152,776.00	156,540.80	160,451.20	164,507.20	168,500.80	172,785.60	177,153.60	181,542.40	186,014.40	190,756.80
85T	Hourly	65.36	66.99	68.65	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.92	
	Appx. Bi-wkly	5,228.80	5,359.20	5,492.00	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	
	Appx. Monthly	11,329.07	11,611.60	11,899.33	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	
	Appx. Annual	135,948.80	139,339.20	142,792.00	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	

Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
86	Hourly	67.00	68.66	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.33
	Appx. Bi-wkly	5,360.00	5,492.80	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,386.40
	Appx. Monthly	11,613.33	11,901.07	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,003.87
	Appx. Annual	139,360.00	142,812.80	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,046.40
86A	Hourly	67.84	69.52	71.26	73.08	74.89	76.78	78.68	80.61	82.65	84.74	86.82	89.03	91.23	93.49
	Appx. Bi-wkly	5,427.20	5,561.60	5,700.80	5,846.40	5,991.20	6,142.40	6,294.40	6,448.80	6,612.00	6,779.20	6,945.60	7,122.40	7,298.40	7,479.20
	Appx. Monthly	11,758.93	12,050.13	12,351.73	12,667.20	12,980.93	13,308.53	13,637.87	13,972.40	14,326.00	14,688.27	15,048.80	15,431.87	15,813.20	16,204.93
	Appx. Annual	141,107.20	144,601.60	148,220.80	152,006.40	155,771.20	159,702.40	163,654.40	167,668.80	171,912.00	176,259.20	180,585.60	185,182.40	189,758.40	194,459.20
86C	Hourly	68.17	69.88	71.61	73.45	75.26	77.14	79.09	81.01	83.07	85.17	87.28	89.43	91.67	93.99
	Appx. Bi-wkly	5,453.60	5,590.40	5,728.80	5,876.00	6,020.80	6,171.20	6,327.20	6,480.80	6,645.60	6,813.60	6,982.40	7,154.40	7,333.60	7,519.20
	Appx. Monthly	11,816.13	12,112.53	12,412.40	12,731.33	13,045.07	13,370.93	13,708.93	14,041.73	14,398.80	14,762.80	15,128.53	15,501.20	15,889.47	16,291.60
	Appx. Annual	141,793.60	145,350.40	148,948.80	152,776.00	156,540.80	160,451.20	164,507.20	168,500.80	172,785.60	177,153.60	181,542.40	186,014.40	190,673.60	195,499.20
86T	Hourly	67.00	68.66	70.37	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	
	Appx. Bi-wkly	5,360.00	5,492.80	5,629.60	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	
	Appx. Monthly	11,613.33	11,901.07	12,197.47	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	
	Appx. Annual	139,360.00	142,812.80	146,369.60	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	
87	Hourly	68.70	70.39	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68
	Appx. Bi-wkly	5,496.00	5,631.20	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40
	Appx. Monthly	11,908.00	12,200.93	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20
	Appx. Annual	142,896.00	146,411.20	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40
87A	Hourly	69.54	71.29	73.08	74.89	76.78	78.68	80.61	82.65	84.74	86.82	89.03	91.23	93.54	95.87
	Appx. Bi-wkly	5,563.20	5,703.20	5,846.40	5,991.20	6,142.40	6,294.40	6,448.80	6,612.00	6,779.20	6,945.60	7,122.40	7,298.40	7,483.20	7,669.60
	Appx. Monthly	12,053.60	12,356.93	12,667.20	12,980.93	13,308.53	13,637.87	13,972.40	14,326.00	14,688.27	15,048.80	15,431.87	15,813.20	16,213.60	16,617.47
	Appx. Annual	144,643.20	148,283.20	152,006.40	155,771.20	159,702.40	163,654.40	167,668.80	171,912.00	176,259.20	180,585.60	185,182.40	189,758.40	194,563.20	199,409.60
87C	Hourly	69.90	71.65	73.45	75.26	77.14	79.09	81.01	83.07	85.17	87.28	89.43	91.67	94.02	96.34
	Appx. Bi-wkly	5,592.00	5,732.00	5,876.00	6,020.80	6,171.20	6,327.20	6,480.80	6,645.60	6,813.60	6,982.40	7,154.40	7,333.60	7,521.60	7,707.20
	Appx. Monthly	12,116.00	12,419.33	12,731.33	13,045.07	13,370.93	13,708.93	14,041.73	14,398.80	14,762.80	15,128.53	15,501.20	15,889.47	16,296.80	16,698.93
	Appx. Annual	145,392.00	149,032.00	152,776.00	156,540.80	160,451.20	164,507.20	168,500.80	172,785.60	177,153.60	181,542.40	186,014.40	190,673.60	195,561.60	200,387.20
87T	Hourly	68.70	70.39	72.15	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.39	
	Appx. Bi-wkly	5,496.00	5,631.20	5,772.00	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	
	Appx. Monthly	11,908.00	12,200.93	12,506.00	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	
	Appx. Annual	142,896.00	146,411.20	150,072.00	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	
88	Hourly	70.37	72.13	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.03
	Appx. Bi-wkly	5,629.60	5,770.40	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,762.40
	Appx. Monthly	12,197.47	12,502.53	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,818.53
	Appx. Annual	146,369.60	150,030.40	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,822.40
88A	Hourly	71.26	73.06	74.89	76.78	78.68	80.61	82.65	84.74	86.82	89.03	91.23	93.54	95.87	98.27
	Appx. Bi-wkly	5,700.80	5,844.80	5,991.20	6,142.40	6,294.40	6,448.80	6,612.00	6,779.20	6,945.60	7,122.40	7,298.40	7,483.20	7,669.60	7,861.60
	Appx. Monthly	12,351.73	12,663.73	12,980.93	13,308.53	13,637.87	13,972.40	14,326.00	14,688.27	15,048.80	15,431.87	15,813.20	16,213.60	16,617.47	17,033.47
	Appx. Annual	148,220.80	151,964.80	155,771.20	159,702.40	163,654.40	167,668.80	171,912.00	176,259.20	180,585.60	185,182.40	189,758.40	194,563.20	199,409.60	204,401.60
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
88C	Hourly	71.61	73.43	75.26	77.14	79.09	81.01	83.07	85.17	87.28	89.43	91.67	94.02	96.34	98.76
	Appx. Bi-wkly	5,728.80	5,874.40	6,020.80	6,171.20	6,327.20	6,480.80	6,645.60	6,813.60	6,982.40	7,154.40	7,333.60	7,521.60	7,707.20	7,900.80
	Appx. Monthly	12,412.40	12,727.87	13,045.07	13,370.93	13,708.93	14,041.73	14,398.80	14,762.80	15,128.53	15,501.20	15,889.47	16,296.80	16,698.93	17,118.40
	Appx. Annual	148,948.80	152,734.40	156,540.80	160,451.20	164,507.20	168,500.80	172,785.60	177,153.60	181,542.40	186,014.40	190,673.60	195,561.60	200,387.20	205,420.80
88T	Hourly	70.37	72.13	73.96	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	
	Appx. Bi-wkly	5,629.60	5,770.40	5,916.80	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	
	Appx. Monthly	12,197.47	12,502.53	12,819.73	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	
	Appx. Annual	146,369.60	150,030.40	153,836.80	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	
89	Hourly	72.15	73.98	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.44
	Appx. Bi-wkly	5,772.00	5,918.40	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,955.20
	Appx. Monthly	12,506.00	12,823.20	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,236.27
	Appx. Annual	150,072.00	153,878.40	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,835.20
89A	Hourly	73.08	74.91	76.78	78.68	80.61	82.65	84.74	86.82	89.03	91.23	93.54	95.87	98.24	100.69
	Appx. Bi-wkly	5,846.40	5,992.80	6,142.40	6,294.40	6,448.80	6,612.00	6,779.20	6,945.60	7,122.40	7,298.40	7,483.20	7,669.60	7,859.20	8,055.20
	Appx. Monthly	12,667.20	12,984.40	13,308.53	13,637.87	13,972.40	14,326.00	14,688.27	15,048.80	15,431.87	15,813.20	16,213.60	16,617.47	17,028.27	17,452.93
	Appx. Annual	152,006.40	155,812.80	159,702.40	163,654.40	167,668.80	171,912.00	176,259.20	180,585.60	185,182.40	189,758.40	194,563.20	199,409.60	204,339.20	209,435.20
89C	Hourly	73.45	75.28	77.14	79.09	81.01	83.07	85.17	87.28	89.43	91.67	94.02	96.34	98.71	101.18
	Appx. Bi-wkly	5,876.00	6,022.40	6,171.20	6,327.20	6,480.80	6,645.60	6,813.60	6,982.40	7,154.40	7,333.60	7,521.60	7,707.20	7,896.80	8,094.40
	Appx. Monthly	12,731.33	13,048.53	13,370.93	13,708.93	14,041.73	14,398.80	14,762.80	15,128.53	15,501.20	15,889.47	16,296.80	16,698.93	17,109.73	17,537.87
	Appx. Annual	152,776.00	156,582.40	160,451.20	164,507.20	168,500.80	172,785.60	177,153.60	181,542.40	186,014.40	190,673.60	195,561.60	200,387.20	205,316.80	210,454.40
89T	Hourly	72.15	73.98	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.00	
	Appx. Bi-wkly	5,772.00	5,918.40	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	
	Appx. Monthly	12,506.00	12,823.20	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	
	Appx. Annual	150,072.00	153,878.40	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	
90	Hourly	73.98	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97
	Appx. Bi-wkly	5,918.40	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60
	Appx. Monthly	12,823.20	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80
	Appx. Annual	153,878.40	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60
90A	Hourly	74.91	76.78	78.68	80.61	82.65	84.74	86.82	89.03	91.23	93.54	95.87	98.24	100.72	103.24
	Appx. Bi-wkly	5,992.80	6,142.40	6,294.40	6,448.80	6,612.00	6,779.20	6,945.60	7,122.40	7,298.40	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20
	Appx. Monthly	12,984.40	13,308.53	13,637.87	13,972.40	14,326.00	14,688.27	15,048.80	15,431.87	15,813.20	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93
	Appx. Annual	155,812.80	159,702.40	163,654.40	167,668.80	171,912.00	176,259.20	180,585.60	185,182.40	189,758.40	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20
90C	Hourly	75.28	77.14	79.09	81.01	83.07	85.17	87.28	89.43	91.67	94.02	96.34	98.71	101.22	103.74
	Appx. Bi-wkly	6,022.40	6,171.20	6,327.20	6,480.80	6,645.60	6,813.60	6,982.40	7,154.40	7,333.60	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20
	Appx. Monthly	13,048.53	13,370.93	13,708.93	14,041.73	14,398.80	14,762.80	15,128.53	15,501.20	15,889.47	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60
	Appx. Annual	156,582.40	160,451.20	164,507.20	168,500.80	172,785.60	177,153.60	181,542.40	186,014.40	190,673.60	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
90T	Hourly	73.98	75.81	77.71	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.47	
	Appx. Bi-wkly	5,918.40	6,064.80	6,216.80	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	
	Appx. Monthly	12,823.20	13,140.40	13,469.73	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	
	Appx. Annual	153,878.40	157,684.80	161,636.80	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	
91	Hourly	75.78	77.69	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.52
	Appx. Bi-wkly	6,062.40	6,215.20	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,361.60
	Appx. Monthly	13,135.20	13,466.27	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,116.80
	Appx. Annual	157,622.40	161,595.20	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,401.60
91A	Hourly	76.75	78.66	80.61	82.65	84.74	86.82	89.03	91.23	93.54	95.87	98.24	100.72	103.24	105.81
	Appx. Bi-wkly	6,140.00	6,292.80	6,448.80	6,612.00	6,779.20	6,945.60	7,122.40	7,298.40	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20	8,464.80
	Appx. Monthly	13,303.33	13,634.40	13,972.40	14,326.00	14,688.27	15,048.80	15,431.87	15,813.20	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93	18,340.40
	Appx. Annual	159,640.00	163,612.80	167,668.80	171,912.00	176,259.20	180,585.60	185,182.40	189,758.40	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20	220,084.80
91C	Hourly	77.12	79.06	81.01	83.07	85.17	87.28	89.43	91.67	94.02	96.34	98.71	101.22	103.74	106.35
	Appx. Bi-wkly	6,169.60	6,324.80	6,480.80	6,645.60	6,813.60	6,982.40	7,154.40	7,333.60	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20	8,508.00
	Appx. Monthly	13,367.47	13,703.73	14,041.73	14,398.80	14,762.80	15,128.53	15,501.20	15,889.47	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60	18,434.00
	Appx. Annual	160,409.60	164,444.80	168,500.80	172,785.60	177,153.60	181,542.40	186,014.40	190,673.60	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20	221,208.00
91T	Hourly	75.78	77.69	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97	
	Appx. Bi-wkly	6,062.40	6,215.20	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	
	Appx. Monthly	13,135.20	13,466.27	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	
	Appx. Annual	157,622.40	161,595.20	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	
92	Hourly	77.69	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10
	Appx. Bi-wkly	6,215.20	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00
	Appx. Monthly	13,466.27	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00
	Appx. Annual	161,595.20	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00
92A	Hourly	78.66	80.61	82.65	84.74	86.82	89.03	91.23	93.54	95.87	98.24	100.72	103.24	105.79	108.45
	Appx. Bi-wkly	6,292.80	6,448.80	6,612.00	6,779.20	6,945.60	7,122.40	7,298.40	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20	8,463.20	8,676.00
	Appx. Monthly	13,634.40	13,972.40	14,326.00	14,688.27	15,048.80	15,431.87	15,813.20	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93	18,336.93	18,798.00
	Appx. Annual	163,612.80	167,668.80	171,912.00	176,259.20	180,585.60	185,182.40	189,758.40	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20	220,043.20	225,576.00
92C	Hourly	79.06	81.01	83.07	85.17	87.28	89.43	91.67	94.02	96.34	98.71	101.22	103.74	106.34	108.99
	Appx. Bi-wkly	6,324.80	6,480.80	6,645.60	6,813.60	6,982.40	7,154.40	7,333.60	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20	8,507.20	8,719.20
	Appx. Monthly	13,703.73	14,041.73	14,398.80	14,762.80	15,128.53	15,501.20	15,889.47	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60	18,432.27	18,891.60
	Appx. Annual	164,444.80	168,500.80	172,785.60	177,153.60	181,542.40	186,014.40	190,673.60	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20	221,187.20	226,699.20
92T	Hourly	77.69	79.63	81.64	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.49	
	Appx. Bi-wkly	6,215.20	6,370.40	6,531.20	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	
	Appx. Monthly	13,466.27	13,802.53	14,150.93	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	
	Appx. Annual	161,595.20	165,630.40	169,811.20	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	
93	Hourly	79.64	81.65	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76
	Appx. Bi-wkly	6,371.20	6,532.00	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80
	Appx. Monthly	13,804.27	14,152.67	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07
	Appx. Annual	165,651.20	169,832.00	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
93A	Hourly	80.63	82.66	84.74	86.82	89.03	91.23	93.54	95.87	98.24	100.72	103.24	105.79	108.45	111.14
	Appx. Bi-wkly	6,450.40	6,612.80	6,779.20	6,945.60	7,122.40	7,298.40	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20	8,463.20	8,676.00	8,891.20
	Appx. Monthly	13,975.87	14,327.73	14,688.27	15,048.80	15,431.87	15,813.20	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93	18,336.93	18,798.00	19,264.27
	Appx. Annual	167,710.40	171,932.80	176,259.20	180,585.60	185,182.40	189,758.40	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20	220,043.20	225,576.00	231,171.20
93C	Hourly	81.03	83.08	85.17	87.28	89.43	91.67	94.02	96.34	98.71	101.22	103.74	106.34	108.99	111.71
	Appx. Bi-wkly	6,482.40	6,646.40	6,813.60	6,982.40	7,154.40	7,333.60	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20	8,507.20	8,719.20	8,936.80
	Appx. Monthly	14,045.20	14,400.53	14,762.80	15,128.53	15,501.20	15,889.47	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60	18,432.27	18,891.60	19,363.07
	Appx. Annual	168,542.40	172,806.40	177,153.60	181,542.40	186,014.40	190,673.60	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20	221,187.20	226,699.20	232,356.80
93T	Hourly	79.64	81.65	83.70	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10	
	Appx. Bi-wkly	6,371.20	6,532.00	6,696.00	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	
	Appx. Monthly	13,804.27	14,152.67	14,508.00	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	
	Appx. Annual	165,651.20	169,832.00	174,096.00	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	
94	Hourly	81.64	83.69	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.54
	Appx. Bi-wkly	6,531.20	6,695.20	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,003.20
	Appx. Monthly	14,150.93	14,506.27	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,506.93
	Appx. Annual	169,811.20	174,075.20	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,083.20
94A	Hourly	82.65	84.72	86.82	89.03	91.23	93.54	95.87	98.24	100.72	103.24	105.79	108.45	111.14	113.93
	Appx. Bi-wkly	6,612.00	6,777.60	6,945.60	7,122.40	7,298.40	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20	8,463.20	8,676.00	8,891.20	9,114.40
	Appx. Monthly	14,326.00	14,684.80	15,048.80	15,431.87	15,813.20	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93	18,336.93	18,798.00	19,264.27	19,747.87
	Appx. Annual	171,912.00	176,217.60	180,585.60	185,182.40	189,758.40	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20	220,043.20	225,576.00	231,171.20	236,974.40
94C	Hourly	83.07	85.16	87.28	89.43	91.67	94.02	96.34	98.71	101.22	103.74	106.34	108.99	111.71	114.50
	Appx. Bi-wkly	6,645.60	6,812.80	6,982.40	7,154.40	7,333.60	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20	8,507.20	8,719.20	8,936.80	9,160.00
	Appx. Monthly	14,398.80	14,761.07	15,128.53	15,501.20	15,889.47	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60	18,432.27	18,891.60	19,363.07	19,846.67
	Appx. Annual	172,785.60	177,132.80	181,542.40	186,014.40	190,673.60	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20	221,187.20	226,699.20	232,356.80	238,160.00
94T	Hourly	81.64	83.69	85.76	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	
	Appx. Bi-wkly	6,531.20	6,695.20	6,860.80	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	
	Appx. Monthly	14,150.93	14,506.27	14,865.07	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	
	Appx. Annual	169,811.20	174,075.20	178,380.80	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	
95	Hourly	83.68	85.75	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32
	Appx. Bi-wkly	6,694.40	6,860.00	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60
	Appx. Monthly	14,504.53	14,863.33	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80
	Appx. Annual	174,054.40	178,360.00	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60
95A	Hourly	84.70	86.81	89.03	91.23	93.54	95.87	98.24	100.72	103.24	105.79	108.45	111.14	113.91	116.75
	Appx. Bi-wkly	6,776.00	6,944.80	7,122.40	7,298.40	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20	8,463.20	8,676.00	8,891.20	9,112.80	9,340.00
	Appx. Monthly	14,681.33	15,047.07	15,431.87	15,813.20	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93	18,336.93	18,798.00	19,264.27	19,744.40	20,236.67
	Appx. Annual	176,176.00	180,564.80	185,182.40	189,758.40	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20	220,043.20	225,576.00	231,171.20	236,932.80	242,840.00
95C	Hourly	85.15	87.27	89.43	91.67	94.02	96.34	98.71	101.22	103.74	106.34	108.99	111.71	114.47	117.34
	Appx. Bi-wkly	6,812.00	6,981.60	7,154.40	7,333.60	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20	8,507.20	8,719.20	8,936.80	9,157.60	9,387.20
	Appx. Monthly	14,759.33	15,126.80	15,501.20	15,889.47	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60	18,432.27	18,891.60	19,363.07	19,841.47	20,338.93
	Appx. Annual	177,112.00	181,521.60	186,014.40	190,673.60	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20	221,187.20	226,699.20	232,356.80	238,097.60	244,067.20
Effective Pay Period Following Board Approval		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
95T	Hourly	83.68	85.75	87.92	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.52	
	Appx. Bi-wkly	6,694.40	6,860.00	7,033.60	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	
	Appx. Monthly	14,504.53	14,863.33	15,239.47	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	
	Appx. Annual	174,054.40	178,360.00	182,873.60	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	
96	Hourly	85.74	87.91	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32	118.20
	Appx. Bi-wkly	6,859.20	7,032.80	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60	9,456.00
	Appx. Monthly	14,861.60	15,237.73	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80	20,488.00
	Appx. Annual	178,339.20	182,852.80	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60	245,856.00
96A	Hourly	86.80	89.02	91.23	93.54	95.87	98.24	100.72	103.24	105.79	108.45	111.14	113.91	116.75	119.69
	Appx. Bi-wkly	6,944.00	7,121.60	7,298.40	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20	8,463.20	8,676.00	8,891.20	9,112.80	9,340.00	9,575.20
	Appx. Monthly	15,045.33	15,430.13	15,813.20	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93	18,336.93	18,798.00	19,264.27	19,744.40	20,236.67	20,746.27
	Appx. Annual	180,544.00	185,161.60	189,758.40	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20	220,043.20	225,576.00	231,171.20	236,932.80	242,840.00	248,955.20
96C	Hourly	87.25	89.42	91.67	94.02	96.34	98.71	101.22	103.74	106.34	108.99	111.71	114.47	117.34	120.27
	Appx. Bi-wkly	6,980.00	7,153.60	7,333.60	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20	8,507.20	8,719.20	8,936.80	9,157.60	9,387.20	9,621.60
	Appx. Monthly	15,123.33	15,499.47	15,889.47	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60	18,432.27	18,891.60	19,363.07	19,841.47	20,338.93	20,846.80
	Appx. Annual	181,480.00	185,993.60	190,673.60	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20	221,187.20	226,699.20	232,356.80	238,097.60	244,067.20	250,161.60
96T	Hourly	85.74	87.91	90.08	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32	
	Appx. Bi-wkly	6,859.20	7,032.80	7,206.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60	
	Appx. Monthly	14,861.60	15,237.73	15,613.87	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80	
	Appx. Annual	178,339.20	182,852.80	187,366.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60	
97	Hourly	87.94	90.13	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32	118.21	121.18
	Appx. Bi-wkly	7,035.20	7,210.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60	9,456.80	9,694.40
	Appx. Monthly	15,242.93	15,622.53	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80	20,489.73	21,004.53
	Appx. Annual	182,915.20	187,470.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60	245,876.80	252,054.40
97A	Hourly	89.05	91.27	93.54	95.87	98.24	100.72	103.24	105.79	108.45	111.14	113.91	116.75	119.71	122.69
	Appx. Bi-wkly	7,124.00	7,301.60	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20	8,463.20	8,676.00	8,891.20	9,112.80	9,340.00	9,576.80	9,815.20
	Appx. Monthly	15,435.33	15,820.13	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93	18,336.93	18,798.00	19,264.27	19,744.40	20,236.67	20,749.73	21,266.27
	Appx. Annual	185,224.00	189,841.60	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20	220,043.20	225,576.00	231,171.20	236,932.80	242,840.00	248,996.80	255,195.20
97C	Hourly	89.47	91.73	94.02	96.34	98.71	101.22	103.74	106.34	108.99	111.71	114.47	117.34	120.29	123.30
	Appx. Bi-wkly	7,157.60	7,338.40	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20	8,507.20	8,719.20	8,936.80	9,157.60	9,387.20	9,623.20	9,864.00
	Appx. Monthly	15,508.13	15,899.87	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60	18,432.27	18,891.60	19,363.07	19,841.47	20,338.93	20,850.27	21,372.00
	Appx. Annual	186,097.60	190,798.40	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20	221,187.20	226,699.20	232,356.80	238,097.60	244,067.20	250,203.20	256,464.00
97T	Hourly	87.94	90.13	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32	118.21	
	Appx. Bi-wkly	7,035.20	7,210.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60	9,456.80	
	Appx. Monthly	15,242.93	15,622.53	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80	20,489.73	
	Appx. Annual	182,915.20	187,470.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60	245,876.80	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE UPON BOARD APPROVAL

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Effective Pay Period Following Board Approval 1.50% Across the Board Increase

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
98	Hourly	90.13	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32	118.21	121.20	124.23
	Appx. Bi-wkly	7,210.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60	9,456.80	9,696.00	9,938.40
	Appx. Monthly	15,622.53	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80	20,489.73	21,008.00	21,533.20
	Appx. Annual	187,470.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60	245,876.80	252,096.00	258,398.40
98A	Hourly	91.27	93.54	95.87	98.24	100.72	103.24	105.79	108.45	111.14	113.91	116.75	119.71	122.71	125.77
	Appx. Bi-wkly	7,301.60	7,483.20	7,669.60	7,859.20	8,057.60	8,259.20	8,463.20	8,676.00	8,891.20	9,112.80	9,340.00	9,576.80	9,816.80	10,061.60
	Appx. Monthly	15,820.13	16,213.60	16,617.47	17,028.27	17,458.13	17,894.93	18,336.93	18,798.00	19,264.27	19,744.40	20,236.67	20,749.73	21,269.73	21,800.13
	Appx. Annual	189,841.60	194,563.20	199,409.60	204,339.20	209,497.60	214,739.20	220,043.20	225,576.00	231,171.20	236,932.80	242,840.00	248,996.80	255,236.80	261,601.60
98C	Hourly	91.73	94.02	96.34	98.71	101.22	103.74	106.34	108.99	111.71	114.47	117.34	120.29	123.32	126.40
	Appx. Bi-wkly	7,338.40	7,521.60	7,707.20	7,896.80	8,097.60	8,299.20	8,507.20	8,719.20	8,936.80	9,157.60	9,387.20	9,623.20	9,865.60	10,112.00
	Appx. Monthly	15,899.87	16,296.80	16,698.93	17,109.73	17,544.80	17,981.60	18,432.27	18,891.60	19,363.07	19,841.47	20,338.93	20,850.27	21,375.47	21,909.33
	Appx. Annual	190,798.40	195,561.60	200,387.20	205,316.80	210,537.60	215,779.20	221,187.20	226,699.20	232,356.80	238,097.60	244,067.20	250,203.20	256,505.60	262,912.00
98T	Hourly	90.13	92.39	94.68	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32	118.21	121.20	
	Appx. Bi-wkly	7,210.40	7,391.20	7,574.40	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60	9,456.80	9,696.00	
	Appx. Monthly	15,622.53	16,014.27	16,411.20	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80	20,489.73	21,008.00	
	Appx. Annual	187,470.40	192,171.20	196,934.40	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60	245,876.80	252,096.00	
99	Hourly	92.33	94.65	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32	118.21	121.20	124.20	127.27
	Appx. Bi-wkly	7,386.40	7,572.00	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60	9,456.80	9,696.00	9,936.00	10,181.60
	Appx. Monthly	16,003.87	16,406.00	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80	20,489.73	21,008.00	21,528.00	22,060.13
	Appx. Annual	192,046.40	196,872.00	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60	245,876.80	252,096.00	258,336.00	264,721.60
99A	Hourly	93.49	95.84	98.24	100.72	103.24	105.79	108.45	111.14	113.91	116.75	119.71	122.71	125.73	128.87
	Appx. Bi-wkly	7,479.20	7,667.20	7,859.20	8,057.60	8,259.20	8,463.20	8,676.00	8,891.20	9,112.80	9,340.00	9,576.80	9,816.80	10,058.40	10,309.60
	Appx. Monthly	16,204.93	16,612.27	17,028.27	17,458.13	17,894.93	18,336.93	18,798.00	19,264.27	19,744.40	20,236.67	20,749.73	21,269.73	21,793.20	22,337.47
	Appx. Annual	194,459.20	199,347.20	204,339.20	209,497.60	214,739.20	220,043.20	225,576.00	231,171.20	236,932.80	242,840.00	248,996.80	255,236.80	261,518.40	268,049.60
99C	Hourly	93.99	96.29	98.71	101.22	103.74	106.34	108.99	111.71	114.47	117.34	120.29	123.32	126.36	129.48
	Appx. Bi-wkly	7,519.20	7,703.20	7,896.80	8,097.60	8,299.20	8,507.20	8,719.20	8,936.80	9,157.60	9,387.20	9,623.20	9,865.60	10,108.80	10,358.40
	Appx. Monthly	16,291.60	16,690.27	17,109.73	17,544.80	17,981.60	18,432.27	18,891.60	19,363.07	19,841.47	20,338.93	20,850.27	21,375.47	21,902.40	22,443.20
	Appx. Annual	195,499.20	200,283.20	205,316.80	210,537.60	215,779.20	221,187.20	226,699.20	232,356.80	238,097.60	244,067.20	250,203.20	256,505.60	262,828.80	269,318.40
99T	Hourly	92.33	94.65	97.00	99.47	101.97	104.49	107.10	109.76	112.52	115.32	118.21	121.20	124.20	
	Appx. Bi-wkly	7,386.40	7,572.00	7,760.00	7,957.60	8,157.60	8,359.20	8,568.00	8,780.80	9,001.60	9,225.60	9,456.80	9,696.00	9,936.00	
	Appx. Monthly	16,003.87	16,406.00	16,813.33	17,241.47	17,674.80	18,111.60	18,564.00	19,025.07	19,503.47	19,988.80	20,489.73	21,008.00	21,528.00	
	Appx. Annual	192,046.40	196,872.00	201,760.00	206,897.60	212,097.60	217,339.20	222,768.00	228,300.80	234,041.60	239,865.60	245,876.80	252,096.00	258,336.00	

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
M	Hourly	16.72														
	Appx. Bi-wkly	1,337.60														
	Appx. Monthly	2,898.13														
	Appx. Annual	34,777.60														
1M	Hourly	16.72	16.84	17.27	17.71											
	Appx. Bi-wkly	1,337.60	1,347.20	1,381.60	1,416.80											
	Appx. Monthly	2,898.13	2,918.93	2,993.47	3,069.73											
	Appx. Annual	34,777.60	35,027.20	35,921.60	36,836.80											
2M	Hourly	16.84	17.27	17.71	18.15	18.62										
	Appx. Bi-wkly	1,347.20	1,381.60	1,416.80	1,452.00	1,489.60										
	Appx. Monthly	2,918.93	2,993.47	3,069.73	3,146.00	3,227.47										
	Appx. Annual	35,027.20	35,921.60	36,836.80	37,752.00	38,729.60										
3M	Hourly	16.84	16.94	17.36	17.79	18.24	18.70	19.16	19.62	20.12						
	Appx. Bi-wkly	1,347.20	1,355.20	1,388.80	1,423.20	1,459.20	1,496.00	1,532.80	1,569.60	1,609.60						
	Appx. Monthly	2,918.93	2,936.27	3,009.07	3,083.60	3,161.60	3,241.33	3,321.07	3,400.80	3,487.47						
	Appx. Annual	35,027.20	35,235.20	36,108.80	37,003.20	37,939.20	38,896.00	39,852.80	40,809.60	41,849.60						
3M-T	Hourly	16.84	16.94	17.36	17.79	18.24	18.70	19.16	19.62							
	Appx. Bi-wkly	1,347.20	1,355.20	1,388.80	1,423.20	1,459.20	1,496.00	1,532.80	1,569.60							
	Appx. Monthly	2,918.93	2,936.27	3,009.07	3,083.60	3,161.60	3,241.33	3,321.07	3,400.80							
	Appx. Annual	35,027.20	35,235.20	36,108.80	37,003.20	37,939.20	38,896.00	39,852.80	40,809.60							
4M	Hourly	16.94	17.15	17.57	18.03	18.48	18.95	19.42	19.91	20.42	20.92	21.44	21.97			
	Appx. Bi-wkly	1,355.20	1,372.00	1,405.60	1,442.40	1,478.40	1,516.00	1,553.60	1,592.80	1,633.60	1,673.60	1,715.20	1,757.60			
	Appx. Monthly	2,936.27	2,972.67	3,045.47	3,125.20	3,203.20	3,284.67	3,366.13	3,451.07	3,539.47	3,626.13	3,716.27	3,808.13			
	Appx. Annual	35,235.20	35,672.00	36,545.60	37,502.40	38,438.40	39,416.00	40,393.60	41,412.80	42,473.60	43,513.60	44,595.20	45,697.60			
4M-T	Hourly	16.94	17.15	17.57	18.03	18.48	18.95	19.42	19.91	20.42	20.92	21.44				
	Appx. Bi-wkly	1,355.20	1,372.00	1,405.60	1,442.40	1,478.40	1,516.00	1,553.60	1,592.80	1,633.60	1,673.60	1,715.20				
	Appx. Monthly	2,936.27	2,972.67	3,045.47	3,125.20	3,203.20	3,284.67	3,366.13	3,451.07	3,539.47	3,626.13	3,716.27				
	Appx. Annual	35,235.20	35,672.00	36,545.60	37,502.40	38,438.40	39,416.00	40,393.60	41,412.80	42,473.60	43,513.60	44,595.20				
5M	Hourly	17.15	17.37	17.75	18.19	18.71	19.15	19.59	20.06	20.58	21.14	21.61	22.15	22.72		
	Appx. Bi-wkly	1,372.00	1,389.60	1,420.00	1,455.20	1,496.80	1,532.00	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60		
	Appx. Monthly	2,972.67	3,010.80	3,076.67	3,152.93	3,243.07	3,319.33	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13		
	Appx. Annual	35,672.00	36,129.60	36,920.00	37,835.20	38,916.80	39,832.00	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60		
5M-T	Hourly	17.15	17.37	17.75	18.19	18.71	19.15	19.59	20.06	20.58	21.14	21.61	22.15			
	Appx. Bi-wkly	1,372.00	1,389.60	1,420.00	1,455.20	1,496.80	1,532.00	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00			
	Appx. Monthly	2,972.67	3,010.80	3,076.67	3,152.93	3,243.07	3,319.33	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33			
	Appx. Annual	35,672.00	36,129.60	36,920.00	37,835.20	38,916.80	39,832.00	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00			
6M	Hourly	17.37	17.75	18.19	18.71	19.15	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.30		
	Appx. Bi-wkly	1,389.60	1,420.00	1,455.20	1,496.80	1,532.00	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,864.00		
	Appx. Monthly	3,010.80	3,076.67	3,152.93	3,243.07	3,319.33	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,038.67		
	Appx. Annual	36,129.60	36,920.00	37,835.20	38,916.80	39,832.00	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,464.00		
7M	Hourly	17.69	18.08	18.53	19.02	19.46	19.97	20.43	20.95	21.49	21.99	22.56	23.10	23.69		
	Appx. Bi-wkly	1,415.20	1,446.40	1,482.40	1,521.60	1,556.80	1,597.60	1,634.40	1,676.00	1,719.20	1,759.20	1,804.80	1,848.00	1,895.20		
	Appx. Monthly	3,066.27	3,133.87	3,211.87	3,296.80	3,373.07	3,461.47	3,541.20	3,631.33	3,724.93	3,811.60	3,910.40	4,004.00	4,106.27		
	Appx. Annual	36,795.20	37,606.40	38,542.40	39,561.60	40,476.80	41,537.60	42,494.40	43,576.00	44,699.20	45,739.20	46,924.80	48,048.00	49,275.20		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
7M-T	Hourly	17.69	18.08	18.53	19.02	19.46	19.97	20.43	20.95	21.49	21.99	22.56	23.10			
	Appx. Bi-wkly	1,415.20	1,446.40	1,482.40	1,521.60	1,556.80	1,597.60	1,634.40	1,676.00	1,719.20	1,759.20	1,804.80	1,848.00			
	Appx. Monthly	3,066.27	3,133.87	3,211.87	3,296.80	3,373.07	3,461.47	3,541.20	3,631.33	3,724.93	3,811.60	3,910.40	4,004.00			
	Appx. Annual	36,795.20	37,606.40	38,542.40	39,561.60	40,476.80	41,537.60	42,494.40	43,576.00	44,699.20	45,739.20	46,924.80	48,048.00			
30	Hourly	17.69	17.75	18.19	18.71	19.16	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.83	
	Appx. Bi-wkly	1,415.20	1,420.00	1,455.20	1,496.80	1,532.80	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,906.40	
	Appx. Monthly	3,066.27	3,076.67	3,152.93	3,243.07	3,321.07	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,130.53	
	Appx. Annual	36,795.20	36,920.00	37,835.20	38,916.80	39,852.80	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,566.40	
30C	Hourly	17.75	18.08	18.53	19.02	19.46	19.97	20.43	20.95	21.50	22.00	22.56	23.10	23.67	24.25	
	Appx. Bi-wkly	1,420.00	1,446.40	1,482.40	1,521.60	1,556.80	1,597.60	1,634.40	1,676.00	1,720.00	1,760.00	1,804.80	1,848.00	1,893.60	1,940.00	
	Appx. Monthly	3,076.67	3,133.87	3,211.87	3,296.80	3,373.07	3,461.47	3,541.20	3,631.33	3,726.67	3,813.33	3,910.40	4,004.00	4,102.80	4,203.33	
	Appx. Annual	36,920.00	37,606.40	38,542.40	39,561.60	40,476.80	41,537.60	42,494.40	43,576.00	44,720.00	45,760.00	46,924.80	48,048.00	49,233.60	50,440.00	
30T	Hourly	17.69	17.75	18.19	18.71	19.16	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.25		
	Appx. Bi-wkly	1,415.20	1,420.00	1,455.20	1,496.80	1,532.80	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00		
	Appx. Monthly	3,066.27	3,076.67	3,152.93	3,243.07	3,321.07	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00		
	Appx. Annual	36,795.20	36,920.00	37,835.20	38,916.80	39,852.80	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00		
31	Hourly	17.77	18.21	18.71	19.16	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43	
	Appx. Bi-wkly	1,421.60	1,456.80	1,496.80	1,532.80	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	
	Appx. Monthly	3,080.13	3,156.40	3,243.07	3,321.07	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	
	Appx. Annual	36,961.60	37,876.80	38,916.80	39,852.80	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	
31A	Hourly	18.01	18.46	18.92	19.39	19.87	20.32	20.86	21.41	21.90	22.46	22.99	23.52	24.11	24.75	
	Appx. Bi-wkly	1,440.80	1,476.80	1,513.60	1,551.20	1,589.60	1,625.60	1,668.80	1,712.80	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	
	Appx. Monthly	3,121.73	3,199.73	3,279.47	3,360.93	3,444.13	3,522.13	3,615.73	3,711.07	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	
	Appx. Annual	37,460.80	38,396.80	39,353.60	40,331.20	41,329.60	42,265.60	43,388.80	44,532.80	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	
31C	Hourly	18.11	18.55	19.02	19.46	19.97	20.43	20.95	21.50	22.00	22.56	23.10	23.67	24.26	24.88	
	Appx. Bi-wkly	1,448.80	1,484.00	1,521.60	1,556.80	1,597.60	1,634.40	1,676.00	1,720.00	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	
	Appx. Monthly	3,139.07	3,215.33	3,296.80	3,373.07	3,461.47	3,541.20	3,631.33	3,726.67	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	
	Appx. Annual	37,668.80	38,584.00	39,561.60	40,476.80	41,537.60	42,494.40	43,576.00	44,720.00	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	
31T	Hourly	17.77	18.21	18.71	19.16	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.84		
	Appx. Bi-wkly	1,421.60	1,456.80	1,496.80	1,532.80	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20		
	Appx. Monthly	3,080.13	3,156.40	3,243.07	3,321.07	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27		
	Appx. Annual	36,961.60	37,876.80	38,916.80	39,852.80	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20		
32	Hourly	18.20	18.70	19.16	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.04	
	Appx. Bi-wkly	1,456.00	1,496.00	1,532.80	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,003.20	
	Appx. Monthly	3,154.67	3,241.33	3,321.07	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,340.27	
	Appx. Annual	37,856.00	38,896.00	39,852.80	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,083.20	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
32A	Hourly	18.45	18.91	19.39	19.87	20.32	20.86	21.41	21.90	22.46	22.99	23.52	24.11	24.75	25.35	
	Appx. Bi-wkly	1,476.00	1,512.80	1,551.20	1,589.60	1,625.60	1,668.80	1,712.80	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	2,028.00	
	Appx. Monthly	3,198.00	3,277.73	3,360.93	3,444.13	3,522.13	3,615.73	3,711.07	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	4,394.00	
	Appx. Annual	38,376.00	39,332.80	40,331.20	41,329.60	42,265.60	43,388.80	44,532.80	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	52,728.00	
32C	Hourly	18.54	19.01	19.46	19.97	20.43	20.95	21.50	22.00	22.56	23.10	23.67	24.26	24.88	25.50	
	Appx. Bi-wkly	1,483.20	1,520.80	1,556.80	1,597.60	1,634.40	1,676.00	1,720.00	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	2,040.00	
	Appx. Monthly	3,213.60	3,295.07	3,373.07	3,461.47	3,541.20	3,631.33	3,726.67	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	4,420.00	
	Appx. Annual	38,563.20	39,540.80	40,476.80	41,537.60	42,494.40	43,576.00	44,720.00	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	53,040.00	
32T	Hourly	18.20	18.70	19.16	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43		
	Appx. Bi-wkly	1,456.00	1,496.00	1,532.80	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40		
	Appx. Monthly	3,154.67	3,241.33	3,321.07	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53		
	Appx. Annual	37,856.00	38,896.00	39,852.80	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40		
33	Hourly	18.70	19.16	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.66	
	Appx. Bi-wkly	1,496.00	1,532.80	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.80	
	Appx. Monthly	3,241.33	3,321.07	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,447.73	
	Appx. Annual	38,896.00	39,852.80	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,372.80	
33A	Hourly	18.91	19.39	19.87	20.32	20.86	21.41	21.90	22.46	22.99	23.52	24.11	24.75	25.34	25.97	
	Appx. Bi-wkly	1,512.80	1,551.20	1,589.60	1,625.60	1,668.80	1,712.80	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	2,027.20	2,077.60	
	Appx. Monthly	3,277.73	3,360.93	3,444.13	3,522.13	3,615.73	3,711.07	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	4,392.27	4,501.47	
	Appx. Annual	39,332.80	40,331.20	41,329.60	42,265.60	43,388.80	44,532.80	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	52,707.20	54,017.60	
33C	Hourly	19.01	19.46	19.97	20.43	20.95	21.50	22.00	22.56	23.10	23.67	24.26	24.88	25.49	26.11	
	Appx. Bi-wkly	1,520.80	1,556.80	1,597.60	1,634.40	1,676.00	1,720.00	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	2,039.20	2,088.80	
	Appx. Monthly	3,295.07	3,373.07	3,461.47	3,541.20	3,631.33	3,726.67	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	4,418.27	4,525.73	
	Appx. Annual	39,540.80	40,476.80	41,537.60	42,494.40	43,576.00	44,720.00	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	53,019.20	54,308.80	
33T	Hourly	18.70	19.16	19.59	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.03		
	Appx. Bi-wkly	1,496.00	1,532.80	1,567.20	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40		
	Appx. Monthly	3,241.33	3,321.07	3,395.60	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53		
	Appx. Annual	38,896.00	39,852.80	40,747.20	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40		
34	Hourly	19.09	19.55	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.30	
	Appx. Bi-wkly	1,527.20	1,564.00	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,104.00	
	Appx. Monthly	3,308.93	3,388.67	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,558.67	
	Appx. Annual	39,707.20	40,664.00	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,704.00	
34A	Hourly	19.33	19.80	20.32	20.86	21.41	21.90	22.46	22.99	23.52	24.11	24.75	25.34	25.96	26.63	
	Appx. Bi-wkly	1,546.40	1,584.00	1,625.60	1,668.80	1,712.80	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	2,027.20	2,076.80	2,130.40	
	Appx. Monthly	3,350.53	3,432.00	3,522.13	3,615.73	3,711.07	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	4,392.27	4,499.73	4,615.87	
	Appx. Annual	40,206.40	41,184.00	42,265.60	43,388.80	44,532.80	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	52,707.20	53,996.80	55,390.40	
34C	Hourly	19.42	19.92	20.43	20.95	21.50	22.00	22.56	23.10	23.67	24.26	24.88	25.49	26.10	26.74	
	Appx. Bi-wkly	1,553.60	1,593.60	1,634.40	1,676.00	1,720.00	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	2,039.20	2,088.00	2,139.20	
	Appx. Monthly	3,366.13	3,452.80	3,541.20	3,631.33	3,726.67	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	4,418.27	4,524.00	4,634.93	
	Appx. Annual	40,393.60	41,433.60	42,494.40	43,576.00	44,720.00	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	53,019.20	54,288.00	55,619.20	
34T	Hourly	19.09	19.55	20.06	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65		
	Appx. Bi-wkly	1,527.20	1,564.00	1,604.80	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00		
	Appx. Monthly	3,308.93	3,388.67	3,477.07	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00		
	Appx. Annual	39,707.20	40,664.00	41,724.80	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
35	Hourly	19.59	20.10	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.92	
	Appx. Bi-wkly	1,567.20	1,608.00	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,153.60	
	Appx. Monthly	3,395.60	3,484.00	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,666.13	
	Appx. Annual	40,747.20	41,808.00	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	55,993.60	
35A	Hourly	19.87	20.37	20.86	21.41	21.90	22.46	22.99	23.52	24.11	24.75	25.34	25.96	26.62	27.24	
	Appx. Bi-wkly	1,589.60	1,629.60	1,668.80	1,712.80	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	2,027.20	2,076.80	2,129.60	2,179.20	
	Appx. Monthly	3,444.13	3,530.80	3,615.73	3,711.07	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	4,392.27	4,499.73	4,614.13	4,721.60	
	Appx. Annual	41,329.60	42,369.60	43,388.80	44,532.80	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	52,707.20	53,996.80	55,369.60	56,659.20	
35C	Hourly	19.97	20.47	20.95	21.50	22.00	22.56	23.10	23.67	24.26	24.88	25.49	26.10	26.73	27.41	
	Appx. Bi-wkly	1,597.60	1,637.60	1,676.00	1,720.00	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	2,039.20	2,088.00	2,138.40	2,192.80	
	Appx. Monthly	3,461.47	3,548.13	3,631.33	3,726.67	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	4,418.27	4,524.00	4,633.20	4,751.07	
	Appx. Annual	41,537.60	42,577.60	43,576.00	44,720.00	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	53,019.20	54,288.00	55,598.40	57,012.80	
35T	Hourly	19.59	20.10	20.58	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29		
	Appx. Bi-wkly	1,567.20	1,608.00	1,646.40	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20		
	Appx. Monthly	3,395.60	3,484.00	3,567.20	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93		
	Appx. Annual	40,747.20	41,808.00	42,806.40	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20		
36	Hourly	20.11	20.59	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.62	
	Appx. Bi-wkly	1,608.80	1,647.20	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,209.60	
	Appx. Monthly	3,485.73	3,568.93	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,787.47	
	Appx. Annual	41,828.80	42,827.20	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,449.60	
36A	Hourly	20.38	20.87	21.41	21.90	22.46	22.99	23.52	24.11	24.75	25.34	25.96	26.62	27.25	27.98	
	Appx. Bi-wkly	1,630.40	1,669.60	1,712.80	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	2,027.20	2,076.80	2,129.60	2,180.00	2,238.40	
	Appx. Monthly	3,532.53	3,617.47	3,711.07	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	4,392.27	4,499.73	4,614.13	4,723.33	4,849.87	
	Appx. Annual	42,390.40	43,409.60	44,532.80	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	52,707.20	53,996.80	55,369.60	56,680.00	58,198.40	
36C	Hourly	20.48	20.96	21.50	22.00	22.56	23.10	23.67	24.26	24.88	25.49	26.10	26.73	27.42	28.11	
	Appx. Bi-wkly	1,638.40	1,676.80	1,720.00	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	2,039.20	2,088.00	2,138.40	2,193.60	2,248.80	
	Appx. Monthly	3,549.87	3,633.07	3,726.67	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	4,418.27	4,524.00	4,633.20	4,752.80	4,872.40	
	Appx. Annual	42,598.40	43,596.80	44,720.00	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	53,019.20	54,288.00	55,598.40	57,033.60	58,468.80	
36T	Hourly	20.11	20.59	21.14	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.93		
	Appx. Bi-wkly	1,608.80	1,647.20	1,691.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40		
	Appx. Monthly	3,485.73	3,568.93	3,664.27	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87		
	Appx. Annual	41,828.80	42,827.20	43,971.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40		
37	Hourly	20.57	21.09	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.31	
	Appx. Bi-wkly	1,645.60	1,687.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,264.80	
	Appx. Monthly	3,565.47	3,655.60	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,907.07	
	Appx. Annual	42,785.60	43,867.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,884.80	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
37A	Hourly	20.85	21.39	21.90	22.46	22.99	23.52	24.11	24.75	25.34	25.96	26.62	27.25	27.99	28.69	
	Appx. Bi-wkly	1,668.00	1,711.20	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	2,027.20	2,076.80	2,129.60	2,180.00	2,239.20	2,295.20	
	Appx. Monthly	3,614.00	3,707.60	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	4,392.27	4,499.73	4,614.13	4,723.33	4,851.60	4,972.93	
	Appx. Annual	43,368.00	44,491.20	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	52,707.20	53,996.80	55,369.60	56,680.00	58,219.20	59,675.20	
37C	Hourly	20.94	21.46	22.00	22.56	23.10	23.67	24.26	24.88	25.49	26.10	26.73	27.42	28.12	28.83	
	Appx. Bi-wkly	1,675.20	1,716.80	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	2,039.20	2,088.00	2,138.40	2,193.60	2,249.60	2,306.40	
	Appx. Monthly	3,629.60	3,719.73	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	4,418.27	4,524.00	4,633.20	4,752.80	4,874.13	4,997.20	
	Appx. Annual	43,555.20	44,636.80	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	53,019.20	54,288.00	55,598.40	57,033.60	58,489.60	59,966.40	
37T	Hourly	20.57	21.09	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.63		
	Appx. Bi-wkly	1,645.60	1,687.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40		
	Appx. Monthly	3,565.47	3,655.60	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20		
	Appx. Annual	42,785.60	43,867.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40		
38	Hourly	21.09	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	28.98	
	Appx. Bi-wkly	1,687.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,318.40	
	Appx. Monthly	3,655.60	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,023.20	
	Appx. Annual	43,867.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,278.40	
38A	Hourly	21.39	21.90	22.46	22.99	23.52	24.11	24.75	25.34	25.96	26.62	27.25	27.99	28.62	29.35	
	Appx. Bi-wkly	1,711.20	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	2,027.20	2,076.80	2,129.60	2,180.00	2,239.20	2,289.60	2,348.00	
	Appx. Monthly	3,707.60	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	4,392.27	4,499.73	4,614.13	4,723.33	4,851.60	4,960.80	5,087.33	
	Appx. Annual	44,491.20	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	52,707.20	53,996.80	55,369.60	56,680.00	58,219.20	59,529.60	61,048.00	
38C	Hourly	21.46	22.00	22.56	23.10	23.67	24.26	24.88	25.49	26.10	26.73	27.42	28.12	28.77	29.49	
	Appx. Bi-wkly	1,716.80	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	2,039.20	2,088.00	2,138.40	2,193.60	2,249.60	2,301.60	2,359.20	
	Appx. Monthly	3,719.73	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	4,418.27	4,524.00	4,633.20	4,752.80	4,874.13	4,986.80	5,111.60	
	Appx. Annual	44,636.80	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	53,019.20	54,288.00	55,598.40	57,033.60	58,489.60	59,841.60	61,339.20	
38T	Hourly	21.09	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26		
	Appx. Bi-wkly	1,687.20	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80		
	Appx. Monthly	3,655.60	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40		
	Appx. Annual	43,867.20	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80		
39	Hourly	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.70	
	Appx. Bi-wkly	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,376.00	
	Appx. Monthly	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,148.00	
	Appx. Annual	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,776.00	
39A	Hourly	21.90	22.46	22.99	23.52	24.11	24.75	25.34	25.96	26.62	27.25	27.99	28.62	29.37	30.11	
	Appx. Bi-wkly	1,752.00	1,796.80	1,839.20	1,881.60	1,928.80	1,980.00	2,027.20	2,076.80	2,129.60	2,180.00	2,239.20	2,289.60	2,349.60	2,408.80	
	Appx. Monthly	3,796.00	3,893.07	3,984.93	4,076.80	4,179.07	4,290.00	4,392.27	4,499.73	4,614.13	4,723.33	4,851.60	4,960.80	5,090.80	5,219.07	
	Appx. Annual	45,552.00	46,716.80	47,819.20	48,921.60	50,148.80	51,480.00	52,707.20	53,996.80	55,369.60	56,680.00	58,219.20	59,529.60	61,089.60	62,628.80	
39C	Hourly	22.00	22.56	23.10	23.67	24.26	24.88	25.49	26.10	26.73	27.42	28.12	28.77	29.51	30.24	
	Appx. Bi-wkly	1,760.00	1,804.80	1,848.00	1,893.60	1,940.80	1,990.40	2,039.20	2,088.00	2,138.40	2,193.60	2,249.60	2,301.60	2,360.80	2,419.20	
	Appx. Monthly	3,813.33	3,910.40	4,004.00	4,102.80	4,205.07	4,312.53	4,418.27	4,524.00	4,633.20	4,752.80	4,874.13	4,986.80	5,115.07	5,241.60	
	Appx. Annual	45,760.00	46,924.80	48,048.00	49,233.60	50,460.80	51,750.40	53,019.20	54,288.00	55,598.40	57,033.60	58,489.60	59,841.60	61,380.80	62,899.20	
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
39T	Hourly	21.61	22.15	22.72	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	29.00		
	Appx. Bi-wkly	1,728.80	1,772.00	1,817.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00		
	Appx. Monthly	3,745.73	3,839.33	3,938.13	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67		
	Appx. Annual	44,948.80	46,072.00	47,257.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00		
40	Hourly	22.10	22.67	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44	
	Appx. Bi-wkly	1,768.00	1,813.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	
	Appx. Monthly	3,830.67	3,929.47	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	
	Appx. Annual	45,968.00	47,153.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	
40A	Hourly	22.41	22.96	23.52	24.11	24.75	25.34	25.96	26.62	27.25	27.99	28.62	29.37	30.06	30.80	
	Appx. Bi-wkly	1,792.80	1,836.80	1,881.60	1,928.80	1,980.00	2,027.20	2,076.80	2,129.60	2,180.00	2,239.20	2,289.60	2,349.60	2,404.80	2,464.00	
	Appx. Monthly	3,884.40	3,979.73	4,076.80	4,179.07	4,290.00	4,392.27	4,499.73	4,614.13	4,723.33	4,851.60	4,960.80	5,090.80	5,210.40	5,338.67	
	Appx. Annual	46,612.80	47,756.80	48,921.60	50,148.80	51,480.00	52,707.20	53,996.80	55,369.60	56,680.00	58,219.20	59,529.60	61,089.60	62,524.80	64,064.00	
40C	Hourly	22.52	23.06	23.67	24.26	24.88	25.49	26.10	26.73	27.42	28.12	28.77	29.51	30.21	30.95	
	Appx. Bi-wkly	1,801.60	1,844.80	1,893.60	1,940.80	1,990.40	2,039.20	2,088.00	2,138.40	2,193.60	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	
	Appx. Monthly	3,903.47	3,997.07	4,102.80	4,205.07	4,312.53	4,418.27	4,524.00	4,633.20	4,752.80	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	
	Appx. Annual	46,841.60	47,964.80	49,233.60	50,460.80	51,750.40	53,019.20	54,288.00	55,598.40	57,033.60	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	
40T	Hourly	22.10	22.67	23.25	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.67		
	Appx. Bi-wkly	1,768.00	1,813.60	1,860.00	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60		
	Appx. Monthly	3,830.67	3,929.47	4,030.00	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80		
	Appx. Annual	45,968.00	47,153.60	48,360.00	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60		
41	Hourly	22.68	23.26	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.19	
	Appx. Bi-wkly	1,814.40	1,860.80	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,495.20	
	Appx. Monthly	3,931.20	4,031.73	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,406.27	
	Appx. Annual	47,174.40	48,380.80	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,875.20	
41A	Hourly	22.97	23.54	24.11	24.75	25.34	25.96	26.62	27.25	27.99	28.62	29.37	30.06	30.80	31.59	
	Appx. Bi-wkly	1,837.60	1,883.20	1,928.80	1,980.00	2,027.20	2,076.80	2,129.60	2,180.00	2,239.20	2,289.60	2,349.60	2,404.80	2,464.00	2,527.20	
	Appx. Monthly	3,981.47	4,080.27	4,179.07	4,290.00	4,392.27	4,499.73	4,614.13	4,723.33	4,851.60	4,960.80	5,090.80	5,210.40	5,338.67	5,475.60	
	Appx. Annual	47,777.60	48,963.20	50,148.80	51,480.00	52,707.20	53,996.80	55,369.60	56,680.00	58,219.20	59,529.60	61,089.60	62,524.80	64,064.00	65,707.20	
41C	Hourly	23.08	23.68	24.26	24.88	25.49	26.10	26.73	27.42	28.12	28.77	29.51	30.21	30.95	31.72	
	Appx. Bi-wkly	1,846.40	1,894.40	1,940.80	1,990.40	2,039.20	2,088.00	2,138.40	2,193.60	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	2,537.60	
	Appx. Monthly	4,000.53	4,104.53	4,205.07	4,312.53	4,418.27	4,524.00	4,633.20	4,752.80	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	5,498.13	
	Appx. Annual	48,006.40	49,254.40	50,460.80	51,750.40	53,019.20	54,288.00	55,598.40	57,033.60	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	65,977.60	
41T	Hourly	22.68	23.26	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44		
	Appx. Bi-wkly	1,814.40	1,860.80	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20		
	Appx. Monthly	3,931.20	4,031.73	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27		
	Appx. Annual	47,174.40	48,380.80	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20		
42	Hourly	23.26	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.97	
	Appx. Bi-wkly	1,860.80	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,557.60	
	Appx. Monthly	4,031.73	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,541.47	
	Appx. Annual	48,380.80	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,497.60	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
42A	Hourly	23.54	24.11	24.75	25.34	25.96	26.62	27.25	27.99	28.62	29.37	30.06	30.80	31.58	32.36	
	Appx. Bi-wkly	1,883.20	1,928.80	1,980.00	2,027.20	2,076.80	2,129.60	2,180.00	2,239.20	2,289.60	2,349.60	2,404.80	2,464.00	2,526.40	2,588.80	
	Appx. Monthly	4,080.27	4,179.07	4,290.00	4,392.27	4,499.73	4,614.13	4,723.33	4,851.60	4,960.80	5,090.80	5,210.40	5,338.67	5,473.87	5,609.07	
	Appx. Annual	48,963.20	50,148.80	51,480.00	52,707.20	53,996.80	55,369.60	56,680.00	58,219.20	59,529.60	61,089.60	62,524.80	64,064.00	65,686.40	67,308.80	
42C	Hourly	23.68	24.26	24.88	25.49	26.10	26.73	27.42	28.12	28.77	29.51	30.21	30.95	31.71	32.52	
	Appx. Bi-wkly	1,894.40	1,940.80	1,990.40	2,039.20	2,088.00	2,138.40	2,193.60	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,601.60	
	Appx. Monthly	4,104.53	4,205.07	4,312.53	4,418.27	4,524.00	4,633.20	4,752.80	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,636.80	
	Appx. Annual	49,254.40	50,460.80	51,750.40	53,019.20	54,288.00	55,598.40	57,033.60	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,641.60	
42T	Hourly	23.26	23.84	24.43	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.18		
	Appx. Bi-wkly	1,860.80	1,907.20	1,954.40	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40		
	Appx. Monthly	4,031.73	4,132.27	4,234.53	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53		
	Appx. Annual	48,380.80	49,587.20	50,814.40	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40		
43	Hourly	23.83	24.42	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.79	
	Appx. Bi-wkly	1,906.40	1,953.60	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,623.20	
	Appx. Monthly	4,130.53	4,232.80	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,683.60	
	Appx. Annual	49,566.40	50,793.60	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,203.20	
43A	Hourly	24.10	24.72	25.34	25.96	26.62	27.25	27.99	28.62	29.37	30.06	30.80	31.58	32.39	33.17	
	Appx. Bi-wkly	1,928.00	1,977.60	2,027.20	2,076.80	2,129.60	2,180.00	2,239.20	2,289.60	2,349.60	2,404.80	2,464.00	2,526.40	2,591.20	2,653.60	
	Appx. Monthly	4,177.33	4,284.80	4,392.27	4,499.73	4,614.13	4,723.33	4,851.60	4,960.80	5,090.80	5,210.40	5,338.67	5,473.87	5,614.27	5,749.47	
	Appx. Annual	50,128.00	51,417.60	52,707.20	53,996.80	55,369.60	56,680.00	58,219.20	59,529.60	61,089.60	62,524.80	64,064.00	65,686.40	67,371.20	68,993.60	
43C	Hourly	24.25	24.86	25.49	26.10	26.73	27.42	28.12	28.77	29.51	30.21	30.95	31.71	32.54	33.35	
	Appx. Bi-wkly	1,940.00	1,988.80	2,039.20	2,088.00	2,138.40	2,193.60	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,668.00	
	Appx. Monthly	4,203.33	4,309.07	4,418.27	4,524.00	4,633.20	4,752.80	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,780.67	
	Appx. Annual	50,440.00	51,708.80	53,019.20	54,288.00	55,598.40	57,033.60	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,368.00	
43T	Hourly	23.83	24.42	25.03	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.99		
	Appx. Bi-wkly	1,906.40	1,953.60	2,002.40	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20		
	Appx. Monthly	4,130.53	4,232.80	4,338.53	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93		
	Appx. Annual	49,566.40	50,793.60	52,062.40	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20		
44	Hourly	24.40	25.02	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54	
	Appx. Bi-wkly	1,952.00	2,001.60	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	
	Appx. Monthly	4,229.33	4,336.80	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	
	Appx. Annual	50,752.00	52,041.60	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	
44A	Hourly	24.68	25.33	25.96	26.62	27.25	27.99	28.62	29.37	30.06	30.80	31.58	32.39	33.13	33.97	
	Appx. Bi-wkly	1,974.40	2,026.40	2,076.80	2,129.60	2,180.00	2,239.20	2,289.60	2,349.60	2,404.80	2,464.00	2,526.40	2,591.20	2,650.40	2,717.60	
	Appx. Monthly	4,277.87	4,390.53	4,499.73	4,614.13	4,723.33	4,851.60	4,960.80	5,090.80	5,210.40	5,338.67	5,473.87	5,614.27	5,742.53	5,888.13	
	Appx. Annual	51,334.40	52,686.40	53,996.80	55,369.60	56,680.00	58,219.20	59,529.60	61,089.60	62,524.80	64,064.00	65,686.40	67,371.20	68,910.40	70,657.60	
44C	Hourly	24.85	25.48	26.10	26.73	27.42	28.12	28.77	29.51	30.21	30.95	31.71	32.54	33.30	34.12	
	Appx. Bi-wkly	1,988.00	2,038.40	2,088.00	2,138.40	2,193.60	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	
	Appx. Monthly	4,307.33	4,416.53	4,524.00	4,633.20	4,752.80	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	
	Appx. Annual	51,688.00	52,998.40	54,288.00	55,598.40	57,033.60	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	
44T	Hourly	24.40	25.02	25.65	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.74		
	Appx. Bi-wkly	1,952.00	2,001.60	2,052.00	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20		
	Appx. Monthly	4,229.33	4,336.80	4,446.00	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93		
	Appx. Annual	50,752.00	52,041.60	53,352.00	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20		

Effective 2/24/2024		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
45	Hourly	25.01	25.63	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40	
	Appx. Bi-wkly	2,000.80	2,050.40	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	
	Appx. Monthly	4,335.07	4,442.53	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	
	Appx. Annual	52,020.80	53,310.40	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	
45A	Hourly	25.32	25.95	26.62	27.25	27.99	28.62	29.37	30.06	30.80	31.58	32.39	33.13	33.97	34.82	
	Appx. Bi-wkly	2,025.60	2,076.00	2,129.60	2,180.00	2,239.20	2,289.60	2,349.60	2,404.80	2,464.00	2,526.40	2,591.20	2,650.40	2,717.60	2,785.60	
	Appx. Monthly	4,388.80	4,498.00	4,614.13	4,723.33	4,851.60	4,960.80	5,090.80	5,210.40	5,338.67	5,473.87	5,614.27	5,742.53	5,888.13	6,035.47	
	Appx. Annual	52,665.60	53,976.00	55,369.60	56,680.00	58,219.20	59,529.60	61,089.60	62,524.80	64,064.00	65,686.40	67,371.20	68,910.40	70,657.60	72,425.60	
45C	Hourly	25.47	26.09	26.73	27.42	28.12	28.77	29.51	30.21	30.95	31.71	32.54	33.30	34.12	35.00	
	Appx. Bi-wkly	2,037.60	2,087.20	2,138.40	2,193.60	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	
	Appx. Monthly	4,414.80	4,522.27	4,633.20	4,752.80	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	
	Appx. Annual	52,977.60	54,267.20	55,598.40	57,033.60	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	
45T	Hourly	25.01	25.63	26.29	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54		
	Appx. Bi-wkly	2,000.80	2,050.40	2,103.20	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20		
	Appx. Monthly	4,335.07	4,442.53	4,556.93	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60		
	Appx. Annual	52,020.80	53,310.40	54,683.20	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20		
46	Hourly	25.65	26.30	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.26	
	Appx. Bi-wkly	2,052.00	2,104.00	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,820.80	
	Appx. Monthly	4,446.00	4,558.67	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,111.73	
	Appx. Annual	53,352.00	54,704.00	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,340.80	
46A	Hourly	25.96	26.63	27.25	27.99	28.62	29.37	30.06	30.80	31.58	32.39	33.13	33.97	34.82	35.70	
	Appx. Bi-wkly	2,076.80	2,130.40	2,180.00	2,239.20	2,289.60	2,349.60	2,404.80	2,464.00	2,526.40	2,591.20	2,650.40	2,717.60	2,785.60	2,856.00	
	Appx. Monthly	4,499.73	4,615.87	4,723.33	4,851.60	4,960.80	5,090.80	5,210.40	5,338.67	5,473.87	5,614.27	5,742.53	5,888.13	6,035.47	6,188.00	
	Appx. Annual	53,996.80	55,390.40	56,680.00	58,219.20	59,529.60	61,089.60	62,524.80	64,064.00	65,686.40	67,371.20	68,910.40	70,657.60	72,425.60	74,256.00	
46C	Hourly	26.10	26.74	27.42	28.12	28.77	29.51	30.21	30.95	31.71	32.54	33.30	34.12	35.00	35.86	
	Appx. Bi-wkly	2,088.00	2,139.20	2,193.60	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	2,868.80	
	Appx. Monthly	4,524.00	4,634.93	4,752.80	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	6,215.73	
	Appx. Annual	54,288.00	55,619.20	57,033.60	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	74,588.80	
46F	Hourly	26.10	26.74	27.42	28.12	28.77	29.51	30.21	30.95	31.71	32.54	33.30	34.12	35.00		
	Appx. Bi-wkly	2,088.00	2,139.20	2,193.60	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00		
	Appx. Monthly	4,524.00	4,634.93	4,752.80	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67		
	Appx. Annual	54,288.00	55,619.20	57,033.60	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00		
46T	Hourly	25.65	26.30	26.93	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40		
	Appx. Bi-wkly	2,052.00	2,104.00	2,154.40	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00		
	Appx. Monthly	4,446.00	4,558.67	4,667.87	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67		
	Appx. Annual	53,352.00	54,704.00	56,014.40	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
47	Hourly	26.31	26.95	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.09	
	Appx. Bi-wkly	2,104.80	2,156.00	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,887.20	
	Appx. Monthly	4,560.40	4,671.33	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,255.60	
	Appx. Annual	54,724.80	56,056.00	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,067.20	
47A	Hourly	26.64	27.30	27.99	28.62	29.37	30.06	30.80	31.58	32.39	33.13	33.97	34.82	35.66	36.53	
	Appx. Bi-wkly	2,131.20	2,184.00	2,239.20	2,289.60	2,349.60	2,404.80	2,464.00	2,526.40	2,591.20	2,650.40	2,717.60	2,785.60	2,852.80	2,922.40	
	Appx. Monthly	4,617.60	4,732.00	4,851.60	4,960.80	5,090.80	5,210.40	5,338.67	5,473.87	5,614.27	5,742.53	5,888.13	6,035.47	6,181.07	6,331.87	
	Appx. Annual	55,411.20	56,784.00	58,219.20	59,529.60	61,089.60	62,524.80	64,064.00	65,686.40	67,371.20	68,910.40	70,657.60	72,425.60	74,172.80	75,982.40	
47C	Hourly	26.75	27.43	28.12	28.77	29.51	30.21	30.95	31.71	32.54	33.30	34.12	35.00	35.82	36.74	
	Appx. Bi-wkly	2,140.00	2,194.40	2,249.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	2,865.60	2,939.20	
	Appx. Monthly	4,636.67	4,754.53	4,874.13	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	6,208.80	6,368.27	
	Appx. Annual	55,640.00	57,054.40	58,489.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	74,505.60	76,419.20	
47T	Hourly	26.31	26.95	27.63	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23		
	Appx. Bi-wkly	2,104.80	2,156.00	2,210.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40		
	Appx. Monthly	4,560.40	4,671.33	4,789.20	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53		
	Appx. Annual	54,724.80	56,056.00	57,470.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40		
48	Hourly	26.90	27.58	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.12	37.03	
	Appx. Bi-wkly	2,152.00	2,206.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,962.40	
	Appx. Monthly	4,662.67	4,780.53	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,418.53	
	Appx. Annual	55,952.00	57,366.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	77,022.40	
48A	Hourly	27.20	27.92	28.62	29.37	30.06	30.80	31.58	32.39	33.13	33.97	34.82	35.66	36.56	37.49	
	Appx. Bi-wkly	2,176.00	2,233.60	2,289.60	2,349.60	2,404.80	2,464.00	2,526.40	2,591.20	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,999.20	
	Appx. Monthly	4,714.67	4,839.47	4,960.80	5,090.80	5,210.40	5,338.67	5,473.87	5,614.27	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,498.27	
	Appx. Annual	56,576.00	58,073.60	59,529.60	61,089.60	62,524.80	64,064.00	65,686.40	67,371.20	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,979.20	
48C	Hourly	27.39	28.07	28.77	29.51	30.21	30.95	31.71	32.54	33.30	34.12	35.00	35.82	36.76	37.68	
	Appx. Bi-wkly	2,191.20	2,245.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,014.40	
	Appx. Monthly	4,747.60	4,865.47	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,531.20	
	Appx. Annual	56,971.20	58,385.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,374.40	
48F	Hourly	27.39	28.07	28.77	29.51	30.21	30.95	31.71	32.54	33.30	34.12	35.00	35.82	36.76		
	Appx. Bi-wkly	2,191.20	2,245.60	2,301.60	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80		
	Appx. Monthly	4,747.60	4,865.47	4,986.80	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73		
	Appx. Annual	56,971.20	58,385.60	59,841.60	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80		
48T	Hourly	26.90	27.58	28.26	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.12		
	Appx. Bi-wkly	2,152.00	2,206.40	2,260.80	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60		
	Appx. Monthly	4,662.67	4,780.53	4,898.40	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80		
	Appx. Annual	55,952.00	57,366.40	58,780.80	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60		
49	Hourly	27.61	28.28	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.89	
	Appx. Bi-wkly	2,208.80	2,262.40	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,031.20	
	Appx. Monthly	4,785.73	4,901.87	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,567.60	
	Appx. Annual	57,428.80	58,822.40	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,811.20	
49A	Hourly	27.96	28.65	29.37	30.06	30.80	31.58	32.39	33.13	33.97	34.82	35.66	36.56	37.43	38.36	
	Appx. Bi-wkly	2,236.80	2,292.00	2,349.60	2,404.80	2,464.00	2,526.40	2,591.20	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,994.40	3,068.80	
	Appx. Monthly	4,846.40	4,966.00	5,090.80	5,210.40	5,338.67	5,473.87	5,614.27	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,487.87	6,649.07	
	Appx. Annual	58,156.80	59,592.00	61,089.60	62,524.80	64,064.00	65,686.40	67,371.20	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,854.40	79,788.80	
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
49C	Hourly	28.09	28.79	29.51	30.21	30.95	31.71	32.54	33.30	34.12	35.00	35.82	36.76	37.64	38.57	
	Appx. Bi-wkly	2,247.20	2,303.20	2,360.80	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,011.20	3,085.60	
	Appx. Monthly	4,868.93	4,990.27	5,115.07	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,524.27	6,685.47	
	Appx. Annual	58,427.20	59,883.20	61,380.80	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,291.20	80,225.60	
49F	Hourly	28.07	28.77	29.49	30.25	30.97	31.72	32.50	33.35	34.13	34.97	35.88	36.72	37.68		
	Appx. Bi-wkly	2,245.60	2,301.60	2,359.20	2,420.00	2,477.60	2,537.60	2,600.00	2,668.00	2,730.40	2,797.60	2,870.40	2,937.60	3,014.40		
	Appx. Monthly	4,865.47	4,986.80	5,111.60	5,243.33	5,368.13	5,498.13	5,633.33	5,780.67	5,915.87	6,061.47	6,219.20	6,364.80	6,531.20		
	Appx. Annual	58,385.60	59,841.60	61,339.20	62,920.00	64,417.60	65,977.60	67,600.00	69,368.00	70,990.40	72,737.60	74,630.40	76,377.60	78,374.40		
49T	Hourly	27.61	28.28	29.00	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.12	36.96		
	Appx. Bi-wkly	2,208.80	2,262.40	2,320.00	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80		
	Appx. Monthly	4,785.73	4,901.87	5,026.67	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40		
	Appx. Annual	57,428.80	58,822.40	60,320.00	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80		
50	Hourly	28.25	28.97	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.82	
	Appx. Bi-wkly	2,260.00	2,317.60	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,105.60	
	Appx. Monthly	4,896.67	5,021.47	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,728.80	
	Appx. Annual	58,760.00	60,257.60	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,745.60	
50A	Hourly	28.61	29.31	30.06	30.80	31.58	32.39	33.13	33.97	34.82	35.66	36.56	37.43	38.35	39.32	
	Appx. Bi-wkly	2,288.80	2,344.80	2,404.80	2,464.00	2,526.40	2,591.20	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,994.40	3,068.00	3,145.60	
	Appx. Monthly	4,959.07	5,080.40	5,210.40	5,338.67	5,473.87	5,614.27	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,487.87	6,647.33	6,815.47	
	Appx. Annual	59,508.80	60,964.80	62,524.80	64,064.00	65,686.40	67,371.20	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,854.40	79,768.00	81,785.60	
50C	Hourly	28.76	29.48	30.21	30.95	31.71	32.54	33.30	34.12	35.00	35.82	36.76	37.64	38.56	39.51	
	Appx. Bi-wkly	2,300.80	2,358.40	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,011.20	3,084.80	3,160.80	
	Appx. Monthly	4,985.07	5,109.87	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,524.27	6,683.73	6,848.40	
	Appx. Annual	59,820.80	61,318.40	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,291.20	80,204.80	82,180.80	
50T	Hourly	28.25	28.97	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.88		
	Appx. Bi-wkly	2,260.00	2,317.60	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40		
	Appx. Monthly	4,896.67	5,021.47	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87		
	Appx. Annual	58,760.00	60,257.60	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40		
51	Hourly	28.97	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.77	
	Appx. Bi-wkly	2,317.60	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,181.60	
	Appx. Monthly	5,021.47	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,893.47	
	Appx. Annual	60,257.60	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,721.60	
51A	Hourly	29.31	30.06	30.80	31.58	32.39	33.13	33.97	34.82	35.66	36.56	37.43	38.35	39.30	40.26	
	Appx. Bi-wkly	2,344.80	2,404.80	2,464.00	2,526.40	2,591.20	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,994.40	3,068.00	3,144.00	3,220.80	
	Appx. Monthly	5,080.40	5,210.40	5,338.67	5,473.87	5,614.27	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,487.87	6,647.33	6,812.00	6,978.40	
	Appx. Annual	60,964.80	62,524.80	64,064.00	65,686.40	67,371.20	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,854.40	79,768.00	81,744.00	83,740.80	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
51C	Hourly	29.48	30.21	30.95	31.71	32.54	33.30	34.12	35.00	35.82	36.76	37.64	38.56	39.47	40.49	
	Appx. Bi-wkly	2,358.40	2,416.80	2,476.00	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,011.20	3,084.80	3,157.60	3,239.20	
	Appx. Monthly	5,109.87	5,236.40	5,364.67	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,524.27	6,683.73	6,841.47	7,018.27	
	Appx. Annual	61,318.40	62,836.80	64,376.00	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,291.20	80,204.80	82,097.60	84,219.20	
51T	Hourly	28.97	29.67	30.44	31.18	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80		
	Appx. Bi-wkly	2,317.60	2,373.60	2,435.20	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00		
	Appx. Monthly	5,021.47	5,142.80	5,276.27	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33		
	Appx. Annual	60,257.60	61,713.60	63,315.20	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00		
52	Hourly	29.66	30.42	31.18	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.78	
	Appx. Bi-wkly	2,372.80	2,433.60	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,262.40	
	Appx. Monthly	5,141.07	5,272.80	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,068.53	
	Appx. Annual	61,692.80	63,273.60	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,822.40	
52A	Hourly	30.05	30.79	31.58	32.39	33.13	33.97	34.82	35.66	36.56	37.43	38.35	39.30	40.27	41.32	
	Appx. Bi-wkly	2,404.00	2,463.20	2,526.40	2,591.20	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,994.40	3,068.00	3,144.00	3,221.60	3,305.60	
	Appx. Monthly	5,208.67	5,336.93	5,473.87	5,614.27	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,487.87	6,647.33	6,812.00	6,980.13	7,162.13	
	Appx. Annual	62,504.00	64,043.20	65,686.40	67,371.20	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,854.40	79,768.00	81,744.00	83,761.60	85,945.60	
52C	Hourly	30.20	30.94	31.71	32.54	33.30	34.12	35.00	35.82	36.76	37.64	38.56	39.47	40.50	41.50	
	Appx. Bi-wkly	2,416.00	2,475.20	2,536.80	2,603.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,011.20	3,084.80	3,157.60	3,240.00	3,320.00	
	Appx. Monthly	5,234.67	5,362.93	5,496.40	5,640.27	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,524.27	6,683.73	6,841.47	7,020.00	7,193.33	
	Appx. Annual	62,816.00	64,355.20	65,956.80	67,683.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,291.20	80,204.80	82,097.60	84,240.00	86,320.00	
52T	Hourly	29.66	30.42	31.18	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78		
	Appx. Bi-wkly	2,372.80	2,433.60	2,494.40	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40		
	Appx. Monthly	5,141.07	5,272.80	5,404.53	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20		
	Appx. Annual	61,692.80	63,273.60	64,854.40	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40		
53	Hourly	30.45	31.20	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.84	
	Appx. Bi-wkly	2,436.00	2,496.00	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,347.20	
	Appx. Monthly	5,278.00	5,408.00	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,252.27	
	Appx. Annual	63,336.00	64,896.00	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	87,027.20	
53A	Hourly	30.82	31.60	32.39	33.13	33.97	34.82	35.66	36.56	37.43	38.35	39.30	40.27	41.30	42.31	
	Appx. Bi-wkly	2,465.60	2,528.00	2,591.20	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,994.40	3,068.00	3,144.00	3,221.60	3,304.00	3,384.80	
	Appx. Monthly	5,342.13	5,477.33	5,614.27	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,487.87	6,647.33	6,812.00	6,980.13	7,158.67	7,333.73	
	Appx. Annual	64,105.60	65,728.00	67,371.20	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,854.40	79,768.00	81,744.00	83,761.60	85,904.00	88,004.80	
53C	Hourly	30.97	31.73	32.54	33.30	34.12	35.00	35.82	36.76	37.64	38.56	39.47	40.50	41.49	42.56	
	Appx. Bi-wkly	2,477.60	2,538.40	2,603.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,011.20	3,084.80	3,157.60	3,240.00	3,319.20	3,404.80	
	Appx. Monthly	5,368.13	5,499.87	5,640.27	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,524.27	6,683.73	6,841.47	7,020.00	7,191.60	7,377.07	
	Appx. Annual	64,417.60	65,998.40	67,683.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,291.20	80,204.80	82,097.60	84,240.00	86,299.20	88,524.80	
53T	Hourly	30.45	31.20	31.99	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.77		
	Appx. Bi-wkly	2,436.00	2,496.00	2,559.20	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60		
	Appx. Monthly	5,278.00	5,408.00	5,544.93	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80		
	Appx. Annual	63,336.00	64,896.00	66,539.20	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
54	Hourly	31.15	31.95	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.83	
	Appx. Bi-wkly	2,492.00	2,556.00	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,426.40	
	Appx. Monthly	5,399.33	5,538.00	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,423.87	
	Appx. Annual	64,792.00	66,456.00	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,086.40	
54A	Hourly	31.54	32.34	33.13	33.97	34.82	35.66	36.56	37.43	38.35	39.30	40.27	41.30	42.30	43.38	
	Appx. Bi-wkly	2,523.20	2,587.20	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,994.40	3,068.00	3,144.00	3,221.60	3,304.00	3,384.00	3,470.40	
	Appx. Monthly	5,466.93	5,605.60	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,487.87	6,647.33	6,812.00	6,980.13	7,158.67	7,332.00	7,519.20	
	Appx. Annual	65,603.20	67,267.20	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,854.40	79,768.00	81,744.00	83,761.60	85,904.00	87,984.00	90,230.40	
54C	Hourly	31.69	32.49	33.30	34.12	35.00	35.82	36.76	37.64	38.56	39.47	40.50	41.49	42.54	43.56	
	Appx. Bi-wkly	2,535.20	2,599.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,011.20	3,084.80	3,157.60	3,240.00	3,319.20	3,403.20	3,484.80	
	Appx. Monthly	5,492.93	5,631.60	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,524.27	6,683.73	6,841.47	7,020.00	7,191.60	7,373.60	7,550.40	
	Appx. Annual	65,915.20	67,579.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,291.20	80,204.80	82,097.60	84,240.00	86,299.20	88,483.20	90,604.80	
54T	Hourly	31.15	31.95	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.82		
	Appx. Bi-wkly	2,492.00	2,556.00	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60		
	Appx. Monthly	5,399.33	5,538.00	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80		
	Appx. Annual	64,792.00	66,456.00	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60		
55	Hourly	31.95	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.91	
	Appx. Bi-wkly	2,556.00	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.80	
	Appx. Monthly	5,538.00	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,611.07	
	Appx. Annual	66,456.00	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,332.80	
55A	Hourly	32.34	33.13	33.97	34.82	35.66	36.56	37.43	38.35	39.30	40.27	41.30	42.30	43.37	44.44	
	Appx. Bi-wkly	2,587.20	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,994.40	3,068.00	3,144.00	3,221.60	3,304.00	3,384.00	3,469.60	3,555.20	
	Appx. Monthly	5,605.60	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,487.87	6,647.33	6,812.00	6,980.13	7,158.67	7,332.00	7,517.47	7,702.93	
	Appx. Annual	67,267.20	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,854.40	79,768.00	81,744.00	83,761.60	85,904.00	87,984.00	90,209.60	92,435.20	
55C	Hourly	32.49	33.30	34.12	35.00	35.82	36.76	37.64	38.56	39.47	40.50	41.49	42.54	43.55	44.68	
	Appx. Bi-wkly	2,599.20	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,011.20	3,084.80	3,157.60	3,240.00	3,319.20	3,403.20	3,484.00	3,574.40	
	Appx. Monthly	5,631.60	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,524.27	6,683.73	6,841.47	7,020.00	7,191.60	7,373.60	7,548.67	7,744.53	
	Appx. Annual	67,579.20	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,291.20	80,204.80	82,097.60	84,240.00	86,299.20	88,483.20	90,584.00	92,934.40	
55T	Hourly	31.95	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.82		
	Appx. Bi-wkly	2,556.00	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60		
	Appx. Monthly	5,538.00	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13		
	Appx. Annual	66,456.00	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60		
56	Hourly	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.99	
	Appx. Bi-wkly	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,599.20	
	Appx. Monthly	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,798.27	
	Appx. Annual	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,579.20	
56A	Hourly	33.13	33.97	34.82	35.66	36.56	37.43	38.35	39.30	40.27	41.30	42.30	43.37	44.43	45.56	
	Appx. Bi-wkly	2,650.40	2,717.60	2,785.60	2,852.80	2,924.80	2,994.40	3,068.00	3,144.00	3,221.60	3,304.00	3,384.00	3,469.60	3,554.40	3,644.80	
	Appx. Monthly	5,742.53	5,888.13	6,035.47	6,181.07	6,337.07	6,487.87	6,647.33	6,812.00	6,980.13	7,158.67	7,332.00	7,517.47	7,701.20	7,897.07	
	Appx. Annual	68,910.40	70,657.60	72,425.60	74,172.80	76,044.80	77,854.40	79,768.00	81,744.00	83,761.60	85,904.00	87,984.00	90,209.60	92,414.40	94,764.80	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
56C	Hourly	33.30	34.12	35.00	35.82	36.76	37.64	38.56	39.47	40.50	41.49	42.54	43.55	44.67	45.78	
	Appx. Bi-wkly	2,664.00	2,729.60	2,800.00	2,865.60	2,940.80	3,011.20	3,084.80	3,157.60	3,240.00	3,319.20	3,403.20	3,484.00	3,573.60	3,662.40	
	Appx. Monthly	5,772.00	5,914.13	6,066.67	6,208.80	6,371.73	6,524.27	6,683.73	6,841.47	7,020.00	7,191.60	7,373.60	7,548.67	7,742.80	7,935.20	
	Appx. Annual	69,264.00	70,969.60	72,800.00	74,505.60	76,460.80	78,291.20	80,204.80	82,097.60	84,240.00	86,299.20	88,483.20	90,584.00	92,913.60	95,222.40	
56T	Hourly	32.74	33.54	34.40	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.90		
	Appx. Bi-wkly	2,619.20	2,683.20	2,752.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00		
	Appx. Monthly	5,674.93	5,813.60	5,962.67	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33		
	Appx. Annual	68,099.20	69,763.20	71,552.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00		
57	Hourly	33.52	34.35	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.08	
	Appx. Bi-wkly	2,681.60	2,748.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,686.40	
	Appx. Monthly	5,810.13	5,954.00	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,987.20	
	Appx. Annual	69,721.60	71,448.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,846.40	
57A	Hourly	33.95	34.78	35.66	36.56	37.43	38.35	39.30	40.27	41.30	42.30	43.37	44.43	45.54	46.68	
	Appx. Bi-wkly	2,716.00	2,782.40	2,852.80	2,924.80	2,994.40	3,068.00	3,144.00	3,221.60	3,304.00	3,384.00	3,469.60	3,554.40	3,643.20	3,734.40	
	Appx. Monthly	5,884.67	6,028.53	6,181.07	6,337.07	6,487.87	6,647.33	6,812.00	6,980.13	7,158.67	7,332.00	7,517.47	7,701.20	7,893.60	8,091.20	
	Appx. Annual	70,616.00	72,342.40	74,172.80	76,044.80	77,854.40	79,768.00	81,744.00	83,761.60	85,904.00	87,984.00	90,209.60	92,414.40	94,723.20	97,094.40	
57C	Hourly	34.10	34.96	35.82	36.76	37.64	38.56	39.47	40.50	41.49	42.54	43.55	44.67	45.75	46.91	
	Appx. Bi-wkly	2,728.00	2,796.80	2,865.60	2,940.80	3,011.20	3,084.80	3,157.60	3,240.00	3,319.20	3,403.20	3,484.00	3,573.60	3,660.00	3,752.80	
	Appx. Monthly	5,910.67	6,059.73	6,208.80	6,371.73	6,524.27	6,683.73	6,841.47	7,020.00	7,191.60	7,373.60	7,548.67	7,742.80	7,930.00	8,131.07	
	Appx. Annual	70,928.00	72,716.80	74,505.60	76,460.80	78,291.20	80,204.80	82,097.60	84,240.00	86,299.20	88,483.20	90,584.00	92,913.60	95,160.00	97,572.80	
57T	Hourly	33.52	34.35	35.23	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.96		
	Appx. Bi-wkly	2,681.60	2,748.00	2,818.40	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80		
	Appx. Monthly	5,810.13	5,954.00	6,106.53	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07		
	Appx. Annual	69,721.60	71,448.00	73,278.40	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80		
58	Hourly	34.38	35.25	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.25	
	Appx. Bi-wkly	2,750.40	2,820.00	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,780.00	
	Appx. Monthly	5,959.20	6,110.00	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,190.00	
	Appx. Annual	71,510.40	73,320.00	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,280.00	
58A	Hourly	34.80	35.69	36.56	37.43	38.35	39.30	40.27	41.30	42.30	43.37	44.43	45.54	46.70	47.86	
	Appx. Bi-wkly	2,784.00	2,855.20	2,924.80	2,994.40	3,068.00	3,144.00	3,221.60	3,304.00	3,384.00	3,469.60	3,554.40	3,643.20	3,736.00	3,828.80	
	Appx. Monthly	6,032.00	6,186.27	6,337.07	6,487.87	6,647.33	6,812.00	6,980.13	7,158.67	7,332.00	7,517.47	7,701.20	7,893.60	8,094.67	8,295.73	
	Appx. Annual	72,384.00	74,235.20	76,044.80	77,854.40	79,768.00	81,744.00	83,761.60	85,904.00	87,984.00	90,209.60	92,414.40	94,723.20	97,136.00	99,548.80	
58C	Hourly	34.99	35.84	36.76	37.64	38.56	39.47	40.50	41.49	42.54	43.55	44.67	45.75	46.93	48.10	
	Appx. Bi-wkly	2,799.20	2,867.20	2,940.80	3,011.20	3,084.80	3,157.60	3,240.00	3,319.20	3,403.20	3,484.00	3,573.60	3,660.00	3,754.40	3,848.00	
	Appx. Monthly	6,064.93	6,212.27	6,371.73	6,524.27	6,683.73	6,841.47	7,020.00	7,191.60	7,373.60	7,548.67	7,742.80	7,930.00	8,134.53	8,337.33	
	Appx. Annual	72,779.20	74,547.20	76,460.80	78,291.20	80,204.80	82,097.60	84,240.00	86,299.20	88,483.20	90,584.00	92,913.60	95,160.00	97,614.40	100,048.00	
58T	Hourly	34.38	35.25	36.12	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.10		
	Appx. Bi-wkly	2,750.40	2,820.00	2,889.60	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00		
	Appx. Monthly	5,959.20	6,110.00	6,260.80	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67		
	Appx. Annual	71,510.40	73,320.00	75,129.60	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
59	Hourly	35.21	36.05	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.40	
	Appx. Bi-wkly	2,816.80	2,884.00	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,872.00	
	Appx. Monthly	6,103.07	6,248.67	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,389.33	
	Appx. Annual	73,236.80	74,984.00	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,672.00	
59A	Hourly	35.65	36.52	37.43	38.35	39.30	40.27	41.30	42.30	43.37	44.43	45.54	46.70	47.83	49.01	
	Appx. Bi-wkly	2,852.00	2,921.60	2,994.40	3,068.00	3,144.00	3,221.60	3,304.00	3,384.00	3,469.60	3,554.40	3,643.20	3,736.00	3,826.40	3,920.80	
	Appx. Monthly	6,179.33	6,330.13	6,487.87	6,647.33	6,812.00	6,980.13	7,158.67	7,332.00	7,517.47	7,701.20	7,893.60	8,094.67	8,290.53	8,495.07	
	Appx. Annual	74,152.00	75,961.60	77,854.40	79,768.00	81,744.00	83,761.60	85,904.00	87,984.00	90,209.60	92,414.40	94,723.20	97,136.00	99,486.40	101,940.80	
59C	Hourly	35.80	36.73	37.64	38.56	39.47	40.50	41.49	42.54	43.55	44.67	45.75	46.93	48.07	49.28	
	Appx. Bi-wkly	2,864.00	2,938.40	3,011.20	3,084.80	3,157.60	3,240.00	3,319.20	3,403.20	3,484.00	3,573.60	3,660.00	3,754.40	3,845.60	3,942.40	
	Appx. Monthly	6,205.33	6,366.53	6,524.27	6,683.73	6,841.47	7,020.00	7,191.60	7,373.60	7,548.67	7,742.80	7,930.00	8,134.53	8,332.13	8,541.87	
	Appx. Annual	74,464.00	76,398.40	78,291.20	80,204.80	82,097.60	84,240.00	86,299.20	88,483.20	90,584.00	92,913.60	95,160.00	97,614.40	99,985.60	102,502.40	
59T	Hourly	35.21	36.05	36.96	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.22		
	Appx. Bi-wkly	2,816.80	2,884.00	2,956.80	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60		
	Appx. Monthly	6,103.07	6,248.67	6,406.40	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80		
	Appx. Annual	73,236.80	74,984.00	76,876.80	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60		
60	Hourly	36.04	36.95	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.67	
	Appx. Bi-wkly	2,883.20	2,956.00	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,973.60	
	Appx. Monthly	6,246.93	6,404.67	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,609.47	
	Appx. Annual	74,963.20	76,856.00	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,313.60	
60A	Hourly	36.51	37.42	38.35	39.30	40.27	41.30	42.30	43.37	44.43	45.54	46.70	47.83	49.05	50.28	
	Appx. Bi-wkly	2,920.80	2,993.60	3,068.00	3,144.00	3,221.60	3,304.00	3,384.00	3,469.60	3,554.40	3,643.20	3,736.00	3,826.40	3,924.00	4,022.40	
	Appx. Monthly	6,328.40	6,486.13	6,647.33	6,812.00	6,980.13	7,158.67	7,332.00	7,517.47	7,701.20	7,893.60	8,094.67	8,290.53	8,502.00	8,715.20	
	Appx. Annual	75,940.80	77,833.60	79,768.00	81,744.00	83,761.60	85,904.00	87,984.00	90,209.60	92,414.40	94,723.20	97,136.00	99,486.40	102,024.00	104,582.40	
60C	Hourly	36.70	37.63	38.56	39.47	40.50	41.49	42.54	43.55	44.67	45.75	46.93	48.07	49.31	50.54	
	Appx. Bi-wkly	2,936.00	3,010.40	3,084.80	3,157.60	3,240.00	3,319.20	3,403.20	3,484.00	3,573.60	3,660.00	3,754.40	3,845.60	3,944.80	4,043.20	
	Appx. Monthly	6,361.33	6,522.53	6,683.73	6,841.47	7,020.00	7,191.60	7,373.60	7,548.67	7,742.80	7,930.00	8,134.53	8,332.13	8,547.07	8,760.27	
	Appx. Annual	76,336.00	78,270.40	80,204.80	82,097.60	84,240.00	86,299.20	88,483.20	90,584.00	92,913.60	95,160.00	97,614.40	99,985.60	102,564.80	105,123.20	
60T	Hourly	36.04	36.95	37.88	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.43		
	Appx. Bi-wkly	2,883.20	2,956.00	3,030.40	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40		
	Appx. Monthly	6,246.93	6,404.67	6,565.87	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53		
	Appx. Annual	74,963.20	76,856.00	78,790.40	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40		
61	Hourly	36.93	37.86	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.85	
	Appx. Bi-wkly	2,954.40	3,028.80	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,068.00	
	Appx. Monthly	6,401.20	6,562.40	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,814.00	
	Appx. Annual	76,814.40	78,748.80	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,768.00	
61A	Hourly	37.40	38.32	39.30	40.27	41.30	42.30	43.37	44.43	45.54	46.70	47.83	49.05	50.21	51.51	
	Appx. Bi-wkly	2,992.00	3,065.60	3,144.00	3,221.60	3,304.00	3,384.00	3,469.60	3,554.40	3,643.20	3,736.00	3,826.40	3,924.00	4,016.80	4,120.80	
	Appx. Monthly	6,482.67	6,642.13	6,812.00	6,980.13	7,158.67	7,332.00	7,517.47	7,701.20	7,893.60	8,094.67	8,290.53	8,502.00	8,703.07	8,928.40	
	Appx. Annual	77,792.00	79,705.60	81,744.00	83,761.60	85,904.00	87,984.00	90,209.60	92,414.40	94,723.20	97,136.00	99,486.40	102,024.00	104,436.80	107,140.80	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
61C	Hourly	37.60	38.54	39.47	40.50	41.49	42.54	43.55	44.67	45.75	46.93	48.07	49.31	50.47	51.72	
	Appx. Bi-wkly	3,008.00	3,083.20	3,157.60	3,240.00	3,319.20	3,403.20	3,484.00	3,573.60	3,660.00	3,754.40	3,845.60	3,944.80	4,037.60	4,137.60	
	Appx. Monthly	6,517.33	6,680.27	6,841.47	7,020.00	7,191.60	7,373.60	7,548.67	7,742.80	7,930.00	8,134.53	8,332.13	8,547.07	8,748.13	8,964.80	
	Appx. Annual	78,208.00	80,163.20	82,097.60	84,240.00	86,299.20	88,483.20	90,584.00	92,913.60	95,160.00	97,614.40	99,985.60	102,564.80	104,977.60	107,577.60	
61T	Hourly	36.93	37.86	38.80	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.59		
	Appx. Bi-wkly	2,954.40	3,028.80	3,104.00	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20		
	Appx. Monthly	6,401.20	6,562.40	6,725.33	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60		
	Appx. Annual	76,814.40	78,748.80	80,704.00	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20		
62	Hourly	37.87	38.81	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.15	
	Appx. Bi-wkly	3,029.60	3,104.80	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,172.00	
	Appx. Monthly	6,564.13	6,727.07	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,039.33	
	Appx. Annual	78,769.60	80,724.80	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,472.00	
62A	Hourly	38.33	39.31	40.27	41.30	42.30	43.37	44.43	45.54	46.70	47.83	49.05	50.21	51.55	52.81	
	Appx. Bi-wkly	3,066.40	3,144.80	3,221.60	3,304.00	3,384.00	3,469.60	3,554.40	3,643.20	3,736.00	3,826.40	3,924.00	4,016.80	4,124.00	4,224.80	
	Appx. Monthly	6,643.87	6,813.73	6,980.13	7,158.67	7,332.00	7,517.47	7,701.20	7,893.60	8,094.67	8,290.53	8,502.00	8,703.07	8,935.33	9,153.73	
	Appx. Annual	79,726.40	81,764.80	83,761.60	85,904.00	87,984.00	90,209.60	92,414.40	94,723.20	97,136.00	99,486.40	102,024.00	104,436.80	107,224.00	109,844.80	
62C	Hourly	38.55	39.48	40.50	41.49	42.54	43.55	44.67	45.75	46.93	48.07	49.31	50.47	51.77	53.07	
	Appx. Bi-wkly	3,084.00	3,158.40	3,240.00	3,319.20	3,403.20	3,484.00	3,573.60	3,660.00	3,754.40	3,845.60	3,944.80	4,037.60	4,141.60	4,245.60	
	Appx. Monthly	6,682.00	6,843.20	7,020.00	7,191.60	7,373.60	7,548.67	7,742.80	7,930.00	8,134.53	8,332.13	8,547.07	8,748.13	8,973.47	9,198.80	
	Appx. Annual	80,184.00	82,118.40	84,240.00	86,299.20	88,483.20	90,584.00	92,913.60	95,160.00	97,614.40	99,985.60	102,564.80	104,977.60	107,681.60	110,385.60	
62T	Hourly	37.87	38.81	39.78	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.88		
	Appx. Bi-wkly	3,029.60	3,104.80	3,182.40	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40		
	Appx. Monthly	6,564.13	6,727.07	6,895.20	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20		
	Appx. Annual	78,769.60	80,724.80	82,742.40	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40		
63	Hourly	38.80	39.77	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.41	
	Appx. Bi-wkly	3,104.00	3,181.60	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,272.80	
	Appx. Monthly	6,725.33	6,893.47	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,257.73	
	Appx. Annual	80,704.00	82,721.60	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	111,092.80	
63A	Hourly	39.30	40.26	41.30	42.30	43.37	44.43	45.54	46.70	47.83	49.05	50.21	51.55	52.74	54.07	
	Appx. Bi-wkly	3,144.00	3,220.80	3,304.00	3,384.00	3,469.60	3,554.40	3,643.20	3,736.00	3,826.40	3,924.00	4,016.80	4,124.00	4,219.20	4,325.60	
	Appx. Monthly	6,812.00	6,978.40	7,158.67	7,332.00	7,517.47	7,701.20	7,893.60	8,094.67	8,290.53	8,502.00	8,703.07	8,935.33	9,141.60	9,372.13	
	Appx. Annual	81,744.00	83,740.80	85,904.00	87,984.00	90,209.60	92,414.40	94,723.20	97,136.00	99,486.40	102,024.00	104,436.80	107,224.00	109,699.20	112,465.60	
63C	Hourly	39.47	40.49	41.49	42.54	43.55	44.67	45.75	46.93	48.07	49.31	50.47	51.77	53.02	54.38	
	Appx. Bi-wkly	3,157.60	3,239.20	3,319.20	3,403.20	3,484.00	3,573.60	3,660.00	3,754.40	3,845.60	3,944.80	4,037.60	4,141.60	4,241.60	4,350.40	
	Appx. Monthly	6,841.47	7,018.27	7,191.60	7,373.60	7,548.67	7,742.80	7,930.00	8,134.53	8,332.13	8,547.07	8,748.13	8,973.47	9,190.13	9,425.87	
	Appx. Annual	82,097.60	84,219.20	86,299.20	88,483.20	90,584.00	92,913.60	95,160.00	97,614.40	99,985.60	102,564.80	104,977.60	107,681.60	110,281.60	113,110.40	
63T	Hourly	38.80	39.77	40.77	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.09		
	Appx. Bi-wkly	3,104.00	3,181.60	3,261.60	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20		
	Appx. Monthly	6,725.33	6,893.47	7,066.80	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93		
	Appx. Annual	80,704.00	82,721.60	84,801.60	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
64	Hourly	39.76	40.76	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.67	
	Appx. Bi-wkly	3,180.80	3,260.80	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,373.60	
	Appx. Monthly	6,891.73	7,065.07	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,476.13	
	Appx. Annual	82,700.80	84,780.80	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,713.60	
64A	Hourly	40.25	41.29	42.30	43.37	44.43	45.54	46.70	47.83	49.05	50.21	51.55	52.74	54.02	55.36	
	Appx. Bi-wkly	3,220.00	3,303.20	3,384.00	3,469.60	3,554.40	3,643.20	3,736.00	3,826.40	3,924.00	4,016.80	4,124.00	4,219.20	4,321.60	4,428.80	
	Appx. Monthly	6,976.67	7,156.93	7,332.00	7,517.47	7,701.20	7,893.60	8,094.67	8,290.53	8,502.00	8,703.07	8,935.33	9,141.60	9,363.47	9,595.73	
	Appx. Annual	83,720.00	85,883.20	87,984.00	90,209.60	92,414.40	94,723.20	97,136.00	99,486.40	102,024.00	104,436.80	107,224.00	109,699.20	112,361.60	115,148.80	
64C	Hourly	40.47	41.48	42.54	43.55	44.67	45.75	46.93	48.07	49.31	50.47	51.77	53.02	54.32	55.64	
	Appx. Bi-wkly	3,237.60	3,318.40	3,403.20	3,484.00	3,573.60	3,660.00	3,754.40	3,845.60	3,944.80	4,037.60	4,141.60	4,241.60	4,345.60	4,451.20	
	Appx. Monthly	7,014.80	7,189.87	7,373.60	7,548.67	7,742.80	7,930.00	8,134.53	8,332.13	8,547.07	8,748.13	8,973.47	9,190.13	9,415.47	9,644.27	
	Appx. Annual	84,177.60	86,278.40	88,483.20	90,584.00	92,913.60	95,160.00	97,614.40	99,985.60	102,564.80	104,977.60	107,681.60	110,281.60	112,985.60	115,731.20	
64T	Hourly	39.76	40.76	41.82	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.36		
	Appx. Bi-wkly	3,180.80	3,260.80	3,345.60	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80		
	Appx. Monthly	6,891.73	7,065.07	7,248.80	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07		
	Appx. Annual	82,700.80	84,780.80	86,985.60	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80		
65	Hourly	40.75	41.80	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09	
	Appx. Bi-wkly	3,260.00	3,344.00	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	
	Appx. Monthly	7,063.33	7,245.33	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	
	Appx. Annual	84,760.00	86,944.00	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	
65A	Hourly	41.28	42.29	43.37	44.43	45.54	46.70	47.83	49.05	50.21	51.55	52.74	54.02	55.41	56.82	
	Appx. Bi-wkly	3,302.40	3,383.20	3,469.60	3,554.40	3,643.20	3,736.00	3,826.40	3,924.00	4,016.80	4,124.00	4,219.20	4,321.60	4,432.80	4,545.60	
	Appx. Monthly	7,155.20	7,330.27	7,517.47	7,701.20	7,893.60	8,094.67	8,290.53	8,502.00	8,703.07	8,935.33	9,141.60	9,363.47	9,604.40	9,848.80	
	Appx. Annual	85,862.40	87,963.20	90,209.60	92,414.40	94,723.20	97,136.00	99,486.40	102,024.00	104,436.80	107,224.00	109,699.20	112,361.60	115,252.80	118,185.60	
65C	Hourly	41.47	42.53	43.55	44.67	45.75	46.93	48.07	49.31	50.47	51.77	53.02	54.32	55.72	57.07	
	Appx. Bi-wkly	3,317.60	3,402.40	3,484.00	3,573.60	3,660.00	3,754.40	3,845.60	3,944.80	4,037.60	4,141.60	4,241.60	4,345.60	4,457.60	4,565.60	
	Appx. Monthly	7,188.13	7,371.87	7,548.67	7,742.80	7,930.00	8,134.53	8,332.13	8,547.07	8,748.13	8,973.47	9,190.13	9,415.47	9,658.13	9,892.13	
	Appx. Annual	86,257.60	88,462.40	90,584.00	92,913.60	95,160.00	97,614.40	99,985.60	102,564.80	104,977.60	107,681.60	110,281.60	112,985.60	115,897.60	118,705.60	
65T	Hourly	40.75	41.80	42.82	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.72		
	Appx. Bi-wkly	3,260.00	3,344.00	3,425.60	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60		
	Appx. Monthly	7,063.33	7,245.33	7,422.13	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80		
	Appx. Annual	84,760.00	86,944.00	89,065.60	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60		
66	Hourly	41.78	42.81	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.50	
	Appx. Bi-wkly	3,342.40	3,424.80	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,600.00	
	Appx. Monthly	7,241.87	7,420.40	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,966.67	
	Appx. Annual	86,902.40	89,044.80	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,600.00	
66A	Hourly	42.27	43.36	44.43	45.54	46.70	47.83	49.05	50.21	51.55	52.74	54.02	55.41	56.82	58.22	
	Appx. Bi-wkly	3,381.60	3,468.80	3,554.40	3,643.20	3,736.00	3,826.40	3,924.00	4,016.80	4,124.00	4,219.20	4,321.60	4,432.80	4,545.60	4,657.60	
	Appx. Monthly	7,326.80	7,515.73	7,701.20	7,893.60	8,094.67	8,290.53	8,502.00	8,703.07	8,935.33	9,141.60	9,363.47	9,604.40	9,848.80	10,091.47	
	Appx. Annual	87,921.60	90,188.80	92,414.40	94,723.20	97,136.00	99,486.40	102,024.00	104,436.80	107,224.00	109,699.20	112,361.60	115,252.80	118,185.60	121,097.60	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
66C	Hourly	42.52	43.54	44.67	45.75	46.93	48.07	49.31	50.47	51.77	53.02	54.32	55.72	57.07	58.52	
	Appx. Bi-wkly	3,401.60	3,483.20	3,573.60	3,660.00	3,754.40	3,845.60	3,944.80	4,037.60	4,141.60	4,241.60	4,345.60	4,457.60	4,565.60	4,681.60	
	Appx. Monthly	7,370.13	7,546.93	7,742.80	7,930.00	8,134.53	8,332.13	8,547.07	8,748.13	8,973.47	9,190.13	9,415.47	9,658.13	9,892.13	10,143.47	
	Appx. Annual	88,441.60	90,563.20	92,913.60	95,160.00	97,614.40	99,985.60	102,564.80	104,977.60	107,681.60	110,281.60	112,985.60	115,897.60	118,705.60	121,721.60	
66T	Hourly	41.78	42.81	43.90	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09		
	Appx. Bi-wkly	3,342.40	3,424.80	3,512.00	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20		
	Appx. Monthly	7,241.87	7,420.40	7,609.33	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27		
	Appx. Annual	86,902.40	89,044.80	91,312.00	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20		
67	Hourly	42.79	43.88	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.92	
	Appx. Bi-wkly	3,423.20	3,510.40	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,713.60	
	Appx. Monthly	7,416.93	7,605.87	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,212.80	
	Appx. Annual	89,003.20	91,270.40	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,553.60	
67A	Hourly	43.34	44.41	45.54	46.70	47.83	49.05	50.21	51.55	52.74	54.02	55.41	56.82	58.20	59.66	
	Appx. Bi-wkly	3,467.20	3,552.80	3,643.20	3,736.00	3,826.40	3,924.00	4,016.80	4,124.00	4,219.20	4,321.60	4,432.80	4,545.60	4,656.00	4,772.80	
	Appx. Monthly	7,512.27	7,697.73	7,893.60	8,094.67	8,290.53	8,502.00	8,703.07	8,935.33	9,141.60	9,363.47	9,604.40	9,848.80	10,088.00	10,341.07	
	Appx. Annual	90,147.20	92,372.80	94,723.20	97,136.00	99,486.40	102,024.00	104,436.80	107,224.00	109,699.20	112,361.60	115,252.80	118,185.60	121,056.00	124,092.80	
67C	Hourly	43.52	44.65	45.75	46.93	48.07	49.31	50.47	51.77	53.02	54.32	55.72	57.07	58.48	59.95	
	Appx. Bi-wkly	3,481.60	3,572.00	3,660.00	3,754.40	3,845.60	3,944.80	4,037.60	4,141.60	4,241.60	4,345.60	4,457.60	4,565.60	4,678.40	4,796.00	
	Appx. Monthly	7,543.47	7,739.33	7,930.00	8,134.53	8,332.13	8,547.07	8,748.13	8,973.47	9,190.13	9,415.47	9,658.13	9,892.13	10,136.53	10,391.33	
	Appx. Annual	90,521.60	92,872.00	95,160.00	97,614.40	99,985.60	102,564.80	104,977.60	107,681.60	110,281.60	112,985.60	115,897.60	118,705.60	121,638.40	124,696.00	
67T	Hourly	42.79	43.88	44.96	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.48		
	Appx. Bi-wkly	3,423.20	3,510.40	3,596.80	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40		
	Appx. Monthly	7,416.93	7,605.87	7,793.07	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20		
	Appx. Annual	89,003.20	91,270.40	93,516.80	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40		
68	Hourly	43.90	44.99	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.40	
	Appx. Bi-wkly	3,512.00	3,599.20	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.00	
	Appx. Monthly	7,609.33	7,798.27	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,469.33	
	Appx. Annual	91,312.00	93,579.20	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,632.00	
68A	Hourly	44.43	45.56	46.70	47.83	49.05	50.21	51.55	52.74	54.02	55.41	56.82	58.20	59.68	61.17	
	Appx. Bi-wkly	3,554.40	3,644.80	3,736.00	3,826.40	3,924.00	4,016.80	4,124.00	4,219.20	4,321.60	4,432.80	4,545.60	4,656.00	4,774.40	4,893.60	
	Appx. Monthly	7,701.20	7,897.07	8,094.67	8,290.53	8,502.00	8,703.07	8,935.33	9,141.60	9,363.47	9,604.40	9,848.80	10,088.00	10,344.53	10,602.80	
	Appx. Annual	92,414.40	94,764.80	97,136.00	99,486.40	102,024.00	104,436.80	107,224.00	109,699.20	112,361.60	115,252.80	118,185.60	121,056.00	124,134.40	127,233.60	
68C	Hourly	44.67	45.78	46.93	48.07	49.31	50.47	51.77	53.02	54.32	55.72	57.07	58.48	59.96	61.46	
	Appx. Bi-wkly	3,573.60	3,662.40	3,754.40	3,845.60	3,944.80	4,037.60	4,141.60	4,241.60	4,345.60	4,457.60	4,565.60	4,678.40	4,796.80	4,916.80	
	Appx. Monthly	7,742.80	7,935.20	8,134.53	8,332.13	8,547.07	8,748.13	8,973.47	9,190.13	9,415.47	9,658.13	9,892.13	10,136.53	10,393.07	10,653.07	
	Appx. Annual	92,913.60	95,222.40	97,614.40	99,985.60	102,564.80	104,977.60	107,681.60	110,281.60	112,985.60	115,897.60	118,705.60	121,638.40	124,716.80	127,836.80	
68T	Hourly	43.90	44.99	46.10	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.93		
	Appx. Bi-wkly	3,512.00	3,599.20	3,688.00	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40		
	Appx. Monthly	7,609.33	7,798.27	7,990.67	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53		
	Appx. Annual	91,312.00	93,579.20	95,888.00	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
69	Hourly	44.95	46.07	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.94	
	Appx. Bi-wkly	3,596.00	3,685.60	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,955.20	
	Appx. Monthly	7,791.33	7,985.47	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,736.27	
	Appx. Annual	93,496.00	95,825.60	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,835.20	
69A	Hourly	45.53	46.67	47.83	49.05	50.21	51.55	52.74	54.02	55.41	56.82	58.20	59.68	61.18	62.69	
	Appx. Bi-wkly	3,642.40	3,733.60	3,826.40	3,924.00	4,016.80	4,124.00	4,219.20	4,321.60	4,432.80	4,545.60	4,656.00	4,774.40	4,894.40	5,015.20	
	Appx. Monthly	7,891.87	8,089.47	8,290.53	8,502.00	8,703.07	8,935.33	9,141.60	9,363.47	9,604.40	9,848.80	10,088.00	10,344.53	10,604.53	10,866.27	
	Appx. Annual	94,702.40	97,073.60	99,486.40	102,024.00	104,436.80	107,224.00	109,699.20	112,361.60	115,252.80	118,185.60	121,056.00	124,134.40	127,254.40	130,395.20	
69C	Hourly	45.74	46.89	48.07	49.31	50.47	51.77	53.02	54.32	55.72	57.07	58.48	59.96	61.47	63.02	
	Appx. Bi-wkly	3,659.20	3,751.20	3,845.60	3,944.80	4,037.60	4,141.60	4,241.60	4,345.60	4,457.60	4,565.60	4,678.40	4,796.80	4,917.60	5,041.60	
	Appx. Monthly	7,928.27	8,127.60	8,332.13	8,547.07	8,748.13	8,973.47	9,190.13	9,415.47	9,658.13	9,892.13	10,136.53	10,393.07	10,654.80	10,923.47	
	Appx. Annual	95,139.20	97,531.20	99,985.60	102,564.80	104,977.60	107,681.60	110,281.60	112,985.60	115,897.60	118,705.60	121,638.40	124,716.80	127,857.60	131,081.60	
69T	Hourly	44.95	46.07	47.22	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.41		
	Appx. Bi-wkly	3,596.00	3,685.60	3,777.60	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80		
	Appx. Monthly	7,791.33	7,985.47	8,184.80	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07		
	Appx. Annual	93,496.00	95,825.60	98,217.60	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80		
70	Hourly	46.10	47.25	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.52	
	Appx. Bi-wkly	3,688.00	3,780.00	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,081.60	
	Appx. Monthly	7,990.67	8,190.00	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,010.13	
	Appx. Annual	95,888.00	98,280.00	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,121.60	
70A	Hourly	46.70	47.86	49.05	50.21	51.55	52.74	54.02	55.41	56.82	58.20	59.68	61.18	62.73	64.30	
	Appx. Bi-wkly	3,736.00	3,828.80	3,924.00	4,016.80	4,124.00	4,219.20	4,321.60	4,432.80	4,545.60	4,656.00	4,774.40	4,894.40	5,018.40	5,144.00	
	Appx. Monthly	8,094.67	8,295.73	8,502.00	8,703.07	8,935.33	9,141.60	9,363.47	9,604.40	9,848.80	10,088.00	10,344.53	10,604.53	10,873.20	11,145.33	
	Appx. Annual	97,136.00	99,548.80	102,024.00	104,436.80	107,224.00	109,699.20	112,361.60	115,252.80	118,185.60	121,056.00	124,134.40	127,254.40	130,478.40	133,744.00	
70C	Hourly	46.93	48.10	49.31	50.47	51.77	53.02	54.32	55.72	57.07	58.48	59.96	61.47	63.05	64.64	
	Appx. Bi-wkly	3,754.40	3,848.00	3,944.80	4,037.60	4,141.60	4,241.60	4,345.60	4,457.60	4,565.60	4,678.40	4,796.80	4,917.60	5,044.00	5,171.20	
	Appx. Monthly	8,134.53	8,337.33	8,547.07	8,748.13	8,973.47	9,190.13	9,415.47	9,658.13	9,892.13	10,136.53	10,393.07	10,654.80	10,928.67	11,204.27	
	Appx. Annual	97,614.40	100,048.00	102,564.80	104,977.60	107,681.60	110,281.60	112,985.60	115,897.60	118,705.60	121,638.40	124,716.80	127,857.60	131,144.00	134,451.20	
70T	Hourly	46.10	47.25	48.43	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.97		
	Appx. Bi-wkly	3,688.00	3,780.00	3,874.40	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60		
	Appx. Monthly	7,990.67	8,190.00	8,394.53	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47		
	Appx. Annual	95,888.00	98,280.00	100,734.40	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60		
71	Hourly	47.21	48.39	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	
	Appx. Bi-wkly	3,776.80	3,871.20	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	
	Appx. Monthly	8,183.07	8,387.60	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	
	Appx. Annual	98,196.80	100,651.20	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	
71A	Hourly	47.82	49.00	50.21	51.55	52.74	54.02	55.41	56.82	58.20	59.68	61.18	62.73	64.26	65.87	
	Appx. Bi-wkly	3,825.60	3,920.00	4,016.80	4,124.00	4,219.20	4,321.60	4,432.80	4,545.60	4,656.00	4,774.40	4,894.40	5,018.40	5,140.80	5,269.60	
	Appx. Monthly	8,288.80	8,493.33	8,703.07	8,935.33	9,141.60	9,363.47	9,604.40	9,848.80	10,088.00	10,344.53	10,604.53	10,873.20	11,138.40	11,417.47	
	Appx. Annual	99,465.60	101,920.00	104,436.80	107,224.00	109,699.20	112,361.60	115,252.80	118,185.60	121,056.00	124,134.40	127,254.40	130,478.40	133,660.80	137,009.60	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
71C	Hourly	48.06	49.26	50.47	51.77	53.02	54.32	55.72	57.07	58.48	59.96	61.47	63.05	64.60	66.18	
	Appx. Bi-wkly	3,844.80	3,940.80	4,037.60	4,141.60	4,241.60	4,345.60	4,457.60	4,565.60	4,678.40	4,796.80	4,917.60	5,044.00	5,168.00	5,294.40	
	Appx. Monthly	8,330.40	8,538.40	8,748.13	8,973.47	9,190.13	9,415.47	9,658.13	9,892.13	10,136.53	10,393.07	10,654.80	10,928.67	11,197.33	11,471.20	
	Appx. Annual	99,964.80	102,460.80	104,977.60	107,681.60	110,281.60	112,985.60	115,897.60	118,705.60	121,638.40	124,716.80	127,857.60	131,144.00	134,368.00	137,654.40	
71T	Hourly	47.21	48.39	49.59	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.48		
	Appx. Bi-wkly	3,776.80	3,871.20	3,967.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40		
	Appx. Monthly	8,183.07	8,387.60	8,595.60	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20		
	Appx. Annual	98,196.80	100,651.20	103,147.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40		
72	Hourly	48.41	49.64	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.69	
	Appx. Bi-wkly	3,872.80	3,971.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,335.20	
	Appx. Monthly	8,391.07	8,604.27	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,559.60	
	Appx. Annual	100,692.80	103,251.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,715.20	
72A	Hourly	49.03	50.26	51.55	52.74	54.02	55.41	56.82	58.20	59.68	61.18	62.73	64.26	65.87	67.52	
	Appx. Bi-wkly	3,922.40	4,020.80	4,124.00	4,219.20	4,321.60	4,432.80	4,545.60	4,656.00	4,774.40	4,894.40	5,018.40	5,140.80	5,269.60	5,401.60	
	Appx. Monthly	8,498.53	8,711.73	8,935.33	9,141.60	9,363.47	9,604.40	9,848.80	10,088.00	10,344.53	10,604.53	10,873.20	11,138.40	11,417.47	11,703.47	
	Appx. Annual	101,982.40	104,540.80	107,224.00	109,699.20	112,361.60	115,252.80	118,185.60	121,056.00	124,134.40	127,254.40	130,478.40	133,660.80	137,009.60	140,441.60	
72C	Hourly	49.29	50.52	51.77	53.02	54.32	55.72	57.07	58.48	59.96	61.47	63.05	64.60	66.18	67.85	
	Appx. Bi-wkly	3,943.20	4,041.60	4,141.60	4,241.60	4,345.60	4,457.60	4,565.60	4,678.40	4,796.80	4,917.60	5,044.00	5,168.00	5,294.40	5,428.00	
	Appx. Monthly	8,543.60	8,756.80	8,973.47	9,190.13	9,415.47	9,658.13	9,892.13	10,136.53	10,393.07	10,654.80	10,928.67	11,197.33	11,471.20	11,760.67	
	Appx. Annual	102,523.20	105,081.60	107,681.60	110,281.60	112,985.60	115,897.60	118,705.60	121,638.40	124,716.80	127,857.60	131,144.00	134,368.00	137,654.40	141,128.00	
72T	Hourly	48.41	49.64	50.88	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06		
	Appx. Bi-wkly	3,872.80	3,971.20	4,070.40	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80		
	Appx. Monthly	8,391.07	8,604.27	8,819.20	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07		
	Appx. Annual	100,692.80	103,251.20	105,830.40	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80		
73	Hourly	49.58	50.84	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.34	
	Appx. Bi-wkly	3,966.40	4,067.20	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,467.20	
	Appx. Monthly	8,593.87	8,812.27	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,845.60	
	Appx. Annual	103,126.40	105,747.20	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,147.20	
73A	Hourly	50.20	51.48	52.74	54.02	55.41	56.82	58.20	59.68	61.18	62.73	64.26	65.87	67.51	69.20	
	Appx. Bi-wkly	4,016.00	4,118.40	4,219.20	4,321.60	4,432.80	4,545.60	4,656.00	4,774.40	4,894.40	5,018.40	5,140.80	5,269.60	5,400.80	5,536.00	
	Appx. Monthly	8,701.33	8,923.20	9,141.60	9,363.47	9,604.40	9,848.80	10,088.00	10,344.53	10,604.53	10,873.20	11,138.40	11,417.47	11,701.73	11,994.67	
	Appx. Annual	104,416.00	107,078.40	109,699.20	112,361.60	115,252.80	118,185.60	121,056.00	124,134.40	127,254.40	130,478.40	133,660.80	137,009.60	140,420.80	143,936.00	
73C	Hourly	50.46	51.71	53.02	54.32	55.72	57.07	58.48	59.96	61.47	63.05	64.60	66.18	67.84	69.53	
	Appx. Bi-wkly	4,036.80	4,136.80	4,241.60	4,345.60	4,457.60	4,565.60	4,678.40	4,796.80	4,917.60	5,044.00	5,168.00	5,294.40	5,427.20	5,562.40	
	Appx. Monthly	8,746.40	8,963.07	9,190.13	9,415.47	9,658.13	9,892.13	10,136.53	10,393.07	10,654.80	10,928.67	11,197.33	11,471.20	11,758.93	12,051.87	
	Appx. Annual	104,956.80	107,556.80	110,281.60	112,985.60	115,897.60	118,705.60	121,638.40	124,716.80	127,857.60	131,144.00	134,368.00	137,654.40	141,107.20	144,622.40	
73T	Hourly	49.58	50.84	52.09	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.68		
	Appx. Bi-wkly	3,966.40	4,067.20	4,167.20	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40		
	Appx. Monthly	8,593.87	8,812.27	9,028.93	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87		
	Appx. Annual	103,126.40	105,747.20	108,347.20	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
74	Hourly	50.79	52.05	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.01	
	Appx. Bi-wkly	4,063.20	4,164.00	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,600.80	
	Appx. Monthly	8,803.60	9,022.00	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,135.07	
	Appx. Annual	105,643.20	108,264.00	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,620.80	
74A	Hourly	51.41	52.69	54.02	55.41	56.82	58.20	59.68	61.18	62.73	64.26	65.87	67.51	69.18	70.88	
	Appx. Bi-wkly	4,112.80	4,215.20	4,321.60	4,432.80	4,545.60	4,656.00	4,774.40	4,894.40	5,018.40	5,140.80	5,269.60	5,400.80	5,534.40	5,670.40	
	Appx. Monthly	8,911.07	9,132.93	9,363.47	9,604.40	9,848.80	10,088.00	10,344.53	10,604.53	10,873.20	11,138.40	11,417.47	11,701.73	11,991.20	12,285.87	
	Appx. Annual	106,932.80	109,595.20	112,361.60	115,252.80	118,185.60	121,056.00	124,134.40	127,254.40	130,478.40	133,660.80	137,009.60	140,420.80	143,894.40	147,430.40	
74C	Hourly	51.67	52.98	54.32	55.72	57.07	58.48	59.96	61.47	63.05	64.60	66.18	67.84	69.49	71.25	
	Appx. Bi-wkly	4,133.60	4,238.40	4,345.60	4,457.60	4,565.60	4,678.40	4,796.80	4,917.60	5,044.00	5,168.00	5,294.40	5,427.20	5,559.20	5,700.00	
	Appx. Monthly	8,956.13	9,183.20	9,415.47	9,658.13	9,892.13	10,136.53	10,393.07	10,654.80	10,928.67	11,197.33	11,471.20	11,758.93	12,044.93	12,350.00	
	Appx. Annual	107,473.60	110,198.40	112,985.60	115,897.60	118,705.60	121,638.40	124,716.80	127,857.60	131,144.00	134,368.00	137,654.40	141,107.20	144,539.20	148,200.00	
74T	Hourly	50.79	52.05	53.36	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.32		
	Appx. Bi-wkly	4,063.20	4,164.00	4,268.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60		
	Appx. Monthly	8,803.60	9,022.00	9,249.07	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13		
	Appx. Annual	105,643.20	108,264.00	110,988.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60		
75	Hourly	52.09	53.41	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.77	
	Appx. Bi-wkly	4,167.20	4,272.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,741.60	
	Appx. Monthly	9,028.93	9,257.73	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,440.13	
	Appx. Annual	108,347.20	111,092.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,281.60	
75A	Hourly	52.74	54.07	55.41	56.82	58.20	59.68	61.18	62.73	64.26	65.87	67.51	69.18	70.90	72.68	
	Appx. Bi-wkly	4,219.20	4,325.60	4,432.80	4,545.60	4,656.00	4,774.40	4,894.40	5,018.40	5,140.80	5,269.60	5,400.80	5,534.40	5,672.00	5,814.40	
	Appx. Monthly	9,141.60	9,372.13	9,604.40	9,848.80	10,088.00	10,344.53	10,604.53	10,873.20	11,138.40	11,417.47	11,701.73	11,991.20	12,289.33	12,597.87	
	Appx. Annual	109,699.20	112,465.60	115,252.80	118,185.60	121,056.00	124,134.40	127,254.40	130,478.40	133,660.80	137,009.60	140,420.80	143,894.40	147,472.00	151,174.40	
75C	Hourly	53.02	54.38	55.72	57.07	58.48	59.96	61.47	63.05	64.60	66.18	67.84	69.49	71.27	73.03	
	Appx. Bi-wkly	4,241.60	4,350.40	4,457.60	4,565.60	4,678.40	4,796.80	4,917.60	5,044.00	5,168.00	5,294.40	5,427.20	5,559.20	5,701.60	5,842.40	
	Appx. Monthly	9,190.13	9,425.87	9,658.13	9,892.13	10,136.53	10,393.07	10,654.80	10,928.67	11,197.33	11,471.20	11,758.93	12,044.93	12,353.47	12,658.53	
	Appx. Annual	110,281.60	113,110.40	115,897.60	118,705.60	121,638.40	124,716.80	127,857.60	131,144.00	134,368.00	137,654.40	141,107.20	144,539.20	148,241.60	151,902.40	
75T	Hourly	52.09	53.41	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.02		
	Appx. Bi-wkly	4,167.20	4,272.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60		
	Appx. Monthly	9,028.93	9,257.73	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80		
	Appx. Annual	108,347.20	111,092.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60		
76	Hourly	53.41	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.57	
	Appx. Bi-wkly	4,272.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,885.60	
	Appx. Monthly	9,257.73	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,752.13	
	Appx. Annual	111,092.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,025.60	
76A	Hourly	54.07	55.41	56.82	58.20	59.68	61.18	62.73	64.26	65.87	67.51	69.18	70.90	72.69	74.52	
	Appx. Bi-wkly	4,325.60	4,432.80	4,545.60	4,656.00	4,774.40	4,894.40	5,018.40	5,140.80	5,269.60	5,400.80	5,534.40	5,672.00	5,815.20	5,961.60	
	Appx. Monthly	9,372.13	9,604.40	9,848.80	10,088.00	10,344.53	10,604.53	10,873.20	11,138.40	11,417.47	11,701.73	11,991.20	12,289.33	12,599.60	12,916.80	
	Appx. Annual	112,465.60	115,252.80	118,185.60	121,056.00	124,134.40	127,254.40	130,478.40	133,660.80	137,009.60	140,420.80	143,894.40	147,472.00	151,195.20	155,001.60	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
76C	Hourly	54.38	55.72	57.07	58.48	59.96	61.47	63.05	64.60	66.18	67.84	69.49	71.27	73.04	74.90	
	Appx. Bi-wkly	4,350.40	4,457.60	4,565.60	4,678.40	4,796.80	4,917.60	5,044.00	5,168.00	5,294.40	5,427.20	5,559.20	5,701.60	5,843.20	5,992.00	
	Appx. Monthly	9,425.87	9,658.13	9,892.13	10,136.53	10,393.07	10,654.80	10,928.67	11,197.33	11,471.20	11,758.93	12,044.93	12,353.47	12,660.27	12,982.67	
	Appx. Annual	113,110.40	115,897.60	118,705.60	121,638.40	124,716.80	127,857.60	131,144.00	134,368.00	137,654.40	141,107.20	144,539.20	148,241.60	151,923.20	155,792.00	
76T	Hourly	53.41	54.72	56.09	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.78		
	Appx. Bi-wkly	4,272.80	4,377.60	4,487.20	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40		
	Appx. Monthly	9,257.73	9,484.80	9,722.27	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87		
	Appx. Annual	111,092.80	113,817.60	116,667.20	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40		
77	Hourly	54.69	56.07	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.46	
	Appx. Bi-wkly	4,375.20	4,485.60	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,036.80	
	Appx. Monthly	9,479.60	9,718.80	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,079.73	
	Appx. Annual	113,755.20	116,625.60	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,956.80	
77A	Hourly	55.39	56.77	58.20	59.68	61.18	62.73	64.26	65.87	67.51	69.18	70.90	72.69	74.54	76.41	
	Appx. Bi-wkly	4,431.20	4,541.60	4,656.00	4,774.40	4,894.40	5,018.40	5,140.80	5,269.60	5,400.80	5,534.40	5,672.00	5,815.20	5,963.20	6,112.80	
	Appx. Monthly	9,600.93	9,840.13	10,088.00	10,344.53	10,604.53	10,873.20	11,138.40	11,417.47	11,701.73	11,991.20	12,289.33	12,599.60	12,920.27	13,244.40	
	Appx. Annual	115,211.20	118,081.60	121,056.00	124,134.40	127,254.40	130,478.40	133,660.80	137,009.60	140,420.80	143,894.40	147,472.00	151,195.20	155,043.20	158,932.80	
77C	Hourly	55.68	57.05	58.48	59.96	61.47	63.05	64.60	66.18	67.84	69.49	71.27	73.04	74.92	76.79	
	Appx. Bi-wkly	4,454.40	4,564.00	4,678.40	4,796.80	4,917.60	5,044.00	5,168.00	5,294.40	5,427.20	5,559.20	5,701.60	5,843.20	5,993.60	6,143.20	
	Appx. Monthly	9,651.20	9,888.67	10,136.53	10,393.07	10,654.80	10,928.67	11,197.33	11,471.20	11,758.93	12,044.93	12,353.47	12,660.27	12,986.13	13,310.27	
	Appx. Annual	115,814.40	118,664.00	121,638.40	124,716.80	127,857.60	131,144.00	134,368.00	137,654.40	141,107.20	144,539.20	148,241.60	151,923.20	155,833.60	159,723.20	
77T	Hourly	54.69	56.07	57.48	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.59		
	Appx. Bi-wkly	4,375.20	4,485.60	4,598.40	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20		
	Appx. Monthly	9,479.60	9,718.80	9,963.20	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60		
	Appx. Annual	113,755.20	116,625.60	119,558.40	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20		
78	Hourly	56.08	57.49	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.30	
	Appx. Bi-wkly	4,486.40	4,599.20	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,184.00	
	Appx. Monthly	9,720.53	9,964.93	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,398.67	
	Appx. Annual	116,646.40	119,579.20	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,784.00	
78A	Hourly	56.79	58.21	59.68	61.18	62.73	64.26	65.87	67.51	69.18	70.90	72.69	74.54	76.39	78.29	
	Appx. Bi-wkly	4,543.20	4,656.80	4,774.40	4,894.40	5,018.40	5,140.80	5,269.60	5,400.80	5,534.40	5,672.00	5,815.20	5,963.20	6,111.20	6,263.20	
	Appx. Monthly	9,843.60	10,089.73	10,344.53	10,604.53	10,873.20	11,138.40	11,417.47	11,701.73	11,991.20	12,289.33	12,599.60	12,920.27	13,240.93	13,570.27	
	Appx. Annual	118,123.20	121,076.80	124,134.40	127,254.40	130,478.40	133,660.80	137,009.60	140,420.80	143,894.40	147,472.00	151,195.20	155,043.20	158,891.20	162,843.20	
78C	Hourly	57.06	58.49	59.96	61.47	63.05	64.60	66.18	67.84	69.49	71.27	73.04	74.92	76.77	78.66	
	Appx. Bi-wkly	4,564.80	4,679.20	4,796.80	4,917.60	5,044.00	5,168.00	5,294.40	5,427.20	5,559.20	5,701.60	5,843.20	5,993.60	6,141.60	6,292.80	
	Appx. Monthly	9,890.40	10,138.27	10,393.07	10,654.80	10,928.67	11,197.33	11,471.20	11,758.93	12,044.93	12,353.47	12,660.27	12,986.13	13,306.80	13,634.40	
	Appx. Annual	118,684.80	121,659.20	124,716.80	127,857.60	131,144.00	134,368.00	137,654.40	141,107.20	144,539.20	148,241.60	151,923.20	155,833.60	159,681.60	163,612.80	
78T	Hourly	56.08	57.49	58.93	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44		
	Appx. Bi-wkly	4,486.40	4,599.20	4,714.40	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20		
	Appx. Monthly	9,720.53	9,964.93	10,214.53	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27		
	Appx. Annual	116,646.40	119,579.20	122,574.40	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
79	Hourly	57.50	58.95	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26	
	Appx. Bi-wkly	4,600.00	4,716.00	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	
	Appx. Monthly	9,966.67	10,218.00	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	
	Appx. Annual	119,600.00	122,616.00	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	
79A	Hourly	58.22	59.69	61.18	62.73	64.26	65.87	67.51	69.18	70.90	72.69	74.54	76.39	78.32	80.25	
	Appx. Bi-wkly	4,657.60	4,775.20	4,894.40	5,018.40	5,140.80	5,269.60	5,400.80	5,534.40	5,672.00	5,815.20	5,963.20	6,111.20	6,265.60	6,420.00	
	Appx. Monthly	10,091.47	10,346.27	10,604.53	10,873.20	11,138.40	11,417.47	11,701.73	11,991.20	12,289.33	12,599.60	12,920.27	13,240.93	13,575.47	13,910.00	
	Appx. Annual	121,097.60	124,155.20	127,254.40	130,478.40	133,660.80	137,009.60	140,420.80	143,894.40	147,472.00	151,195.20	155,043.20	158,891.20	162,905.60	166,920.00	
79C	Hourly	58.52	59.99	61.47	63.05	64.60	66.18	67.84	69.49	71.27	73.04	74.92	76.77	78.68	80.67	
	Appx. Bi-wkly	4,681.60	4,799.20	4,917.60	5,044.00	5,168.00	5,294.40	5,427.20	5,559.20	5,701.60	5,843.20	5,993.60	6,141.60	6,294.40	6,453.60	
	Appx. Monthly	10,143.47	10,398.27	10,654.80	10,928.67	11,197.33	11,471.20	11,758.93	12,044.93	12,353.47	12,660.27	12,986.13	13,306.80	13,637.87	13,982.80	
	Appx. Annual	121,721.60	124,779.20	127,857.60	131,144.00	134,368.00	137,654.40	141,107.20	144,539.20	148,241.60	151,923.20	155,833.60	159,681.60	163,654.40	167,793.60	
79T	Hourly	57.50	58.95	60.41	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.33		
	Appx. Bi-wkly	4,600.00	4,716.00	4,832.80	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40		
	Appx. Monthly	9,966.67	10,218.00	10,471.07	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87		
	Appx. Annual	119,600.00	122,616.00	125,652.80	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40		
80	Hourly	58.99	60.45	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.24	
	Appx. Bi-wkly	4,719.20	4,836.00	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,499.20	
	Appx. Monthly	10,224.93	10,478.00	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,081.60	
	Appx. Annual	122,699.20	125,736.00	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,979.20	
80A	Hourly	59.73	61.21	62.73	64.26	65.87	67.51	69.18	70.90	72.69	74.54	76.39	78.32	80.25	82.25	
	Appx. Bi-wkly	4,778.40	4,896.80	5,018.40	5,140.80	5,269.60	5,400.80	5,534.40	5,672.00	5,815.20	5,963.20	6,111.20	6,265.60	6,420.00	6,580.00	
	Appx. Monthly	10,353.20	10,609.73	10,873.20	11,138.40	11,417.47	11,701.73	11,991.20	12,289.33	12,599.60	12,920.27	13,240.93	13,575.47	13,910.00	14,256.67	
	Appx. Annual	124,238.40	127,316.80	130,478.40	133,660.80	137,009.60	140,420.80	143,894.40	147,472.00	151,195.20	155,043.20	158,891.20	162,905.60	166,920.00	171,080.00	
80C	Hourly	60.01	61.51	63.05	64.60	66.18	67.84	69.49	71.27	73.04	74.92	76.77	78.68	80.67	82.66	
	Appx. Bi-wkly	4,800.80	4,920.80	5,044.00	5,168.00	5,294.40	5,427.20	5,559.20	5,701.60	5,843.20	5,993.60	6,141.60	6,294.40	6,453.60	6,612.80	
	Appx. Monthly	10,401.73	10,661.73	10,928.67	11,197.33	11,471.20	11,758.93	12,044.93	12,353.47	12,660.27	12,986.13	13,306.80	13,637.87	13,982.80	14,327.73	
	Appx. Annual	124,820.80	127,940.80	131,144.00	134,368.00	137,654.40	141,107.20	144,539.20	148,241.60	151,923.20	155,833.60	159,681.60	163,654.40	167,793.60	171,932.80	
80T	Hourly	58.99	60.45	61.97	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26		
	Appx. Bi-wkly	4,719.20	4,836.00	4,957.60	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80		
	Appx. Monthly	10,224.93	10,478.00	10,741.47	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40		
	Appx. Annual	122,699.20	125,736.00	128,897.60	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80		
81	Hourly	60.40	61.93	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27	
	Appx. Bi-wkly	4,832.00	4,954.40	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	
	Appx. Monthly	10,469.33	10,734.53	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	
	Appx. Annual	125,632.00	128,814.40	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	
81A	Hourly	61.17	62.68	64.26	65.87	67.51	69.18	70.90	72.69	74.54	76.39	78.32	80.25	82.22	84.30	
	Appx. Bi-wkly	4,893.60	5,014.40	5,140.80	5,269.60	5,400.80	5,534.40	5,672.00	5,815.20	5,963.20	6,111.20	6,265.60	6,420.00	6,577.60	6,744.00	
	Appx. Monthly	10,602.80	10,864.53	11,138.40	11,417.47	11,701.73	11,991.20	12,289.33	12,599.60	12,920.27	13,240.93	13,575.47	13,910.00	14,251.47	14,612.00	
	Appx. Annual	127,233.60	130,374.40	133,660.80	137,009.60	140,420.80	143,894.40	147,472.00	151,195.20	155,043.20	158,891.20	162,905.60	166,920.00	171,017.60	175,344.00	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
81C	Hourly	61.46	63.01	64.60	66.18	67.84	69.49	71.27	73.04	74.92	76.77	78.68	80.67	82.63	84.73	
	Appx. Bi-wkly	4,916.80	5,040.80	5,168.00	5,294.40	5,427.20	5,559.20	5,701.60	5,843.20	5,993.60	6,141.60	6,294.40	6,453.60	6,610.40	6,778.40	
	Appx. Monthly	10,653.07	10,921.73	11,197.33	11,471.20	11,758.93	12,044.93	12,353.47	12,660.27	12,986.13	13,306.80	13,637.87	13,982.80	14,322.53	14,686.53	
	Appx. Annual	127,836.80	131,060.80	134,368.00	137,654.40	141,107.20	144,539.20	148,241.60	151,923.20	155,833.60	159,681.60	163,654.40	167,793.60	171,870.40	176,238.40	
81T	Hourly	60.40	61.93	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.22		
	Appx. Bi-wkly	4,832.00	4,954.40	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60		
	Appx. Monthly	10,469.33	10,734.53	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13		
	Appx. Annual	125,632.00	128,814.40	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60		
82	Hourly	61.93	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.36	
	Appx. Bi-wkly	4,954.40	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,828.80	
	Appx. Monthly	10,734.53	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,795.73	
	Appx. Annual	128,814.40	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,548.80	
82A	Hourly	62.68	64.26	65.87	67.51	69.18	70.90	72.69	74.54	76.39	78.32	80.25	82.22	84.30	86.41	
	Appx. Bi-wkly	5,014.40	5,140.80	5,269.60	5,400.80	5,534.40	5,672.00	5,815.20	5,963.20	6,111.20	6,265.60	6,420.00	6,577.60	6,744.00	6,912.80	
	Appx. Monthly	10,864.53	11,138.40	11,417.47	11,701.73	11,991.20	12,289.33	12,599.60	12,920.27	13,240.93	13,575.47	13,910.00	14,251.47	14,612.00	14,977.73	
	Appx. Annual	130,374.40	133,660.80	137,009.60	140,420.80	143,894.40	147,472.00	151,195.20	155,043.20	158,891.20	162,905.60	166,920.00	171,017.60	175,344.00	179,732.80	
82C	Hourly	63.01	64.60	66.18	67.84	69.49	71.27	73.04	74.92	76.77	78.68	80.67	82.63	84.73	86.86	
	Appx. Bi-wkly	5,040.80	5,168.00	5,294.40	5,427.20	5,559.20	5,701.60	5,843.20	5,993.60	6,141.60	6,294.40	6,453.60	6,610.40	6,778.40	6,948.80	
	Appx. Monthly	10,921.73	11,197.33	11,471.20	11,758.93	12,044.93	12,353.47	12,660.27	12,986.13	13,306.80	13,637.87	13,982.80	14,322.53	14,686.53	15,055.73	
	Appx. Annual	131,060.80	134,368.00	137,654.40	141,107.20	144,539.20	148,241.60	151,923.20	155,833.60	159,681.60	163,654.40	167,793.60	171,870.40	176,238.40	180,668.80	
82T	Hourly	61.93	63.48	65.06	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27		
	Appx. Bi-wkly	4,954.40	5,078.40	5,204.80	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60		
	Appx. Monthly	10,734.53	11,003.20	11,277.07	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47		
	Appx. Annual	128,814.40	132,038.40	135,324.80	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60		
83	Hourly	63.47	65.05	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.49	
	Appx. Bi-wkly	5,077.60	5,204.00	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,999.20	
	Appx. Monthly	11,001.47	11,275.33	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,164.93	
	Appx. Annual	132,017.60	135,304.00	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,979.20	
83A	Hourly	64.25	65.86	67.51	69.18	70.90	72.69	74.54	76.39	78.32	80.25	82.22	84.30	86.43	88.58	
	Appx. Bi-wkly	5,140.00	5,268.80	5,400.80	5,534.40	5,672.00	5,815.20	5,963.20	6,111.20	6,265.60	6,420.00	6,577.60	6,744.00	6,914.40	7,086.40	
	Appx. Monthly	11,136.67	11,415.73	11,701.73	11,991.20	12,289.33	12,599.60	12,920.27	13,240.93	13,575.47	13,910.00	14,251.47	14,612.00	14,981.20	15,353.87	
	Appx. Annual	133,640.00	136,988.80	140,420.80	143,894.40	147,472.00	151,195.20	155,043.20	158,891.20	162,905.60	166,920.00	171,017.60	175,344.00	179,774.40	184,246.40	
83C	Hourly	64.59	66.16	67.84	69.49	71.27	73.04	74.92	76.77	78.68	80.67	82.63	84.73	86.87	89.04	
	Appx. Bi-wkly	5,167.20	5,292.80	5,427.20	5,559.20	5,701.60	5,843.20	5,993.60	6,141.60	6,294.40	6,453.60	6,610.40	6,778.40	6,949.60	7,123.20	
	Appx. Monthly	11,195.60	11,467.73	11,758.93	12,044.93	12,353.47	12,660.27	12,986.13	13,306.80	13,637.87	13,982.80	14,322.53	14,686.53	15,057.47	15,433.60	
	Appx. Annual	134,347.20	137,612.80	141,107.20	144,539.20	148,241.60	151,923.20	155,833.60	159,681.60	163,654.40	167,793.60	171,870.40	176,238.40	180,689.60	185,203.20	
83T	Hourly	63.47	65.05	66.68	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.37		
	Appx. Bi-wkly	5,077.60	5,204.00	5,334.40	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60		
	Appx. Monthly	11,001.47	11,275.33	11,557.87	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47		
	Appx. Annual	132,017.60	135,304.00	138,694.40	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60		
84	Hourly	65.01	66.64	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.69	
	Appx. Bi-wkly	5,200.80	5,331.20	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,175.20	
	Appx. Monthly	11,268.40	11,550.93	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,546.27	
	Appx. Annual	135,220.80	138,611.20	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,555.20	
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
84A	Hourly	65.81	67.49	69.18	70.90	72.69	74.54	76.39	78.32	80.25	82.22	84.30	86.43	88.56	90.82	
	Appx. Bi-wkly	5,264.80	5,399.20	5,534.40	5,672.00	5,815.20	5,963.20	6,111.20	6,265.60	6,420.00	6,577.60	6,744.00	6,914.40	7,084.80	7,265.60	
	Appx. Monthly	11,407.07	11,698.27	11,991.20	12,289.33	12,599.60	12,920.27	13,240.93	13,575.47	13,910.00	14,251.47	14,612.00	14,981.20	15,350.40	15,742.13	
	Appx. Annual	136,884.80	140,379.20	143,894.40	147,472.00	151,195.20	155,043.20	158,891.20	162,905.60	166,920.00	171,017.60	175,344.00	179,774.40	184,204.80	188,905.60	
84C	Hourly	66.14	67.79	69.49	71.27	73.04	74.92	76.77	78.68	80.67	82.63	84.73	86.87	89.03	91.24	
	Appx. Bi-wkly	5,291.20	5,423.20	5,559.20	5,701.60	5,843.20	5,993.60	6,141.60	6,294.40	6,453.60	6,610.40	6,778.40	6,949.60	7,122.40	7,299.20	
	Appx. Monthly	11,464.27	11,750.27	12,044.93	12,353.47	12,660.27	12,986.13	13,306.80	13,637.87	13,982.80	14,322.53	14,686.53	15,057.47	15,431.87	15,814.93	
	Appx. Annual	137,571.20	141,003.20	144,539.20	148,241.60	151,923.20	155,833.60	159,681.60	163,654.40	167,793.60	171,870.40	176,238.40	180,689.60	185,182.40	189,779.20	
84T	Hourly	65.01	66.64	68.32	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.48		
	Appx. Bi-wkly	5,200.80	5,331.20	5,465.60	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40		
	Appx. Monthly	11,268.40	11,550.93	11,842.13	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20		
	Appx. Annual	135,220.80	138,611.20	142,105.60	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40		
85	Hourly	66.67	68.33	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.90	
	Appx. Bi-wkly	5,333.60	5,466.40	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,352.00	
	Appx. Monthly	11,556.13	11,843.87	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,929.33	
	Appx. Annual	138,673.60	142,126.40	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,152.00	
85A	Hourly	67.50	69.19	70.90	72.69	74.54	76.39	78.32	80.25	82.22	84.30	86.43	88.56	90.81	93.06	
	Appx. Bi-wkly	5,400.00	5,535.20	5,672.00	5,815.20	5,963.20	6,111.20	6,265.60	6,420.00	6,577.60	6,744.00	6,914.40	7,084.80	7,264.80	7,444.80	
	Appx. Monthly	11,700.00	11,992.93	12,289.33	12,599.60	12,920.27	13,240.93	13,575.47	13,910.00	14,251.47	14,612.00	14,981.20	15,350.40	15,740.40	16,130.40	
	Appx. Annual	140,400.00	143,915.20	147,472.00	151,195.20	155,043.20	158,891.20	162,905.60	166,920.00	171,017.60	175,344.00	179,774.40	184,204.80	188,884.80	193,564.80	
85C	Hourly	67.81	69.50	71.27	73.04	74.92	76.77	78.68	80.67	82.63	84.73	86.87	89.03	91.22	93.54	
	Appx. Bi-wkly	5,424.80	5,560.00	5,701.60	5,843.20	5,993.60	6,141.60	6,294.40	6,453.60	6,610.40	6,778.40	6,949.60	7,122.40	7,297.60	7,483.20	
	Appx. Monthly	11,753.73	12,046.67	12,353.47	12,660.27	12,986.13	13,306.80	13,637.87	13,982.80	14,322.53	14,686.53	15,057.47	15,431.87	15,811.47	16,213.60	
	Appx. Annual	141,044.80	144,560.00	148,241.60	151,923.20	155,833.60	159,681.60	163,654.40	167,793.60	171,870.40	176,238.40	180,689.60	185,182.40	189,737.60	194,563.20	
85T	Hourly	66.67	68.33	70.02	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.68		
	Appx. Bi-wkly	5,333.60	5,466.40	5,601.60	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40		
	Appx. Monthly	11,556.13	11,843.87	12,136.80	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53		
	Appx. Annual	138,673.60	142,126.40	145,641.60	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40		
86	Hourly	68.34	70.03	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.18	
	Appx. Bi-wkly	5,467.20	5,602.40	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,534.40	
	Appx. Monthly	11,845.60	12,138.53	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,324.53	
	Appx. Annual	142,147.20	145,662.40	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	195,894.40	
86A	Hourly	69.20	70.91	72.69	74.54	76.39	78.32	80.25	82.22	84.30	86.43	88.56	90.81	93.05	95.36	
	Appx. Bi-wkly	5,536.00	5,672.80	5,815.20	5,963.20	6,111.20	6,265.60	6,420.00	6,577.60	6,744.00	6,914.40	7,084.80	7,264.80	7,444.00	7,628.80	
	Appx. Monthly	11,994.67	12,291.07	12,599.60	12,920.27	13,240.93	13,575.47	13,910.00	14,251.47	14,612.00	14,981.20	15,350.40	15,740.40	16,128.67	16,529.07	
	Appx. Annual	143,936.00	147,492.80	151,195.20	155,043.20	158,891.20	162,905.60	166,920.00	171,017.60	175,344.00	179,774.40	184,204.80	188,884.80	193,544.00	198,348.80	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
86C	Hourly	69.53	71.28	73.04	74.92	76.77	78.68	80.67	82.63	84.73	86.87	89.03	91.22	93.50	95.87	
	Appx. Bi-wkly	5,562.40	5,702.40	5,843.20	5,993.60	6,141.60	6,294.40	6,453.60	6,610.40	6,778.40	6,949.60	7,122.40	7,297.60	7,480.00	7,669.60	
	Appx. Monthly	12,051.87	12,355.20	12,660.27	12,986.13	13,306.80	13,637.87	13,982.80	14,322.53	14,686.53	15,057.47	15,431.87	15,811.47	16,206.67	16,617.47	
	Appx. Annual	144,622.40	148,262.40	151,923.20	155,833.60	159,681.60	163,654.40	167,793.60	171,870.40	176,238.40	180,689.60	185,182.40	189,737.60	194,480.00	199,409.60	
86T	Hourly	68.34	70.03	71.78	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88		
	Appx. Bi-wkly	5,467.20	5,602.40	5,742.40	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40		
	Appx. Monthly	11,845.60	12,138.53	12,441.87	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87		
	Appx. Annual	142,147.20	145,662.40	149,302.40	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40		
87	Hourly	70.07	71.80	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	
	Appx. Bi-wkly	5,605.60	5,744.00	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	
	Appx. Monthly	12,145.47	12,445.33	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	
	Appx. Annual	145,745.60	149,344.00	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	
87A	Hourly	70.93	72.72	74.54	76.39	78.32	80.25	82.22	84.30	86.43	88.56	90.81	93.05	95.41	97.79	
	Appx. Bi-wkly	5,674.40	5,817.60	5,963.20	6,111.20	6,265.60	6,420.00	6,577.60	6,744.00	6,914.40	7,084.80	7,264.80	7,444.00	7,632.80	7,823.20	
	Appx. Monthly	12,294.53	12,604.80	12,920.27	13,240.93	13,575.47	13,910.00	14,251.47	14,612.00	14,981.20	15,350.40	15,740.40	16,128.67	16,537.73	16,950.27	
	Appx. Annual	147,534.40	151,257.60	155,043.20	158,891.20	162,905.60	166,920.00	171,017.60	175,344.00	179,774.40	184,204.80	188,884.80	193,544.00	198,452.80	203,403.20	
87C	Hourly	71.30	73.08	74.92	76.77	78.68	80.67	82.63	84.73	86.87	89.03	91.22	93.50	95.90	98.27	
	Appx. Bi-wkly	5,704.00	5,846.40	5,993.60	6,141.60	6,294.40	6,453.60	6,610.40	6,778.40	6,949.60	7,122.40	7,297.60	7,480.00	7,672.00	7,861.60	
	Appx. Monthly	12,358.67	12,667.20	12,986.13	13,306.80	13,637.87	13,982.80	14,322.53	14,686.53	15,057.47	15,431.87	15,811.47	16,206.67	16,622.67	17,033.47	
	Appx. Annual	148,304.00	152,006.40	155,833.60	159,681.60	163,654.40	167,793.60	171,870.40	176,238.40	180,689.60	185,182.40	189,737.60	194,480.00	199,472.00	204,401.60	
87T	Hourly	70.07	71.80	73.59	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.24		
	Appx. Bi-wkly	5,605.60	5,744.00	5,887.20	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20		
	Appx. Monthly	12,145.47	12,445.33	12,755.60	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93		
	Appx. Annual	145,745.60	149,344.00	153,067.20	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20		
88	Hourly	71.78	73.57	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.97	
	Appx. Bi-wkly	5,742.40	5,885.60	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,917.60	
	Appx. Monthly	12,441.87	12,752.13	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,154.80	
	Appx. Annual	149,302.40	153,025.60	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,857.60	
88A	Hourly	72.69	74.52	76.39	78.32	80.25	82.22	84.30	86.43	88.56	90.81	93.05	95.41	97.79	100.24	
	Appx. Bi-wkly	5,815.20	5,961.60	6,111.20	6,265.60	6,420.00	6,577.60	6,744.00	6,914.40	7,084.80	7,264.80	7,444.00	7,632.80	7,823.20	8,019.20	
	Appx. Monthly	12,599.60	12,916.80	13,240.93	13,575.47	13,910.00	14,251.47	14,612.00	14,981.20	15,350.40	15,740.40	16,128.67	16,537.73	16,950.27	17,374.93	
	Appx. Annual	151,195.20	155,001.60	158,891.20	162,905.60	166,920.00	171,017.60	175,344.00	179,774.40	184,204.80	188,884.80	193,544.00	198,452.80	203,403.20	208,499.20	
88C	Hourly	73.04	74.90	76.77	78.68	80.67	82.63	84.73	86.87	89.03	91.22	93.50	95.90	98.27	100.74	
	Appx. Bi-wkly	5,843.20	5,992.00	6,141.60	6,294.40	6,453.60	6,610.40	6,778.40	6,949.60	7,122.40	7,297.60	7,480.00	7,672.00	7,861.60	8,059.20	
	Appx. Monthly	12,660.27	12,982.67	13,306.80	13,637.87	13,982.80	14,322.53	14,686.53	15,057.47	15,431.87	15,811.47	16,206.67	16,622.67	17,033.47	17,461.60	
	Appx. Annual	151,923.20	155,792.00	159,681.60	163,654.40	167,793.60	171,870.40	176,238.40	180,689.60	185,182.40	189,737.60	194,480.00	199,472.00	204,401.60	209,539.20	
88T	Hourly	71.78	73.57	75.44	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57		
	Appx. Bi-wkly	5,742.40	5,885.60	6,035.20	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60		
	Appx. Monthly	12,441.87	12,752.13	13,076.27	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80		
	Appx. Annual	149,302.40	153,025.60	156,915.20	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
89	Hourly	73.59	75.46	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.43	
	Appx. Bi-wkly	5,887.20	6,036.80	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,114.40	
	Appx. Monthly	12,755.60	13,079.73	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,581.20	
	Appx. Annual	153,067.20	156,956.80	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	210,974.40	
89A	Hourly	74.54	76.41	78.32	80.25	82.22	84.30	86.43	88.56	90.81	93.05	95.41	97.79	100.20	102.70	
	Appx. Bi-wkly	5,963.20	6,112.80	6,265.60	6,420.00	6,577.60	6,744.00	6,914.40	7,084.80	7,264.80	7,444.00	7,632.80	7,823.20	8,016.00	8,216.00	
	Appx. Monthly	12,920.27	13,244.40	13,575.47	13,910.00	14,251.47	14,612.00	14,981.20	15,350.40	15,740.40	16,128.67	16,537.73	16,950.27	17,368.00	17,801.33	
	Appx. Annual	155,043.20	158,932.80	162,905.60	166,920.00	171,017.60	175,344.00	179,774.40	184,204.80	188,884.80	193,544.00	198,452.80	203,403.20	208,416.00	213,616.00	
89C	Hourly	74.92	76.79	78.68	80.67	82.63	84.73	86.87	89.03	91.22	93.50	95.90	98.27	100.68	103.20	
	Appx. Bi-wkly	5,993.60	6,143.20	6,294.40	6,453.60	6,610.40	6,778.40	6,949.60	7,122.40	7,297.60	7,480.00	7,672.00	7,861.60	8,054.40	8,256.00	
	Appx. Monthly	12,986.13	13,310.27	13,637.87	13,982.80	14,322.53	14,686.53	15,057.47	15,431.87	15,811.47	16,206.67	16,622.67	17,033.47	17,451.20	17,888.00	
	Appx. Annual	155,833.60	159,723.20	163,654.40	167,793.60	171,870.40	176,238.40	180,689.60	185,182.40	189,737.60	194,480.00	199,472.00	204,401.60	209,414.40	214,656.00	
89T	Hourly	73.59	75.46	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.94		
	Appx. Bi-wkly	5,887.20	6,036.80	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20		
	Appx. Monthly	12,755.60	13,079.73	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60		
	Appx. Annual	153,067.20	156,956.80	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20		
90	Hourly	75.46	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01	
	Appx. Bi-wkly	6,036.80	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	
	Appx. Monthly	13,079.73	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	
	Appx. Annual	156,956.80	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	
90A	Hourly	76.41	78.32	80.25	82.22	84.30	86.43	88.56	90.81	93.05	95.41	97.79	100.20	102.73	105.30	
	Appx. Bi-wkly	6,112.80	6,265.60	6,420.00	6,577.60	6,744.00	6,914.40	7,084.80	7,264.80	7,444.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	
	Appx. Monthly	13,244.40	13,575.47	13,910.00	14,251.47	14,612.00	14,981.20	15,350.40	15,740.40	16,128.67	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	
	Appx. Annual	158,932.80	162,905.60	166,920.00	171,017.60	175,344.00	179,774.40	184,204.80	188,884.80	193,544.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	
90C	Hourly	76.79	78.68	80.67	82.63	84.73	86.87	89.03	91.22	93.50	95.90	98.27	100.68	103.24	105.81	
	Appx. Bi-wkly	6,143.20	6,294.40	6,453.60	6,610.40	6,778.40	6,949.60	7,122.40	7,297.60	7,480.00	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	
	Appx. Monthly	13,310.27	13,637.87	13,982.80	14,322.53	14,686.53	15,057.47	15,431.87	15,811.47	16,206.67	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	
	Appx. Annual	159,723.20	163,654.40	167,793.60	171,870.40	176,238.40	180,689.60	185,182.40	189,737.60	194,480.00	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	
90T	Hourly	75.46	77.33	79.26	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.46		
	Appx. Bi-wkly	6,036.80	6,186.40	6,340.80	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80		
	Appx. Monthly	13,079.73	13,403.87	13,738.40	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40		
	Appx. Annual	156,956.80	160,846.40	164,860.80	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80		
91	Hourly	77.30	79.24	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.61	
	Appx. Bi-wkly	6,184.00	6,339.20	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,528.80	
	Appx. Monthly	13,398.67	13,734.93	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,479.07	
	Appx. Annual	160,784.00	164,819.20	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,748.80	
91A	Hourly	78.29	80.23	82.22	84.30	86.43	88.56	90.81	93.05	95.41	97.79	100.20	102.73	105.30	107.93	
	Appx. Bi-wkly	6,263.20	6,418.40	6,577.60	6,744.00	6,914.40	7,084.80	7,264.80	7,444.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	8,634.40	
	Appx. Monthly	13,570.27	13,906.53	14,251.47	14,612.00	14,981.20	15,350.40	15,740.40	16,128.67	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	18,707.87	
	Appx. Annual	162,843.20	166,878.40	171,017.60	175,344.00	179,774.40	184,204.80	188,884.80	193,544.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	224,494.40	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
91C	Hourly	78.66	80.64	82.63	84.73	86.87	89.03	91.22	93.50	95.90	98.27	100.68	103.24	105.81	108.48	
	Appx. Bi-wkly	6,292.80	6,451.20	6,610.40	6,778.40	6,949.60	7,122.40	7,297.60	7,480.00	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	8,678.40	
	Appx. Monthly	13,634.40	13,977.60	14,322.53	14,686.53	15,057.47	15,431.87	15,811.47	16,206.67	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	18,803.20	
	Appx. Annual	163,612.80	167,731.20	171,870.40	176,238.40	180,689.60	185,182.40	189,737.60	194,480.00	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	225,638.40	
91T	Hourly	77.30	79.24	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01		
	Appx. Bi-wkly	6,184.00	6,339.20	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80		
	Appx. Monthly	13,398.67	13,734.93	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40		
	Appx. Annual	160,784.00	164,819.20	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80		
92	Hourly	79.24	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24	
	Appx. Bi-wkly	6,339.20	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	
	Appx. Monthly	13,734.93	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	
	Appx. Annual	164,819.20	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	
92A	Hourly	80.23	82.22	84.30	86.43	88.56	90.81	93.05	95.41	97.79	100.20	102.73	105.30	107.91	110.62	
	Appx. Bi-wkly	6,418.40	6,577.60	6,744.00	6,914.40	7,084.80	7,264.80	7,444.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	8,632.80	8,849.60	
	Appx. Monthly	13,906.53	14,251.47	14,612.00	14,981.20	15,350.40	15,740.40	16,128.67	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	18,704.40	19,174.13	
	Appx. Annual	166,878.40	171,017.60	175,344.00	179,774.40	184,204.80	188,884.80	193,544.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	224,452.80	230,089.60	
92C	Hourly	80.64	82.63	84.73	86.87	89.03	91.22	93.50	95.90	98.27	100.68	103.24	105.81	108.47	111.17	
	Appx. Bi-wkly	6,451.20	6,610.40	6,778.40	6,949.60	7,122.40	7,297.60	7,480.00	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	8,677.60	8,893.60	
	Appx. Monthly	13,977.60	14,322.53	14,686.53	15,057.47	15,431.87	15,811.47	16,206.67	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	18,801.47	19,269.47	
	Appx. Annual	167,731.20	171,870.40	176,238.40	180,689.60	185,182.40	189,737.60	194,480.00	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	225,617.60	231,233.60	
92T	Hourly	79.24	81.22	83.27	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.58		
	Appx. Bi-wkly	6,339.20	6,497.60	6,661.60	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40		
	Appx. Monthly	13,734.93	14,078.13	14,433.47	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87		
	Appx. Annual	164,819.20	168,937.60	173,201.60	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40		
93	Hourly	81.23	83.28	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	
	Appx. Bi-wkly	6,498.40	6,662.40	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	
	Appx. Monthly	14,079.87	14,435.20	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	
	Appx. Annual	168,958.40	173,222.40	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	
93A	Hourly	82.24	84.31	86.43	88.56	90.81	93.05	95.41	97.79	100.20	102.73	105.30	107.91	110.62	113.36	
	Appx. Bi-wkly	6,579.20	6,744.80	6,914.40	7,084.80	7,264.80	7,444.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	8,632.80	8,849.60	9,068.80	
	Appx. Monthly	14,254.93	14,613.73	14,981.20	15,350.40	15,740.40	16,128.67	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	18,704.40	19,174.13	19,649.07	
	Appx. Annual	171,059.20	175,364.80	179,774.40	184,204.80	188,884.80	193,544.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	224,452.80	230,089.60	235,788.80	
93C	Hourly	82.65	84.74	86.87	89.03	91.22	93.50	95.90	98.27	100.68	103.24	105.81	108.47	111.17	113.94	
	Appx. Bi-wkly	6,612.00	6,779.20	6,949.60	7,122.40	7,297.60	7,480.00	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	8,677.60	8,893.60	9,115.20	
	Appx. Monthly	14,326.00	14,688.27	15,057.47	15,431.87	15,811.47	16,206.67	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	18,801.47	19,269.47	19,749.60	
	Appx. Annual	171,912.00	176,259.20	180,689.60	185,182.40	189,737.60	194,480.00	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	225,617.60	231,233.60	236,995.20	
93T	Hourly	81.23	83.28	85.37	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24		
	Appx. Bi-wkly	6,498.40	6,662.40	6,829.60	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20		
	Appx. Monthly	14,079.87	14,435.20	14,797.47	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93		
	Appx. Annual	168,958.40	173,222.40	177,569.60	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20		
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
94	Hourly	83.27	85.36	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.79	
	Appx. Bi-wkly	6,661.60	6,828.80	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,183.20	
	Appx. Monthly	14,433.47	14,795.73	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,896.93	
	Appx. Annual	173,201.60	177,548.80	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,763.20	
94A	Hourly	84.30	86.41	88.56	90.81	93.05	95.41	97.79	100.20	102.73	105.30	107.91	110.62	113.36	116.21	
	Appx. Bi-wkly	6,744.00	6,912.80	7,084.80	7,264.80	7,444.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	8,632.80	8,849.60	9,068.80	9,296.80	
	Appx. Monthly	14,612.00	14,977.73	15,350.40	15,740.40	16,128.67	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	18,704.40	19,174.13	19,649.07	20,143.07	
	Appx. Annual	175,344.00	179,732.80	184,204.80	188,884.80	193,544.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	224,452.80	230,089.60	235,788.80	241,716.80	
94C	Hourly	84.73	86.86	89.03	91.22	93.50	95.90	98.27	100.68	103.24	105.81	108.47	111.17	113.94	116.79	
	Appx. Bi-wkly	6,778.40	6,948.80	7,122.40	7,297.60	7,480.00	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	8,677.60	8,893.60	9,115.20	9,343.20	
	Appx. Monthly	14,686.53	15,055.73	15,431.87	15,811.47	16,206.67	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	18,801.47	19,269.47	19,749.60	20,243.60	
	Appx. Annual	176,238.40	180,668.80	185,182.40	189,737.60	194,480.00	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	225,617.60	231,233.60	236,995.20	242,923.20	
94T	Hourly	83.27	85.36	87.48	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96		
	Appx. Bi-wkly	6,661.60	6,828.80	6,998.40	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80		
	Appx. Monthly	14,433.47	14,795.73	15,163.20	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40		
	Appx. Annual	173,201.60	177,548.80	181,958.40	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80		
95	Hourly	85.35	87.47	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63	
	Appx. Bi-wkly	6,828.00	6,997.60	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40	
	Appx. Monthly	14,794.00	15,161.47	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20	
	Appx. Annual	177,528.00	181,937.60	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40	
95A	Hourly	86.39	88.55	90.81	93.05	95.41	97.79	100.20	102.73	105.30	107.91	110.62	113.36	116.19	119.09	
	Appx. Bi-wkly	6,911.20	7,084.00	7,264.80	7,444.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	8,632.80	8,849.60	9,068.80	9,295.20	9,527.20	
	Appx. Monthly	14,974.27	15,348.67	15,740.40	16,128.67	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	18,704.40	19,174.13	19,649.07	20,139.60	20,642.27	
	Appx. Annual	179,691.20	184,184.00	188,884.80	193,544.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	224,452.80	230,089.60	235,788.80	241,675.20	247,707.20	
95C	Hourly	86.85	89.02	91.22	93.50	95.90	98.27	100.68	103.24	105.81	108.47	111.17	113.94	116.76	119.69	
	Appx. Bi-wkly	6,948.00	7,121.60	7,297.60	7,480.00	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	8,677.60	8,893.60	9,115.20	9,340.80	9,575.20	
	Appx. Monthly	15,054.00	15,430.13	15,811.47	16,206.67	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	18,801.47	19,269.47	19,749.60	20,238.40	20,746.27	
	Appx. Annual	180,648.00	185,161.60	189,737.60	194,480.00	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	225,617.60	231,233.60	236,995.20	242,860.80	248,955.20	
95T	Hourly	85.35	87.47	89.68	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.77		
	Appx. Bi-wkly	6,828.00	6,997.60	7,174.40	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60		
	Appx. Monthly	14,794.00	15,161.47	15,544.53	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47		
	Appx. Annual	177,528.00	181,937.60	186,534.40	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60		
96	Hourly	87.45	89.67	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63	120.56	
	Appx. Bi-wkly	6,996.00	7,173.60	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40	9,644.80	
	Appx. Monthly	15,158.00	15,542.80	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20	20,897.07	
	Appx. Annual	181,896.00	186,513.60	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40	250,764.80	
96A	Hourly	88.54	90.80	93.05	95.41	97.79	100.20	102.73	105.30	107.91	110.62	113.36	116.19	119.09	122.08	
	Appx. Bi-wkly	7,083.20	7,264.00	7,444.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	8,632.80	8,849.60	9,068.80	9,295.20	9,527.20	9,766.40	
	Appx. Monthly	15,346.93	15,738.67	16,128.67	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	18,704.40	19,174.13	19,649.07	20,139.60	20,642.27	21,160.53	
	Appx. Annual	184,163.20	188,864.00	193,544.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	224,452.80	230,089.60	235,788.80	241,675.20	247,707.20	253,926.40	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/24/2024

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Effective 2/24/2024 **2.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
96C	Hourly	89.00	91.21	93.50	95.90	98.27	100.68	103.24	105.81	108.47	111.17	113.94	116.76	119.69	122.68	
	Appx. Bi-wkly	7,120.00	7,296.80	7,480.00	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	8,677.60	8,893.60	9,115.20	9,340.80	9,575.20	9,814.40	
	Appx. Monthly	15,426.67	15,809.73	16,206.67	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	18,801.47	19,269.47	19,749.60	20,238.40	20,746.27	21,264.53	
	Appx. Annual	185,120.00	189,716.80	194,480.00	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	225,617.60	231,233.60	236,995.20	242,860.80	248,955.20	255,174.40	
96T	Hourly	87.45	89.67	91.88	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63		
	Appx. Bi-wkly	6,996.00	7,173.60	7,350.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40		
	Appx. Monthly	15,158.00	15,542.80	15,925.87	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20		
	Appx. Annual	181,896.00	186,513.60	191,110.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40		
97	Hourly	89.70	91.93	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63	120.57	123.60	
	Appx. Bi-wkly	7,176.00	7,354.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40	9,645.60	9,888.00	
	Appx. Monthly	15,548.00	15,934.53	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20	20,898.80	21,424.00	
	Appx. Annual	186,576.00	191,214.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40	250,785.60	257,088.00	
97A	Hourly	90.83	93.10	95.41	97.79	100.20	102.73	105.30	107.91	110.62	113.36	116.19	119.09	122.10	125.14	
	Appx. Bi-wkly	7,266.40	7,448.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	8,632.80	8,849.60	9,068.80	9,295.20	9,527.20	9,768.00	10,011.20	
	Appx. Monthly	15,743.87	16,137.33	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	18,704.40	19,174.13	19,649.07	20,139.60	20,642.27	21,164.00	21,690.93	
	Appx. Annual	188,926.40	193,648.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	224,452.80	230,089.60	235,788.80	241,675.20	247,707.20	253,968.00	260,291.20	
97C	Hourly	91.26	93.56	95.90	98.27	100.68	103.24	105.81	108.47	111.17	113.94	116.76	119.69	122.70	125.77	
	Appx. Bi-wkly	7,300.80	7,484.80	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	8,677.60	8,893.60	9,115.20	9,340.80	9,575.20	9,816.00	10,061.60	
	Appx. Monthly	15,818.40	16,217.07	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	18,801.47	19,269.47	19,749.60	20,238.40	20,746.27	21,268.00	21,800.13	
	Appx. Annual	189,820.80	194,604.80	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	225,617.60	231,233.60	236,995.20	242,860.80	248,955.20	255,216.00	261,601.60	
97T	Hourly	89.70	91.93	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63	120.57		
	Appx. Bi-wkly	7,176.00	7,354.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40	9,645.60		
	Appx. Monthly	15,548.00	15,934.53	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20	20,898.80		
	Appx. Annual	186,576.00	191,214.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40	250,785.60		
98	Hourly	91.93	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63	120.57	123.62	126.71	
	Appx. Bi-wkly	7,354.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40	9,645.60	9,889.60	10,136.80	
	Appx. Monthly	15,934.53	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20	20,898.80	21,427.47	21,963.07	
	Appx. Annual	191,214.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40	250,785.60	257,129.60	263,556.80	
98A	Hourly	93.10	95.41	97.79	100.20	102.73	105.30	107.91	110.62	113.36	116.19	119.09	122.10	125.16	128.29	
	Appx. Bi-wkly	7,448.00	7,632.80	7,823.20	8,016.00	8,218.40	8,424.00	8,632.80	8,849.60	9,068.80	9,295.20	9,527.20	9,768.00	10,012.80	10,263.20	
	Appx. Monthly	16,137.33	16,537.73	16,950.27	17,368.00	17,806.53	18,252.00	18,704.40	19,174.13	19,649.07	20,139.60	20,642.27	21,164.00	21,694.40	22,236.93	
	Appx. Annual	193,648.00	198,452.80	203,403.20	208,416.00	213,678.40	219,024.00	224,452.80	230,089.60	235,788.80	241,675.20	247,707.20	253,968.00	260,332.80	266,843.20	
98C	Hourly	93.56	95.90	98.27	100.68	103.24	105.81	108.47	111.17	113.94	116.76	119.69	122.70	125.79	128.93	
	Appx. Bi-wkly	7,484.80	7,672.00	7,861.60	8,054.40	8,259.20	8,464.80	8,677.60	8,893.60	9,115.20	9,340.80	9,575.20	9,816.00	10,063.20	10,314.40	
	Appx. Monthly	16,217.07	16,622.67	17,033.47	17,451.20	17,894.93	18,340.40	18,801.47	19,269.47	19,749.60	20,238.40	20,746.27	21,268.00	21,803.60	22,347.87	
	Appx. Annual	194,604.80	199,472.00	204,401.60	209,414.40	214,739.20	220,084.80	225,617.60	231,233.60	236,995.20	242,860.80	248,955.20	255,216.00	261,643.20	268,174.40	
98T	Hourly	91.93	94.24	96.57	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63	120.57	123.62		
	Appx. Bi-wkly	7,354.40	7,539.20	7,725.60	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40	9,645.60	9,889.60		
	Appx. Monthly	15,934.53	16,334.93	16,738.80	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20	20,898.80	21,427.47		
	Appx. Annual	191,214.40	196,019.20	200,865.60	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40	250,785.60	257,129.60		
99	Hourly	94.18	96.54	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63	120.57	123.62	126.68	129.82	
	Appx. Bi-wkly	7,534.40	7,723.20	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40	9,645.60	9,889.60	10,134.40	10,385.60	
	Appx. Monthly	16,324.53	16,733.60	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20	20,898.80	21,427.47	21,957.87	22,502.13	
	Appx. Annual	195,894.40	200,803.20	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40	250,785.60	257,129.60	263,494.40	270,025.60	
99A	Hourly	95.36	97.76	100.20	102.73	105.30	107.91	110.62	113.36	116.19	119.09	122.10	125.16	128.24	131.45	
	Appx. Bi-wkly	7,628.80	7,820.80	8,016.00	8,218.40	8,424.00	8,632.80	8,849.60	9,068.80	9,295.20	9,527.20	9,768.00	10,012.80	10,259.20	10,516.00	
	Appx. Monthly	16,529.07	16,945.07	17,368.00	17,806.53	18,252.00	18,704.40	19,174.13	19,649.07	20,139.60	20,642.27	21,164.00	21,694.40	22,228.27	22,784.67	
	Appx. Annual	198,348.80	203,340.80	208,416.00	213,678.40	219,024.00	224,452.80	230,089.60	235,788.80	241,675.20	247,707.20	253,968.00	260,332.80	266,739.20	273,416.00	
99C	Hourly	95.87	98.22	100.68	103.24	105.81	108.47	111.17	113.94	116.76	119.69	122.70	125.79	128.89	132.07	
	Appx. Bi-wkly	7,669.60	7,857.60	8,054.40	8,259.20	8,464.80	8,677.60	8,893.60	9,115.20	9,340.80	9,575.20	9,816.00	10,063.20	10,311.20	10,565.60	
	Appx. Monthly	16,617.47	17,024.80	17,451.20	17,894.93	18,340.40	18,801.47	19,269.47	19,749.60	20,238.40	20,746.27	21,268.00	21,803.60	22,340.93	22,892.13	
	Appx. Annual	199,409.60	204,297.60	209,414.40	214,739.20	220,084.80	225,617.60	231,233.60	236,995.20	242,860.80	248,955.20	255,216.00	261,643.20	268,091.20	274,705.60	
99T	Hourly	94.18	96.54	98.94	101.46	104.01	106.58	109.24	111.96	114.77	117.63	120.57	123.62	126.68		
	Appx. Bi-wkly	7,534.40	7,723.20	7,915.20	8,116.80	8,320.80	8,526.40	8,739.20	8,956.80	9,181.60	9,410.40	9,645.60	9,889.60	10,134.40		
	Appx. Monthly	16,324.53	16,733.60	17,149.60	17,586.40	18,028.40	18,473.87	18,934.93	19,406.40	19,893.47	20,389.20	20,898.80	21,427.47	21,957.87		
	Appx. Annual	195,894.40	200,803.20	205,795.20	211,036.80	216,340.80	221,686.40	227,219.20	232,876.80	238,721.60	244,670.40	250,785.60	257,129.60	263,494.40		

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
M	Hourly	17.22													
	Appx. Bi-wkly	1,377.60													
	Appx. Monthly	2,984.80													
	Appx. Annual	35,817.60													
1M	Hourly	17.22	17.35	17.79	18.24										
	Appx. Bi-wkly	1,377.60	1,388.00	1,423.20	1,459.20										
	Appx. Monthly	2,984.80	3,007.33	3,083.60	3,161.60										
	Appx. Annual	35,817.60	36,088.00	37,003.20	37,939.20										
2M	Hourly	17.35	17.79	18.24	18.69	19.18									
	Appx. Bi-wkly	1,388.00	1,423.20	1,459.20	1,495.20	1,534.40									
	Appx. Monthly	3,007.33	3,083.60	3,161.60	3,239.60	3,324.53									
	Appx. Annual	36,088.00	37,003.20	37,939.20	38,875.20	39,894.40									
3M	Hourly	17.35	17.45	17.88	18.32	18.79	19.26	19.73	20.21	20.72					
	Appx. Bi-wkly	1,388.00	1,396.00	1,430.40	1,465.60	1,503.20	1,540.80	1,578.40	1,616.80	1,657.60					
	Appx. Monthly	3,007.33	3,024.67	3,099.20	3,175.47	3,256.93	3,338.40	3,419.87	3,503.07	3,591.47					
	Appx. Annual	36,088.00	36,296.00	37,190.40	38,105.60	39,083.20	40,060.80	41,038.40	42,036.80	43,097.60					
3M-T	Hourly	17.35	17.45	17.88	18.32	18.79	19.26	19.73	20.21						
	Appx. Bi-wkly	1,388.00	1,396.00	1,430.40	1,465.60	1,503.20	1,540.80	1,578.40	1,616.80						
	Appx. Monthly	3,007.33	3,024.67	3,099.20	3,175.47	3,256.93	3,338.40	3,419.87	3,503.07						
	Appx. Annual	36,088.00	36,296.00	37,190.40	38,105.60	39,083.20	40,060.80	41,038.40	42,036.80						
4M	Hourly	17.45	17.66	18.10	18.57	19.03	19.52	20.00	20.51	21.03	21.55	22.08	22.63		
	Appx. Bi-wkly	1,396.00	1,412.80	1,448.00	1,485.60	1,522.40	1,561.60	1,600.00	1,640.80	1,682.40	1,724.00	1,766.40	1,810.40		
	Appx. Monthly	3,024.67	3,061.07	3,137.33	3,218.80	3,298.53	3,383.47	3,466.67	3,555.07	3,645.20	3,735.33	3,827.20	3,922.53		
	Appx. Annual	36,296.00	36,732.80	37,648.00	38,625.60	39,582.40	40,601.60	41,600.00	42,660.80	43,742.40	44,824.00	45,926.40	47,070.40		
4M-T	Hourly	17.45	17.66	18.10	18.57	19.03	19.52	20.00	20.51	21.03	21.55	22.08			
	Appx. Bi-wkly	1,396.00	1,412.80	1,448.00	1,485.60	1,522.40	1,561.60	1,600.00	1,640.80	1,682.40	1,724.00	1,766.40			
	Appx. Monthly	3,024.67	3,061.07	3,137.33	3,218.80	3,298.53	3,383.47	3,466.67	3,555.07	3,645.20	3,735.33	3,827.20			
	Appx. Annual	36,296.00	36,732.80	37,648.00	38,625.60	39,582.40	40,601.60	41,600.00	42,660.80	43,742.40	44,824.00	45,926.40			
5M	Hourly	17.66	17.89	18.28	18.74	19.27	19.72	20.18	20.66	21.20	21.77	22.26	22.81	23.40	
	Appx. Bi-wkly	1,412.80	1,431.20	1,462.40	1,499.20	1,541.60	1,577.60	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	
	Appx. Monthly	3,061.07	3,100.93	3,168.53	3,248.27	3,340.13	3,418.13	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	
	Appx. Annual	36,732.80	37,211.20	38,022.40	38,979.20	40,081.60	41,017.60	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	
5M-T	Hourly	17.66	17.89	18.28	18.74	19.27	19.72	20.18	20.66	21.20	21.77	22.26	22.81		
	Appx. Bi-wkly	1,412.80	1,431.20	1,462.40	1,499.20	1,541.60	1,577.60	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80		
	Appx. Monthly	3,061.07	3,100.93	3,168.53	3,248.27	3,340.13	3,418.13	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73		
	Appx. Annual	36,732.80	37,211.20	38,022.40	38,979.20	40,081.60	41,017.60	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80		

Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
6M	Hourly	17.89	18.28	18.74	19.27	19.72	20.18	20.66	21.20	21.77	22.26	22.81	23.40	24.00	
	Appx. Bi-wkly	1,431.20	1,462.40	1,499.20	1,541.60	1,577.60	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,920.00	
	Appx. Monthly	3,100.93	3,168.53	3,248.27	3,340.13	3,418.13	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,160.00	
	Appx. Annual	37,211.20	38,022.40	38,979.20	40,081.60	41,017.60	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,920.00	
7M	Hourly	18.22	18.62	19.09	19.59	20.04	20.57	21.04	21.58	22.13	22.65	23.24	23.79	24.40	
	Appx. Bi-wkly	1,457.60	1,489.60	1,527.20	1,567.20	1,603.20	1,645.60	1,683.20	1,726.40	1,770.40	1,812.00	1,859.20	1,903.20	1,952.00	
	Appx. Monthly	3,158.13	3,227.47	3,308.93	3,395.60	3,473.60	3,565.47	3,646.93	3,740.53	3,835.87	3,926.00	4,028.27	4,123.60	4,229.33	
	Appx. Annual	37,897.60	38,729.60	39,707.20	40,747.20	41,683.20	42,785.60	43,763.20	44,886.40	46,030.40	47,112.00	48,339.20	49,483.20	50,752.00	
7M-T	Hourly	18.22	18.62	19.09	19.59	20.04	20.57	21.04	21.58	22.13	22.65	23.24	23.79		
	Appx. Bi-wkly	1,457.60	1,489.60	1,527.20	1,567.20	1,603.20	1,645.60	1,683.20	1,726.40	1,770.40	1,812.00	1,859.20	1,903.20		
	Appx. Monthly	3,158.13	3,227.47	3,308.93	3,395.60	3,473.60	3,565.47	3,646.93	3,740.53	3,835.87	3,926.00	4,028.27	4,123.60		
	Appx. Annual	37,897.60	38,729.60	39,707.20	40,747.20	41,683.20	42,785.60	43,763.20	44,886.40	46,030.40	47,112.00	48,339.20	49,483.20		
30	Hourly	18.22	18.28	18.74	19.27	19.73	20.18	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.54
	Appx. Bi-wkly	1,457.60	1,462.40	1,499.20	1,541.60	1,578.40	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,963.20
	Appx. Monthly	3,158.13	3,168.53	3,248.27	3,340.13	3,419.87	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,253.60
	Appx. Annual	37,897.60	38,022.40	38,979.20	40,081.60	41,038.40	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,043.20
30C	Hourly	18.28	18.62	19.09	19.59	20.04	20.57	21.04	21.58	22.15	22.66	23.24	23.79	24.38	24.98
	Appx. Bi-wkly	1,462.40	1,489.60	1,527.20	1,567.20	1,603.20	1,645.60	1,683.20	1,726.40	1,772.00	1,812.80	1,859.20	1,903.20	1,950.40	1,998.40
	Appx. Monthly	3,168.53	3,227.47	3,308.93	3,395.60	3,473.60	3,565.47	3,646.93	3,740.53	3,839.33	3,927.73	4,028.27	4,123.60	4,225.87	4,329.87
	Appx. Annual	38,022.40	38,729.60	39,707.20	40,747.20	41,683.20	42,785.60	43,763.20	44,886.40	46,072.00	47,132.80	48,339.20	49,483.20	50,710.40	51,958.40
30T	Hourly	18.22	18.28	18.74	19.27	19.73	20.18	20.66	21.20	21.77	22.26	22.81	23.40	23.95	
	Appx. Bi-wkly	1,457.60	1,462.40	1,499.20	1,541.60	1,578.40	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	
	Appx. Monthly	3,158.13	3,168.53	3,248.27	3,340.13	3,419.87	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	
	Appx. Annual	37,897.60	38,022.40	38,979.20	40,081.60	41,038.40	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	
31	Hourly	18.30	18.76	19.27	19.73	20.18	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16
	Appx. Bi-wkly	1,464.00	1,500.80	1,541.60	1,578.40	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80
	Appx. Monthly	3,172.00	3,251.73	3,340.13	3,419.87	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07
	Appx. Annual	38,064.00	39,020.80	40,081.60	41,038.40	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80
31A	Hourly	18.55	19.01	19.49	19.97	20.47	20.93	21.49	22.05	22.56	23.13	23.68	24.23	24.83	25.49
	Appx. Bi-wkly	1,484.00	1,520.80	1,559.20	1,597.60	1,637.60	1,674.40	1,719.20	1,764.00	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20
	Appx. Monthly	3,215.33	3,295.07	3,378.27	3,461.47	3,548.13	3,627.87	3,724.93	3,822.00	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27
	Appx. Annual	38,584.00	39,540.80	40,539.20	41,537.60	42,577.60	43,534.40	44,699.20	45,864.00	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20
31C	Hourly	18.65	19.11	19.59	20.04	20.57	21.04	21.58	22.15	22.66	23.24	23.79	24.38	24.99	25.63
	Appx. Bi-wkly	1,492.00	1,528.80	1,567.20	1,603.20	1,645.60	1,683.20	1,726.40	1,772.00	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40
	Appx. Monthly	3,232.67	3,312.40	3,395.60	3,473.60	3,565.47	3,646.93	3,740.53	3,839.33	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53
	Appx. Annual	38,792.00	39,748.80	40,747.20	41,683.20	42,785.60	43,763.20	44,886.40	46,072.00	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40
31T	Hourly	18.30	18.76	19.27	19.73	20.18	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.56	
	Appx. Bi-wkly	1,464.00	1,500.80	1,541.60	1,578.40	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	
	Appx. Monthly	3,172.00	3,251.73	3,340.13	3,419.87	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	
	Appx. Annual	38,064.00	39,020.80	40,081.60	41,038.40	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
32	Hourly	18.75	19.26	19.73	20.18	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.79
	Appx. Bi-wkly	1,500.00	1,540.80	1,578.40	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,063.20
	Appx. Monthly	3,250.00	3,338.40	3,419.87	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,470.27
	Appx. Annual	39,000.00	40,060.80	41,038.40	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,643.20
32A	Hourly	19.00	19.48	19.97	20.47	20.93	21.49	22.05	22.56	23.13	23.68	24.23	24.83	25.49	26.11
	Appx. Bi-wkly	1,520.00	1,558.40	1,597.60	1,637.60	1,674.40	1,719.20	1,764.00	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20	2,088.80
	Appx. Monthly	3,293.33	3,376.53	3,461.47	3,548.13	3,627.87	3,724.93	3,822.00	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27	4,525.73
	Appx. Annual	39,520.00	40,518.40	41,537.60	42,577.60	43,534.40	44,699.20	45,864.00	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20	54,308.80
32C	Hourly	19.10	19.58	20.04	20.57	21.04	21.58	22.15	22.66	23.24	23.79	24.38	24.99	25.63	26.27
	Appx. Bi-wkly	1,528.00	1,566.40	1,603.20	1,645.60	1,683.20	1,726.40	1,772.00	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40	2,101.60
	Appx. Monthly	3,310.67	3,393.87	3,473.60	3,565.47	3,646.93	3,740.53	3,839.33	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53	4,553.47
	Appx. Annual	39,728.00	40,726.40	41,683.20	42,785.60	43,763.20	44,886.40	46,072.00	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40	54,641.60
32T	Hourly	18.75	19.26	19.73	20.18	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16	
	Appx. Bi-wkly	1,500.00	1,540.80	1,578.40	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	
	Appx. Monthly	3,250.00	3,338.40	3,419.87	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	
	Appx. Annual	39,000.00	40,060.80	41,038.40	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	
33	Hourly	19.26	19.73	20.18	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.43
	Appx. Bi-wkly	1,540.80	1,578.40	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,114.40
	Appx. Monthly	3,338.40	3,419.87	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,581.20
	Appx. Annual	40,060.80	41,038.40	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,974.40
33A	Hourly	19.48	19.97	20.47	20.93	21.49	22.05	22.56	23.13	23.68	24.23	24.83	25.49	26.10	26.75
	Appx. Bi-wkly	1,558.40	1,597.60	1,637.60	1,674.40	1,719.20	1,764.00	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20	2,088.00	2,140.00
	Appx. Monthly	3,376.53	3,461.47	3,548.13	3,627.87	3,724.93	3,822.00	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27	4,524.00	4,636.67
	Appx. Annual	40,518.40	41,537.60	42,577.60	43,534.40	44,699.20	45,864.00	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20	54,288.00	55,640.00
33C	Hourly	19.58	20.04	20.57	21.04	21.58	22.15	22.66	23.24	23.79	24.38	24.99	25.63	26.25	26.89
	Appx. Bi-wkly	1,566.40	1,603.20	1,645.60	1,683.20	1,726.40	1,772.00	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40	2,100.00	2,151.20
	Appx. Monthly	3,393.87	3,473.60	3,565.47	3,646.93	3,740.53	3,839.33	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53	4,550.00	4,660.93
	Appx. Annual	40,726.40	41,683.20	42,785.60	43,763.20	44,886.40	46,072.00	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40	54,600.00	55,931.20
33T	Hourly	19.26	19.73	20.18	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.78	
	Appx. Bi-wkly	1,540.80	1,578.40	1,614.40	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	
	Appx. Monthly	3,338.40	3,419.87	3,497.87	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	
	Appx. Annual	40,060.80	41,038.40	41,974.40	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	
34	Hourly	19.66	20.14	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.09
	Appx. Bi-wkly	1,572.80	1,611.20	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,167.20
	Appx. Monthly	3,407.73	3,490.93	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,695.60
	Appx. Annual	40,892.80	41,891.20	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,347.20
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
34A	Hourly	19.91	20.39	20.93	21.49	22.05	22.56	23.13	23.68	24.23	24.83	25.49	26.10	26.74	27.43
	Appx. Bi-wkly	1,592.80	1,631.20	1,674.40	1,719.20	1,764.00	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20	2,088.00	2,139.20	2,194.40
	Appx. Monthly	3,451.07	3,534.27	3,627.87	3,724.93	3,822.00	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27	4,524.00	4,634.93	4,754.53
	Appx. Annual	41,412.80	42,411.20	43,534.40	44,699.20	45,864.00	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20	54,288.00	55,619.20	57,054.40
34C	Hourly	20.00	20.52	21.04	21.58	22.15	22.66	23.24	23.79	24.38	24.99	25.63	26.25	26.88	27.54
	Appx. Bi-wkly	1,600.00	1,641.60	1,683.20	1,726.40	1,772.00	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40	2,100.00	2,150.40	2,203.20
	Appx. Monthly	3,466.67	3,556.80	3,646.93	3,740.53	3,839.33	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53	4,550.00	4,659.20	4,773.60
	Appx. Annual	41,600.00	42,681.60	43,763.20	44,886.40	46,072.00	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40	54,600.00	55,910.40	57,283.20
34T	Hourly	19.66	20.14	20.66	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	
	Appx. Bi-wkly	1,572.80	1,611.20	1,652.80	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	
	Appx. Monthly	3,407.73	3,490.93	3,581.07	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	
	Appx. Annual	40,892.80	41,891.20	42,972.80	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	
35	Hourly	20.18	20.70	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.73
	Appx. Bi-wkly	1,614.40	1,656.00	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,218.40
	Appx. Monthly	3,497.87	3,588.00	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,806.53
	Appx. Annual	41,974.40	43,056.00	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,678.40
35A	Hourly	20.47	20.98	21.49	22.05	22.56	23.13	23.68	24.23	24.83	25.49	26.10	26.74	27.42	28.06
	Appx. Bi-wkly	1,637.60	1,678.40	1,719.20	1,764.00	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20	2,088.00	2,139.20	2,193.60	2,244.80
	Appx. Monthly	3,548.13	3,636.53	3,724.93	3,822.00	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27	4,524.00	4,634.93	4,752.80	4,863.73
	Appx. Annual	42,577.60	43,638.40	44,699.20	45,864.00	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20	54,288.00	55,619.20	57,033.60	58,364.80
35C	Hourly	20.57	21.08	21.58	22.15	22.66	23.24	23.79	24.38	24.99	25.63	26.25	26.88	27.53	28.23
	Appx. Bi-wkly	1,645.60	1,686.40	1,726.40	1,772.00	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40	2,100.00	2,150.40	2,202.40	2,258.40
	Appx. Monthly	3,565.47	3,653.87	3,740.53	3,839.33	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53	4,550.00	4,659.20	4,771.87	4,893.20
	Appx. Annual	42,785.60	43,846.40	44,886.40	46,072.00	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40	54,600.00	55,910.40	57,262.40	58,718.40
35T	Hourly	20.18	20.70	21.20	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	
	Appx. Bi-wkly	1,614.40	1,656.00	1,696.00	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	
	Appx. Monthly	3,497.87	3,588.00	3,674.67	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	
	Appx. Annual	41,974.40	43,056.00	44,096.00	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	
36	Hourly	20.71	21.21	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.45
	Appx. Bi-wkly	1,656.80	1,696.80	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.00
	Appx. Monthly	3,589.73	3,676.40	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,931.33
	Appx. Annual	43,076.80	44,116.80	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,176.00
36A	Hourly	20.99	21.50	22.05	22.56	23.13	23.68	24.23	24.83	25.49	26.10	26.74	27.42	28.07	28.82
	Appx. Bi-wkly	1,679.20	1,720.00	1,764.00	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20	2,088.00	2,139.20	2,193.60	2,245.60	2,305.60
	Appx. Monthly	3,638.27	3,726.67	3,822.00	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27	4,524.00	4,634.93	4,752.80	4,865.47	4,995.47
	Appx. Annual	43,659.20	44,720.00	45,864.00	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20	54,288.00	55,619.20	57,033.60	58,385.60	59,945.60
36C	Hourly	21.09	21.59	22.15	22.66	23.24	23.79	24.38	24.99	25.63	26.25	26.88	27.53	28.24	28.95
	Appx. Bi-wkly	1,687.20	1,727.20	1,772.00	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40	2,100.00	2,150.40	2,202.40	2,259.20	2,316.00
	Appx. Monthly	3,655.60	3,742.27	3,839.33	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53	4,550.00	4,659.20	4,771.87	4,894.93	5,018.00
	Appx. Annual	43,867.20	44,907.20	46,072.00	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40	54,600.00	55,910.40	57,262.40	58,739.20	60,216.00
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
36T	Hourly	20.71	21.21	21.77	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.74	
	Appx. Bi-wkly	1,656.80	1,696.80	1,741.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	
	Appx. Monthly	3,589.73	3,676.40	3,773.47	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	
	Appx. Annual	43,076.80	44,116.80	45,281.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	
37	Hourly	21.19	21.72	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.16
	Appx. Bi-wkly	1,695.20	1,737.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,332.80
	Appx. Monthly	3,672.93	3,764.80	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,054.40
	Appx. Annual	44,075.20	45,177.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,652.80
37A	Hourly	21.48	22.03	22.56	23.13	23.68	24.23	24.83	25.49	26.10	26.74	27.42	28.07	28.83	29.55
	Appx. Bi-wkly	1,718.40	1,762.40	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20	2,088.00	2,139.20	2,193.60	2,245.60	2,306.40	2,364.00
	Appx. Monthly	3,723.20	3,818.53	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27	4,524.00	4,634.93	4,752.80	4,865.47	4,997.20	5,122.00
	Appx. Annual	44,678.40	45,822.40	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20	54,288.00	55,619.20	57,033.60	58,385.60	59,966.40	61,464.00
37C	Hourly	21.57	22.10	22.66	23.24	23.79	24.38	24.99	25.63	26.25	26.88	27.53	28.24	28.96	29.69
	Appx. Bi-wkly	1,725.60	1,768.00	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40	2,100.00	2,150.40	2,202.40	2,259.20	2,316.80	2,375.20
	Appx. Monthly	3,738.80	3,830.67	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53	4,550.00	4,659.20	4,771.87	4,894.93	5,019.73	5,146.27
	Appx. Annual	44,865.60	45,968.00	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40	54,600.00	55,910.40	57,262.40	58,739.20	60,236.80	61,755.20
37T	Hourly	21.19	21.72	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.46	
	Appx. Bi-wkly	1,695.20	1,737.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	
	Appx. Monthly	3,672.93	3,764.80	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	
	Appx. Annual	44,075.20	45,177.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	
38	Hourly	21.72	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.85
	Appx. Bi-wkly	1,737.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,388.00
	Appx. Monthly	3,764.80	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,174.00
	Appx. Annual	45,177.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,088.00
38A	Hourly	22.03	22.56	23.13	23.68	24.23	24.83	25.49	26.10	26.74	27.42	28.07	28.83	29.48	30.23
	Appx. Bi-wkly	1,762.40	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20	2,088.00	2,139.20	2,193.60	2,245.60	2,306.40	2,358.40	2,418.40
	Appx. Monthly	3,818.53	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27	4,524.00	4,634.93	4,752.80	4,865.47	4,997.20	5,109.87	5,239.87
	Appx. Annual	45,822.40	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20	54,288.00	55,619.20	57,033.60	58,385.60	59,966.40	61,318.40	62,878.40
38C	Hourly	22.10	22.66	23.24	23.79	24.38	24.99	25.63	26.25	26.88	27.53	28.24	28.96	29.63	30.37
	Appx. Bi-wkly	1,768.00	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40	2,100.00	2,150.40	2,202.40	2,259.20	2,316.80	2,370.40	2,429.60
	Appx. Monthly	3,830.67	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53	4,550.00	4,659.20	4,771.87	4,894.93	5,019.73	5,135.87	5,264.13
	Appx. Annual	45,968.00	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40	54,600.00	55,910.40	57,262.40	58,739.20	60,236.80	61,630.40	63,169.60
38T	Hourly	21.72	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	
	Appx. Bi-wkly	1,737.60	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	
	Appx. Monthly	3,764.80	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	
	Appx. Annual	45,177.60	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	

Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
39	Hourly	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.59
	Appx. Bi-wkly	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,447.20
	Appx. Monthly	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,302.27
	Appx. Annual	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,627.20
39A	Hourly	22.56	23.13	23.68	24.23	24.83	25.49	26.10	26.74	27.42	28.07	28.83	29.48	30.25	31.01
	Appx. Bi-wkly	1,804.80	1,850.40	1,894.40	1,938.40	1,986.40	2,039.20	2,088.00	2,139.20	2,193.60	2,245.60	2,306.40	2,358.40	2,420.00	2,480.80
	Appx. Monthly	3,910.40	4,009.20	4,104.53	4,199.87	4,303.87	4,418.27	4,524.00	4,634.93	4,752.80	4,865.47	4,997.20	5,109.87	5,243.33	5,375.07
	Appx. Annual	46,924.80	48,110.40	49,254.40	50,398.40	51,646.40	53,019.20	54,288.00	55,619.20	57,033.60	58,385.60	59,966.40	61,318.40	62,920.00	64,500.80
39C	Hourly	22.66	23.24	23.79	24.38	24.99	25.63	26.25	26.88	27.53	28.24	28.96	29.63	30.40	31.15
	Appx. Bi-wkly	1,812.80	1,859.20	1,903.20	1,950.40	1,999.20	2,050.40	2,100.00	2,150.40	2,202.40	2,259.20	2,316.80	2,370.40	2,432.00	2,492.00
	Appx. Monthly	3,927.73	4,028.27	4,123.60	4,225.87	4,331.60	4,442.53	4,550.00	4,659.20	4,771.87	4,894.93	5,019.73	5,135.87	5,269.33	5,399.33
	Appx. Annual	47,132.80	48,339.20	49,483.20	50,710.40	51,979.20	53,310.40	54,600.00	55,910.40	57,262.40	58,739.20	60,236.80	61,630.40	63,232.00	64,792.00
39T	Hourly	22.26	22.81	23.40	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.87	
	Appx. Bi-wkly	1,780.80	1,824.80	1,872.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	
	Appx. Monthly	3,858.40	3,953.73	4,056.00	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	
	Appx. Annual	46,300.80	47,444.80	48,672.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	
40	Hourly	22.76	23.35	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35
	Appx. Bi-wkly	1,820.80	1,868.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00
	Appx. Monthly	3,945.07	4,047.33	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00
	Appx. Annual	47,340.80	48,568.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00
40A	Hourly	23.08	23.65	24.23	24.83	25.49	26.10	26.74	27.42	28.07	28.83	29.48	30.25	30.96	31.72
	Appx. Bi-wkly	1,846.40	1,892.00	1,938.40	1,986.40	2,039.20	2,088.00	2,139.20	2,193.60	2,245.60	2,306.40	2,358.40	2,420.00	2,476.80	2,537.60
	Appx. Monthly	4,000.53	4,099.33	4,199.87	4,303.87	4,418.27	4,524.00	4,634.93	4,752.80	4,865.47	4,997.20	5,109.87	5,243.33	5,366.40	5,498.13
	Appx. Annual	48,006.40	49,192.00	50,398.40	51,646.40	53,019.20	54,288.00	55,619.20	57,033.60	58,385.60	59,966.40	61,318.40	62,920.00	64,396.80	65,977.60
40C	Hourly	23.20	23.75	24.38	24.99	25.63	26.25	26.88	27.53	28.24	28.96	29.63	30.40	31.12	31.88
	Appx. Bi-wkly	1,856.00	1,900.00	1,950.40	1,999.20	2,050.40	2,100.00	2,150.40	2,202.40	2,259.20	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40
	Appx. Monthly	4,021.33	4,116.67	4,225.87	4,331.60	4,442.53	4,550.00	4,659.20	4,771.87	4,894.93	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87
	Appx. Annual	48,256.00	49,400.00	50,710.40	51,979.20	53,310.40	54,600.00	55,910.40	57,262.40	58,739.20	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40
40T	Hourly	22.76	23.35	23.95	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.56	
	Appx. Bi-wkly	1,820.80	1,868.00	1,916.00	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	
	Appx. Monthly	3,945.07	4,047.33	4,151.33	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	
	Appx. Annual	47,340.80	48,568.00	49,816.00	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	
41	Hourly	23.36	23.96	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.13
	Appx. Bi-wkly	1,868.80	1,916.80	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,570.40
	Appx. Monthly	4,049.07	4,153.07	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,569.20
	Appx. Annual	48,588.80	49,836.80	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,830.40
41A	Hourly	23.66	24.25	24.83	25.49	26.10	26.74	27.42	28.07	28.83	29.48	30.25	30.96	31.72	32.54
	Appx. Bi-wkly	1,892.80	1,940.00	1,986.40	2,039.20	2,088.00	2,139.20	2,193.60	2,245.60	2,306.40	2,358.40	2,420.00	2,476.80	2,537.60	2,603.20
	Appx. Monthly	4,101.07	4,203.33	4,303.87	4,418.27	4,524.00	4,634.93	4,752.80	4,865.47	4,997.20	5,109.87	5,243.33	5,366.40	5,498.13	5,640.27
	Appx. Annual	49,212.80	50,440.00	51,646.40	53,019.20	54,288.00	55,619.20	57,033.60	58,385.60	59,966.40	61,318.40	62,920.00	64,396.80	65,977.60	67,683.20
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
41C	Hourly	23.77	24.39	24.99	25.63	26.25	26.88	27.53	28.24	28.96	29.63	30.40	31.12	31.88	32.67
	Appx. Bi-wkly	1,901.60	1,951.20	1,999.20	2,050.40	2,100.00	2,150.40	2,202.40	2,259.20	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40	2,613.60
	Appx. Monthly	4,120.13	4,227.60	4,331.60	4,442.53	4,550.00	4,659.20	4,771.87	4,894.93	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87	5,662.80
	Appx. Annual	49,441.60	50,731.20	51,979.20	53,310.40	54,600.00	55,910.40	57,262.40	58,739.20	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40	67,953.60
41T	Hourly	23.36	23.96	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35	
	Appx. Bi-wkly	1,868.80	1,916.80	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	
	Appx. Monthly	4,049.07	4,153.07	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	
	Appx. Annual	48,588.80	49,836.80	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	
42	Hourly	23.96	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.93
	Appx. Bi-wkly	1,916.80	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,634.40
	Appx. Monthly	4,153.07	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,707.87
	Appx. Annual	49,836.80	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,494.40
42A	Hourly	24.25	24.83	25.49	26.10	26.74	27.42	28.07	28.83	29.48	30.25	30.96	31.72	32.53	33.33
	Appx. Bi-wkly	1,940.00	1,986.40	2,039.20	2,088.00	2,139.20	2,193.60	2,245.60	2,306.40	2,358.40	2,420.00	2,476.80	2,537.60	2,602.40	2,666.40
	Appx. Monthly	4,203.33	4,303.87	4,418.27	4,524.00	4,634.93	4,752.80	4,865.47	4,997.20	5,109.87	5,243.33	5,366.40	5,498.13	5,638.53	5,777.20
	Appx. Annual	50,440.00	51,646.40	53,019.20	54,288.00	55,619.20	57,033.60	58,385.60	59,966.40	61,318.40	62,920.00	64,396.80	65,977.60	67,662.40	69,326.40
42C	Hourly	24.39	24.99	25.63	26.25	26.88	27.53	28.24	28.96	29.63	30.40	31.12	31.88	32.66	33.50
	Appx. Bi-wkly	1,951.20	1,999.20	2,050.40	2,100.00	2,150.40	2,202.40	2,259.20	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,680.00
	Appx. Monthly	4,227.60	4,331.60	4,442.53	4,550.00	4,659.20	4,771.87	4,894.93	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,806.67
	Appx. Annual	50,731.20	51,979.20	53,310.40	54,600.00	55,910.40	57,262.40	58,739.20	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,680.00
42T	Hourly	23.96	24.56	25.16	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.12	
	Appx. Bi-wkly	1,916.80	1,964.80	2,012.80	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	
	Appx. Monthly	4,153.07	4,257.07	4,361.07	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	
	Appx. Annual	49,836.80	51,084.80	52,332.80	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	
43	Hourly	24.54	25.15	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.77
	Appx. Bi-wkly	1,963.20	2,012.00	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,701.60
	Appx. Monthly	4,253.60	4,359.33	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,853.47
	Appx. Annual	51,043.20	52,312.00	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,241.60
43A	Hourly	24.82	25.46	26.10	26.74	27.42	28.07	28.83	29.48	30.25	30.96	31.72	32.53	33.36	34.17
	Appx. Bi-wkly	1,985.60	2,036.80	2,088.00	2,139.20	2,193.60	2,245.60	2,306.40	2,358.40	2,420.00	2,476.80	2,537.60	2,602.40	2,668.80	2,733.60
	Appx. Monthly	4,302.13	4,413.07	4,524.00	4,634.93	4,752.80	4,865.47	4,997.20	5,109.87	5,243.33	5,366.40	5,498.13	5,638.53	5,782.40	5,922.80
	Appx. Annual	51,625.60	52,956.80	54,288.00	55,619.20	57,033.60	58,385.60	59,966.40	61,318.40	62,920.00	64,396.80	65,977.60	67,662.40	69,388.80	71,073.60
43C	Hourly	24.98	25.61	26.25	26.88	27.53	28.24	28.96	29.63	30.40	31.12	31.88	32.66	33.52	34.35
	Appx. Bi-wkly	1,998.40	2,048.80	2,100.00	2,150.40	2,202.40	2,259.20	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,748.00
	Appx. Monthly	4,329.87	4,439.07	4,550.00	4,659.20	4,771.87	4,894.93	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,954.00
	Appx. Annual	51,958.40	53,268.80	54,600.00	55,910.40	57,262.40	58,739.20	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,448.00
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
43T	Hourly	24.54	25.15	25.78	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.95	
	Appx. Bi-wkly	1,963.20	2,012.00	2,062.40	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	
	Appx. Monthly	4,253.60	4,359.33	4,468.53	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	
	Appx. Annual	51,043.20	52,312.00	53,622.40	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	
44	Hourly	25.13	25.77	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55
	Appx. Bi-wkly	2,010.40	2,061.60	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00
	Appx. Monthly	4,355.87	4,466.80	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67
	Appx. Annual	52,270.40	53,601.60	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00
44A	Hourly	25.42	26.09	26.74	27.42	28.07	28.83	29.48	30.25	30.96	31.72	32.53	33.36	34.12	34.99
	Appx. Bi-wkly	2,033.60	2,087.20	2,139.20	2,193.60	2,245.60	2,306.40	2,358.40	2,420.00	2,476.80	2,537.60	2,602.40	2,668.80	2,729.60	2,799.20
	Appx. Monthly	4,406.13	4,522.27	4,634.93	4,752.80	4,865.47	4,997.20	5,109.87	5,243.33	5,366.40	5,498.13	5,638.53	5,782.40	5,914.13	6,064.93
	Appx. Annual	52,873.60	54,267.20	55,619.20	57,033.60	58,385.60	59,966.40	61,318.40	62,920.00	64,396.80	65,977.60	67,662.40	69,388.80	70,969.60	72,779.20
44C	Hourly	25.60	26.24	26.88	27.53	28.24	28.96	29.63	30.40	31.12	31.88	32.66	33.52	34.30	35.14
	Appx. Bi-wkly	2,048.00	2,099.20	2,150.40	2,202.40	2,259.20	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20
	Appx. Monthly	4,437.33	4,548.27	4,659.20	4,771.87	4,894.93	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93
	Appx. Annual	53,248.00	54,579.20	55,910.40	57,262.40	58,739.20	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20
44T	Hourly	25.13	25.77	26.42	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.72	
	Appx. Bi-wkly	2,010.40	2,061.60	2,113.60	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	
	Appx. Monthly	4,355.87	4,466.80	4,579.47	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	
	Appx. Annual	52,270.40	53,601.60	54,953.60	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	
45	Hourly	25.76	26.40	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43
	Appx. Bi-wkly	2,060.80	2,112.00	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40
	Appx. Monthly	4,465.07	4,576.00	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20
	Appx. Annual	53,580.80	54,912.00	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40
45A	Hourly	26.08	26.73	27.42	28.07	28.83	29.48	30.25	30.96	31.72	32.53	33.36	34.12	34.99	35.86
	Appx. Bi-wkly	2,086.40	2,138.40	2,193.60	2,245.60	2,306.40	2,358.40	2,420.00	2,476.80	2,537.60	2,602.40	2,668.80	2,729.60	2,799.20	2,868.80
	Appx. Monthly	4,520.53	4,633.20	4,752.80	4,865.47	4,997.20	5,109.87	5,243.33	5,366.40	5,498.13	5,638.53	5,782.40	5,914.13	6,064.93	6,215.73
	Appx. Annual	54,246.40	55,598.40	57,033.60	58,385.60	59,966.40	61,318.40	62,920.00	64,396.80	65,977.60	67,662.40	69,388.80	70,969.60	72,779.20	74,588.80
45C	Hourly	26.23	26.87	27.53	28.24	28.96	29.63	30.40	31.12	31.88	32.66	33.52	34.30	35.14	36.05
	Appx. Bi-wkly	2,098.40	2,149.60	2,202.40	2,259.20	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00
	Appx. Monthly	4,546.53	4,657.47	4,771.87	4,894.93	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67
	Appx. Annual	54,558.40	55,889.60	57,262.40	58,739.20	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00
45T	Hourly	25.76	26.40	27.08	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55	
	Appx. Bi-wkly	2,060.80	2,112.00	2,166.40	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	
	Appx. Monthly	4,465.07	4,576.00	4,693.87	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	
	Appx. Annual	53,580.80	54,912.00	56,326.40	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	
46	Hourly	26.42	27.09	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.32
	Appx. Bi-wkly	2,113.60	2,167.20	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,905.60
	Appx. Monthly	4,579.47	4,695.60	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,295.47
	Appx. Annual	54,953.60	56,347.20	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,545.60
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46A	Hourly	26.74	27.43	28.07	28.83	29.48	30.25	30.96	31.72	32.53	33.36	34.12	34.99	35.86	36.77
	Appx. Bi-wkly	2,139.20	2,194.40	2,245.60	2,306.40	2,358.40	2,420.00	2,476.80	2,537.60	2,602.40	2,668.80	2,729.60	2,799.20	2,868.80	2,941.60
	Appx. Monthly	4,634.93	4,754.53	4,865.47	4,997.20	5,109.87	5,243.33	5,366.40	5,498.13	5,638.53	5,782.40	5,914.13	6,064.93	6,215.73	6,373.47
	Appx. Annual	55,619.20	57,054.40	58,385.60	59,966.40	61,318.40	62,920.00	64,396.80	65,977.60	67,662.40	69,388.80	70,969.60	72,779.20	74,588.80	76,481.60
46C	Hourly	26.88	27.54	28.24	28.96	29.63	30.40	31.12	31.88	32.66	33.52	34.30	35.14	36.05	36.94
	Appx. Bi-wkly	2,150.40	2,203.20	2,259.20	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	2,955.20
	Appx. Monthly	4,659.20	4,773.60	4,894.93	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	6,402.93
	Appx. Annual	55,910.40	57,283.20	58,739.20	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	76,835.20
46F	Hourly	26.88	27.54	28.24	28.96	29.63	30.40	31.12	31.88	32.66	33.52	34.30	35.14	36.05	
	Appx. Bi-wkly	2,150.40	2,203.20	2,259.20	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	
	Appx. Monthly	4,659.20	4,773.60	4,894.93	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	
	Appx. Annual	55,910.40	57,283.20	58,739.20	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	
46T	Hourly	26.42	27.09	27.74	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43	
	Appx. Bi-wkly	2,113.60	2,167.20	2,219.20	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	
	Appx. Monthly	4,579.47	4,695.60	4,808.27	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	
	Appx. Annual	54,953.60	56,347.20	57,699.20	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	
47	Hourly	27.10	27.76	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.17
	Appx. Bi-wkly	2,168.00	2,220.80	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,973.60
	Appx. Monthly	4,697.33	4,811.73	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,442.80
	Appx. Annual	56,368.00	57,740.80	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,313.60
47A	Hourly	27.44	28.12	28.83	29.48	30.25	30.96	31.72	32.53	33.36	34.12	34.99	35.86	36.73	37.63
	Appx. Bi-wkly	2,195.20	2,249.60	2,306.40	2,358.40	2,420.00	2,476.80	2,537.60	2,602.40	2,668.80	2,729.60	2,799.20	2,868.80	2,938.40	3,010.40
	Appx. Monthly	4,756.27	4,874.13	4,997.20	5,109.87	5,243.33	5,366.40	5,498.13	5,638.53	5,782.40	5,914.13	6,064.93	6,215.73	6,366.53	6,522.53
	Appx. Annual	57,075.20	58,489.60	59,966.40	61,318.40	62,920.00	64,396.80	65,977.60	67,662.40	69,388.80	70,969.60	72,779.20	74,588.80	76,398.40	78,270.40
47C	Hourly	27.55	28.25	28.96	29.63	30.40	31.12	31.88	32.66	33.52	34.30	35.14	36.05	36.89	37.84
	Appx. Bi-wkly	2,204.00	2,260.00	2,316.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	2,951.20	3,027.20
	Appx. Monthly	4,775.33	4,896.67	5,019.73	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	6,394.27	6,558.93
	Appx. Annual	57,304.00	58,760.00	60,236.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	76,731.20	78,707.20
47T	Hourly	27.10	27.76	28.46	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	
	Appx. Bi-wkly	2,168.00	2,220.80	2,276.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	
	Appx. Monthly	4,697.33	4,811.73	4,933.07	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	
	Appx. Annual	56,368.00	57,740.80	59,196.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	
48	Hourly	27.71	28.41	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.14
	Appx. Bi-wkly	2,216.80	2,272.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,051.20
	Appx. Monthly	4,803.07	4,924.40	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,610.93
	Appx. Annual	57,636.80	59,092.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,331.20
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
48A	Hourly	28.02	28.76	29.48	30.25	30.96	31.72	32.53	33.36	34.12	34.99	35.86	36.73	37.66	38.61
	Appx. Bi-wkly	2,241.60	2,300.80	2,358.40	2,420.00	2,476.80	2,537.60	2,602.40	2,668.80	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,088.80
	Appx. Monthly	4,856.80	4,985.07	5,109.87	5,243.33	5,366.40	5,498.13	5,638.53	5,782.40	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,692.40
	Appx. Annual	58,281.60	59,820.80	61,318.40	62,920.00	64,396.80	65,977.60	67,662.40	69,388.80	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,308.80
48C	Hourly	28.21	28.91	29.63	30.40	31.12	31.88	32.66	33.52	34.30	35.14	36.05	36.89	37.86	38.81
	Appx. Bi-wkly	2,256.80	2,312.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,104.80
	Appx. Monthly	4,889.73	5,011.07	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,727.07
	Appx. Annual	58,676.80	60,132.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,724.80
48F	Hourly	28.21	28.91	29.63	30.40	31.12	31.88	32.66	33.52	34.30	35.14	36.05	36.89	37.86	
	Appx. Bi-wkly	2,256.80	2,312.80	2,370.40	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	
	Appx. Monthly	4,889.73	5,011.07	5,135.87	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	
	Appx. Annual	58,676.80	60,132.80	61,630.40	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	
48T	Hourly	27.71	28.41	29.11	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.20	
	Appx. Bi-wkly	2,216.80	2,272.80	2,328.80	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	
	Appx. Monthly	4,803.07	4,924.40	5,045.73	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	
	Appx. Annual	57,636.80	59,092.80	60,548.80	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	
49	Hourly	28.44	29.13	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.03
	Appx. Bi-wkly	2,275.20	2,330.40	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,122.40
	Appx. Monthly	4,929.60	5,049.20	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,765.20
	Appx. Annual	59,155.20	60,590.40	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,182.40
49A	Hourly	28.80	29.51	30.25	30.96	31.72	32.53	33.36	34.12	34.99	35.86	36.73	37.66	38.55	39.51
	Appx. Bi-wkly	2,304.00	2,360.80	2,420.00	2,476.80	2,537.60	2,602.40	2,668.80	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,084.00	3,160.80
	Appx. Monthly	4,992.00	5,115.07	5,243.33	5,366.40	5,498.13	5,638.53	5,782.40	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,682.00	6,848.40
	Appx. Annual	59,904.00	61,380.80	62,920.00	64,396.80	65,977.60	67,662.40	69,388.80	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,184.00	82,180.80
49C	Hourly	28.93	29.65	30.40	31.12	31.88	32.66	33.52	34.30	35.14	36.05	36.89	37.86	38.77	39.73
	Appx. Bi-wkly	2,314.40	2,372.00	2,432.00	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,101.60	3,178.40
	Appx. Monthly	5,014.53	5,139.33	5,269.33	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,720.13	6,886.53
	Appx. Annual	60,174.40	61,672.00	63,232.00	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,641.60	82,638.40
49F	Hourly	28.91	29.63	30.37	31.16	31.90	32.67	33.48	34.35	35.15	36.02	36.96	37.82	38.81	
	Appx. Bi-wkly	2,312.80	2,370.40	2,429.60	2,492.80	2,552.00	2,613.60	2,678.40	2,748.00	2,812.00	2,881.60	2,956.80	3,025.60	3,104.80	
	Appx. Monthly	5,011.07	5,135.87	5,264.13	5,401.07	5,529.33	5,662.80	5,803.20	5,954.00	6,092.67	6,243.47	6,406.40	6,555.47	6,727.07	
	Appx. Annual	60,132.80	61,630.40	63,169.60	64,812.80	66,352.00	67,953.60	69,638.40	71,448.00	73,112.00	74,921.60	76,876.80	78,665.60	80,724.80	
49T	Hourly	28.44	29.13	29.87	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.07	
	Appx. Bi-wkly	2,275.20	2,330.40	2,389.60	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	
	Appx. Monthly	4,929.60	5,049.20	5,177.47	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	
	Appx. Annual	59,155.20	60,590.40	62,129.60	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	
50	Hourly	29.10	29.84	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.98
	Appx. Bi-wkly	2,328.00	2,387.20	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,198.40
	Appx. Monthly	5,044.00	5,172.27	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,929.87
	Appx. Annual	60,528.00	62,067.20	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,158.40
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
50A	Hourly	29.47	30.19	30.96	31.72	32.53	33.36	34.12	34.99	35.86	36.73	37.66	38.55	39.50	40.50
	Appx. Bi-wkly	2,357.60	2,415.20	2,476.80	2,537.60	2,602.40	2,668.80	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,084.00	3,160.00	3,240.00
	Appx. Monthly	5,108.13	5,232.93	5,366.40	5,498.13	5,638.53	5,782.40	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,682.00	6,846.67	7,020.00
	Appx. Annual	61,297.60	62,795.20	64,396.80	65,977.60	67,662.40	69,388.80	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,184.00	82,160.00	84,240.00
50C	Hourly	29.62	30.36	31.12	31.88	32.66	33.52	34.30	35.14	36.05	36.89	37.86	38.77	39.72	40.70
	Appx. Bi-wkly	2,369.60	2,428.80	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,101.60	3,177.60	3,256.00
	Appx. Monthly	5,134.13	5,262.40	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,720.13	6,884.80	7,054.67
	Appx. Annual	61,609.60	63,148.80	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,641.60	82,617.60	84,656.00
50T	Hourly	29.10	29.84	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.02	
	Appx. Bi-wkly	2,328.00	2,387.20	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	
	Appx. Monthly	5,044.00	5,172.27	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	
	Appx. Annual	60,528.00	62,067.20	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	
51	Hourly	29.84	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.96
	Appx. Bi-wkly	2,387.20	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,276.80
	Appx. Monthly	5,172.27	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,099.73
	Appx. Annual	62,067.20	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,196.80
51A	Hourly	30.19	30.96	31.72	32.53	33.36	34.12	34.99	35.86	36.73	37.66	38.55	39.50	40.48	41.47
	Appx. Bi-wkly	2,415.20	2,476.80	2,537.60	2,602.40	2,668.80	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,084.00	3,160.00	3,238.40	3,317.60
	Appx. Monthly	5,232.93	5,366.40	5,498.13	5,638.53	5,782.40	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,682.00	6,846.67	7,016.53	7,188.13
	Appx. Annual	62,795.20	64,396.80	65,977.60	67,662.40	69,388.80	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,184.00	82,160.00	84,198.40	86,257.60
51C	Hourly	30.36	31.12	31.88	32.66	33.52	34.30	35.14	36.05	36.89	37.86	38.77	39.72	40.65	41.70
	Appx. Bi-wkly	2,428.80	2,489.60	2,550.40	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,101.60	3,177.60	3,252.00	3,336.00
	Appx. Monthly	5,262.40	5,394.13	5,525.87	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,720.13	6,884.80	7,046.00	7,228.00
	Appx. Annual	63,148.80	64,729.60	66,310.40	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,641.60	82,617.60	84,552.00	86,736.00
51T	Hourly	29.84	30.56	31.35	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	
	Appx. Bi-wkly	2,387.20	2,444.80	2,508.00	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	
	Appx. Monthly	5,172.27	5,297.07	5,434.00	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	
	Appx. Annual	62,067.20	63,564.80	65,208.00	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	
52	Hourly	30.55	31.33	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	42.00
	Appx. Bi-wkly	2,444.00	2,506.40	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,360.00
	Appx. Monthly	5,295.33	5,430.53	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,280.00
	Appx. Annual	63,544.00	65,166.40	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,360.00
52A	Hourly	30.95	31.71	32.53	33.36	34.12	34.99	35.86	36.73	37.66	38.55	39.50	40.48	41.48	42.56
	Appx. Bi-wkly	2,476.00	2,536.80	2,602.40	2,668.80	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,084.00	3,160.00	3,238.40	3,318.40	3,404.80
	Appx. Monthly	5,364.67	5,496.40	5,638.53	5,782.40	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,682.00	6,846.67	7,016.53	7,189.87	7,377.07
	Appx. Annual	64,376.00	65,956.80	67,662.40	69,388.80	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,184.00	82,160.00	84,198.40	86,278.40	88,524.80
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
52C	Hourly	31.11	31.87	32.66	33.52	34.30	35.14	36.05	36.89	37.86	38.77	39.72	40.65	41.72	42.75
	Appx. Bi-wkly	2,488.80	2,549.60	2,612.80	2,681.60	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,101.60	3,177.60	3,252.00	3,337.60	3,420.00
	Appx. Monthly	5,392.40	5,524.13	5,661.07	5,810.13	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,720.13	6,884.80	7,046.00	7,231.47	7,410.00
	Appx. Annual	64,708.80	66,289.60	67,932.80	69,721.60	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,641.60	82,617.60	84,552.00	86,777.60	88,920.00
52T	Hourly	30.55	31.33	32.12	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	
	Appx. Bi-wkly	2,444.00	2,506.40	2,569.60	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	
	Appx. Monthly	5,295.33	5,430.53	5,567.47	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	
	Appx. Annual	63,544.00	65,166.40	66,809.60	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	
53	Hourly	31.36	32.14	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.10
	Appx. Bi-wkly	2,508.80	2,571.20	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,448.00
	Appx. Monthly	5,435.73	5,570.93	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,470.67
	Appx. Annual	65,228.80	66,851.20	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,648.00
53A	Hourly	31.74	32.55	33.36	34.12	34.99	35.86	36.73	37.66	38.55	39.50	40.48	41.48	42.54	43.58
	Appx. Bi-wkly	2,539.20	2,604.00	2,668.80	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,084.00	3,160.00	3,238.40	3,318.40	3,403.20	3,486.40
	Appx. Monthly	5,501.60	5,642.00	5,782.40	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,682.00	6,846.67	7,016.53	7,189.87	7,373.60	7,553.87
	Appx. Annual	66,019.20	67,704.00	69,388.80	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,184.00	82,160.00	84,198.40	86,278.40	88,483.20	90,646.40
53C	Hourly	31.90	32.68	33.52	34.30	35.14	36.05	36.89	37.86	38.77	39.72	40.65	41.72	42.73	43.84
	Appx. Bi-wkly	2,552.00	2,614.40	2,681.60	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,101.60	3,177.60	3,252.00	3,337.60	3,418.40	3,507.20
	Appx. Monthly	5,529.33	5,664.53	5,810.13	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,720.13	6,884.80	7,046.00	7,231.47	7,406.53	7,598.93
	Appx. Annual	66,352.00	67,974.40	69,721.60	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,641.60	82,617.60	84,552.00	86,777.60	88,878.40	91,187.20
53T	Hourly	31.36	32.14	32.95	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	41.99	
	Appx. Bi-wkly	2,508.80	2,571.20	2,636.00	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	
	Appx. Monthly	5,435.73	5,570.93	5,711.33	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	
	Appx. Annual	65,228.80	66,851.20	68,536.00	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	
54	Hourly	32.08	32.91	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.11
	Appx. Bi-wkly	2,566.40	2,632.80	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.80
	Appx. Monthly	5,560.53	5,704.40	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,645.73
	Appx. Annual	66,726.40	68,452.80	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,748.80
54A	Hourly	32.49	33.31	34.12	34.99	35.86	36.73	37.66	38.55	39.50	40.48	41.48	42.54	43.57	44.68
	Appx. Bi-wkly	2,599.20	2,664.80	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,084.00	3,160.00	3,238.40	3,318.40	3,403.20	3,485.60	3,574.40
	Appx. Monthly	5,631.60	5,773.73	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,682.00	6,846.67	7,016.53	7,189.87	7,373.60	7,552.13	7,744.53
	Appx. Annual	67,579.20	69,284.80	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,184.00	82,160.00	84,198.40	86,278.40	88,483.20	90,625.60	92,934.40
54C	Hourly	32.64	33.46	34.30	35.14	36.05	36.89	37.86	38.77	39.72	40.65	41.72	42.73	43.82	44.87
	Appx. Bi-wkly	2,611.20	2,676.80	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,101.60	3,177.60	3,252.00	3,337.60	3,418.40	3,505.60	3,589.60
	Appx. Monthly	5,657.60	5,799.73	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,720.13	6,884.80	7,046.00	7,231.47	7,406.53	7,595.47	7,777.47
	Appx. Annual	67,891.20	69,596.80	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,641.60	82,617.60	84,552.00	86,777.60	88,878.40	91,145.60	93,329.60
54T	Hourly	32.08	32.91	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.07	
	Appx. Bi-wkly	2,566.40	2,632.80	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	
	Appx. Monthly	5,560.53	5,704.40	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	
	Appx. Annual	66,726.40	68,452.80	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
55	Hourly	32.91	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.23
	Appx. Bi-wkly	2,632.80	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,618.40
	Appx. Monthly	5,704.40	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,839.87
	Appx. Annual	68,452.80	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,078.40
55A	Hourly	33.31	34.12	34.99	35.86	36.73	37.66	38.55	39.50	40.48	41.48	42.54	43.57	44.67	45.77
	Appx. Bi-wkly	2,664.80	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,084.00	3,160.00	3,238.40	3,318.40	3,403.20	3,485.60	3,573.60	3,661.60
	Appx. Monthly	5,773.73	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,682.00	6,846.67	7,016.53	7,189.87	7,373.60	7,552.13	7,742.80	7,933.47
	Appx. Annual	69,284.80	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,184.00	82,160.00	84,198.40	86,278.40	88,483.20	90,625.60	92,913.60	95,201.60
55C	Hourly	33.46	34.30	35.14	36.05	36.89	37.86	38.77	39.72	40.65	41.72	42.73	43.82	44.86	46.02
	Appx. Bi-wkly	2,676.80	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,101.60	3,177.60	3,252.00	3,337.60	3,418.40	3,505.60	3,588.80	3,681.60
	Appx. Monthly	5,799.73	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,720.13	6,884.80	7,046.00	7,231.47	7,406.53	7,595.47	7,775.73	7,976.80
	Appx. Annual	69,596.80	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,641.60	82,617.60	84,552.00	86,777.60	88,878.40	91,145.60	93,308.80	95,721.60
55T	Hourly	32.91	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.10	
	Appx. Bi-wkly	2,632.80	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	
	Appx. Monthly	5,704.40	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	
	Appx. Annual	68,452.80	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	
56	Hourly	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.34
	Appx. Bi-wkly	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,707.20
	Appx. Monthly	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,032.27
	Appx. Annual	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,387.20
56A	Hourly	34.12	34.99	35.86	36.73	37.66	38.55	39.50	40.48	41.48	42.54	43.57	44.67	45.76	46.93
	Appx. Bi-wkly	2,729.60	2,799.20	2,868.80	2,938.40	3,012.80	3,084.00	3,160.00	3,238.40	3,318.40	3,403.20	3,485.60	3,573.60	3,660.80	3,754.40
	Appx. Monthly	5,914.13	6,064.93	6,215.73	6,366.53	6,527.73	6,682.00	6,846.67	7,016.53	7,189.87	7,373.60	7,552.13	7,742.80	7,931.73	8,134.53
	Appx. Annual	70,969.60	72,779.20	74,588.80	76,398.40	78,332.80	80,184.00	82,160.00	84,198.40	86,278.40	88,483.20	90,625.60	92,913.60	95,180.80	97,614.40
56C	Hourly	34.30	35.14	36.05	36.89	37.86	38.77	39.72	40.65	41.72	42.73	43.82	44.86	46.01	47.15
	Appx. Bi-wkly	2,744.00	2,811.20	2,884.00	2,951.20	3,028.80	3,101.60	3,177.60	3,252.00	3,337.60	3,418.40	3,505.60	3,588.80	3,680.80	3,772.00
	Appx. Monthly	5,945.33	6,090.93	6,248.67	6,394.27	6,562.40	6,720.13	6,884.80	7,046.00	7,231.47	7,406.53	7,595.47	7,775.73	7,975.07	8,172.67
	Appx. Annual	71,344.00	73,091.20	74,984.00	76,731.20	78,748.80	80,641.60	82,617.60	84,552.00	86,777.60	88,878.40	91,145.60	93,308.80	95,700.80	98,072.00
56T	Hourly	33.72	34.55	35.43	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.22	
	Appx. Bi-wkly	2,697.60	2,764.00	2,834.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	
	Appx. Monthly	5,844.80	5,988.67	6,141.20	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	
	Appx. Annual	70,137.60	71,864.00	73,694.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	

Effective 2/22/2025

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
57	Hourly	34.53	35.38	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.46
	Appx. Bi-wkly	2,762.40	2,830.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,796.80
	Appx. Monthly	5,985.20	6,132.53	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,226.40
	Appx. Annual	71,822.40	73,590.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,716.80
57A	Hourly	34.97	35.82	36.73	37.66	38.55	39.50	40.48	41.48	42.54	43.57	44.67	45.76	46.91	48.08
	Appx. Bi-wkly	2,797.60	2,865.60	2,938.40	3,012.80	3,084.00	3,160.00	3,238.40	3,318.40	3,403.20	3,485.60	3,573.60	3,660.80	3,752.80	3,846.40
	Appx. Monthly	6,061.47	6,208.80	6,366.53	6,527.73	6,682.00	6,846.67	7,016.53	7,189.87	7,373.60	7,552.13	7,742.80	7,931.73	8,131.07	8,333.87
	Appx. Annual	72,737.60	74,505.60	76,398.40	78,332.80	80,184.00	82,160.00	84,198.40	86,278.40	88,483.20	90,625.60	92,913.60	95,180.80	97,572.80	100,006.40
57C	Hourly	35.12	36.01	36.89	37.86	38.77	39.72	40.65	41.72	42.73	43.82	44.86	46.01	47.12	48.32
	Appx. Bi-wkly	2,809.60	2,880.80	2,951.20	3,028.80	3,101.60	3,177.60	3,252.00	3,337.60	3,418.40	3,505.60	3,588.80	3,680.80	3,769.60	3,865.60
	Appx. Monthly	6,087.47	6,241.73	6,394.27	6,562.40	6,720.13	6,884.80	7,046.00	7,231.47	7,406.53	7,595.47	7,775.73	7,975.07	8,167.47	8,375.47
	Appx. Annual	73,049.60	74,900.80	76,731.20	78,748.80	80,641.60	82,617.60	84,552.00	86,777.60	88,878.40	91,145.60	93,308.80	95,700.80	98,009.60	100,505.60
57T	Hourly	34.53	35.38	36.29	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.31	
	Appx. Bi-wkly	2,762.40	2,830.40	2,903.20	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	
	Appx. Monthly	5,985.20	6,132.53	6,290.27	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	
	Appx. Annual	71,822.40	73,590.40	75,483.20	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	
58	Hourly	35.41	36.31	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.67
	Appx. Bi-wkly	2,832.80	2,904.80	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,893.60
	Appx. Monthly	6,137.73	6,293.73	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,436.13
	Appx. Annual	73,652.80	75,524.80	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,233.60
58A	Hourly	35.84	36.76	37.66	38.55	39.50	40.48	41.48	42.54	43.57	44.67	45.76	46.91	48.10	49.30
	Appx. Bi-wkly	2,867.20	2,940.80	3,012.80	3,084.00	3,160.00	3,238.40	3,318.40	3,403.20	3,485.60	3,573.60	3,660.80	3,752.80	3,848.00	3,944.00
	Appx. Monthly	6,212.27	6,371.73	6,527.73	6,682.00	6,846.67	7,016.53	7,189.87	7,373.60	7,552.13	7,742.80	7,931.73	8,131.07	8,337.33	8,545.33
	Appx. Annual	74,547.20	76,460.80	78,332.80	80,184.00	82,160.00	84,198.40	86,278.40	88,483.20	90,625.60	92,913.60	95,180.80	97,572.80	100,048.00	102,544.00
58C	Hourly	36.04	36.92	37.86	38.77	39.72	40.65	41.72	42.73	43.82	44.86	46.01	47.12	48.34	49.54
	Appx. Bi-wkly	2,883.20	2,953.60	3,028.80	3,101.60	3,177.60	3,252.00	3,337.60	3,418.40	3,505.60	3,588.80	3,680.80	3,769.60	3,867.20	3,963.20
	Appx. Monthly	6,246.93	6,399.47	6,562.40	6,720.13	6,884.80	7,046.00	7,231.47	7,406.53	7,595.47	7,775.73	7,975.07	8,167.47	8,378.93	8,586.93
	Appx. Annual	74,963.20	76,793.60	78,748.80	80,641.60	82,617.60	84,552.00	86,777.60	88,878.40	91,145.60	93,308.80	95,700.80	98,009.60	100,547.20	103,043.20
58T	Hourly	35.41	36.31	37.20	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.48	
	Appx. Bi-wkly	2,832.80	2,904.80	2,976.00	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	
	Appx. Monthly	6,137.73	6,293.73	6,448.00	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	
	Appx. Annual	73,652.80	75,524.80	77,376.00	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	
59	Hourly	36.27	37.13	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.85
	Appx. Bi-wkly	2,901.60	2,970.40	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,988.00
	Appx. Monthly	6,286.80	6,435.87	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,640.67
	Appx. Annual	75,441.60	77,230.40	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,688.00
59A	Hourly	36.72	37.62	38.55	39.50	40.48	41.48	42.54	43.57	44.67	45.76	46.91	48.10	49.26	50.48
	Appx. Bi-wkly	2,937.60	3,009.60	3,084.00	3,160.00	3,238.40	3,318.40	3,403.20	3,485.60	3,573.60	3,660.80	3,752.80	3,848.00	3,940.80	4,038.40
	Appx. Monthly	6,364.80	6,520.80	6,682.00	6,846.67	7,016.53	7,189.87	7,373.60	7,552.13	7,742.80	7,931.73	8,131.07	8,337.33	8,538.40	8,749.87
	Appx. Annual	76,377.60	78,249.60	80,184.00	82,160.00	84,198.40	86,278.40	88,483.20	90,625.60	92,913.60	95,180.80	97,572.80	100,048.00	102,460.80	104,998.40
59C	Hourly	36.87	37.83	38.77	39.72	40.65	41.72	42.73	43.82	44.86	46.01	47.12	48.34	49.51	50.76
	Appx. Bi-wkly	2,949.60	3,026.40	3,101.60	3,177.60	3,252.00	3,337.60	3,418.40	3,505.60	3,588.80	3,680.80	3,769.60	3,867.20	3,960.80	4,060.80
	Appx. Monthly	6,390.80	6,557.20	6,720.13	6,884.80	7,046.00	7,231.47	7,406.53	7,595.47	7,775.73	7,975.07	8,167.47	8,378.93	8,581.73	8,798.40
	Appx. Annual	76,689.60	78,686.40	80,641.60	82,617.60	84,552.00	86,777.60	88,878.40	91,145.60	93,308.80	95,700.80	98,009.60	100,547.20	102,980.80	105,580.80
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
59T	Hourly	36.27	37.13	38.07	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.64	
	Appx. Bi-wkly	2,901.60	2,970.40	3,045.60	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	
	Appx. Monthly	6,286.80	6,435.87	6,598.80	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	
	Appx. Annual	75,441.60	77,230.40	79,185.60	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	
60	Hourly	37.12	38.06	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.16
	Appx. Bi-wkly	2,969.60	3,044.80	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,092.80
	Appx. Monthly	6,434.13	6,597.07	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,867.73
	Appx. Annual	77,209.60	79,164.80	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,412.80
60A	Hourly	37.61	38.54	39.50	40.48	41.48	42.54	43.57	44.67	45.76	46.91	48.10	49.26	50.52	51.79
	Appx. Bi-wkly	3,008.80	3,083.20	3,160.00	3,238.40	3,318.40	3,403.20	3,485.60	3,573.60	3,660.80	3,752.80	3,848.00	3,940.80	4,041.60	4,143.20
	Appx. Monthly	6,519.07	6,680.27	6,846.67	7,016.53	7,189.87	7,373.60	7,552.13	7,742.80	7,931.73	8,131.07	8,337.33	8,538.40	8,756.80	8,976.93
	Appx. Annual	78,228.80	80,163.20	82,160.00	84,198.40	86,278.40	88,483.20	90,625.60	92,913.60	95,180.80	97,572.80	100,048.00	102,460.80	105,081.60	107,723.20
60C	Hourly	37.80	38.76	39.72	40.65	41.72	42.73	43.82	44.86	46.01	47.12	48.34	49.51	50.79	52.06
	Appx. Bi-wkly	3,024.00	3,100.80	3,177.60	3,252.00	3,337.60	3,418.40	3,505.60	3,588.80	3,680.80	3,769.60	3,867.20	3,960.80	4,063.20	4,164.80
	Appx. Monthly	6,552.00	6,718.40	6,884.80	7,046.00	7,231.47	7,406.53	7,595.47	7,775.73	7,975.07	8,167.47	8,378.93	8,581.73	8,803.60	9,023.73
	Appx. Annual	78,624.00	80,620.80	82,617.60	84,552.00	86,777.60	88,878.40	91,145.60	93,308.80	95,700.80	98,009.60	100,547.20	102,980.80	105,643.20	108,284.80
60T	Hourly	37.12	38.06	39.02	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.88	
	Appx. Bi-wkly	2,969.60	3,044.80	3,121.60	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	
	Appx. Monthly	6,434.13	6,597.07	6,763.47	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	
	Appx. Annual	77,209.60	79,164.80	81,161.60	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	
61	Hourly	38.04	39.00	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.38
	Appx. Bi-wkly	3,043.20	3,120.00	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,190.40
	Appx. Monthly	6,593.60	6,760.00	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,079.20
	Appx. Annual	79,123.20	81,120.00	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	108,950.40
61A	Hourly	38.52	39.47	40.48	41.48	42.54	43.57	44.67	45.76	46.91	48.10	49.26	50.52	51.72	53.06
	Appx. Bi-wkly	3,081.60	3,157.60	3,238.40	3,318.40	3,403.20	3,485.60	3,573.60	3,660.80	3,752.80	3,848.00	3,940.80	4,041.60	4,137.60	4,244.80
	Appx. Monthly	6,676.80	6,841.47	7,016.53	7,189.87	7,373.60	7,552.13	7,742.80	7,931.73	8,131.07	8,337.33	8,538.40	8,756.80	8,964.80	9,197.07
	Appx. Annual	80,121.60	82,097.60	84,198.40	86,278.40	88,483.20	90,625.60	92,913.60	95,180.80	97,572.80	100,048.00	102,460.80	105,081.60	107,577.60	110,364.80
61C	Hourly	38.73	39.70	40.65	41.72	42.73	43.82	44.86	46.01	47.12	48.34	49.51	50.79	51.98	53.27
	Appx. Bi-wkly	3,098.40	3,176.00	3,252.00	3,337.60	3,418.40	3,505.60	3,588.80	3,680.80	3,769.60	3,867.20	3,960.80	4,063.20	4,158.40	4,261.60
	Appx. Monthly	6,713.20	6,881.33	7,046.00	7,231.47	7,406.53	7,595.47	7,775.73	7,975.07	8,167.47	8,378.93	8,581.73	8,803.60	9,009.87	9,233.47
	Appx. Annual	80,558.40	82,576.00	84,552.00	86,777.60	88,878.40	91,145.60	93,308.80	95,700.80	98,009.60	100,547.20	102,980.80	105,643.20	108,118.40	110,801.60
61T	Hourly	38.04	39.00	39.96	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.08	
	Appx. Bi-wkly	3,043.20	3,120.00	3,196.80	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	
	Appx. Monthly	6,593.60	6,760.00	6,926.40	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	
	Appx. Annual	79,123.20	81,120.00	83,116.80	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	
62	Hourly	39.01	39.97	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.71
	Appx. Bi-wkly	3,120.80	3,197.60	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,296.80
	Appx. Monthly	6,761.73	6,928.13	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,309.73
	Appx. Annual	81,140.80	83,137.60	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,716.80
62A	Hourly	39.48	40.49	41.48	42.54	43.57	44.67	45.76	46.91	48.10	49.26	50.52	51.72	53.10	54.39
	Appx. Bi-wkly	3,158.40	3,239.20	3,318.40	3,403.20	3,485.60	3,573.60	3,660.80	3,752.80	3,848.00	3,940.80	4,041.60	4,137.60	4,248.00	4,351.20
	Appx. Monthly	6,843.20	7,018.27	7,189.87	7,373.60	7,552.13	7,742.80	7,931.73	8,131.07	8,337.33	8,538.40	8,756.80	8,964.80	9,204.00	9,427.60
	Appx. Annual	82,118.40	84,219.20	86,278.40	88,483.20	90,625.60	92,913.60	95,180.80	97,572.80	100,048.00	102,460.80	105,081.60	107,577.60	110,448.00	113,131.20

Effective 2/22/2025		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
62C	Hourly	39.71	40.66	41.72	42.73	43.82	44.86	46.01	47.12	48.34	49.51	50.79	51.98	53.32	54.66
	Appx. Bi-wkly	3,176.80	3,252.80	3,337.60	3,418.40	3,505.60	3,588.80	3,680.80	3,769.60	3,867.20	3,960.80	4,063.20	4,158.40	4,265.60	4,372.80
	Appx. Monthly	6,883.07	7,047.73	7,231.47	7,406.53	7,595.47	7,775.73	7,975.07	8,167.47	8,378.93	8,581.73	8,803.60	9,009.87	9,242.13	9,474.40
	Appx. Annual	82,596.80	84,572.80	86,777.60	88,878.40	91,145.60	93,308.80	95,700.80	98,009.60	100,547.20	102,980.80	105,643.20	108,118.40	110,905.60	113,692.80
62T	Hourly	39.01	39.97	40.97	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.41	
	Appx. Bi-wkly	3,120.80	3,197.60	3,277.60	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	
	Appx. Monthly	6,761.73	6,928.13	7,101.47	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	
	Appx. Annual	81,140.80	83,137.60	85,217.60	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	
63	Hourly	39.96	40.96	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.65	55.01
	Appx. Bi-wkly	3,196.80	3,276.80	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,400.80
	Appx. Monthly	6,926.40	7,099.73	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,535.07
	Appx. Annual	83,116.80	85,196.80	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,420.80
63A	Hourly	40.48	41.47	42.54	43.57	44.67	45.76	46.91	48.10	49.26	50.52	51.72	53.10	54.32	55.69
	Appx. Bi-wkly	3,238.40	3,317.60	3,403.20	3,485.60	3,573.60	3,660.80	3,752.80	3,848.00	3,940.80	4,041.60	4,137.60	4,248.00	4,345.60	4,455.20
	Appx. Monthly	7,016.53	7,188.13	7,373.60	7,552.13	7,742.80	7,931.73	8,131.07	8,337.33	8,538.40	8,756.80	8,964.80	9,204.00	9,415.47	9,652.93
	Appx. Annual	84,198.40	86,257.60	88,483.20	90,625.60	92,913.60	95,180.80	97,572.80	100,048.00	102,460.80	105,081.60	107,577.60	110,448.00	112,985.60	115,835.20
63C	Hourly	40.65	41.70	42.73	43.82	44.86	46.01	47.12	48.34	49.51	50.79	51.98	53.32	54.61	56.01
	Appx. Bi-wkly	3,252.00	3,336.00	3,418.40	3,505.60	3,588.80	3,680.80	3,769.60	3,867.20	3,960.80	4,063.20	4,158.40	4,265.60	4,368.80	4,480.80
	Appx. Monthly	7,046.00	7,228.00	7,406.53	7,595.47	7,775.73	7,975.07	8,167.47	8,378.93	8,581.73	8,803.60	9,009.87	9,242.13	9,465.73	9,708.40
	Appx. Annual	84,552.00	86,736.00	88,878.40	91,145.60	93,308.80	95,700.80	98,009.60	100,547.20	102,980.80	105,643.20	108,118.40	110,905.60	113,588.80	116,500.80
63T	Hourly	39.96	40.96	41.99	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.65	
	Appx. Bi-wkly	3,196.80	3,276.80	3,359.20	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	
	Appx. Monthly	6,926.40	7,099.73	7,278.27	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	
	Appx. Annual	83,116.80	85,196.80	87,339.20	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	
64	Hourly	40.95	41.98	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.31
	Appx. Bi-wkly	3,276.00	3,358.40	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,504.80
	Appx. Monthly	7,098.00	7,276.53	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,760.40
	Appx. Annual	85,176.00	87,318.40	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,124.80
64A	Hourly	41.46	42.53	43.57	44.67	45.76	46.91	48.10	49.26	50.52	51.72	53.10	54.32	55.64	57.02
	Appx. Bi-wkly	3,316.80	3,402.40	3,485.60	3,573.60	3,660.80	3,752.80	3,848.00	3,940.80	4,041.60	4,137.60	4,248.00	4,345.60	4,451.20	4,561.60
	Appx. Monthly	7,186.40	7,371.87	7,552.13	7,742.80	7,931.73	8,131.07	8,337.33	8,538.40	8,756.80	8,964.80	9,204.00	9,415.47	9,644.27	9,883.47
	Appx. Annual	86,236.80	88,462.40	90,625.60	92,913.60	95,180.80	97,572.80	100,048.00	102,460.80	105,081.60	107,577.60	110,448.00	112,985.60	115,731.20	118,601.60
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
64C	Hourly	41.68	42.72	43.82	44.86	46.01	47.12	48.34	49.51	50.79	51.98	53.32	54.61	55.95	57.31
	Appx. Bi-wkly	3,334.40	3,417.60	3,505.60	3,588.80	3,680.80	3,769.60	3,867.20	3,960.80	4,063.20	4,158.40	4,265.60	4,368.80	4,476.00	4,584.80
	Appx. Monthly	7,224.53	7,404.80	7,595.47	7,775.73	7,975.07	8,167.47	8,378.93	8,581.73	8,803.60	9,009.87	9,242.13	9,465.73	9,698.00	9,933.73
	Appx. Annual	86,694.40	88,857.60	91,145.60	93,308.80	95,700.80	98,009.60	100,547.20	102,980.80	105,643.20	108,118.40	110,905.60	113,588.80	116,376.00	119,204.80
64T	Hourly	40.95	41.98	43.07	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.65	54.96	
	Appx. Bi-wkly	3,276.00	3,358.40	3,445.60	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	
	Appx. Monthly	7,098.00	7,276.53	7,465.47	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	
	Appx. Annual	85,176.00	87,318.40	89,585.60	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	
65	Hourly	41.97	43.05	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77
	Appx. Bi-wkly	3,357.60	3,444.00	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60
	Appx. Monthly	7,274.80	7,462.00	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47
	Appx. Annual	87,297.60	89,544.00	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60
65A	Hourly	42.52	43.56	44.67	45.76	46.91	48.10	49.26	50.52	51.72	53.10	54.32	55.64	57.07	58.52
	Appx. Bi-wkly	3,401.60	3,484.80	3,573.60	3,660.80	3,752.80	3,848.00	3,940.80	4,041.60	4,137.60	4,248.00	4,345.60	4,451.20	4,565.60	4,681.60
	Appx. Monthly	7,370.13	7,550.40	7,742.80	7,931.73	8,131.07	8,337.33	8,538.40	8,756.80	8,964.80	9,204.00	9,415.47	9,644.27	9,892.13	10,143.47
	Appx. Annual	88,441.60	90,604.80	92,913.60	95,180.80	97,572.80	100,048.00	102,460.80	105,081.60	107,577.60	110,448.00	112,985.60	115,731.20	118,705.60	121,721.60
65C	Hourly	42.71	43.81	44.86	46.01	47.12	48.34	49.51	50.79	51.98	53.32	54.61	55.95	57.39	58.78
	Appx. Bi-wkly	3,416.80	3,504.80	3,588.80	3,680.80	3,769.60	3,867.20	3,960.80	4,063.20	4,158.40	4,265.60	4,368.80	4,476.00	4,591.20	4,702.40
	Appx. Monthly	7,403.07	7,593.73	7,775.73	7,975.07	8,167.47	8,378.93	8,581.73	8,803.60	9,009.87	9,242.13	9,465.73	9,698.00	9,947.60	10,188.53
	Appx. Annual	88,836.80	91,124.80	93,308.80	95,700.80	98,009.60	100,547.20	102,980.80	105,643.20	108,118.40	110,905.60	113,588.80	116,376.00	119,371.20	122,262.40
65T	Hourly	41.97	43.05	44.10	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.36	
	Appx. Bi-wkly	3,357.60	3,444.00	3,528.00	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	
	Appx. Monthly	7,274.80	7,462.00	7,644.00	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	
	Appx. Annual	87,297.60	89,544.00	91,728.00	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	
66	Hourly	43.03	44.09	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.23
	Appx. Bi-wkly	3,442.40	3,527.20	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,738.40
	Appx. Monthly	7,458.53	7,642.27	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,266.53
	Appx. Annual	89,502.40	91,707.20	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,198.40
66A	Hourly	43.54	44.66	45.76	46.91	48.10	49.26	50.52	51.72	53.10	54.32	55.64	57.07	58.52	59.97
	Appx. Bi-wkly	3,483.20	3,572.80	3,660.80	3,752.80	3,848.00	3,940.80	4,041.60	4,137.60	4,248.00	4,345.60	4,451.20	4,565.60	4,681.60	4,797.60
	Appx. Monthly	7,546.93	7,741.07	7,931.73	8,131.07	8,337.33	8,538.40	8,756.80	8,964.80	9,204.00	9,415.47	9,644.27	9,892.13	10,143.47	10,394.80
	Appx. Annual	90,563.20	92,892.80	95,180.80	97,572.80	100,048.00	102,460.80	105,081.60	107,577.60	110,448.00	112,985.60	115,731.20	118,705.60	121,721.60	124,737.60
66C	Hourly	43.80	44.85	46.01	47.12	48.34	49.51	50.79	51.98	53.32	54.61	55.95	57.39	58.78	60.28
	Appx. Bi-wkly	3,504.00	3,588.00	3,680.80	3,769.60	3,867.20	3,960.80	4,063.20	4,158.40	4,265.60	4,368.80	4,476.00	4,591.20	4,702.40	4,822.40
	Appx. Monthly	7,592.00	7,774.00	7,975.07	8,167.47	8,378.93	8,581.73	8,803.60	9,009.87	9,242.13	9,465.73	9,698.00	9,947.60	10,188.53	10,448.53
	Appx. Annual	91,104.00	93,288.00	95,700.80	98,009.60	100,547.20	102,980.80	105,643.20	108,118.40	110,905.60	113,588.80	116,376.00	119,371.20	122,262.40	125,382.40

Effective 2/22/2025		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
66T	Hourly	43.03	44.09	45.22	46.31	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77	
	Appx. Bi-wkly	3,442.40	3,527.20	3,617.60	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	
	Appx. Monthly	7,458.53	7,642.27	7,838.13	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	
	Appx. Annual	89,502.40	91,707.20	94,057.60	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	
67	Hourly	44.07	45.20	46.31	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.69
	Appx. Bi-wkly	3,525.60	3,616.00	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,855.20
	Appx. Monthly	7,638.80	7,834.67	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,519.60
	Appx. Annual	91,665.60	94,016.00	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,235.20
67A	Hourly	44.64	45.74	46.91	48.10	49.26	50.52	51.72	53.10	54.32	55.64	57.07	58.52	59.95	61.45
	Appx. Bi-wkly	3,571.20	3,659.20	3,752.80	3,848.00	3,940.80	4,041.60	4,137.60	4,248.00	4,345.60	4,451.20	4,565.60	4,681.60	4,796.00	4,916.00
	Appx. Monthly	7,737.60	7,928.27	8,131.07	8,337.33	8,538.40	8,756.80	8,964.80	9,204.00	9,415.47	9,644.27	9,892.13	10,143.47	10,391.33	10,651.33
	Appx. Annual	92,851.20	95,139.20	97,572.80	100,048.00	102,460.80	105,081.60	107,577.60	110,448.00	112,985.60	115,731.20	118,705.60	121,721.60	124,696.00	127,816.00
67C	Hourly	44.83	45.99	47.12	48.34	49.51	50.79	51.98	53.32	54.61	55.95	57.39	58.78	60.23	61.75
	Appx. Bi-wkly	3,586.40	3,679.20	3,769.60	3,867.20	3,960.80	4,063.20	4,158.40	4,265.60	4,368.80	4,476.00	4,591.20	4,702.40	4,818.40	4,940.00
	Appx. Monthly	7,770.53	7,971.60	8,167.47	8,378.93	8,581.73	8,803.60	9,009.87	9,242.13	9,465.73	9,698.00	9,947.60	10,188.53	10,439.87	10,703.33
	Appx. Annual	93,246.40	95,659.20	98,009.60	100,547.20	102,980.80	105,643.20	108,118.40	110,905.60	113,588.80	116,376.00	119,371.20	122,262.40	125,278.40	128,440.00
67T	Hourly	44.07	45.20	46.31	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.20	
	Appx. Bi-wkly	3,525.60	3,616.00	3,704.80	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	
	Appx. Monthly	7,638.80	7,834.67	8,027.07	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	
	Appx. Annual	91,665.60	94,016.00	96,324.80	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	
68	Hourly	45.22	46.34	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.21
	Appx. Bi-wkly	3,617.60	3,707.20	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,976.80
	Appx. Monthly	7,838.13	8,032.27	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,783.07
	Appx. Annual	94,057.60	96,387.20	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,396.80
68A	Hourly	45.76	46.93	48.10	49.26	50.52	51.72	53.10	54.32	55.64	57.07	58.52	59.95	61.47	63.01
	Appx. Bi-wkly	3,660.80	3,754.40	3,848.00	3,940.80	4,041.60	4,137.60	4,248.00	4,345.60	4,451.20	4,565.60	4,681.60	4,796.00	4,917.60	5,040.80
	Appx. Monthly	7,931.73	8,134.53	8,337.33	8,538.40	8,756.80	8,964.80	9,204.00	9,415.47	9,644.27	9,892.13	10,143.47	10,391.33	10,654.80	10,921.73
	Appx. Annual	95,180.80	97,614.40	100,048.00	102,460.80	105,081.60	107,577.60	110,448.00	112,985.60	115,731.20	118,705.60	121,721.60	124,696.00	127,857.60	131,060.80
68C	Hourly	46.01	47.15	48.34	49.51	50.79	51.98	53.32	54.61	55.95	57.39	58.78	60.23	61.76	63.30
	Appx. Bi-wkly	3,680.80	3,772.00	3,867.20	3,960.80	4,063.20	4,158.40	4,265.60	4,368.80	4,476.00	4,591.20	4,702.40	4,818.40	4,940.80	5,064.00
	Appx. Monthly	7,975.07	8,172.67	8,378.93	8,581.73	8,803.60	9,009.87	9,242.13	9,465.73	9,698.00	9,947.60	10,188.53	10,439.87	10,705.07	10,972.00
	Appx. Annual	95,700.80	98,072.00	100,547.20	102,980.80	105,643.20	108,118.40	110,905.60	113,588.80	116,376.00	119,371.20	122,262.40	125,278.40	128,460.80	131,664.00
68T	Hourly	45.22	46.34	47.48	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.70	
	Appx. Bi-wkly	3,617.60	3,707.20	3,798.40	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	
	Appx. Monthly	7,838.13	8,032.27	8,229.87	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	
	Appx. Annual	94,057.60	96,387.20	98,758.40	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	
69	Hourly	46.30	47.45	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.80
	Appx. Bi-wkly	3,704.00	3,796.00	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,104.00
	Appx. Monthly	8,025.33	8,224.67	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,058.67
	Appx. Annual	96,304.00	98,696.00	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,704.00
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
69A	Hourly	46.90	48.07	49.26	50.52	51.72	53.10	54.32	55.64	57.07	58.52	59.95	61.47	63.02	64.57
	Appx. Bi-wkly	3,752.00	3,845.60	3,940.80	4,041.60	4,137.60	4,248.00	4,345.60	4,451.20	4,565.60	4,681.60	4,796.00	4,917.60	5,041.60	5,165.60
	Appx. Monthly	8,129.33	8,332.13	8,538.40	8,756.80	8,964.80	9,204.00	9,415.47	9,644.27	9,892.13	10,143.47	10,391.33	10,654.80	10,923.47	11,192.13
	Appx. Annual	97,552.00	99,985.60	102,460.80	105,081.60	107,577.60	110,448.00	112,985.60	115,731.20	118,705.60	121,721.60	124,696.00	127,857.60	131,081.60	134,305.60
69C	Hourly	47.11	48.30	49.51	50.79	51.98	53.32	54.61	55.95	57.39	58.78	60.23	61.76	63.31	64.91
	Appx. Bi-wkly	3,768.80	3,864.00	3,960.80	4,063.20	4,158.40	4,265.60	4,368.80	4,476.00	4,591.20	4,702.40	4,818.40	4,940.80	5,064.80	5,192.80
	Appx. Monthly	8,165.73	8,372.00	8,581.73	8,803.60	9,009.87	9,242.13	9,465.73	9,698.00	9,947.60	10,188.53	10,439.87	10,705.07	10,973.73	11,251.07
	Appx. Annual	97,988.80	100,464.00	102,980.80	105,643.20	108,118.40	110,905.60	113,588.80	116,376.00	119,371.20	122,262.40	125,278.40	128,460.80	131,684.80	135,012.80
69T	Hourly	46.30	47.45	48.64	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.22	
	Appx. Bi-wkly	3,704.00	3,796.00	3,891.20	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	
	Appx. Monthly	8,025.33	8,224.67	8,430.93	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	
	Appx. Annual	96,304.00	98,696.00	101,171.20	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	
70	Hourly	47.48	48.67	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.43
	Appx. Bi-wkly	3,798.40	3,893.60	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,234.40
	Appx. Monthly	8,229.87	8,436.13	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,341.20
	Appx. Annual	98,758.40	101,233.60	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	136,094.40
70A	Hourly	48.10	49.30	50.52	51.72	53.10	54.32	55.64	57.07	58.52	59.95	61.47	63.02	64.61	66.23
	Appx. Bi-wkly	3,848.00	3,944.00	4,041.60	4,137.60	4,248.00	4,345.60	4,451.20	4,565.60	4,681.60	4,796.00	4,917.60	5,041.60	5,168.80	5,298.40
	Appx. Monthly	8,337.33	8,545.33	8,756.80	8,964.80	9,204.00	9,415.47	9,644.27	9,892.13	10,143.47	10,391.33	10,654.80	10,923.47	11,199.07	11,479.87
	Appx. Annual	100,048.00	102,544.00	105,081.60	107,577.60	110,448.00	112,985.60	115,731.20	118,705.60	121,721.60	124,696.00	127,857.60	131,081.60	134,388.80	137,758.40
70C	Hourly	48.34	49.54	50.79	51.98	53.32	54.61	55.95	57.39	58.78	60.23	61.76	63.31	64.94	66.58
	Appx. Bi-wkly	3,867.20	3,963.20	4,063.20	4,158.40	4,265.60	4,368.80	4,476.00	4,591.20	4,702.40	4,818.40	4,940.80	5,064.80	5,195.20	5,326.40
	Appx. Monthly	8,378.93	8,586.93	8,803.60	9,009.87	9,242.13	9,465.73	9,698.00	9,947.60	10,188.53	10,439.87	10,705.07	10,973.73	11,256.27	11,540.53
	Appx. Annual	100,547.20	103,043.20	105,643.20	108,118.40	110,905.60	113,588.80	116,376.00	119,371.20	122,262.40	125,278.40	128,460.80	131,684.80	135,075.20	138,486.40
70T	Hourly	47.48	48.67	49.88	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.83	
	Appx. Bi-wkly	3,798.40	3,893.60	3,990.40	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	
	Appx. Monthly	8,229.87	8,436.13	8,645.87	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	
	Appx. Annual	98,758.40	101,233.60	103,750.40	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	
71	Hourly	48.63	49.84	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01
	Appx. Bi-wkly	3,890.40	3,987.20	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80
	Appx. Monthly	8,429.20	8,638.93	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07
	Appx. Annual	101,150.40	103,667.20	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80
71A	Hourly	49.25	50.47	51.72	53.10	54.32	55.64	57.07	58.52	59.95	61.47	63.02	64.61	66.19	67.85
	Appx. Bi-wkly	3,940.00	4,037.60	4,137.60	4,248.00	4,345.60	4,451.20	4,565.60	4,681.60	4,796.00	4,917.60	5,041.60	5,168.80	5,295.20	5,428.00
	Appx. Monthly	8,536.67	8,748.13	8,964.80	9,204.00	9,415.47	9,644.27	9,892.13	10,143.47	10,391.33	10,654.80	10,923.47	11,199.07	11,472.93	11,760.67
	Appx. Annual	102,440.00	104,977.60	107,577.60	110,448.00	112,985.60	115,731.20	118,705.60	121,721.60	124,696.00	127,857.60	131,081.60	134,388.80	137,675.20	141,128.00

Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
71C	Hourly	49.50	50.74	51.98	53.32	54.61	55.95	57.39	58.78	60.23	61.76	63.31	64.94	66.54	68.17
	Appx. Bi-wkly	3,960.00	4,059.20	4,158.40	4,265.60	4,368.80	4,476.00	4,591.20	4,702.40	4,818.40	4,940.80	5,064.80	5,195.20	5,323.20	5,453.60
	Appx. Monthly	8,580.00	8,794.93	9,009.87	9,242.13	9,465.73	9,698.00	9,947.60	10,188.53	10,439.87	10,705.07	10,973.73	11,256.27	11,533.60	11,816.13
	Appx. Annual	102,960.00	105,539.20	108,118.40	110,905.60	113,588.80	116,376.00	119,371.20	122,262.40	125,278.40	128,460.80	131,684.80	135,075.20	138,403.20	141,793.60
71T	Hourly	48.63	49.84	51.08	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.38	
	Appx. Bi-wkly	3,890.40	3,987.20	4,086.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	
	Appx. Monthly	8,429.20	8,638.93	8,853.87	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	
	Appx. Annual	101,150.40	103,667.20	106,246.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	
72	Hourly	49.86	51.13	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.69
	Appx. Bi-wkly	3,988.80	4,090.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,495.20
	Appx. Monthly	8,642.40	8,862.53	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,906.27
	Appx. Annual	103,708.80	106,350.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,875.20
72A	Hourly	50.50	51.77	53.10	54.32	55.64	57.07	58.52	59.95	61.47	63.02	64.61	66.19	67.85	69.55
	Appx. Bi-wkly	4,040.00	4,141.60	4,248.00	4,345.60	4,451.20	4,565.60	4,681.60	4,796.00	4,917.60	5,041.60	5,168.80	5,295.20	5,428.00	5,564.00
	Appx. Monthly	8,753.33	8,973.47	9,204.00	9,415.47	9,644.27	9,892.13	10,143.47	10,391.33	10,654.80	10,923.47	11,199.07	11,472.93	11,760.67	12,055.33
	Appx. Annual	105,040.00	107,681.60	110,448.00	112,985.60	115,731.20	118,705.60	121,721.60	124,696.00	127,857.60	131,081.60	134,388.80	137,675.20	141,128.00	144,664.00
72C	Hourly	50.77	52.04	53.32	54.61	55.95	57.39	58.78	60.23	61.76	63.31	64.94	66.54	68.17	69.89
	Appx. Bi-wkly	4,061.60	4,163.20	4,265.60	4,368.80	4,476.00	4,591.20	4,702.40	4,818.40	4,940.80	5,064.80	5,195.20	5,323.20	5,453.60	5,591.20
	Appx. Monthly	8,800.13	9,020.27	9,242.13	9,465.73	9,698.00	9,947.60	10,188.53	10,439.87	10,705.07	10,973.73	11,256.27	11,533.60	11,816.13	12,114.27
	Appx. Annual	105,601.60	108,243.20	110,905.60	113,588.80	116,376.00	119,371.20	122,262.40	125,278.40	128,460.80	131,684.80	135,075.20	138,403.20	141,793.60	145,371.20
72T	Hourly	49.86	51.13	52.41	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	
	Appx. Bi-wkly	3,988.80	4,090.40	4,192.80	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	
	Appx. Monthly	8,642.40	8,862.53	9,084.40	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	
	Appx. Annual	103,708.80	106,350.40	109,012.80	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	
73	Hourly	51.07	52.37	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.39
	Appx. Bi-wkly	4,085.60	4,189.60	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,631.20
	Appx. Monthly	8,852.13	9,077.47	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,200.93
	Appx. Annual	106,225.60	108,929.60	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,411.20
73A	Hourly	51.71	53.02	54.32	55.64	57.07	58.52	59.95	61.47	63.02	64.61	66.19	67.85	69.54	71.28
	Appx. Bi-wkly	4,136.80	4,241.60	4,345.60	4,451.20	4,565.60	4,681.60	4,796.00	4,917.60	5,041.60	5,168.80	5,295.20	5,428.00	5,563.20	5,702.40
	Appx. Monthly	8,963.07	9,190.13	9,415.47	9,644.27	9,892.13	10,143.47	10,391.33	10,654.80	10,923.47	11,199.07	11,472.93	11,760.67	12,053.60	12,355.20
	Appx. Annual	107,556.80	110,281.60	112,985.60	115,731.20	118,705.60	121,721.60	124,696.00	127,857.60	131,081.60	134,388.80	137,675.20	141,128.00	144,643.20	148,262.40
73C	Hourly	51.97	53.26	54.61	55.95	57.39	58.78	60.23	61.76	63.31	64.94	66.54	68.17	69.88	71.62
	Appx. Bi-wkly	4,157.60	4,260.80	4,368.80	4,476.00	4,591.20	4,702.40	4,818.40	4,940.80	5,064.80	5,195.20	5,323.20	5,453.60	5,590.40	5,729.60
	Appx. Monthly	9,008.13	9,231.73	9,465.73	9,698.00	9,947.60	10,188.53	10,439.87	10,705.07	10,973.73	11,256.27	11,533.60	11,816.13	12,112.53	12,414.13
	Appx. Annual	108,097.60	110,780.80	113,588.80	116,376.00	119,371.20	122,262.40	125,278.40	128,460.80	131,684.80	135,075.20	138,403.20	141,793.60	145,350.40	148,969.60
73T	Hourly	51.07	52.37	53.65	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.68	
	Appx. Bi-wkly	4,085.60	4,189.60	4,292.00	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	
	Appx. Monthly	8,852.13	9,077.47	9,299.33	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	
	Appx. Annual	106,225.60	108,929.60	111,592.00	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
74	Hourly	52.31	53.61	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.11
	Appx. Bi-wkly	4,184.80	4,288.80	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,768.80
	Appx. Monthly	9,067.07	9,292.40	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,499.07
	Appx. Annual	108,804.80	111,508.80	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	149,988.80
74A	Hourly	52.95	54.27	55.64	57.07	58.52	59.95	61.47	63.02	64.61	66.19	67.85	69.54	71.26	73.01
	Appx. Bi-wkly	4,236.00	4,341.60	4,451.20	4,565.60	4,681.60	4,796.00	4,917.60	5,041.60	5,168.80	5,295.20	5,428.00	5,563.20	5,700.80	5,840.80
	Appx. Monthly	9,178.00	9,406.80	9,644.27	9,892.13	10,143.47	10,391.33	10,654.80	10,923.47	11,199.07	11,472.93	11,760.67	12,053.60	12,351.73	12,655.07
	Appx. Annual	110,136.00	112,881.60	115,731.20	118,705.60	121,721.60	124,696.00	127,857.60	131,081.60	134,388.80	137,675.20	141,128.00	144,643.20	148,220.80	151,860.80
74C	Hourly	53.22	54.57	55.95	57.39	58.78	60.23	61.76	63.31	64.94	66.54	68.17	69.88	71.57	73.39
	Appx. Bi-wkly	4,257.60	4,365.60	4,476.00	4,591.20	4,702.40	4,818.40	4,940.80	5,064.80	5,195.20	5,323.20	5,453.60	5,590.40	5,725.60	5,871.20
	Appx. Monthly	9,224.80	9,458.80	9,698.00	9,947.60	10,188.53	10,439.87	10,705.07	10,973.73	11,256.27	11,533.60	11,816.13	12,112.53	12,405.47	12,720.93
	Appx. Annual	110,697.60	113,505.60	116,376.00	119,371.20	122,262.40	125,278.40	128,460.80	131,684.80	135,075.20	138,403.20	141,793.60	145,350.40	148,865.60	152,651.20
74T	Hourly	52.31	53.61	54.96	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.37	
	Appx. Bi-wkly	4,184.80	4,288.80	4,396.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	
	Appx. Monthly	9,067.07	9,292.40	9,526.40	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	
	Appx. Annual	108,804.80	111,508.80	114,316.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	
75	Hourly	53.65	55.01	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.92
	Appx. Bi-wkly	4,292.00	4,400.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,913.60
	Appx. Monthly	9,299.33	9,535.07	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,812.80
	Appx. Annual	111,592.00	114,420.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,753.60
75A	Hourly	54.32	55.69	57.07	58.52	59.95	61.47	63.02	64.61	66.19	67.85	69.54	71.26	73.03	74.86
	Appx. Bi-wkly	4,345.60	4,455.20	4,565.60	4,681.60	4,796.00	4,917.60	5,041.60	5,168.80	5,295.20	5,428.00	5,563.20	5,700.80	5,842.40	5,988.80
	Appx. Monthly	9,415.47	9,652.93	9,892.13	10,143.47	10,391.33	10,654.80	10,923.47	11,199.07	11,472.93	11,760.67	12,053.60	12,351.73	12,658.53	12,975.73
	Appx. Annual	112,985.60	115,835.20	118,705.60	121,721.60	124,696.00	127,857.60	131,081.60	134,388.80	137,675.20	141,128.00	144,643.20	148,220.80	151,902.40	155,708.80
75C	Hourly	54.61	56.01	57.39	58.78	60.23	61.76	63.31	64.94	66.54	68.17	69.88	71.57	73.41	75.22
	Appx. Bi-wkly	4,368.80	4,480.80	4,591.20	4,702.40	4,818.40	4,940.80	5,064.80	5,195.20	5,323.20	5,453.60	5,590.40	5,725.60	5,872.80	6,017.60
	Appx. Monthly	9,465.73	9,708.40	9,947.60	10,188.53	10,439.87	10,705.07	10,973.73	11,256.27	11,533.60	11,816.13	12,112.53	12,405.47	12,724.40	13,038.13
	Appx. Annual	113,588.80	116,500.80	119,371.20	122,262.40	125,278.40	128,460.80	131,684.80	135,075.20	138,403.20	141,793.60	145,350.40	148,865.60	152,692.80	156,457.60
75T	Hourly	53.65	55.01	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.12	
	Appx. Bi-wkly	4,292.00	4,400.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	
	Appx. Monthly	9,299.33	9,535.07	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	
	Appx. Annual	111,592.00	114,420.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	
76	Hourly	55.01	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.78
	Appx. Bi-wkly	4,400.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,062.40
	Appx. Monthly	9,535.07	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,135.20
	Appx. Annual	114,420.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,622.40

Effective 2/22/2025

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
76A	Hourly	55.69	57.07	58.52	59.95	61.47	63.02	64.61	66.19	67.85	69.54	71.26	73.03	74.87	76.76
	Appx. Bi-wkly	4,455.20	4,565.60	4,681.60	4,796.00	4,917.60	5,041.60	5,168.80	5,295.20	5,428.00	5,563.20	5,700.80	5,842.40	5,989.60	6,140.80
	Appx. Monthly	9,652.93	9,892.13	10,143.47	10,391.33	10,654.80	10,923.47	11,199.07	11,472.93	11,760.67	12,053.60	12,351.73	12,658.53	12,977.47	13,305.07
	Appx. Annual	115,835.20	118,705.60	121,721.60	124,696.00	127,857.60	131,081.60	134,388.80	137,675.20	141,128.00	144,643.20	148,220.80	151,902.40	155,729.60	159,660.80
76C	Hourly	56.01	57.39	58.78	60.23	61.76	63.31	64.94	66.54	68.17	69.88	71.57	73.41	75.23	77.15
	Appx. Bi-wkly	4,480.80	4,591.20	4,702.40	4,818.40	4,940.80	5,064.80	5,195.20	5,323.20	5,453.60	5,590.40	5,725.60	5,872.80	6,018.40	6,172.00
	Appx. Monthly	9,708.40	9,947.60	10,188.53	10,439.87	10,705.07	10,973.73	11,256.27	11,533.60	11,816.13	12,112.53	12,405.47	12,724.40	13,039.87	13,372.67
	Appx. Annual	116,500.80	119,371.20	122,262.40	125,278.40	128,460.80	131,684.80	135,075.20	138,403.20	141,793.60	145,350.40	148,865.60	152,692.80	156,478.40	160,472.00
76T	Hourly	55.01	56.36	57.77	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.93	
	Appx. Bi-wkly	4,400.80	4,508.80	4,621.60	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	
	Appx. Monthly	9,535.07	9,769.07	10,013.47	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	
	Appx. Annual	114,420.80	117,228.80	120,161.60	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	
77	Hourly	56.33	57.75	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.72
	Appx. Bi-wkly	4,506.40	4,620.00	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,217.60
	Appx. Monthly	9,763.87	10,010.00	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,471.47
	Appx. Annual	117,166.40	120,120.00	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,657.60
77A	Hourly	57.05	58.47	59.95	61.47	63.02	64.61	66.19	67.85	69.54	71.26	73.03	74.87	76.78	78.70
	Appx. Bi-wkly	4,564.00	4,677.60	4,796.00	4,917.60	5,041.60	5,168.80	5,295.20	5,428.00	5,563.20	5,700.80	5,842.40	5,989.60	6,142.40	6,296.00
	Appx. Monthly	9,888.67	10,134.80	10,391.33	10,654.80	10,923.47	11,199.07	11,472.93	11,760.67	12,053.60	12,351.73	12,658.53	12,977.47	13,308.53	13,641.33
	Appx. Annual	118,664.00	121,617.60	124,696.00	127,857.60	131,081.60	134,388.80	137,675.20	141,128.00	144,643.20	148,220.80	151,902.40	155,729.60	159,702.40	163,696.00
77C	Hourly	57.35	58.76	60.23	61.76	63.31	64.94	66.54	68.17	69.88	71.57	73.41	75.23	77.17	79.09
	Appx. Bi-wkly	4,588.00	4,700.80	4,818.40	4,940.80	5,064.80	5,195.20	5,323.20	5,453.60	5,590.40	5,725.60	5,872.80	6,018.40	6,173.60	6,327.20
	Appx. Monthly	9,940.67	10,185.07	10,439.87	10,705.07	10,973.73	11,256.27	11,533.60	11,816.13	12,112.53	12,405.47	12,724.40	13,039.87	13,376.13	13,708.93
	Appx. Annual	119,288.00	122,220.80	125,278.40	128,460.80	131,684.80	135,075.20	138,403.20	141,793.60	145,350.40	148,865.60	152,692.80	156,478.40	160,513.60	164,507.20
77T	Hourly	56.33	57.75	59.20	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.80	
	Appx. Bi-wkly	4,506.40	4,620.00	4,736.00	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	
	Appx. Monthly	9,763.87	10,010.00	10,261.33	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	
	Appx. Annual	117,166.40	120,120.00	123,136.00	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	
78	Hourly	57.76	59.21	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.62
	Appx. Bi-wkly	4,620.80	4,736.80	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,369.60
	Appx. Monthly	10,011.73	10,263.07	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,800.80
	Appx. Annual	120,140.80	123,156.80	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,609.60
78A	Hourly	58.49	59.96	61.47	63.02	64.61	66.19	67.85	69.54	71.26	73.03	74.87	76.78	78.68	80.64
	Appx. Bi-wkly	4,679.20	4,796.80	4,917.60	5,041.60	5,168.80	5,295.20	5,428.00	5,563.20	5,700.80	5,842.40	5,989.60	6,142.40	6,294.40	6,451.20
	Appx. Monthly	10,138.27	10,393.07	10,654.80	10,923.47	11,199.07	11,472.93	11,760.67	12,053.60	12,351.73	12,658.53	12,977.47	13,308.53	13,637.87	13,977.60
	Appx. Annual	121,659.20	124,716.80	127,857.60	131,081.60	134,388.80	137,675.20	141,128.00	144,643.20	148,220.80	151,902.40	155,729.60	159,702.40	163,654.40	167,731.20
78C	Hourly	58.77	60.24	61.76	63.31	64.94	66.54	68.17	69.88	71.57	73.41	75.23	77.17	79.07	81.02
	Appx. Bi-wkly	4,701.60	4,819.20	4,940.80	5,064.80	5,195.20	5,323.20	5,453.60	5,590.40	5,725.60	5,872.80	6,018.40	6,173.60	6,325.60	6,481.60
	Appx. Monthly	10,186.80	10,441.60	10,705.07	10,973.73	11,256.27	11,533.60	11,816.13	12,112.53	12,405.47	12,724.40	13,039.87	13,376.13	13,705.47	14,043.47
	Appx. Annual	122,241.60	125,299.20	128,460.80	131,684.80	135,075.20	138,403.20	141,793.60	145,350.40	148,865.60	152,692.80	156,478.40	160,513.60	164,465.60	168,521.60
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
78T	Hourly	57.76	59.21	60.70	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	
	Appx. Bi-wkly	4,620.80	4,736.80	4,856.00	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	
	Appx. Monthly	10,011.73	10,263.07	10,521.33	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	
	Appx. Annual	120,140.80	123,156.80	126,256.00	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	
79	Hourly	59.23	60.72	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64
	Appx. Bi-wkly	4,738.40	4,857.60	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20
	Appx. Monthly	10,266.53	10,524.80	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93
	Appx. Annual	123,198.40	126,297.60	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20
79A	Hourly	59.97	61.48	63.02	64.61	66.19	67.85	69.54	71.26	73.03	74.87	76.78	78.68	80.67	82.66
	Appx. Bi-wkly	4,797.60	4,918.40	5,041.60	5,168.80	5,295.20	5,428.00	5,563.20	5,700.80	5,842.40	5,989.60	6,142.40	6,294.40	6,453.60	6,612.80
	Appx. Monthly	10,394.80	10,656.53	10,923.47	11,199.07	11,472.93	11,760.67	12,053.60	12,351.73	12,658.53	12,977.47	13,308.53	13,637.87	13,982.80	14,327.73
	Appx. Annual	124,737.60	127,878.40	131,081.60	134,388.80	137,675.20	141,128.00	144,643.20	148,220.80	151,902.40	155,729.60	159,702.40	163,654.40	167,793.60	171,932.80
79C	Hourly	60.28	61.79	63.31	64.94	66.54	68.17	69.88	71.57	73.41	75.23	77.17	79.07	81.04	83.09
	Appx. Bi-wkly	4,822.40	4,943.20	5,064.80	5,195.20	5,323.20	5,453.60	5,590.40	5,725.60	5,872.80	6,018.40	6,173.60	6,325.60	6,483.20	6,647.20
	Appx. Monthly	10,448.53	10,710.27	10,973.73	11,256.27	11,533.60	11,816.13	12,112.53	12,405.47	12,724.40	13,039.87	13,376.13	13,705.47	14,046.93	14,402.27
	Appx. Annual	125,382.40	128,523.20	131,684.80	135,075.20	138,403.20	141,793.60	145,350.40	148,865.60	152,692.80	156,478.40	160,513.60	164,465.60	168,563.20	172,827.20
79T	Hourly	59.23	60.72	62.22	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.65	
	Appx. Bi-wkly	4,738.40	4,857.60	4,977.60	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	
	Appx. Monthly	10,266.53	10,524.80	10,784.80	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	
	Appx. Annual	123,198.40	126,297.60	129,417.60	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	
80	Hourly	60.76	62.26	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.68
	Appx. Bi-wkly	4,860.80	4,980.80	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,694.40
	Appx. Monthly	10,531.73	10,791.73	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,504.53
	Appx. Annual	126,380.80	129,500.80	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,054.40
80A	Hourly	61.52	63.05	64.61	66.19	67.85	69.54	71.26	73.03	74.87	76.78	78.68	80.67	82.66	84.72
	Appx. Bi-wkly	4,921.60	5,044.00	5,168.80	5,295.20	5,428.00	5,563.20	5,700.80	5,842.40	5,989.60	6,142.40	6,294.40	6,453.60	6,612.80	6,777.60
	Appx. Monthly	10,663.47	10,928.67	11,199.07	11,472.93	11,760.67	12,053.60	12,351.73	12,658.53	12,977.47	13,308.53	13,637.87	13,982.80	14,327.73	14,684.80
	Appx. Annual	127,961.60	131,144.00	134,388.80	137,675.20	141,128.00	144,643.20	148,220.80	151,902.40	155,729.60	159,702.40	163,654.40	167,793.60	171,932.80	176,217.60
80C	Hourly	61.81	63.36	64.94	66.54	68.17	69.88	71.57	73.41	75.23	77.17	79.07	81.04	83.09	85.14
	Appx. Bi-wkly	4,944.80	5,068.80	5,195.20	5,323.20	5,453.60	5,590.40	5,725.60	5,872.80	6,018.40	6,173.60	6,325.60	6,483.20	6,647.20	6,811.20
	Appx. Monthly	10,713.73	10,982.40	11,256.27	11,533.60	11,816.13	12,112.53	12,405.47	12,724.40	13,039.87	13,376.13	13,705.47	14,046.93	14,402.27	14,757.60
	Appx. Annual	128,564.80	131,788.80	135,075.20	138,403.20	141,793.60	145,350.40	148,865.60	152,692.80	156,478.40	160,513.60	164,465.60	168,563.20	172,827.20	177,091.20
80T	Hourly	60.76	62.26	63.83	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64	
	Appx. Bi-wkly	4,860.80	4,980.80	5,106.40	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	
	Appx. Monthly	10,531.73	10,791.73	11,063.87	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	
	Appx. Annual	126,380.80	129,500.80	132,766.40	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	

Effective 2/22/2025

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
81	Hourly	62.21	63.79	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77
	Appx. Bi-wkly	4,976.80	5,103.20	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60
	Appx. Monthly	10,783.07	11,056.93	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80
	Appx. Annual	129,396.80	132,683.20	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60
81A	Hourly	63.01	64.56	66.19	67.85	69.54	71.26	73.03	74.87	76.78	78.68	80.67	82.66	84.69	86.83
	Appx. Bi-wkly	5,040.80	5,164.80	5,295.20	5,428.00	5,563.20	5,700.80	5,842.40	5,989.60	6,142.40	6,294.40	6,453.60	6,612.80	6,775.20	6,946.40
	Appx. Monthly	10,921.73	11,190.40	11,472.93	11,760.67	12,053.60	12,351.73	12,658.53	12,977.47	13,308.53	13,637.87	13,982.80	14,327.73	14,679.60	15,050.53
	Appx. Annual	131,060.80	134,284.80	137,675.20	141,128.00	144,643.20	148,220.80	151,902.40	155,729.60	159,702.40	163,654.40	167,793.60	171,932.80	176,155.20	180,606.40
81C	Hourly	63.30	64.90	66.54	68.17	69.88	71.57	73.41	75.23	77.17	79.07	81.04	83.09	85.11	87.27
	Appx. Bi-wkly	5,064.00	5,192.00	5,323.20	5,453.60	5,590.40	5,725.60	5,872.80	6,018.40	6,173.60	6,325.60	6,483.20	6,647.20	6,808.80	6,981.60
	Appx. Monthly	10,972.00	11,249.33	11,533.60	11,816.13	12,112.53	12,405.47	12,724.40	13,039.87	13,376.13	13,705.47	14,046.93	14,402.27	14,752.40	15,126.80
	Appx. Annual	131,664.00	134,992.00	138,403.20	141,793.60	145,350.40	148,865.60	152,692.80	156,478.40	160,513.60	164,465.60	168,563.20	172,827.20	177,028.80	181,521.60
81T	Hourly	62.21	63.79	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.66	
	Appx. Bi-wkly	4,976.80	5,103.20	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	
	Appx. Monthly	10,783.07	11,056.93	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	
	Appx. Annual	129,396.80	132,683.20	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	
82	Hourly	63.79	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.92
	Appx. Bi-wkly	5,103.20	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,033.60
	Appx. Monthly	11,056.93	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,239.47
	Appx. Annual	132,683.20	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,873.60
82A	Hourly	64.56	66.19	67.85	69.54	71.26	73.03	74.87	76.78	78.68	80.67	82.66	84.69	86.83	89.00
	Appx. Bi-wkly	5,164.80	5,295.20	5,428.00	5,563.20	5,700.80	5,842.40	5,989.60	6,142.40	6,294.40	6,453.60	6,612.80	6,775.20	6,946.40	7,120.00
	Appx. Monthly	11,190.40	11,472.93	11,760.67	12,053.60	12,351.73	12,658.53	12,977.47	13,308.53	13,637.87	13,982.80	14,327.73	14,679.60	15,050.53	15,426.67
	Appx. Annual	134,284.80	137,675.20	141,128.00	144,643.20	148,220.80	151,902.40	155,729.60	159,702.40	163,654.40	167,793.60	171,932.80	176,155.20	180,606.40	185,120.00
82C	Hourly	64.90	66.54	68.17	69.88	71.57	73.41	75.23	77.17	79.07	81.04	83.09	85.11	87.27	89.47
	Appx. Bi-wkly	5,192.00	5,323.20	5,453.60	5,590.40	5,725.60	5,872.80	6,018.40	6,173.60	6,325.60	6,483.20	6,647.20	6,808.80	6,981.60	7,157.60
	Appx. Monthly	11,249.33	11,533.60	11,816.13	12,112.53	12,405.47	12,724.40	13,039.87	13,376.13	13,705.47	14,046.93	14,402.27	14,752.40	15,126.80	15,508.13
	Appx. Annual	134,992.00	138,403.20	141,793.60	145,350.40	148,865.60	152,692.80	156,478.40	160,513.60	164,465.60	168,563.20	172,827.20	177,028.80	181,521.60	186,097.60
82T	Hourly	63.79	65.38	67.01	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77	
	Appx. Bi-wkly	5,103.20	5,230.40	5,360.80	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	
	Appx. Monthly	11,056.93	11,332.53	11,615.07	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	
	Appx. Annual	132,683.20	135,990.40	139,380.80	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	
83	Hourly	65.37	67.00	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.11
	Appx. Bi-wkly	5,229.60	5,360.00	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.80
	Appx. Monthly	11,330.80	11,613.33	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,619.07
	Appx. Annual	135,969.60	139,360.00	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,428.80
83A	Hourly	66.18	67.84	69.54	71.26	73.03	74.87	76.78	78.68	80.67	82.66	84.69	86.83	89.02	91.24
	Appx. Bi-wkly	5,294.40	5,427.20	5,563.20	5,700.80	5,842.40	5,989.60	6,142.40	6,294.40	6,453.60	6,612.80	6,775.20	6,946.40	7,121.60	7,299.20
	Appx. Monthly	11,471.20	11,758.93	12,053.60	12,351.73	12,658.53	12,977.47	13,308.53	13,637.87	13,982.80	14,327.73	14,679.60	15,050.53	15,430.13	15,814.93
	Appx. Annual	137,654.40	141,107.20	144,643.20	148,220.80	151,902.40	155,729.60	159,702.40	163,654.40	167,793.60	171,932.80	176,155.20	180,606.40	185,161.60	189,779.20
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
83C	Hourly	66.53	68.14	69.88	71.57	73.41	75.23	77.17	79.07	81.04	83.09	85.11	87.27	89.48	91.71
	Appx. Bi-wkly	5,322.40	5,451.20	5,590.40	5,725.60	5,872.80	6,018.40	6,173.60	6,325.60	6,483.20	6,647.20	6,808.80	6,981.60	7,158.40	7,336.80
	Appx. Monthly	11,531.87	11,810.93	12,112.53	12,405.47	12,724.40	13,039.87	13,376.13	13,705.47	14,046.93	14,402.27	14,752.40	15,126.80	15,509.87	15,896.40
	Appx. Annual	138,382.40	141,731.20	145,350.40	148,865.60	152,692.80	156,478.40	160,513.60	164,465.60	168,563.20	172,827.20	177,028.80	181,521.60	186,118.40	190,756.80
83T	Hourly	65.37	67.00	68.68	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.93	
	Appx. Bi-wkly	5,229.60	5,360.00	5,494.40	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	
	Appx. Monthly	11,330.80	11,613.33	11,904.53	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	
	Appx. Annual	135,969.60	139,360.00	142,854.40	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	
84	Hourly	66.96	68.64	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.38
	Appx. Bi-wkly	5,356.80	5,491.20	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,390.40
	Appx. Monthly	11,606.40	11,897.60	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,012.53
	Appx. Annual	139,276.80	142,771.20	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,150.40
84A	Hourly	67.78	69.51	71.26	73.03	74.87	76.78	78.68	80.67	82.66	84.69	86.83	89.02	91.22	93.54
	Appx. Bi-wkly	5,422.40	5,560.80	5,700.80	5,842.40	5,989.60	6,142.40	6,294.40	6,453.60	6,612.80	6,775.20	6,946.40	7,121.60	7,297.60	7,483.20
	Appx. Monthly	11,748.53	12,048.40	12,351.73	12,658.53	12,977.47	13,308.53	13,637.87	13,982.80	14,327.73	14,679.60	15,050.53	15,430.13	15,811.47	16,213.60
	Appx. Annual	140,982.40	144,580.80	148,220.80	151,902.40	155,729.60	159,702.40	163,654.40	167,793.60	171,932.80	176,155.20	180,606.40	185,161.60	189,737.60	194,563.20
84C	Hourly	68.12	69.82	71.57	73.41	75.23	77.17	79.07	81.04	83.09	85.11	87.27	89.48	91.70	93.98
	Appx. Bi-wkly	5,449.60	5,585.60	5,725.60	5,872.80	6,018.40	6,173.60	6,325.60	6,483.20	6,647.20	6,808.80	6,981.60	7,158.40	7,336.00	7,518.40
	Appx. Monthly	11,807.47	12,102.13	12,405.47	12,724.40	13,039.87	13,376.13	13,705.47	14,046.93	14,402.27	14,752.40	15,126.80	15,509.87	15,894.67	16,289.87
	Appx. Annual	141,689.60	145,225.60	148,865.60	152,692.80	156,478.40	160,513.60	164,465.60	168,563.20	172,827.20	177,028.80	181,521.60	186,118.40	190,736.00	195,478.40
84T	Hourly	66.96	68.64	70.37	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.10	
	Appx. Bi-wkly	5,356.80	5,491.20	5,629.60	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	
	Appx. Monthly	11,606.40	11,897.60	12,197.47	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	
	Appx. Annual	139,276.80	142,771.20	146,369.60	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	
85	Hourly	68.67	70.38	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.66
	Appx. Bi-wkly	5,493.60	5,630.40	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,572.80
	Appx. Monthly	11,902.80	12,199.20	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,407.73
	Appx. Annual	142,833.60	146,390.40	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,892.80
85A	Hourly	69.53	71.27	73.03	74.87	76.78	78.68	80.67	82.66	84.69	86.83	89.02	91.22	93.53	95.85
	Appx. Bi-wkly	5,562.40	5,701.60	5,842.40	5,989.60	6,142.40	6,294.40	6,453.60	6,612.80	6,775.20	6,946.40	7,121.60	7,297.60	7,482.40	7,668.00
	Appx. Monthly	12,051.87	12,353.47	12,658.53	12,977.47	13,308.53	13,637.87	13,982.80	14,327.73	14,679.60	15,050.53	15,430.13	15,811.47	16,211.87	16,614.00
	Appx. Annual	144,622.40	148,241.60	151,902.40	155,729.60	159,702.40	163,654.40	167,793.60	171,932.80	176,155.20	180,606.40	185,161.60	189,737.60	194,542.40	199,368.00
85C	Hourly	69.84	71.59	73.41	75.23	77.17	79.07	81.04	83.09	85.11	87.27	89.48	91.70	93.96	96.35
	Appx. Bi-wkly	5,587.20	5,727.20	5,872.80	6,018.40	6,173.60	6,325.60	6,483.20	6,647.20	6,808.80	6,981.60	7,158.40	7,336.00	7,516.80	7,708.00
	Appx. Monthly	12,105.60	12,408.93	12,724.40	13,039.87	13,376.13	13,705.47	14,046.93	14,402.27	14,752.40	15,126.80	15,509.87	15,894.67	16,286.40	16,700.67
	Appx. Annual	145,267.20	148,907.20	152,692.80	156,478.40	160,513.60	164,465.60	168,563.20	172,827.20	177,028.80	181,521.60	186,118.40	190,736.00	195,436.80	200,408.00
85T	Hourly	68.67	70.38	72.12	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.37	
	Appx. Bi-wkly	5,493.60	5,630.40	5,769.60	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	
	Appx. Monthly	11,902.80	12,199.20	12,500.80	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	
	Appx. Annual	142,833.60	146,390.40	150,009.60	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	

Effective 2/22/2025

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
86	Hourly	70.39	72.13	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.01
	Appx. Bi-wkly	5,631.20	5,770.40	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,760.80
	Appx. Monthly	12,200.93	12,502.53	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,815.07
	Appx. Annual	146,411.20	150,030.40	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,780.80
86A	Hourly	71.28	73.04	74.87	76.78	78.68	80.67	82.66	84.69	86.83	89.02	91.22	93.53	95.84	98.22
	Appx. Bi-wkly	5,702.40	5,843.20	5,989.60	6,142.40	6,294.40	6,453.60	6,612.80	6,775.20	6,946.40	7,121.60	7,297.60	7,482.40	7,667.20	7,857.60
	Appx. Monthly	12,355.20	12,660.27	12,977.47	13,308.53	13,637.87	13,982.80	14,327.73	14,679.60	15,050.53	15,430.13	15,811.47	16,211.87	16,612.27	17,024.80
	Appx. Annual	148,262.40	151,923.20	155,729.60	159,702.40	163,654.40	167,793.60	171,932.80	176,155.20	180,606.40	185,161.60	189,737.60	194,542.40	199,347.20	204,297.60
86C	Hourly	71.62	73.42	75.23	77.17	79.07	81.04	83.09	85.11	87.27	89.48	91.70	93.96	96.31	98.75
	Appx. Bi-wkly	5,729.60	5,873.60	6,018.40	6,173.60	6,325.60	6,483.20	6,647.20	6,808.80	6,981.60	7,158.40	7,336.00	7,516.80	7,704.80	7,900.00
	Appx. Monthly	12,414.13	12,726.13	13,039.87	13,376.13	13,705.47	14,046.93	14,402.27	14,752.40	15,126.80	15,509.87	15,894.67	16,286.40	16,693.73	17,116.67
	Appx. Annual	148,969.60	152,713.60	156,478.40	160,513.60	164,465.60	168,563.20	172,827.20	177,028.80	181,521.60	186,118.40	190,736.00	195,436.80	200,324.80	205,400.00
86T	Hourly	70.39	72.13	73.93	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	
	Appx. Bi-wkly	5,631.20	5,770.40	5,914.40	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	
	Appx. Monthly	12,200.93	12,502.53	12,814.53	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	
	Appx. Annual	146,411.20	150,030.40	153,774.40	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	
87	Hourly	72.17	73.95	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47
	Appx. Bi-wkly	5,773.60	5,916.00	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60
	Appx. Monthly	12,509.47	12,818.00	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47
	Appx. Annual	150,113.60	153,816.00	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60
87A	Hourly	73.06	74.90	76.78	78.68	80.67	82.66	84.69	86.83	89.02	91.22	93.53	95.84	98.27	100.72
	Appx. Bi-wkly	5,844.80	5,992.00	6,142.40	6,294.40	6,453.60	6,612.80	6,775.20	6,946.40	7,121.60	7,297.60	7,482.40	7,667.20	7,861.60	8,057.60
	Appx. Monthly	12,663.73	12,982.67	13,308.53	13,637.87	13,982.80	14,327.73	14,679.60	15,050.53	15,430.13	15,811.47	16,211.87	16,612.27	17,033.47	17,458.13
	Appx. Annual	151,964.80	155,792.00	159,702.40	163,654.40	167,793.60	171,932.80	176,155.20	180,606.40	185,161.60	189,737.60	194,542.40	199,347.20	204,401.60	209,497.60
87C	Hourly	73.44	75.27	77.17	79.07	81.04	83.09	85.11	87.27	89.48	91.70	93.96	96.31	98.78	101.22
	Appx. Bi-wkly	5,875.20	6,021.60	6,173.60	6,325.60	6,483.20	6,647.20	6,808.80	6,981.60	7,158.40	7,336.00	7,516.80	7,704.80	7,902.40	8,097.60
	Appx. Monthly	12,729.60	13,046.80	13,376.13	13,705.47	14,046.93	14,402.27	14,752.40	15,126.80	15,509.87	15,894.67	16,286.40	16,693.73	17,121.87	17,544.80
	Appx. Annual	152,755.20	156,561.60	160,513.60	164,465.60	168,563.20	172,827.20	177,028.80	181,521.60	186,118.40	190,736.00	195,436.80	200,324.80	205,462.40	210,537.60
87T	Hourly	72.17	73.95	75.80	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.07	
	Appx. Bi-wkly	5,773.60	5,916.00	6,064.00	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	
	Appx. Monthly	12,509.47	12,818.00	13,138.67	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	
	Appx. Annual	150,113.60	153,816.00	157,664.00	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	
88	Hourly	73.93	75.78	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.94
	Appx. Bi-wkly	5,914.40	6,062.40	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,155.20
	Appx. Monthly	12,814.53	13,135.20	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,669.60
	Appx. Annual	153,774.40	157,622.40	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	212,035.20
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
88A	Hourly	74.87	76.76	78.68	80.67	82.66	84.69	86.83	89.02	91.22	93.53	95.84	98.27	100.72	103.25
	Appx. Bi-wkly	5,989.60	6,140.80	6,294.40	6,453.60	6,612.80	6,775.20	6,946.40	7,121.60	7,297.60	7,482.40	7,667.20	7,861.60	8,057.60	8,260.00
	Appx. Monthly	12,977.47	13,305.07	13,637.87	13,982.80	14,327.73	14,679.60	15,050.53	15,430.13	15,811.47	16,211.87	16,612.27	17,033.47	17,458.13	17,896.67
	Appx. Annual	155,729.60	159,660.80	163,654.40	167,793.60	171,932.80	176,155.20	180,606.40	185,161.60	189,737.60	194,542.40	199,347.20	204,401.60	209,497.60	214,760.00
88C	Hourly	75.23	77.15	79.07	81.04	83.09	85.11	87.27	89.48	91.70	93.96	96.31	98.78	101.22	103.76
	Appx. Bi-wkly	6,018.40	6,172.00	6,325.60	6,483.20	6,647.20	6,808.80	6,981.60	7,158.40	7,336.00	7,516.80	7,704.80	7,902.40	8,097.60	8,300.80
	Appx. Monthly	13,039.87	13,372.67	13,705.47	14,046.93	14,402.27	14,752.40	15,126.80	15,509.87	15,894.67	16,286.40	16,693.73	17,121.87	17,544.80	17,985.07
	Appx. Annual	156,478.40	160,472.00	164,465.60	168,563.20	172,827.20	177,028.80	181,521.60	186,118.40	190,736.00	195,436.80	200,324.80	205,462.40	210,537.60	215,820.80
88T	Hourly	73.93	75.78	77.70	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	
	Appx. Bi-wkly	5,914.40	6,062.40	6,216.00	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	
	Appx. Monthly	12,814.53	13,135.20	13,468.00	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	
	Appx. Annual	153,774.40	157,622.40	161,616.00	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	
89	Hourly	75.80	77.72	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.47
	Appx. Bi-wkly	6,064.00	6,217.60	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,357.60
	Appx. Monthly	13,138.67	13,471.47	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,108.13
	Appx. Annual	157,664.00	161,657.60	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,297.60
89A	Hourly	76.78	78.70	80.67	82.66	84.69	86.83	89.02	91.22	93.53	95.84	98.27	100.72	103.21	105.78
	Appx. Bi-wkly	6,142.40	6,296.00	6,453.60	6,612.80	6,775.20	6,946.40	7,121.60	7,297.60	7,482.40	7,667.20	7,861.60	8,057.60	8,256.80	8,462.40
	Appx. Monthly	13,308.53	13,641.33	13,982.80	14,327.73	14,679.60	15,050.53	15,430.13	15,811.47	16,211.87	16,612.27	17,033.47	17,458.13	17,889.73	18,335.20
	Appx. Annual	159,702.40	163,696.00	167,793.60	171,932.80	176,155.20	180,606.40	185,161.60	189,737.60	194,542.40	199,347.20	204,401.60	209,497.60	214,676.80	220,022.40
89C	Hourly	77.17	79.09	81.04	83.09	85.11	87.27	89.48	91.70	93.96	96.31	98.78	101.22	103.70	106.30
	Appx. Bi-wkly	6,173.60	6,327.20	6,483.20	6,647.20	6,808.80	6,981.60	7,158.40	7,336.00	7,516.80	7,704.80	7,902.40	8,097.60	8,296.00	8,504.00
	Appx. Monthly	13,376.13	13,708.93	14,046.93	14,402.27	14,752.40	15,126.80	15,509.87	15,894.67	16,286.40	16,693.73	17,121.87	17,544.80	17,974.67	18,425.33
	Appx. Annual	160,513.60	164,507.20	168,563.20	172,827.20	177,028.80	181,521.60	186,118.40	190,736.00	195,436.80	200,324.80	205,462.40	210,537.60	215,696.00	221,104.00
89T	Hourly	75.80	77.72	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.91	
	Appx. Bi-wkly	6,064.00	6,217.60	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	
	Appx. Monthly	13,138.67	13,471.47	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	
	Appx. Annual	157,664.00	161,657.60	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	
90	Hourly	77.72	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13
	Appx. Bi-wkly	6,217.60	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40
	Appx. Monthly	13,471.47	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20
	Appx. Annual	161,657.60	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40
90A	Hourly	78.70	80.67	82.66	84.69	86.83	89.02	91.22	93.53	95.84	98.27	100.72	103.21	105.81	108.46
	Appx. Bi-wkly	6,296.00	6,453.60	6,612.80	6,775.20	6,946.40	7,121.60	7,297.60	7,482.40	7,667.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80
	Appx. Monthly	13,641.33	13,982.80	14,327.73	14,679.60	15,050.53	15,430.13	15,811.47	16,211.87	16,612.27	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73
	Appx. Annual	163,696.00	167,793.60	171,932.80	176,155.20	180,606.40	185,161.60	189,737.60	194,542.40	199,347.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80

Effective 2/22/2025

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
90C	Hourly	79.09	81.04	83.09	85.11	87.27	89.48	91.70	93.96	96.31	98.78	101.22	103.70	106.34	108.98
	Appx. Bi-wkly	6,327.20	6,483.20	6,647.20	6,808.80	6,981.60	7,158.40	7,336.00	7,516.80	7,704.80	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40
	Appx. Monthly	13,708.93	14,046.93	14,402.27	14,752.40	15,126.80	15,509.87	15,894.67	16,286.40	16,693.73	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87
	Appx. Annual	164,507.20	168,563.20	172,827.20	177,028.80	181,521.60	186,118.40	190,736.00	195,436.80	200,324.80	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40
90T	Hourly	77.72	79.65	81.64	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.50	
	Appx. Bi-wkly	6,217.60	6,372.00	6,531.20	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	
	Appx. Monthly	13,471.47	13,806.00	14,150.93	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	
	Appx. Annual	161,657.60	165,672.00	169,811.20	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	
91	Hourly	79.62	81.62	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.81
	Appx. Bi-wkly	6,369.60	6,529.60	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,784.80
	Appx. Monthly	13,800.80	14,147.47	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,033.73
	Appx. Annual	165,609.60	169,769.60	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,404.80
91A	Hourly	80.64	82.64	84.69	86.83	89.02	91.22	93.53	95.84	98.27	100.72	103.21	105.81	108.46	111.17
	Appx. Bi-wkly	6,451.20	6,611.20	6,775.20	6,946.40	7,121.60	7,297.60	7,482.40	7,667.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80	8,893.60
	Appx. Monthly	13,977.60	14,324.27	14,679.60	15,050.53	15,430.13	15,811.47	16,211.87	16,612.27	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73	19,269.47
	Appx. Annual	167,731.20	171,891.20	176,155.20	180,606.40	185,161.60	189,737.60	194,542.40	199,347.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80	231,233.60
91C	Hourly	81.02	83.06	85.11	87.27	89.48	91.70	93.96	96.31	98.78	101.22	103.70	106.34	108.98	111.73
	Appx. Bi-wkly	6,481.60	6,644.80	6,808.80	6,981.60	7,158.40	7,336.00	7,516.80	7,704.80	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40	8,938.40
	Appx. Monthly	14,043.47	14,397.07	14,752.40	15,126.80	15,509.87	15,894.67	16,286.40	16,693.73	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87	19,366.53
	Appx. Annual	168,521.60	172,764.80	177,028.80	181,521.60	186,118.40	190,736.00	195,436.80	200,324.80	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40	232,398.40
91T	Hourly	79.62	81.62	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13	
	Appx. Bi-wkly	6,369.60	6,529.60	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	
	Appx. Monthly	13,800.80	14,147.47	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	
	Appx. Annual	165,609.60	169,769.60	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	
92	Hourly	81.62	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52
	Appx. Bi-wkly	6,529.60	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60
	Appx. Monthly	14,147.47	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47
	Appx. Annual	169,769.60	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60
92A	Hourly	82.64	84.69	86.83	89.02	91.22	93.53	95.84	98.27	100.72	103.21	105.81	108.46	111.15	113.94
	Appx. Bi-wkly	6,611.20	6,775.20	6,946.40	7,121.60	7,297.60	7,482.40	7,667.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80	8,892.00	9,115.20
	Appx. Monthly	14,324.27	14,679.60	15,050.53	15,430.13	15,811.47	16,211.87	16,612.27	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73	19,266.00	19,749.60
	Appx. Annual	171,891.20	176,155.20	180,606.40	185,161.60	189,737.60	194,542.40	199,347.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80	231,192.00	236,995.20
92C	Hourly	83.06	85.11	87.27	89.48	91.70	93.96	96.31	98.78	101.22	103.70	106.34	108.98	111.72	114.51
	Appx. Bi-wkly	6,644.80	6,808.80	6,981.60	7,158.40	7,336.00	7,516.80	7,704.80	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40	8,937.60	9,160.80
	Appx. Monthly	14,397.07	14,752.40	15,126.80	15,509.87	15,894.67	16,286.40	16,693.73	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87	19,364.80	19,848.40
	Appx. Annual	172,764.80	177,028.80	181,521.60	186,118.40	190,736.00	195,436.80	200,324.80	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40	232,377.60	238,180.80
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
92T	Hourly	81.62	83.66	85.77	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.78	
	Appx. Bi-wkly	6,529.60	6,692.80	6,861.60	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	
	Appx. Monthly	14,147.47	14,501.07	14,866.80	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	
	Appx. Annual	169,769.60	174,012.80	178,401.60	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	
93	Hourly	83.67	85.78	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32
	Appx. Bi-wkly	6,693.60	6,862.40	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60
	Appx. Monthly	14,502.80	14,868.53	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80
	Appx. Annual	174,033.60	178,422.40	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60
93A	Hourly	84.71	86.84	89.02	91.22	93.53	95.84	98.27	100.72	103.21	105.81	108.46	111.15	113.94	116.76
	Appx. Bi-wkly	6,776.80	6,947.20	7,121.60	7,297.60	7,482.40	7,667.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80	8,892.00	9,115.20	9,340.80
	Appx. Monthly	14,683.07	15,052.27	15,430.13	15,811.47	16,211.87	16,612.27	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73	19,266.00	19,749.60	20,238.40
	Appx. Annual	176,196.80	180,627.20	185,161.60	189,737.60	194,542.40	199,347.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80	231,192.00	236,995.20	242,860.80
93C	Hourly	85.13	87.28	89.48	91.70	93.96	96.31	98.78	101.22	103.70	106.34	108.98	111.72	114.51	117.36
	Appx. Bi-wkly	6,810.40	6,982.40	7,158.40	7,336.00	7,516.80	7,704.80	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40	8,937.60	9,160.80	9,388.80
	Appx. Monthly	14,755.87	15,128.53	15,509.87	15,894.67	16,286.40	16,693.73	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87	19,364.80	19,848.40	20,342.40
	Appx. Annual	177,070.40	181,542.40	186,118.40	190,736.00	195,436.80	200,324.80	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40	232,377.60	238,180.80	244,108.80
93T	Hourly	83.67	85.78	87.93	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52	
	Appx. Bi-wkly	6,693.60	6,862.40	7,034.40	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	
	Appx. Monthly	14,502.80	14,868.53	15,241.20	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	
	Appx. Annual	174,033.60	178,422.40	182,894.40	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	
94	Hourly	85.77	87.92	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.23
	Appx. Bi-wkly	6,861.60	7,033.60	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,458.40
	Appx. Monthly	14,866.80	15,239.47	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,493.20
	Appx. Annual	178,401.60	182,873.60	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,918.40
94A	Hourly	86.83	89.00	91.22	93.53	95.84	98.27	100.72	103.21	105.81	108.46	111.15	113.94	116.76	119.70
	Appx. Bi-wkly	6,946.40	7,120.00	7,297.60	7,482.40	7,667.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80	8,892.00	9,115.20	9,340.80	9,576.00
	Appx. Monthly	15,050.53	15,426.67	15,811.47	16,211.87	16,612.27	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73	19,266.00	19,749.60	20,238.40	20,748.00
	Appx. Annual	180,606.40	185,120.00	189,737.60	194,542.40	199,347.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80	231,192.00	236,995.20	242,860.80	248,976.00
94C	Hourly	87.27	89.47	91.70	93.96	96.31	98.78	101.22	103.70	106.34	108.98	111.72	114.51	117.36	120.29
	Appx. Bi-wkly	6,981.60	7,157.60	7,336.00	7,516.80	7,704.80	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40	8,937.60	9,160.80	9,388.80	9,623.20
	Appx. Monthly	15,126.80	15,508.13	15,894.67	16,286.40	16,693.73	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87	19,364.80	19,848.40	20,342.40	20,850.27
	Appx. Annual	181,521.60	186,097.60	190,736.00	195,436.80	200,324.80	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40	232,377.60	238,180.80	244,108.80	250,203.20
94T	Hourly	85.77	87.92	90.10	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	
	Appx. Bi-wkly	6,861.60	7,033.60	7,208.00	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	
	Appx. Monthly	14,866.80	15,239.47	15,617.33	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	
	Appx. Annual	178,401.60	182,873.60	187,408.00	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	
95	Hourly	87.91	90.09	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16
	Appx. Bi-wkly	7,032.80	7,207.20	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80
	Appx. Monthly	15,237.73	15,615.60	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07
	Appx. Annual	182,852.80	187,387.20	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80
95A	Hourly	88.98	91.21	93.53	95.84	98.27	100.72	103.21	105.81	108.46	111.15	113.94	116.76	119.68	122.66
	Appx. Bi-wkly	7,118.40	7,296.80	7,482.40	7,667.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80	8,892.00	9,115.20	9,340.80	9,574.40	9,812.80
	Appx. Monthly	15,423.20	15,809.73	16,211.87	16,612.27	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73	19,266.00	19,749.60	20,238.40	20,744.53	21,261.07
	Appx. Annual	185,078.40	189,716.80	194,542.40	199,347.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80	231,192.00	236,995.20	242,860.80	248,934.40	255,132.80

Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
95C	Hourly	89.46	91.69	93.96	96.31	98.78	101.22	103.70	106.34	108.98	111.72	114.51	117.36	120.26	123.28
	Appx. Bi-wkly	7,156.80	7,335.20	7,516.80	7,704.80	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40	8,937.60	9,160.80	9,388.80	9,620.80	9,862.40
	Appx. Monthly	15,506.40	15,892.93	16,286.40	16,693.73	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87	19,364.80	19,848.40	20,342.40	20,845.07	21,368.53
	Appx. Annual	186,076.80	190,715.20	195,436.80	200,324.80	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40	232,377.60	238,180.80	244,108.80	250,140.80	256,422.40
95T	Hourly	87.91	90.09	92.37	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.21	
	Appx. Bi-wkly	7,032.80	7,207.20	7,389.60	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	
	Appx. Monthly	15,237.73	15,615.60	16,010.80	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	
	Appx. Annual	182,852.80	187,387.20	192,129.60	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	
96	Hourly	90.07	92.36	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16	124.18
	Appx. Bi-wkly	7,205.60	7,388.80	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80	9,934.40
	Appx. Monthly	15,612.13	16,009.07	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07	21,524.53
	Appx. Annual	187,345.60	192,108.80	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80	258,294.40
96A	Hourly	91.20	93.52	95.84	98.27	100.72	103.21	105.81	108.46	111.15	113.94	116.76	119.68	122.66	125.74
	Appx. Bi-wkly	7,296.00	7,481.60	7,667.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80	8,892.00	9,115.20	9,340.80	9,574.40	9,812.80	10,059.20
	Appx. Monthly	15,808.00	16,210.13	16,612.27	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73	19,266.00	19,749.60	20,238.40	20,744.53	21,261.07	21,794.93
	Appx. Annual	189,696.00	194,521.60	199,347.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80	231,192.00	236,995.20	242,860.80	248,934.40	255,132.80	261,539.20
96C	Hourly	91.67	93.95	96.31	98.78	101.22	103.70	106.34	108.98	111.72	114.51	117.36	120.26	123.28	126.36
	Appx. Bi-wkly	7,333.60	7,516.00	7,704.80	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40	8,937.60	9,160.80	9,388.80	9,620.80	9,862.40	10,108.80
	Appx. Monthly	15,889.47	16,284.67	16,693.73	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87	19,364.80	19,848.40	20,342.40	20,845.07	21,368.53	21,902.40
	Appx. Annual	190,673.60	195,416.00	200,324.80	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40	232,377.60	238,180.80	244,108.80	250,140.80	256,422.40	262,828.80
96T	Hourly	90.07	92.36	94.64	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16	
	Appx. Bi-wkly	7,205.60	7,388.80	7,571.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80	
	Appx. Monthly	15,612.13	16,009.07	16,404.27	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07	
	Appx. Annual	187,345.60	192,108.80	196,851.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80	
97	Hourly	92.39	94.69	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16	124.19	127.31
	Appx. Bi-wkly	7,391.20	7,575.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80	9,935.20	10,184.80
	Appx. Monthly	16,014.27	16,412.93	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07	21,526.27	22,067.07
	Appx. Annual	192,171.20	196,955.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80	258,315.20	264,804.80
97A	Hourly	93.55	95.89	98.27	100.72	103.21	105.81	108.46	111.15	113.94	116.76	119.68	122.66	125.76	128.89
	Appx. Bi-wkly	7,484.00	7,671.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80	8,892.00	9,115.20	9,340.80	9,574.40	9,812.80	10,060.80	10,311.20
	Appx. Monthly	16,215.33	16,620.93	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73	19,266.00	19,749.60	20,238.40	20,744.53	21,261.07	21,798.40	22,340.93
	Appx. Annual	194,584.00	199,451.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80	231,192.00	236,995.20	242,860.80	248,934.40	255,132.80	261,580.80	268,091.20
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/22/2025

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Effective 2/22/2025 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
97C	Hourly	94.00	96.37	98.78	101.22	103.70	106.34	108.98	111.72	114.51	117.36	120.26	123.28	126.38	129.54
	Appx. Bi-wkly	7,520.00	7,709.60	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40	8,937.60	9,160.80	9,388.80	9,620.80	9,862.40	10,110.40	10,363.20
	Appx. Monthly	16,293.33	16,704.13	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87	19,364.80	19,848.40	20,342.40	20,845.07	21,368.53	21,905.87	22,453.60
	Appx. Annual	195,520.00	200,449.60	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40	232,377.60	238,180.80	244,108.80	250,140.80	256,422.40	262,870.40	269,443.20
97T	Hourly	92.39	94.69	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16	124.19	
	Appx. Bi-wkly	7,391.20	7,575.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80	9,935.20	
	Appx. Monthly	16,014.27	16,412.93	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07	21,526.27	
	Appx. Annual	192,171.20	196,955.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80	258,315.20	
98	Hourly	94.69	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16	124.19	127.33	130.51
	Appx. Bi-wkly	7,575.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80	9,935.20	10,186.40	10,440.80
	Appx. Monthly	16,412.93	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07	21,526.27	22,070.53	22,621.73
	Appx. Annual	196,955.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80	258,315.20	264,846.40	271,460.80
98A	Hourly	95.89	98.27	100.72	103.21	105.81	108.46	111.15	113.94	116.76	119.68	122.66	125.76	128.91	132.14
	Appx. Bi-wkly	7,671.20	7,861.60	8,057.60	8,256.80	8,464.80	8,676.80	8,892.00	9,115.20	9,340.80	9,574.40	9,812.80	10,060.80	10,312.80	10,571.20
	Appx. Monthly	16,620.93	17,033.47	17,458.13	17,889.73	18,340.40	18,799.73	19,266.00	19,749.60	20,238.40	20,744.53	21,261.07	21,798.40	22,344.40	22,904.27
	Appx. Annual	199,451.20	204,401.60	209,497.60	214,676.80	220,084.80	225,596.80	231,192.00	236,995.20	242,860.80	248,934.40	255,132.80	261,580.80	268,132.80	274,851.20
98C	Hourly	96.37	98.78	101.22	103.70	106.34	108.98	111.72	114.51	117.36	120.26	123.28	126.38	129.56	132.80
	Appx. Bi-wkly	7,709.60	7,902.40	8,097.60	8,296.00	8,507.20	8,718.40	8,937.60	9,160.80	9,388.80	9,620.80	9,862.40	10,110.40	10,364.80	10,624.00
	Appx. Monthly	16,704.13	17,121.87	17,544.80	17,974.67	18,432.27	18,889.87	19,364.80	19,848.40	20,342.40	20,845.07	21,368.53	21,905.87	22,457.07	23,018.67
	Appx. Annual	200,449.60	205,462.40	210,537.60	215,696.00	221,187.20	226,678.40	232,377.60	238,180.80	244,108.80	250,140.80	256,422.40	262,870.40	269,484.80	276,224.00
98T	Hourly	94.69	97.07	99.47	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16	124.19	127.33	
	Appx. Bi-wkly	7,575.20	7,765.60	7,957.60	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80	9,935.20	10,186.40	
	Appx. Monthly	16,412.93	16,825.47	17,241.47	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07	21,526.27	22,070.53	
	Appx. Annual	196,955.20	201,905.60	206,897.60	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80	258,315.20	264,846.40	
99	Hourly	97.01	99.44	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16	124.19	127.33	130.48	133.71
	Appx. Bi-wkly	7,760.80	7,955.20	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80	9,935.20	10,186.40	10,438.40	10,696.80
	Appx. Monthly	16,815.07	17,236.27	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07	21,526.27	22,070.53	22,616.53	23,176.40
	Appx. Annual	201,780.80	206,835.20	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80	258,315.20	264,846.40	271,398.40	278,116.80
99A	Hourly	98.22	100.69	103.21	105.81	108.46	111.15	113.94	116.76	119.68	122.66	125.76	128.91	132.09	135.39
	Appx. Bi-wkly	7,857.60	8,055.20	8,256.80	8,464.80	8,676.80	8,892.00	9,115.20	9,340.80	9,574.40	9,812.80	10,060.80	10,312.80	10,567.20	10,831.20
	Appx. Monthly	17,024.80	17,452.93	17,889.73	18,340.40	18,799.73	19,266.00	19,749.60	20,238.40	20,744.53	21,261.07	21,798.40	22,344.40	22,895.60	23,467.60
	Appx. Annual	204,297.60	209,435.20	214,676.80	220,084.80	225,596.80	231,192.00	236,995.20	242,860.80	248,934.40	255,132.80	261,580.80	268,132.80	274,747.20	281,611.20
99C	Hourly	98.75	101.17	103.70	106.34	108.98	111.72	114.51	117.36	120.26	123.28	126.38	129.56	132.76	136.03
	Appx. Bi-wkly	7,900.00	8,093.60	8,296.00	8,507.20	8,718.40	8,937.60	9,160.80	9,388.80	9,620.80	9,862.40	10,110.40	10,364.80	10,620.80	10,882.40
	Appx. Monthly	17,116.67	17,536.13	17,974.67	18,432.27	18,889.87	19,364.80	19,848.40	20,342.40	20,845.07	21,368.53	21,905.87	22,457.07	23,011.73	23,578.53
	Appx. Annual	205,400.00	210,433.60	215,696.00	221,187.20	226,678.40	232,377.60	238,180.80	244,108.80	250,140.80	256,422.40	262,870.40	269,484.80	276,140.80	282,942.40
99T	Hourly	97.01	99.44	101.91	104.50	107.13	109.78	112.52	115.32	118.21	121.16	124.19	127.33	130.48	
	Appx. Bi-wkly	7,760.80	7,955.20	8,152.80	8,360.00	8,570.40	8,782.40	9,001.60	9,225.60	9,456.80	9,692.80	9,935.20	10,186.40	10,438.40	
	Appx. Monthly	16,815.07	17,236.27	17,664.40	18,113.33	18,569.20	19,028.53	19,503.47	19,988.80	20,489.73	21,001.07	21,526.27	22,070.53	22,616.53	
	Appx. Annual	201,780.80	206,835.20	211,972.80	217,360.00	222,830.40	228,342.40	234,041.60	239,865.60	245,876.80	252,012.80	258,315.20	264,846.40	271,398.40	

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
M	Hourly	17.74													
	Appx. Bi-wkly	1,419.20													
	Appx. Monthly	3,074.93													
	Appx. Annual	36,899.20													
1M	Hourly	17.74	17.87	18.32	18.79										
	Appx. Bi-wkly	1,419.20	1,429.60	1,465.60	1,503.20										
	Appx. Monthly	3,074.93	3,097.47	3,175.47	3,256.93										
	Appx. Annual	36,899.20	37,169.60	38,105.60	39,083.20										
2M	Hourly	17.87	18.32	18.79	19.25	19.76									
	Appx. Bi-wkly	1,429.60	1,465.60	1,503.20	1,540.00	1,580.80									
	Appx. Monthly	3,097.47	3,175.47	3,256.93	3,336.67	3,425.07									
	Appx. Annual	37,169.60	38,105.60	39,083.20	40,040.00	41,100.80									
3M	Hourly	17.87	17.97	18.42	18.87	19.35	19.84	20.32	20.82	21.34					
	Appx. Bi-wkly	1,429.60	1,437.60	1,473.60	1,509.60	1,548.00	1,587.20	1,625.60	1,665.60	1,707.20					
	Appx. Monthly	3,097.47	3,114.80	3,192.80	3,270.80	3,354.00	3,438.93	3,522.13	3,608.80	3,698.93					
	Appx. Annual	37,169.60	37,377.60	38,313.60	39,249.60	40,248.00	41,267.20	42,265.60	43,305.60	44,387.20					
3M-T	Hourly	17.87	17.97	18.42	18.87	19.35	19.84	20.32	20.82						
	Appx. Bi-wkly	1,429.60	1,437.60	1,473.60	1,509.60	1,548.00	1,587.20	1,625.60	1,665.60						
	Appx. Monthly	3,097.47	3,114.80	3,192.80	3,270.80	3,354.00	3,438.93	3,522.13	3,608.80						
	Appx. Annual	37,169.60	37,377.60	38,313.60	39,249.60	40,248.00	41,267.20	42,265.60	43,305.60						
4M	Hourly	17.97	18.19	18.64	19.13	19.60	20.11	20.60	21.13	21.66	22.20	22.74	23.31		
	Appx. Bi-wkly	1,437.60	1,455.20	1,491.20	1,530.40	1,568.00	1,608.80	1,648.00	1,690.40	1,732.80	1,776.00	1,819.20	1,864.80		
	Appx. Monthly	3,114.80	3,152.93	3,230.93	3,315.87	3,397.33	3,485.73	3,570.67	3,662.53	3,754.40	3,848.00	3,941.60	4,040.40		
	Appx. Annual	37,377.60	37,835.20	38,771.20	39,790.40	40,768.00	41,828.80	42,848.00	43,950.40	45,052.80	46,176.00	47,299.20	48,484.80		
4M-T	Hourly	17.97	18.19	18.64	19.13	19.60	20.11	20.60	21.13	21.66	22.20	22.74			
	Appx. Bi-wkly	1,437.60	1,455.20	1,491.20	1,530.40	1,568.00	1,608.80	1,648.00	1,690.40	1,732.80	1,776.00	1,819.20			
	Appx. Monthly	3,114.80	3,152.93	3,230.93	3,315.87	3,397.33	3,485.73	3,570.67	3,662.53	3,754.40	3,848.00	3,941.60			
	Appx. Annual	37,377.60	37,835.20	38,771.20	39,790.40	40,768.00	41,828.80	42,848.00	43,950.40	45,052.80	46,176.00	47,299.20			
5M	Hourly	18.19	18.43	18.83	19.30	19.85	20.31	20.79	21.28	21.84	22.42	22.93	23.49	24.10	
	Appx. Bi-wkly	1,455.20	1,474.40	1,506.40	1,544.00	1,588.00	1,624.80	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	
	Appx. Monthly	3,152.93	3,194.53	3,263.87	3,345.33	3,440.67	3,520.40	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	
	Appx. Annual	37,835.20	38,334.40	39,166.40	40,144.00	41,288.00	42,244.80	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	
5M-T	Hourly	18.19	18.43	18.83	19.30	19.85	20.31	20.79	21.28	21.84	22.42	22.93	23.49		
	Appx. Bi-wkly	1,455.20	1,474.40	1,506.40	1,544.00	1,588.00	1,624.80	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20		
	Appx. Monthly	3,152.93	3,194.53	3,263.87	3,345.33	3,440.67	3,520.40	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60		
	Appx. Annual	37,835.20	38,334.40	39,166.40	40,144.00	41,288.00	42,244.80	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20		
6M	Hourly	18.43	18.83	19.30	19.85	20.31	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.72	
	Appx. Bi-wkly	1,474.40	1,506.40	1,544.00	1,588.00	1,624.80	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,977.60	
	Appx. Monthly	3,194.53	3,263.87	3,345.33	3,440.67	3,520.40	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,284.80	
	Appx. Annual	38,334.40	39,166.40	40,144.00	41,288.00	42,244.80	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,417.60	
7M	Hourly	18.77	19.18	19.66	20.18	20.64	21.19	21.67	22.23	22.79	23.33	23.94	24.50	25.13	
	Appx. Bi-wkly	1,501.60	1,534.40	1,572.80	1,614.40	1,651.20	1,695.20	1,733.60	1,778.40	1,823.20	1,866.40	1,915.20	1,960.00	2,010.40	
	Appx. Monthly	3,253.47	3,324.53	3,407.73	3,497.87	3,577.60	3,672.93	3,756.13	3,853.20	3,950.27	4,043.87	4,149.60	4,246.67	4,355.87	
	Appx. Annual	39,041.60	39,894.40	40,892.80	41,974.40	42,931.20	44,075.20	45,073.60	46,238.40	47,403.20	48,526.40	49,795.20	50,960.00	52,270.40	

Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
7M-T	Hourly	18.77	19.18	19.66	20.18	20.64	21.19	21.67	22.23	22.79	23.33	23.94	24.50		
	Appx. Bi-wkly	1,501.60	1,534.40	1,572.80	1,614.40	1,651.20	1,695.20	1,733.60	1,778.40	1,823.20	1,866.40	1,915.20	1,960.00		
	Appx. Monthly	3,253.47	3,324.53	3,407.73	3,497.87	3,577.60	3,672.93	3,756.13	3,853.20	3,950.27	4,043.87	4,149.60	4,246.67		
	Appx. Annual	39,041.60	39,894.40	40,892.80	41,974.40	42,931.20	44,075.20	45,073.60	46,238.40	47,403.20	48,526.40	49,795.20	50,960.00		
30	Hourly	18.77	18.83	19.30	19.85	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.28
	Appx. Bi-wkly	1,501.60	1,506.40	1,544.00	1,588.00	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,022.40
	Appx. Monthly	3,253.47	3,263.87	3,345.33	3,440.67	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,381.87
	Appx. Annual	39,041.60	39,166.40	40,144.00	41,288.00	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,582.40
30C	Hourly	18.83	19.18	19.66	20.18	20.64	21.19	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.73
	Appx. Bi-wkly	1,506.40	1,534.40	1,572.80	1,614.40	1,651.20	1,695.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,058.40
	Appx. Monthly	3,263.87	3,324.53	3,407.73	3,497.87	3,577.60	3,672.93	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,459.87
	Appx. Annual	39,166.40	39,894.40	40,892.80	41,974.40	42,931.20	44,075.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,518.40
30T	Hourly	18.77	18.83	19.30	19.85	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	
	Appx. Bi-wkly	1,501.60	1,506.40	1,544.00	1,588.00	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	
	Appx. Monthly	3,253.47	3,263.87	3,345.33	3,440.67	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	
	Appx. Annual	39,041.60	39,166.40	40,144.00	41,288.00	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	
31	Hourly	18.85	19.32	19.85	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91
	Appx. Bi-wkly	1,508.00	1,545.60	1,588.00	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80
	Appx. Monthly	3,267.33	3,348.80	3,440.67	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07
	Appx. Annual	39,208.00	40,185.60	41,288.00	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80
31A	Hourly	19.11	19.58	20.07	20.57	21.08	21.56	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25
	Appx. Bi-wkly	1,528.80	1,566.40	1,605.60	1,645.60	1,686.40	1,724.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00
	Appx. Monthly	3,312.40	3,393.87	3,478.80	3,565.47	3,653.87	3,737.07	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00
	Appx. Annual	39,748.80	40,726.40	41,745.60	42,785.60	43,846.40	44,844.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00
31C	Hourly	19.21	19.68	20.18	20.64	21.19	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40
	Appx. Bi-wkly	1,536.80	1,574.40	1,614.40	1,651.20	1,695.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00
	Appx. Monthly	3,329.73	3,411.20	3,497.87	3,577.60	3,672.93	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00
	Appx. Annual	39,956.80	40,934.40	41,974.40	42,931.20	44,075.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00
31T	Hourly	18.85	19.32	19.85	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	
	Appx. Bi-wkly	1,508.00	1,545.60	1,588.00	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	
	Appx. Monthly	3,267.33	3,348.80	3,440.67	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	
	Appx. Annual	39,208.00	40,185.60	41,288.00	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
32	Hourly	19.31	19.84	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.56
	Appx. Bi-wkly	1,544.80	1,587.20	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.80
	Appx. Monthly	3,347.07	3,438.93	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,603.73
	Appx. Annual	40,164.80	41,267.20	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,244.80
32A	Hourly	19.57	20.06	20.57	21.08	21.56	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.89
	Appx. Bi-wkly	1,565.60	1,604.80	1,645.60	1,686.40	1,724.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,151.20
	Appx. Monthly	3,392.13	3,477.07	3,565.47	3,653.87	3,737.07	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,660.93
	Appx. Annual	40,705.60	41,724.80	42,785.60	43,846.40	44,844.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,931.20
32C	Hourly	19.67	20.17	20.64	21.19	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.06
	Appx. Bi-wkly	1,573.60	1,613.60	1,651.20	1,695.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,164.80
	Appx. Monthly	3,409.47	3,496.13	3,577.60	3,672.93	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,690.40
	Appx. Annual	40,913.60	41,953.60	42,931.20	44,075.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,284.80
32T	Hourly	19.31	19.84	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	
	Appx. Bi-wkly	1,544.80	1,587.20	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	
	Appx. Monthly	3,347.07	3,438.93	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	
	Appx. Annual	40,164.80	41,267.20	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	
33	Hourly	19.84	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.22
	Appx. Bi-wkly	1,587.20	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,177.60
	Appx. Monthly	3,438.93	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,718.13
	Appx. Annual	41,267.20	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,617.60
33A	Hourly	20.06	20.57	21.08	21.56	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.55
	Appx. Bi-wkly	1,604.80	1,645.60	1,686.40	1,724.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,204.00
	Appx. Monthly	3,477.07	3,565.47	3,653.87	3,737.07	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,775.33
	Appx. Annual	41,724.80	42,785.60	43,846.40	44,844.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,304.00
33C	Hourly	20.17	20.64	21.19	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.70
	Appx. Bi-wkly	1,613.60	1,651.20	1,695.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,216.00
	Appx. Monthly	3,496.13	3,577.60	3,672.93	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,801.33
	Appx. Annual	41,953.60	42,931.20	44,075.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,616.00
33T	Hourly	19.84	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	
	Appx. Bi-wkly	1,587.20	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	
	Appx. Monthly	3,438.93	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	
	Appx. Annual	41,267.20	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	
34	Hourly	20.25	20.74	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.90
	Appx. Bi-wkly	1,620.00	1,659.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,232.00
	Appx. Monthly	3,510.00	3,594.93	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,836.00
	Appx. Annual	42,120.00	43,139.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,032.00
34A	Hourly	20.51	21.00	21.56	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.25
	Appx. Bi-wkly	1,640.80	1,680.00	1,724.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,260.00
	Appx. Monthly	3,555.07	3,640.00	3,737.07	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,896.67
	Appx. Annual	42,660.80	43,680.00	44,844.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,760.00

Effective 2/21/2026

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
34C	Hourly	20.60	21.14	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.37
	Appx. Bi-wkly	1,648.00	1,691.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,269.60
	Appx. Monthly	3,570.67	3,664.27	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,917.47
	Appx. Annual	42,848.00	43,971.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	59,009.60
34T	Hourly	20.25	20.74	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	
	Appx. Bi-wkly	1,620.00	1,659.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	
	Appx. Monthly	3,510.00	3,594.93	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	
	Appx. Annual	42,120.00	43,139.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	
35	Hourly	20.79	21.32	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.56
	Appx. Bi-wkly	1,663.20	1,705.60	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,284.80
	Appx. Monthly	3,603.60	3,695.47	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,950.40
	Appx. Annual	43,243.20	44,345.60	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,404.80
35A	Hourly	21.08	21.61	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.90
	Appx. Bi-wkly	1,686.40	1,728.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.00
	Appx. Monthly	3,653.87	3,745.73	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,009.33
	Appx. Annual	43,846.40	44,948.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,112.00
35C	Hourly	21.19	21.71	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.08
	Appx. Bi-wkly	1,695.20	1,736.80	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,326.40
	Appx. Monthly	3,672.93	3,763.07	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,040.53
	Appx. Annual	44,075.20	45,156.80	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,486.40
35T	Hourly	20.79	21.32	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	
	Appx. Bi-wkly	1,663.20	1,705.60	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	
	Appx. Monthly	3,603.60	3,695.47	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	
	Appx. Annual	43,243.20	44,345.60	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	
36	Hourly	21.33	21.85	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.30
	Appx. Bi-wkly	1,706.40	1,748.00	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.00
	Appx. Monthly	3,697.20	3,787.33	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,078.67
	Appx. Annual	44,366.40	45,448.00	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,944.00
36A	Hourly	21.62	22.15	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.68
	Appx. Bi-wkly	1,729.60	1,772.00	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,374.40
	Appx. Monthly	3,747.47	3,839.33	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,144.53
	Appx. Annual	44,969.60	46,072.00	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,734.40
36C	Hourly	21.72	22.24	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.82
	Appx. Bi-wkly	1,737.60	1,779.20	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,385.60
	Appx. Monthly	3,764.80	3,854.93	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,168.80
	Appx. Annual	45,177.60	46,259.20	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,025.60
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
36T	Hourly	21.33	21.85	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	
	Appx. Bi-wkly	1,706.40	1,748.00	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	
	Appx. Monthly	3,697.20	3,787.33	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	
	Appx. Annual	44,366.40	45,448.00	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	
37	Hourly	21.83	22.37	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	30.03
	Appx. Bi-wkly	1,746.40	1,789.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,402.40
	Appx. Monthly	3,783.87	3,877.47	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,205.20
	Appx. Annual	45,406.40	46,529.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,462.40
37A	Hourly	22.12	22.69	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.44
	Appx. Bi-wkly	1,769.60	1,815.20	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,435.20
	Appx. Monthly	3,834.13	3,932.93	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,276.27
	Appx. Annual	46,009.60	47,195.20	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,315.20
37C	Hourly	22.22	22.76	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.58
	Appx. Bi-wkly	1,777.60	1,820.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,446.40
	Appx. Monthly	3,851.47	3,945.07	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,300.53
	Appx. Annual	46,217.60	47,340.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,606.40
37T	Hourly	21.83	22.37	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	
	Appx. Bi-wkly	1,746.40	1,789.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	
	Appx. Monthly	3,783.87	3,877.47	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	
	Appx. Annual	45,406.40	46,529.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	
38	Hourly	22.37	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.75
	Appx. Bi-wkly	1,789.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,460.00
	Appx. Monthly	3,877.47	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,330.00
	Appx. Annual	46,529.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	63,960.00
38A	Hourly	22.69	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.14
	Appx. Bi-wkly	1,815.20	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,491.20
	Appx. Monthly	3,932.93	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,397.60
	Appx. Annual	47,195.20	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,771.20
38C	Hourly	22.76	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.28
	Appx. Bi-wkly	1,820.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,502.40
	Appx. Monthly	3,945.07	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,421.87
	Appx. Annual	47,340.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,062.40
38T	Hourly	22.37	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	
	Appx. Bi-wkly	1,789.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	
	Appx. Monthly	3,877.47	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	
	Appx. Annual	46,529.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	
39	Hourly	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.51
	Appx. Bi-wkly	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,520.80
	Appx. Monthly	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,461.73
	Appx. Annual	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,540.80

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
39A	Hourly	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.94
	Appx. Bi-wkly	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,555.20
	Appx. Monthly	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,536.27
	Appx. Annual	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,435.20
39C	Hourly	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.08
	Appx. Bi-wkly	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,566.40
	Appx. Monthly	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,560.53
	Appx. Annual	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,726.40
39T	Hourly	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	
	Appx. Bi-wkly	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	
	Appx. Monthly	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	
	Appx. Annual	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	
40	Hourly	23.44	24.05	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29
	Appx. Bi-wkly	1,875.20	1,924.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20
	Appx. Monthly	4,062.93	4,168.67	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93
	Appx. Annual	48,755.20	50,024.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20
40A	Hourly	23.77	24.36	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67
	Appx. Bi-wkly	1,901.60	1,948.80	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60
	Appx. Monthly	4,120.13	4,222.40	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80
	Appx. Annual	49,441.60	50,668.80	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60
40C	Hourly	23.90	24.46	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84
	Appx. Bi-wkly	1,912.00	1,956.80	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20
	Appx. Monthly	4,142.67	4,239.73	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27
	Appx. Annual	49,712.00	50,876.80	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20
40T	Hourly	23.44	24.05	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	
	Appx. Bi-wkly	1,875.20	1,924.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	
	Appx. Monthly	4,062.93	4,168.67	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	
	Appx. Annual	48,755.20	50,024.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	
41	Hourly	24.06	24.68	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.09
	Appx. Bi-wkly	1,924.80	1,974.40	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,647.20
	Appx. Monthly	4,170.40	4,277.87	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,735.60
	Appx. Annual	50,044.80	51,334.40	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,827.20
41A	Hourly	24.37	24.98	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.52
	Appx. Bi-wkly	1,949.60	1,998.40	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,681.60
	Appx. Monthly	4,224.13	4,329.87	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,810.13
	Appx. Annual	50,689.60	51,958.40	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,721.60
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
41C	Hourly	24.48	25.12	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.65
	Appx. Bi-wkly	1,958.40	2,009.60	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,692.00
	Appx. Monthly	4,243.20	4,354.13	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,832.67
	Appx. Annual	50,918.40	52,249.60	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,992.00
41T	Hourly	24.06	24.68	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	
	Appx. Bi-wkly	1,924.80	1,974.40	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	
	Appx. Monthly	4,170.40	4,277.87	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	
	Appx. Annual	50,044.80	51,334.40	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	
42	Hourly	24.68	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.92
	Appx. Bi-wkly	1,974.40	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,713.60
	Appx. Monthly	4,277.87	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,879.47
	Appx. Annual	51,334.40	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,553.60
42A	Hourly	24.98	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.33
	Appx. Bi-wkly	1,998.40	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,746.40
	Appx. Monthly	4,329.87	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,950.53
	Appx. Annual	51,958.40	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,406.40
42C	Hourly	25.12	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.51
	Appx. Bi-wkly	2,009.60	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,760.80
	Appx. Monthly	4,354.13	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,981.73
	Appx. Annual	52,249.60	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,780.80
42T	Hourly	24.68	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	
	Appx. Bi-wkly	1,974.40	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	
	Appx. Monthly	4,277.87	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	
	Appx. Annual	51,334.40	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	
43	Hourly	25.28	25.90	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.78
	Appx. Bi-wkly	2,022.40	2,072.00	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,782.40
	Appx. Monthly	4,381.87	4,489.33	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,028.53
	Appx. Annual	52,582.40	53,872.00	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,342.40
43A	Hourly	25.56	26.22	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.20
	Appx. Bi-wkly	2,044.80	2,097.60	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,816.00
	Appx. Monthly	4,430.40	4,544.80	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,101.33
	Appx. Annual	53,164.80	54,537.60	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,216.00
43C	Hourly	25.73	26.38	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.38
	Appx. Bi-wkly	2,058.40	2,110.40	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,830.40
	Appx. Monthly	4,459.87	4,572.53	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,132.53
	Appx. Annual	53,518.40	54,870.40	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,590.40
43T	Hourly	25.28	25.90	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	
	Appx. Bi-wkly	2,022.40	2,072.00	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	
	Appx. Monthly	4,381.87	4,489.33	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	
	Appx. Annual	52,582.40	53,872.00	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	

Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
44	Hourly	25.88	26.54	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59
	Appx. Bi-wkly	2,070.40	2,123.20	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20
	Appx. Monthly	4,485.87	4,600.27	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93
	Appx. Annual	53,830.40	55,203.20	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20
44A	Hourly	26.18	26.87	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04
	Appx. Bi-wkly	2,094.40	2,149.60	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20
	Appx. Monthly	4,537.87	4,657.47	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93
	Appx. Annual	54,454.40	55,889.60	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20
44C	Hourly	26.37	27.03	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19
	Appx. Bi-wkly	2,109.60	2,162.40	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20
	Appx. Monthly	4,570.80	4,685.20	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93
	Appx. Annual	54,849.60	56,222.40	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20
44T	Hourly	25.88	26.54	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	
	Appx. Bi-wkly	2,070.40	2,123.20	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	
	Appx. Monthly	4,485.87	4,600.27	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	
	Appx. Annual	53,830.40	55,203.20	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	
45	Hourly	26.53	27.19	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49
	Appx. Bi-wkly	2,122.40	2,175.20	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20
	Appx. Monthly	4,598.53	4,712.93	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93
	Appx. Annual	55,182.40	56,555.20	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20
45A	Hourly	26.86	27.53	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94
	Appx. Bi-wkly	2,148.80	2,202.40	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20
	Appx. Monthly	4,655.73	4,771.87	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93
	Appx. Annual	55,868.80	57,262.40	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20
45C	Hourly	27.02	27.68	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13
	Appx. Bi-wkly	2,161.60	2,214.40	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40
	Appx. Monthly	4,683.47	4,797.87	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87
	Appx. Annual	56,201.60	57,574.40	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40
45T	Hourly	26.53	27.19	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	
	Appx. Bi-wkly	2,122.40	2,175.20	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	
	Appx. Monthly	4,598.53	4,712.93	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	
	Appx. Annual	55,182.40	56,555.20	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	
46	Hourly	27.21	27.90	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.41
	Appx. Bi-wkly	2,176.80	2,232.00	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,992.80
	Appx. Monthly	4,716.40	4,836.00	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,484.40
	Appx. Annual	56,596.80	58,032.00	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,812.80
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46A	Hourly	27.54	28.25	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.87
	Appx. Bi-wkly	2,203.20	2,260.00	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,029.60
	Appx. Monthly	4,773.60	4,896.67	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,564.13
	Appx. Annual	57,283.20	58,760.00	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,769.60
46C	Hourly	27.69	28.37	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.05
	Appx. Bi-wkly	2,215.20	2,269.60	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,044.00
	Appx. Monthly	4,799.60	4,917.47	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,595.33
	Appx. Annual	57,595.20	59,009.60	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,144.00
46F	Hourly	27.69	28.37	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	
	Appx. Bi-wkly	2,215.20	2,269.60	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	
	Appx. Monthly	4,799.60	4,917.47	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	
	Appx. Annual	57,595.20	59,009.60	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	
46T	Hourly	27.21	27.90	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	
	Appx. Bi-wkly	2,176.80	2,232.00	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	
	Appx. Monthly	4,716.40	4,836.00	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	
	Appx. Annual	56,596.80	58,032.00	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	
47	Hourly	27.91	28.59	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.29
	Appx. Bi-wkly	2,232.80	2,287.20	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,063.20
	Appx. Monthly	4,837.73	4,955.60	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,636.93
	Appx. Annual	58,052.80	59,467.20	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,643.20
47A	Hourly	28.26	28.96	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.76
	Appx. Bi-wkly	2,260.80	2,316.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,100.80
	Appx. Monthly	4,898.40	5,019.73	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,718.40
	Appx. Annual	58,780.80	60,236.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,620.80
47C	Hourly	28.38	29.10	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	38.98
	Appx. Bi-wkly	2,270.40	2,328.00	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,118.40
	Appx. Monthly	4,919.20	5,044.00	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,756.53
	Appx. Annual	59,030.40	60,528.00	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,078.40
47T	Hourly	27.91	28.59	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	
	Appx. Bi-wkly	2,232.80	2,287.20	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	
	Appx. Monthly	4,837.73	4,955.60	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	
	Appx. Annual	58,052.80	59,467.20	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	
48	Hourly	28.54	29.26	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.28
	Appx. Bi-wkly	2,283.20	2,340.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,142.40
	Appx. Monthly	4,946.93	5,071.73	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,808.53
	Appx. Annual	59,363.20	60,860.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,702.40
48A	Hourly	28.86	29.62	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.77
	Appx. Bi-wkly	2,308.80	2,369.60	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,181.60
	Appx. Monthly	5,002.40	5,134.13	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,893.47
	Appx. Annual	60,028.80	61,609.60	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,721.60

Effective 2/21/2026

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
48C	Hourly	29.06	29.78	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.97
	Appx. Bi-wkly	2,324.80	2,382.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,197.60
	Appx. Monthly	5,037.07	5,161.87	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,928.13
	Appx. Annual	60,444.80	61,942.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,137.60
48F	Hourly	29.06	29.78	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	
	Appx. Bi-wkly	2,324.80	2,382.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	
	Appx. Monthly	5,037.07	5,161.87	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	
	Appx. Annual	60,444.80	61,942.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	
48T	Hourly	28.54	29.26	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	
	Appx. Bi-wkly	2,283.20	2,340.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	
	Appx. Monthly	4,946.93	5,071.73	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	
	Appx. Annual	59,363.20	60,860.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	
49	Hourly	29.29	30.00	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.20
	Appx. Bi-wkly	2,343.20	2,400.00	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,216.00
	Appx. Monthly	5,076.93	5,200.00	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,968.00
	Appx. Annual	60,923.20	62,400.00	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,616.00
49A	Hourly	29.66	30.40	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.70
	Appx. Bi-wkly	2,372.80	2,432.00	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,256.00
	Appx. Monthly	5,141.07	5,269.33	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,054.67
	Appx. Annual	61,692.80	63,232.00	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,656.00
49C	Hourly	29.80	30.54	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.92
	Appx. Bi-wkly	2,384.00	2,443.20	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,273.60
	Appx. Monthly	5,165.33	5,293.60	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,092.80
	Appx. Annual	61,984.00	63,523.20	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,113.60
49F	Hourly	29.78	30.52	31.28	32.09	32.86	33.65	34.48	35.38	36.20	37.10	38.07	38.95	39.97	
	Appx. Bi-wkly	2,382.40	2,441.60	2,502.40	2,567.20	2,628.80	2,692.00	2,758.40	2,830.40	2,896.00	2,968.00	3,045.60	3,116.00	3,197.60	
	Appx. Monthly	5,161.87	5,290.13	5,421.87	5,562.27	5,695.73	5,832.67	5,976.53	6,132.53	6,274.67	6,430.67	6,598.80	6,751.33	6,928.13	
	Appx. Annual	61,942.40	63,481.60	65,062.40	66,747.20	68,348.80	69,992.00	71,718.40	73,590.40	75,296.00	77,168.00	79,185.60	81,016.00	83,137.60	
49T	Hourly	29.29	30.00	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	
	Appx. Bi-wkly	2,343.20	2,400.00	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	
	Appx. Monthly	5,076.93	5,200.00	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	
	Appx. Annual	60,923.20	62,400.00	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	
50	Hourly	29.97	30.74	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.18
	Appx. Bi-wkly	2,397.60	2,459.20	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,294.40
	Appx. Monthly	5,194.80	5,328.27	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,137.87
	Appx. Annual	62,337.60	63,939.20	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,654.40
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
50A	Hourly	30.35	31.10	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.72
	Appx. Bi-wkly	2,428.00	2,488.00	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,337.60
	Appx. Monthly	5,260.67	5,390.67	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,231.47
	Appx. Annual	63,128.00	64,688.00	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,777.60
50C	Hourly	30.51	31.27	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.92
	Appx. Bi-wkly	2,440.80	2,501.60	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,353.60
	Appx. Monthly	5,288.40	5,420.13	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,266.13
	Appx. Annual	63,460.80	65,041.60	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,193.60
50T	Hourly	29.97	30.74	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	
	Appx. Bi-wkly	2,397.60	2,459.20	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	
	Appx. Monthly	5,194.80	5,328.27	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	
	Appx. Annual	62,337.60	63,939.20	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	
51	Hourly	30.74	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.19
	Appx. Bi-wkly	2,459.20	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,375.20
	Appx. Monthly	5,328.27	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,312.93
	Appx. Annual	63,939.20	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,755.20
51A	Hourly	31.10	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.71
	Appx. Bi-wkly	2,488.00	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,416.80
	Appx. Monthly	5,390.67	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,403.07
	Appx. Annual	64,688.00	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,836.80
51C	Hourly	31.27	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.95
	Appx. Bi-wkly	2,501.60	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,436.00
	Appx. Monthly	5,420.13	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,444.67
	Appx. Annual	65,041.60	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,336.00
51T	Hourly	30.74	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	
	Appx. Bi-wkly	2,459.20	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	
	Appx. Monthly	5,328.27	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	
	Appx. Annual	63,939.20	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	
52	Hourly	31.47	32.27	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.26
	Appx. Bi-wkly	2,517.60	2,581.60	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.80
	Appx. Monthly	5,454.80	5,593.47	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,498.40
	Appx. Annual	65,457.60	67,121.60	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,980.80
52A	Hourly	31.88	32.66	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.84
	Appx. Bi-wkly	2,550.40	2,612.80	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,507.20
	Appx. Monthly	5,525.87	5,661.07	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,598.93
	Appx. Annual	66,310.40	67,932.80	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,187.20

Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
52C	Hourly	32.04	32.83	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.03
	Appx. Bi-wkly	2,563.20	2,626.40	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,522.40
	Appx. Monthly	5,553.60	5,690.53	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,631.87
	Appx. Annual	66,643.20	68,286.40	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,582.40
52T	Hourly	31.47	32.27	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	
	Appx. Bi-wkly	2,517.60	2,581.60	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	
	Appx. Monthly	5,454.80	5,593.47	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	
	Appx. Annual	65,457.60	67,121.60	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	
53	Hourly	32.30	33.10	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.39
	Appx. Bi-wkly	2,584.00	2,648.00	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,551.20
	Appx. Monthly	5,598.67	5,737.33	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,694.27
	Appx. Annual	67,184.00	68,848.00	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,331.20
53A	Hourly	32.69	33.53	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.89
	Appx. Bi-wkly	2,615.20	2,682.40	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,591.20
	Appx. Monthly	5,666.27	5,811.87	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,780.93
	Appx. Annual	67,995.20	69,742.40	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,371.20
53C	Hourly	32.86	33.66	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.16
	Appx. Bi-wkly	2,628.80	2,692.80	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,612.80
	Appx. Monthly	5,695.73	5,834.40	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,827.73
	Appx. Annual	68,348.80	70,012.80	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,932.80
53T	Hourly	32.30	33.10	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	
	Appx. Bi-wkly	2,584.00	2,648.00	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	
	Appx. Monthly	5,598.67	5,737.33	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	
	Appx. Annual	67,184.00	68,848.00	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	
54	Hourly	33.04	33.90	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.43
	Appx. Bi-wkly	2,643.20	2,712.00	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,634.40
	Appx. Monthly	5,726.93	5,876.00	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,874.53
	Appx. Annual	68,723.20	70,512.00	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,494.40
54A	Hourly	33.46	34.31	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.02
	Appx. Bi-wkly	2,676.80	2,744.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,681.60
	Appx. Monthly	5,799.73	5,947.07	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,976.80
	Appx. Annual	69,596.80	71,364.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,721.60
54C	Hourly	33.62	34.46	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.22
	Appx. Bi-wkly	2,689.60	2,756.80	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,697.60
	Appx. Monthly	5,827.47	5,973.07	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,011.47
	Appx. Annual	69,929.60	71,676.80	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,137.60
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
54T	Hourly	33.04	33.90	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	
	Appx. Bi-wkly	2,643.20	2,712.00	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	
	Appx. Monthly	5,726.93	5,876.00	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	
	Appx. Annual	68,723.20	70,512.00	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	
55	Hourly	33.90	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.59
	Appx. Bi-wkly	2,712.00	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,727.20
	Appx. Monthly	5,876.00	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,075.60
	Appx. Annual	70,512.00	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,907.20
55A	Hourly	34.31	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.14
	Appx. Bi-wkly	2,744.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,771.20
	Appx. Monthly	5,947.07	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,170.93
	Appx. Annual	71,364.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,051.20
55C	Hourly	34.46	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.40
	Appx. Bi-wkly	2,756.80	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,792.00
	Appx. Monthly	5,973.07	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,216.00
	Appx. Annual	71,676.80	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,592.00
55T	Hourly	33.90	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	
	Appx. Bi-wkly	2,712.00	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	
	Appx. Monthly	5,876.00	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	
	Appx. Annual	70,512.00	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	
56	Hourly	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.73
	Appx. Bi-wkly	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,818.40
	Appx. Monthly	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,273.20
	Appx. Annual	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,278.40
56A	Hourly	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.34
	Appx. Bi-wkly	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,867.20
	Appx. Monthly	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,378.93
	Appx. Annual	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,547.20
56C	Hourly	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.56
	Appx. Bi-wkly	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,884.80
	Appx. Monthly	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,417.07
	Appx. Annual	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	101,004.80
56T	Hourly	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	
	Appx. Bi-wkly	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	
	Appx. Monthly	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	
	Appx. Annual	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
57	Hourly	35.57	36.44	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.88
	Appx. Bi-wkly	2,845.60	2,915.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,910.40
	Appx. Monthly	6,165.47	6,316.27	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,472.53
	Appx. Annual	73,985.60	75,795.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,670.40
57A	Hourly	36.02	36.89	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.52
	Appx. Bi-wkly	2,881.60	2,951.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,961.60
	Appx. Monthly	6,243.47	6,394.27	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,583.47
	Appx. Annual	74,921.60	76,731.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,001.60
57C	Hourly	36.17	37.09	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.77
	Appx. Bi-wkly	2,893.60	2,967.20	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,981.60
	Appx. Monthly	6,269.47	6,428.93	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,626.80
	Appx. Annual	75,233.60	77,147.20	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,521.60
57T	Hourly	35.57	36.44	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	
	Appx. Bi-wkly	2,845.60	2,915.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	
	Appx. Monthly	6,165.47	6,316.27	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	
	Appx. Annual	73,985.60	75,795.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	
58	Hourly	36.47	37.40	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.13
	Appx. Bi-wkly	2,917.60	2,992.00	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,010.40
	Appx. Monthly	6,321.47	6,482.67	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,689.20
	Appx. Annual	75,857.60	77,792.00	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,270.40
58A	Hourly	36.92	37.86	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.78
	Appx. Bi-wkly	2,953.60	3,028.80	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,062.40
	Appx. Monthly	6,399.47	6,562.40	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,801.87
	Appx. Annual	76,793.60	78,748.80	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,622.40
58C	Hourly	37.12	38.03	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.03
	Appx. Bi-wkly	2,969.60	3,042.40	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,082.40
	Appx. Monthly	6,434.13	6,591.87	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,845.20
	Appx. Annual	77,209.60	79,102.40	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,142.40
58T	Hourly	36.47	37.40	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	
	Appx. Bi-wkly	2,917.60	2,992.00	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	
	Appx. Monthly	6,321.47	6,482.67	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	
	Appx. Annual	75,857.60	77,792.00	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	
59	Hourly	37.36	38.24	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.35
	Appx. Bi-wkly	2,988.80	3,059.20	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,108.00
	Appx. Monthly	6,475.73	6,628.27	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,900.67
	Appx. Annual	77,708.80	79,539.20	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,808.00
59A	Hourly	37.82	38.75	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.74	51.99
	Appx. Bi-wkly	3,025.60	3,100.00	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,159.20
	Appx. Monthly	6,555.47	6,716.67	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,011.60
	Appx. Annual	78,665.60	80,600.00	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,139.20
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
59C	Hourly	37.98	38.96	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.28
	Appx. Bi-wkly	3,038.40	3,116.80	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,182.40
	Appx. Monthly	6,583.20	6,753.07	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,061.87
	Appx. Annual	78,998.40	81,036.80	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,742.40
59T	Hourly	37.36	38.24	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	
	Appx. Bi-wkly	2,988.80	3,059.20	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	
	Appx. Monthly	6,475.73	6,628.27	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	
	Appx. Annual	77,708.80	79,539.20	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	
60	Hourly	38.23	39.20	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.69
	Appx. Bi-wkly	3,058.40	3,136.00	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,215.20
	Appx. Monthly	6,626.53	6,794.67	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,132.93
	Appx. Annual	79,518.40	81,536.00	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,595.20
60A	Hourly	38.74	39.70	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.34
	Appx. Bi-wkly	3,099.20	3,176.00	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,267.20
	Appx. Monthly	6,714.93	6,881.33	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,245.60
	Appx. Annual	80,579.20	82,576.00	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,947.20
60C	Hourly	38.93	39.92	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.62
	Appx. Bi-wkly	3,114.40	3,193.60	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,289.60
	Appx. Monthly	6,747.87	6,919.47	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,294.13
	Appx. Annual	80,974.40	83,033.60	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,529.60
60T	Hourly	38.23	39.20	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	
	Appx. Bi-wkly	3,058.40	3,136.00	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	
	Appx. Monthly	6,626.53	6,794.67	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	
	Appx. Annual	79,518.40	81,536.00	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	
61	Hourly	39.18	40.17	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.95
	Appx. Bi-wkly	3,134.40	3,213.60	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,316.00
	Appx. Monthly	6,791.20	6,962.80	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,351.33
	Appx. Annual	81,494.40	83,553.60	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,216.00
61A	Hourly	39.68	40.65	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.65
	Appx. Bi-wkly	3,174.40	3,252.00	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,372.00
	Appx. Monthly	6,877.87	7,046.00	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,472.67
	Appx. Annual	82,534.40	84,552.00	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,672.00
61C	Hourly	39.89	40.89	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.87
	Appx. Bi-wkly	3,191.20	3,271.20	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,389.60
	Appx. Monthly	6,914.27	7,087.60	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,510.80
	Appx. Annual	82,971.20	85,051.20	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,129.60

Effective 2/21/2026

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
61T	Hourly	39.18	40.17	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	
	Appx. Bi-wkly	3,134.40	3,213.60	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	
	Appx. Monthly	6,791.20	6,962.80	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	
	Appx. Annual	81,494.40	83,553.60	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	
62	Hourly	40.18	41.17	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.32
	Appx. Bi-wkly	3,214.40	3,293.60	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,425.60
	Appx. Monthly	6,964.53	7,136.13	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,588.80
	Appx. Annual	83,574.40	85,633.60	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	115,065.60
62A	Hourly	40.66	41.70	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.69	56.02
	Appx. Bi-wkly	3,252.80	3,336.00	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,481.60
	Appx. Monthly	7,047.73	7,228.00	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,710.13
	Appx. Annual	84,572.80	86,736.00	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,521.60
62C	Hourly	40.90	41.88	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.30
	Appx. Bi-wkly	3,272.00	3,350.40	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,504.00
	Appx. Monthly	7,089.33	7,259.20	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,758.67
	Appx. Annual	85,072.00	87,110.40	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,104.00
62T	Hourly	40.18	41.17	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	
	Appx. Bi-wkly	3,214.40	3,293.60	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	
	Appx. Monthly	6,964.53	7,136.13	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	
	Appx. Annual	83,574.40	85,633.60	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	
63	Hourly	41.16	42.19	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.66
	Appx. Bi-wkly	3,292.80	3,375.20	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,532.80
	Appx. Monthly	7,134.40	7,312.93	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,821.07
	Appx. Annual	85,612.80	87,755.20	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,852.80
63A	Hourly	41.69	42.71	43.82	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.36
	Appx. Bi-wkly	3,335.20	3,416.80	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,588.80
	Appx. Monthly	7,226.27	7,403.07	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,942.40
	Appx. Annual	86,715.20	88,836.80	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,308.80
63C	Hourly	41.87	42.95	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.69
	Appx. Bi-wkly	3,349.60	3,436.00	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,615.20
	Appx. Monthly	7,257.47	7,444.67	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,999.60
	Appx. Annual	87,089.60	89,336.00	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,995.20
63T	Hourly	41.16	42.19	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	
	Appx. Bi-wkly	3,292.80	3,375.20	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	
	Appx. Monthly	7,134.40	7,312.93	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	
	Appx. Annual	85,612.80	87,755.20	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	
64	Hourly	42.18	43.24	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.00
	Appx. Bi-wkly	3,374.40	3,459.20	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,640.00
	Appx. Monthly	7,311.20	7,494.93	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,053.33
	Appx. Annual	87,734.40	89,939.20	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,640.00
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
64A	Hourly	42.70	43.81	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.73
	Appx. Bi-wkly	3,416.00	3,504.80	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,698.40
	Appx. Monthly	7,401.33	7,593.73	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,179.87
	Appx. Annual	88,816.00	91,124.80	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,158.40
64C	Hourly	42.93	44.00	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.03
	Appx. Bi-wkly	3,434.40	3,520.00	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,722.40
	Appx. Monthly	7,441.20	7,626.67	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,231.87
	Appx. Annual	89,294.40	91,520.00	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,782.40
64T	Hourly	42.18	43.24	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	
	Appx. Bi-wkly	3,374.40	3,459.20	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	
	Appx. Monthly	7,311.20	7,494.93	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	
	Appx. Annual	87,734.40	89,939.20	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	
65	Hourly	43.23	44.34	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50
	Appx. Bi-wkly	3,458.40	3,547.20	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00
	Appx. Monthly	7,493.20	7,685.60	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33
	Appx. Annual	89,918.40	92,227.20	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00
65A	Hourly	43.80	44.87	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28
	Appx. Bi-wkly	3,504.00	3,589.60	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40
	Appx. Monthly	7,592.00	7,777.47	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53
	Appx. Annual	91,104.00	93,329.60	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40
65C	Hourly	43.99	45.12	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54
	Appx. Bi-wkly	3,519.20	3,609.60	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20
	Appx. Monthly	7,624.93	7,820.80	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60
	Appx. Annual	91,499.20	93,849.60	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20
65T	Hourly	43.23	44.34	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	
	Appx. Bi-wkly	3,458.40	3,547.20	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	
	Appx. Monthly	7,493.20	7,685.60	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	
	Appx. Annual	89,918.40	92,227.20	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	
66	Hourly	44.32	45.41	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	61.01
	Appx. Bi-wkly	3,545.60	3,632.80	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,880.80
	Appx. Monthly	7,682.13	7,871.07	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,575.07
	Appx. Annual	92,185.60	94,452.80	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,900.80
66A	Hourly	44.85	46.00	47.13	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.77
	Appx. Bi-wkly	3,588.00	3,680.00	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,941.60
	Appx. Monthly	7,774.00	7,973.33	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,706.80
	Appx. Annual	93,288.00	95,680.00	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,481.60

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
66C	Hourly	45.11	46.20	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.09
	Appx. Bi-wkly	3,608.80	3,696.00	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,967.20
	Appx. Monthly	7,819.07	8,008.00	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,762.27
	Appx. Annual	93,828.80	96,096.00	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,147.20
66T	Hourly	44.32	45.41	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	
	Appx. Bi-wkly	3,545.60	3,632.80	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	
	Appx. Monthly	7,682.13	7,871.07	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	
	Appx. Annual	92,185.60	94,452.80	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	
67	Hourly	45.39	46.56	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.51
	Appx. Bi-wkly	3,631.20	3,724.80	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,000.80
	Appx. Monthly	7,867.60	8,070.40	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,835.07
	Appx. Annual	94,411.20	96,844.80	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,020.80
67A	Hourly	45.98	47.11	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.29
	Appx. Bi-wkly	3,678.40	3,768.80	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,063.20
	Appx. Monthly	7,969.87	8,165.73	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,970.27
	Appx. Annual	95,638.40	97,988.80	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,643.20
67C	Hourly	46.17	47.37	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.60
	Appx. Bi-wkly	3,693.60	3,789.60	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.00
	Appx. Monthly	8,002.80	8,210.80	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,024.00
	Appx. Annual	96,033.60	98,529.60	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,288.00
67T	Hourly	45.39	46.56	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	
	Appx. Bi-wkly	3,631.20	3,724.80	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	
	Appx. Monthly	7,867.60	8,070.40	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	
	Appx. Annual	94,411.20	96,844.80	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	
68	Hourly	46.58	47.73	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.08
	Appx. Bi-wkly	3,726.40	3,818.40	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,126.40
	Appx. Monthly	8,073.87	8,273.20	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,107.20
	Appx. Annual	96,886.40	99,278.40	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,286.40
68A	Hourly	47.13	48.34	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.90
	Appx. Bi-wkly	3,770.40	3,867.20	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.00
	Appx. Monthly	8,169.20	8,378.93	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,249.33
	Appx. Annual	98,030.40	100,547.20	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	134,992.00
68C	Hourly	47.39	48.56	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.20
	Appx. Bi-wkly	3,791.20	3,884.80	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.00
	Appx. Monthly	8,214.27	8,417.07	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,301.33
	Appx. Annual	98,571.20	101,004.80	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,616.00
68T	Hourly	46.58	47.73	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	
	Appx. Bi-wkly	3,726.40	3,818.40	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	
	Appx. Monthly	8,073.87	8,273.20	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	
	Appx. Annual	96,886.40	99,278.40	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
69	Hourly	47.69	48.87	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.71
	Appx. Bi-wkly	3,815.20	3,909.60	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,256.80
	Appx. Monthly	8,266.27	8,470.80	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,389.73
	Appx. Annual	99,195.20	101,649.60	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,676.80
69A	Hourly	48.31	49.51	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.51
	Appx. Bi-wkly	3,864.80	3,960.80	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,320.80
	Appx. Monthly	8,373.73	8,581.73	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,528.40
	Appx. Annual	100,484.80	102,980.80	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,340.80
69C	Hourly	48.52	49.75	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.86
	Appx. Bi-wkly	3,881.60	3,980.00	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,348.80
	Appx. Monthly	8,410.13	8,623.33	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,589.07
	Appx. Annual	100,921.60	103,480.00	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,068.80
69T	Hourly	47.69	48.87	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	
	Appx. Bi-wkly	3,815.20	3,909.60	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	
	Appx. Monthly	8,266.27	8,470.80	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	
	Appx. Annual	99,195.20	101,649.60	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	
70	Hourly	48.90	50.13	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.39
	Appx. Bi-wkly	3,912.00	4,010.40	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,391.20
	Appx. Monthly	8,476.00	8,689.20	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,680.93
	Appx. Annual	101,712.00	104,270.40	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,171.20
70A	Hourly	49.54	50.78	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.22
	Appx. Bi-wkly	3,963.20	4,062.40	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,457.60
	Appx. Monthly	8,586.93	8,801.87	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,824.80
	Appx. Annual	103,043.20	105,622.40	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,897.60
70C	Hourly	49.79	51.03	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.58
	Appx. Bi-wkly	3,983.20	4,082.40	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,486.40
	Appx. Monthly	8,630.27	8,845.20	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,887.20
	Appx. Annual	103,563.20	106,142.40	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,646.40
70T	Hourly	48.90	50.13	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	
	Appx. Bi-wkly	3,912.00	4,010.40	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	
	Appx. Monthly	8,476.00	8,689.20	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	
	Appx. Annual	101,712.00	104,270.40	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	
71	Hourly	50.09	51.34	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02
	Appx. Bi-wkly	4,007.20	4,107.20	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60
	Appx. Monthly	8,682.27	8,898.93	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47
	Appx. Annual	104,187.20	106,787.20	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60

Effective 2/21/2026

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
71A	Hourly	50.73	51.98	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89
	Appx. Bi-wkly	4,058.40	4,158.40	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20
	Appx. Monthly	8,793.20	9,009.87	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27
	Appx. Annual	105,518.40	108,118.40	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20
71C	Hourly	50.99	52.26	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22
	Appx. Bi-wkly	4,079.20	4,180.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60
	Appx. Monthly	8,838.27	9,058.40	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47
	Appx. Annual	106,059.20	108,700.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60
71T	Hourly	50.09	51.34	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	
	Appx. Bi-wkly	4,007.20	4,107.20	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	
	Appx. Monthly	8,682.27	8,898.93	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	
	Appx. Annual	104,187.20	106,787.20	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	
72	Hourly	51.36	52.66	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.75
	Appx. Bi-wkly	4,108.80	4,212.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,660.00
	Appx. Monthly	8,902.40	9,127.73	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,263.33
	Appx. Annual	106,828.80	109,532.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,160.00
72A	Hourly	52.02	53.32	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.64
	Appx. Bi-wkly	4,161.60	4,265.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,731.20
	Appx. Monthly	9,016.80	9,242.13	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,417.60
	Appx. Annual	108,201.60	110,905.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	149,011.20
72C	Hourly	52.29	53.60	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.99
	Appx. Bi-wkly	4,183.20	4,288.00	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,759.20
	Appx. Monthly	9,063.60	9,290.67	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,478.27
	Appx. Annual	108,763.20	111,488.00	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,739.20
72T	Hourly	51.36	52.66	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	
	Appx. Bi-wkly	4,108.80	4,212.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	
	Appx. Monthly	8,902.40	9,127.73	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	
	Appx. Annual	106,828.80	109,532.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	
73	Hourly	52.60	53.94	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.50
	Appx. Bi-wkly	4,208.00	4,315.20	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,800.00
	Appx. Monthly	9,117.33	9,349.60	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,566.67
	Appx. Annual	109,408.00	112,195.20	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,800.00
73A	Hourly	53.26	54.61	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.42
	Appx. Bi-wkly	4,260.80	4,368.80	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,873.60
	Appx. Monthly	9,231.73	9,465.73	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,726.13
	Appx. Annual	110,780.80	113,588.80	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,713.60
73C	Hourly	53.53	54.86	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.77
	Appx. Bi-wkly	4,282.40	4,388.80	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,901.60
	Appx. Monthly	9,278.53	9,509.07	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,786.80
	Appx. Annual	111,342.40	114,108.80	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,441.60
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
73T	Hourly	52.60	53.94	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	
	Appx. Bi-wkly	4,208.00	4,315.20	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	
	Appx. Monthly	9,117.33	9,349.60	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	
	Appx. Annual	109,408.00	112,195.20	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	
74	Hourly	53.88	55.22	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.27
	Appx. Bi-wkly	4,310.40	4,417.60	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,941.60
	Appx. Monthly	9,339.20	9,571.47	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,873.47
	Appx. Annual	112,070.40	114,857.60	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,481.60
74A	Hourly	54.54	55.90	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.20
	Appx. Bi-wkly	4,363.20	4,472.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,016.00
	Appx. Monthly	9,453.60	9,689.33	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,034.67
	Appx. Annual	113,443.20	116,272.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,416.00
74C	Hourly	54.82	56.21	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.59
	Appx. Bi-wkly	4,385.60	4,496.80	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,047.20
	Appx. Monthly	9,502.13	9,743.07	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,102.27
	Appx. Annual	114,025.60	116,916.80	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,227.20
74T	Hourly	53.88	55.22	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	
	Appx. Bi-wkly	4,310.40	4,417.60	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	
	Appx. Monthly	9,339.20	9,571.47	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	
	Appx. Annual	112,070.40	114,857.60	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	
75	Hourly	55.26	56.66	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.14
	Appx. Bi-wkly	4,420.80	4,532.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,091.20
	Appx. Monthly	9,578.40	9,821.07	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,197.60
	Appx. Annual	114,940.80	117,852.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,371.20
75A	Hourly	55.95	57.36	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.11
	Appx. Bi-wkly	4,476.00	4,588.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,168.80
	Appx. Monthly	9,698.00	9,942.40	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,365.73
	Appx. Annual	116,376.00	119,308.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,388.80
75C	Hourly	56.25	57.69	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.48
	Appx. Bi-wkly	4,500.00	4,615.20	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,198.40
	Appx. Monthly	9,750.00	9,999.60	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,429.87
	Appx. Annual	117,000.00	119,995.20	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,158.40
75T	Hourly	55.26	56.66	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	
	Appx. Bi-wkly	4,420.80	4,532.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	
	Appx. Monthly	9,578.40	9,821.07	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	
	Appx. Annual	114,940.80	117,852.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	

Effective 2/21/2026

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
76	Hourly	56.66	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.05
	Appx. Bi-wkly	4,532.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,244.00
	Appx. Monthly	9,821.07	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,528.67
	Appx. Annual	117,852.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,344.00
76A	Hourly	57.36	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.06
	Appx. Bi-wkly	4,588.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,324.80
	Appx. Monthly	9,942.40	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,703.73
	Appx. Annual	119,308.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,444.80
76C	Hourly	57.69	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.46
	Appx. Bi-wkly	4,615.20	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,356.80
	Appx. Monthly	9,999.60	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,773.07
	Appx. Annual	119,995.20	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,276.80
76T	Hourly	56.66	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	
	Appx. Bi-wkly	4,532.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	
	Appx. Monthly	9,821.07	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	
	Appx. Annual	117,852.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	
77	Hourly	58.02	59.48	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.05
	Appx. Bi-wkly	4,641.60	4,758.40	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,404.00
	Appx. Monthly	10,056.80	10,309.87	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,875.33
	Appx. Annual	120,681.60	123,718.40	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,504.00
77A	Hourly	58.76	60.22	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.06
	Appx. Bi-wkly	4,700.80	4,817.60	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,484.80
	Appx. Monthly	10,185.07	10,438.13	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,050.40
	Appx. Annual	122,220.80	125,257.60	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,604.80
77C	Hourly	59.07	60.52	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.46
	Appx. Bi-wkly	4,725.60	4,841.60	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,516.80
	Appx. Monthly	10,238.80	10,490.13	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,119.73
	Appx. Annual	122,865.60	125,881.60	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,436.80
77T	Hourly	58.02	59.48	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	
	Appx. Bi-wkly	4,641.60	4,758.40	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	
	Appx. Monthly	10,056.80	10,309.87	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	
	Appx. Annual	120,681.60	123,718.40	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	
78	Hourly	59.49	60.99	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.01
	Appx. Bi-wkly	4,759.20	4,879.20	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,560.80
	Appx. Monthly	10,311.60	10,571.60	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,215.07
	Appx. Annual	123,739.20	126,859.20	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,580.80
78A	Hourly	60.24	61.76	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.06
	Appx. Bi-wkly	4,819.20	4,940.80	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,644.80
	Appx. Monthly	10,441.60	10,705.07	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,397.07
	Appx. Annual	125,299.20	128,460.80	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,764.80
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
78C	Hourly	60.53	62.05	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.45
	Appx. Bi-wkly	4,842.40	4,964.00	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,676.00
	Appx. Monthly	10,491.87	10,755.33	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,464.67
	Appx. Annual	125,902.40	129,064.00	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,576.00
78T	Hourly	59.49	60.99	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	
	Appx. Bi-wkly	4,759.20	4,879.20	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	
	Appx. Monthly	10,311.60	10,571.60	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	
	Appx. Annual	123,739.20	126,859.20	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	
79	Hourly	61.01	62.54	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09
	Appx. Bi-wkly	4,880.80	5,003.20	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20
	Appx. Monthly	10,575.07	10,840.27	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60
	Appx. Annual	126,900.80	130,083.20	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20
79A	Hourly	61.77	63.32	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14
	Appx. Bi-wkly	4,941.60	5,065.60	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20
	Appx. Monthly	10,706.80	10,975.47	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60
	Appx. Annual	128,481.60	131,705.60	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20
79C	Hourly	62.09	63.64	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58
	Appx. Bi-wkly	4,967.20	5,091.20	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40
	Appx. Monthly	10,762.27	11,030.93	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87
	Appx. Annual	129,147.20	132,371.20	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40
79T	Hourly	61.01	62.54	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	
	Appx. Bi-wkly	4,880.80	5,003.20	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	
	Appx. Monthly	10,575.07	10,840.27	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	
	Appx. Annual	126,900.80	130,083.20	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	
80	Hourly	62.58	64.13	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.19
	Appx. Bi-wkly	5,006.40	5,130.40	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,895.20
	Appx. Monthly	10,847.20	11,115.87	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,939.60
	Appx. Annual	130,166.40	133,390.40	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,275.20
80A	Hourly	63.37	64.94	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.26
	Appx. Bi-wkly	5,069.60	5,195.20	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,980.80
	Appx. Monthly	10,984.13	11,256.27	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,125.07
	Appx. Annual	131,809.60	135,075.20	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,500.80
80C	Hourly	63.66	65.26	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.69
	Appx. Bi-wkly	5,092.80	5,220.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,015.20
	Appx. Monthly	11,034.40	11,311.73	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,199.60
	Appx. Annual	132,412.80	135,740.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,395.20

Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**
80T	Hourly	62.58	64.13	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	
	Appx. Bi-wkly	5,006.40	5,130.40	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	
	Appx. Monthly	10,847.20	11,115.87	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	
	Appx. Annual	130,166.40	133,390.40	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	
81	Hourly	64.08	65.70	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34
	Appx. Bi-wkly	5,126.40	5,256.00	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20
	Appx. Monthly	11,107.20	11,388.00	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27
	Appx. Annual	133,286.40	136,656.00	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20
81A	Hourly	64.90	66.50	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43
	Appx. Bi-wkly	5,192.00	5,320.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40
	Appx. Monthly	11,249.33	11,526.67	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20
	Appx. Annual	134,992.00	138,320.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40
81C	Hourly	65.20	66.85	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89
	Appx. Bi-wkly	5,216.00	5,348.00	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20
	Appx. Monthly	11,301.33	11,587.33	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93
	Appx. Annual	135,616.00	139,048.00	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20
81T	Hourly	64.08	65.70	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	
	Appx. Bi-wkly	5,126.40	5,256.00	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	
	Appx. Monthly	11,107.20	11,388.00	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	
	Appx. Annual	133,286.40	136,656.00	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	
82	Hourly	65.70	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.56
	Appx. Bi-wkly	5,256.00	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,244.80
	Appx. Monthly	11,388.00	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,697.07
	Appx. Annual	136,656.00	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,364.80
82A	Hourly	66.50	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.67
	Appx. Bi-wkly	5,320.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,333.60
	Appx. Monthly	11,526.67	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,889.47
	Appx. Annual	138,320.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,673.60
82C	Hourly	66.85	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.15
	Appx. Bi-wkly	5,348.00	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.00
	Appx. Monthly	11,587.33	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,972.67
	Appx. Annual	139,048.00	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,672.00
82T	Hourly	65.70	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	
	Appx. Bi-wkly	5,256.00	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	
	Appx. Monthly	11,388.00	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	
	Appx. Annual	136,656.00	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	
83	Hourly	67.33	69.01	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.81
	Appx. Bi-wkly	5,386.40	5,520.80	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.80
	Appx. Monthly	11,670.53	11,961.73	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,087.07
	Appx. Annual	140,046.40	143,540.80	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,044.80
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
83A	Hourly	68.17	69.88	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.98
	Appx. Bi-wkly	5,453.60	5,590.40	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,518.40
	Appx. Monthly	11,816.13	12,112.53	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,289.87
	Appx. Annual	141,793.60	145,350.40	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,478.40
83C	Hourly	68.53	70.18	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.46
	Appx. Bi-wkly	5,482.40	5,614.40	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.80
	Appx. Monthly	11,878.53	12,164.53	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,373.07
	Appx. Annual	142,542.40	145,974.40	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,476.80
83T	Hourly	67.33	69.01	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	
	Appx. Bi-wkly	5,386.40	5,520.80	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	
	Appx. Monthly	11,670.53	11,961.73	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	
	Appx. Annual	140,046.40	143,540.80	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	
84	Hourly	68.97	70.70	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.15
	Appx. Bi-wkly	5,517.60	5,656.00	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,612.00
	Appx. Monthly	11,954.80	12,254.67	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,492.67
	Appx. Annual	143,457.60	147,056.00	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,912.00
84A	Hourly	69.81	71.60	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.35
	Appx. Bi-wkly	5,584.80	5,728.00	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,708.00
	Appx. Monthly	12,100.40	12,410.67	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,700.67
	Appx. Annual	145,204.80	148,928.00	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,408.00
84C	Hourly	70.16	71.91	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.80
	Appx. Bi-wkly	5,612.80	5,752.80	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,744.00
	Appx. Monthly	12,161.07	12,464.40	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,778.67
	Appx. Annual	145,932.80	149,572.80	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,344.00
84T	Hourly	68.97	70.70	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	
	Appx. Bi-wkly	5,517.60	5,656.00	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	
	Appx. Monthly	11,954.80	12,254.67	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	
	Appx. Annual	143,457.60	147,056.00	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	
85	Hourly	70.73	72.49	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.50
	Appx. Bi-wkly	5,658.40	5,799.20	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,800.00
	Appx. Monthly	12,259.87	12,564.93	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,900.00
	Appx. Annual	147,118.40	150,779.20	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,800.00
85A	Hourly	71.62	73.41	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.73
	Appx. Bi-wkly	5,729.60	5,872.80	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,898.40
	Appx. Monthly	12,414.13	12,724.40	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,113.20
	Appx. Annual	148,969.60	152,692.80	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,358.40

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
85C	Hourly	71.94	73.74	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.24
	Appx. Bi-wkly	5,755.20	5,899.20	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,939.20
	Appx. Monthly	12,469.60	12,781.60	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,201.60
	Appx. Annual	149,635.20	153,379.20	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,419.20
85T	Hourly	70.73	72.49	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	
	Appx. Bi-wkly	5,658.40	5,799.20	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	
	Appx. Monthly	12,259.87	12,564.93	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	
	Appx. Annual	147,118.40	150,779.20	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	
86	Hourly	72.50	74.29	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.92
	Appx. Bi-wkly	5,800.00	5,943.20	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,993.60
	Appx. Monthly	12,566.67	12,876.93	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,319.47
	Appx. Annual	150,800.00	154,523.20	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,833.60
86A	Hourly	73.42	75.23	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.17
	Appx. Bi-wkly	5,873.60	6,018.40	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,093.60
	Appx. Monthly	12,726.13	13,039.87	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,536.13
	Appx. Annual	152,713.60	156,478.40	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,433.60
86C	Hourly	73.77	75.62	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.71
	Appx. Bi-wkly	5,901.60	6,049.60	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,136.80
	Appx. Monthly	12,786.80	13,107.47	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,629.73
	Appx. Annual	153,441.60	157,289.60	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,556.80
86T	Hourly	72.50	74.29	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	
	Appx. Bi-wkly	5,800.00	5,943.20	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	
	Appx. Monthly	12,566.67	12,876.93	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	
	Appx. Annual	150,800.00	154,523.20	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	
87	Hourly	74.34	76.17	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45
	Appx. Bi-wkly	5,947.20	6,093.60	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00
	Appx. Monthly	12,885.60	13,202.80	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00
	Appx. Annual	154,627.20	158,433.60	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00
87A	Hourly	75.25	77.15	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74
	Appx. Bi-wkly	6,020.00	6,172.00	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20
	Appx. Monthly	13,043.33	13,372.67	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60
	Appx. Annual	156,520.00	160,472.00	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20
87C	Hourly	75.64	77.53	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26
	Appx. Bi-wkly	6,051.20	6,202.40	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80
	Appx. Monthly	13,110.93	13,438.53	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73
	Appx. Annual	157,331.20	161,262.40	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80
87T	Hourly	74.34	76.17	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	
	Appx. Bi-wkly	5,947.20	6,093.60	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	
	Appx. Monthly	12,885.60	13,202.80	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	
	Appx. Annual	154,627.20	158,433.60	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
88	Hourly	76.15	78.05	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	105.00
	Appx. Bi-wkly	6,092.00	6,244.00	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,400.00
	Appx. Monthly	13,199.33	13,528.67	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,200.00
	Appx. Annual	158,392.00	162,344.00	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,400.00
88A	Hourly	77.12	79.06	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.35
	Appx. Bi-wkly	6,169.60	6,324.80	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,508.00
	Appx. Monthly	13,367.47	13,703.73	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,434.00
	Appx. Annual	160,409.60	164,444.80	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,208.00
88C	Hourly	77.49	79.46	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.87
	Appx. Bi-wkly	6,199.20	6,356.80	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,549.60
	Appx. Monthly	13,431.60	13,773.07	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,524.13
	Appx. Annual	161,179.20	165,276.80	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,289.60
88T	Hourly	76.15	78.05	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	
	Appx. Bi-wkly	6,092.00	6,244.00	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	
	Appx. Monthly	13,199.33	13,528.67	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	
	Appx. Annual	158,392.00	162,344.00	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	
89	Hourly	78.07	80.05	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.60
	Appx. Bi-wkly	6,245.60	6,404.00	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,608.00
	Appx. Monthly	13,532.13	13,875.33	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,650.67
	Appx. Annual	162,385.60	166,504.00	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,808.00
89A	Hourly	79.08	81.06	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.95
	Appx. Bi-wkly	6,326.40	6,484.80	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,716.00
	Appx. Monthly	13,707.20	14,050.40	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,884.67
	Appx. Annual	164,486.40	168,604.80	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,616.00
89C	Hourly	79.49	81.46	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.49
	Appx. Bi-wkly	6,359.20	6,516.80	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,759.20
	Appx. Monthly	13,778.27	14,119.73	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,978.27
	Appx. Annual	165,339.20	169,436.80	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,739.20
89T	Hourly	78.07	80.05	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	
	Appx. Bi-wkly	6,245.60	6,404.00	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	
	Appx. Monthly	13,532.13	13,875.33	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	
	Appx. Annual	162,385.60	166,504.00	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
90	Hourly	80.05	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34
	Appx. Bi-wkly	6,404.00	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20
	Appx. Monthly	13,875.33	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60
	Appx. Annual	166,504.00	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20
90A	Hourly	81.06	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71
	Appx. Bi-wkly	6,484.80	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80
	Appx. Monthly	14,050.40	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07
	Appx. Annual	168,604.80	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80
90C	Hourly	81.46	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25
	Appx. Bi-wkly	6,516.80	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00
	Appx. Monthly	14,119.73	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67
	Appx. Annual	169,436.80	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00
90T	Hourly	80.05	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	
	Appx. Bi-wkly	6,404.00	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	
	Appx. Monthly	13,875.33	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	
	Appx. Annual	166,504.00	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	
91	Hourly	82.01	84.07	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.10
	Appx. Bi-wkly	6,560.80	6,725.60	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,048.00
	Appx. Monthly	14,215.07	14,572.13	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,604.00
	Appx. Annual	170,580.80	174,865.60	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,248.00
91A	Hourly	83.06	85.12	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.51
	Appx. Bi-wkly	6,644.80	6,809.60	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,160.80
	Appx. Monthly	14,397.07	14,754.13	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,848.40
	Appx. Annual	172,764.80	177,049.60	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,180.80
91C	Hourly	83.45	85.55	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.08
	Appx. Bi-wkly	6,676.00	6,844.00	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,206.40
	Appx. Monthly	14,464.67	14,828.67	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,947.20
	Appx. Annual	173,576.00	177,944.00	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,366.40
91T	Hourly	82.01	84.07	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	
	Appx. Bi-wkly	6,560.80	6,725.60	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	
	Appx. Monthly	14,215.07	14,572.13	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	
	Appx. Annual	170,580.80	174,865.60	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	
92	Hourly	84.07	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90
	Appx. Bi-wkly	6,725.60	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00
	Appx. Monthly	14,572.13	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33
	Appx. Annual	174,865.60	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00
92A	Hourly	85.12	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36
	Appx. Bi-wkly	6,809.60	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80
	Appx. Monthly	14,754.13	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40
	Appx. Annual	177,049.60	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80
92C	Hourly	85.55	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95
	Appx. Bi-wkly	6,844.00	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00
	Appx. Monthly	14,828.67	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67
	Appx. Annual	177,944.00	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES

GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
92T	Hourly	84.07	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	
	Appx. Bi-wkly	6,725.60	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	
	Appx. Monthly	14,572.13	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	
	Appx. Annual	174,865.60	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	
93	Hourly	86.18	88.35	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78
	Appx. Bi-wkly	6,894.40	7,068.00	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40
	Appx. Monthly	14,937.87	15,314.00	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53
	Appx. Annual	179,254.40	183,768.00	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40
93A	Hourly	87.25	89.45	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26
	Appx. Bi-wkly	6,980.00	7,156.00	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80
	Appx. Monthly	15,123.33	15,504.67	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07
	Appx. Annual	181,480.00	186,056.00	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80
93C	Hourly	87.68	89.90	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88
	Appx. Bi-wkly	7,014.40	7,192.00	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40
	Appx. Monthly	15,197.87	15,582.67	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53
	Appx. Annual	182,374.40	186,992.00	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40
93T	Hourly	86.18	88.35	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	
	Appx. Bi-wkly	6,894.40	7,068.00	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	
	Appx. Monthly	14,937.87	15,314.00	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	
	Appx. Annual	179,254.40	183,768.00	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	
94	Hourly	88.34	90.56	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.78
	Appx. Bi-wkly	7,067.20	7,244.80	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,742.40
	Appx. Monthly	15,312.27	15,697.07	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,108.53
	Appx. Annual	183,747.20	188,364.80	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,302.40
94A	Hourly	89.43	91.67	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.29
	Appx. Bi-wkly	7,154.40	7,333.60	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,863.20
	Appx. Monthly	15,501.20	15,889.47	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,370.27
	Appx. Annual	186,014.40	190,673.60	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,443.20
94C	Hourly	89.89	92.15	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.90
	Appx. Bi-wkly	7,191.20	7,372.00	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,912.00
	Appx. Monthly	15,580.93	15,972.67	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,476.00
	Appx. Annual	186,971.20	191,672.00	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,712.00
94T	Hourly	88.34	90.56	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	
	Appx. Bi-wkly	7,067.20	7,244.80	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	
	Appx. Monthly	15,312.27	15,697.07	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	
	Appx. Annual	183,747.20	188,364.80	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	
95	Hourly	90.55	92.79	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79
	Appx. Bi-wkly	7,244.00	7,423.20	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20
	Appx. Monthly	15,695.33	16,083.60	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27
	Appx. Annual	188,344.00	193,003.20	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
95A	Hourly	91.65	93.95	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34
	Appx. Bi-wkly	7,332.00	7,516.00	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20
	Appx. Monthly	15,886.00	16,284.67	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93
	Appx. Annual	190,632.00	195,416.00	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20
95C	Hourly	92.14	94.44	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98
	Appx. Bi-wkly	7,371.20	7,555.20	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40
	Appx. Monthly	15,970.93	16,369.60	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87
	Appx. Annual	191,651.20	196,435.20	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40
95T	Hourly	90.55	92.79	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	
	Appx. Bi-wkly	7,244.00	7,423.20	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	
	Appx. Monthly	15,695.33	16,083.60	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	
	Appx. Annual	188,344.00	193,003.20	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	
96	Hourly	92.77	95.13	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.91
	Appx. Bi-wkly	7,421.60	7,610.40	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,232.80
	Appx. Monthly	16,080.13	16,489.20	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,171.07
	Appx. Annual	192,961.60	197,870.40	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,052.80
96A	Hourly	93.94	96.33	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.51
	Appx. Bi-wkly	7,515.20	7,706.40	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,360.80
	Appx. Monthly	16,282.93	16,697.20	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,448.40
	Appx. Annual	195,395.20	200,366.40	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,380.80
96C	Hourly	94.42	96.77	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.15
	Appx. Bi-wkly	7,553.60	7,741.60	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,412.00
	Appx. Monthly	16,366.13	16,773.47	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,559.33
	Appx. Annual	196,393.60	201,281.60	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,712.00
96T	Hourly	92.77	95.13	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	
	Appx. Bi-wkly	7,421.60	7,610.40	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	
	Appx. Monthly	16,080.13	16,489.20	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	
	Appx. Annual	192,961.60	197,870.40	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	
97	Hourly	95.16	97.53	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.13
	Appx. Bi-wkly	7,612.80	7,802.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,490.40
	Appx. Monthly	16,494.40	16,905.20	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,729.20
	Appx. Annual	197,932.80	202,862.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,750.40
97A	Hourly	96.36	98.77	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.53	132.76
	Appx. Bi-wkly	7,708.80	7,901.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,362.40	10,620.80
	Appx. Monthly	16,702.40	17,120.13	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,451.87	23,011.73
	Appx. Annual	200,428.80	205,441.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,422.40	276,140.80
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 02/21/2026

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Effective 2/21/2026 **3.00% Across the Board Increase**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
97C	Hourly	96.82	99.26	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.17	133.43
	Appx. Bi-wkly	7,745.60	7,940.80	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,413.60	10,674.40
	Appx. Monthly	16,782.13	17,205.07	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,562.80	23,127.87
	Appx. Annual	201,385.60	206,460.80	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,753.60	277,534.40
97T	Hourly	95.16	97.53	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	
	Appx. Bi-wkly	7,612.80	7,802.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	
	Appx. Monthly	16,494.40	16,905.20	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	
	Appx. Annual	197,932.80	202,862.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	
98	Hourly	97.53	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.15	134.43
	Appx. Bi-wkly	7,802.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,492.00	10,754.40
	Appx. Monthly	16,905.20	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,732.67	23,301.20
	Appx. Annual	202,862.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,792.00	279,614.40
98A	Hourly	98.77	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.53	132.78	136.10
	Appx. Bi-wkly	7,901.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,362.40	10,622.40	10,888.00
	Appx. Monthly	17,120.13	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,451.87	23,015.20	23,590.67
	Appx. Annual	205,441.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,422.40	276,182.40	283,088.00
98C	Hourly	99.26	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.17	133.45	136.78
	Appx. Bi-wkly	7,940.80	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,413.60	10,676.00	10,942.40
	Appx. Monthly	17,205.07	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,562.80	23,131.33	23,708.53
	Appx. Annual	206,460.80	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,753.60	277,576.00	284,502.40
98T	Hourly	97.53	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.15	
	Appx. Bi-wkly	7,802.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,492.00	
	Appx. Monthly	16,905.20	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,732.67	
	Appx. Annual	202,862.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,792.00	
99	Hourly	99.92	102.42	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.15	134.39	137.72
	Appx. Bi-wkly	7,993.60	8,193.60	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,492.00	10,751.20	11,017.60
	Appx. Monthly	17,319.47	17,752.80	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,732.67	23,294.27	23,871.47
	Appx. Annual	207,833.60	213,033.60	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,792.00	279,531.20	286,457.60
99A	Hourly	101.17	103.71	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.53	132.78	136.05	139.45
	Appx. Bi-wkly	8,093.60	8,296.80	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,362.40	10,622.40	10,884.00	11,156.00
	Appx. Monthly	17,536.13	17,976.40	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,451.87	23,015.20	23,582.00	24,171.33
	Appx. Annual	210,433.60	215,716.80	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,422.40	276,182.40	282,984.00	290,056.00
99C	Hourly	101.71	104.21	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.17	133.45	136.74	140.11
	Appx. Bi-wkly	8,136.80	8,336.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,413.60	10,676.00	10,939.20	11,208.80
	Appx. Monthly	17,629.73	18,063.07	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,562.80	23,131.33	23,701.60	24,285.73
	Appx. Annual	211,556.80	216,756.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,753.60	277,576.00	284,419.20	291,428.80
99T	Hourly	99.92	102.42	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.15	134.39	
	Appx. Bi-wkly	7,993.60	8,193.60	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,492.00	10,751.20	
	Appx. Monthly	17,319.47	17,752.80	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,732.67	23,294.27	
	Appx. Annual	207,833.60	213,033.60	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,792.00	279,531.20	

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026		2.5% New Top Step														
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
M	Hourly	17.74														
	Appx. Bi-wkly	1,419.20														
	Appx. Monthly	3,074.93														
	Appx. Annual	36,899.20														
1M	Hourly	17.74	17.87	18.32	18.79											
	Appx. Bi-wkly	1,419.20	1,429.60	1,465.60	1,503.20											
	Appx. Monthly	3,074.93	3,097.47	3,175.47	3,256.93											
	Appx. Annual	36,899.20	37,169.60	38,105.60	39,083.20											
2M	Hourly	17.87	18.32	18.79	19.25	19.76										
	Appx. Bi-wkly	1,429.60	1,465.60	1,503.20	1,540.00	1,580.80										
	Appx. Monthly	3,097.47	3,175.47	3,256.93	3,336.67	3,425.07										
	Appx. Annual	37,169.60	38,105.60	39,083.20	40,040.00	41,100.80										
3M	Hourly	17.87	17.97	18.42	18.87	19.35	19.84	20.32	20.82	21.34						
	Appx. Bi-wkly	1,429.60	1,437.60	1,473.60	1,509.60	1,548.00	1,587.20	1,625.60	1,665.60	1,707.20						
	Appx. Monthly	3,097.47	3,114.80	3,192.80	3,270.80	3,354.00	3,438.93	3,522.13	3,608.80	3,698.93						
	Appx. Annual	37,169.60	37,377.60	38,313.60	39,249.60	40,248.00	41,267.20	42,265.60	43,305.60	44,387.20						
3M-T	Hourly	17.87	17.97	18.42	18.87	19.35	19.84	20.32	20.82							
	Appx. Bi-wkly	1,429.60	1,437.60	1,473.60	1,509.60	1,548.00	1,587.20	1,625.60	1,665.60							
	Appx. Monthly	3,097.47	3,114.80	3,192.80	3,270.80	3,354.00	3,438.93	3,522.13	3,608.80							
	Appx. Annual	37,169.60	37,377.60	38,313.60	39,249.60	40,248.00	41,267.20	42,265.60	43,305.60							
4M	Hourly	17.97	18.19	18.64	19.13	19.60	20.11	20.60	21.13	21.66	22.20	22.74	23.31	23.89		
	Appx. Bi-wkly	1,437.60	1,455.20	1,491.20	1,530.40	1,568.00	1,608.80	1,648.00	1,690.40	1,732.80	1,776.00	1,819.20	1,864.80	1,911.20		
	Appx. Monthly	3,114.80	3,152.93	3,230.93	3,315.87	3,397.33	3,485.73	3,570.67	3,662.53	3,754.40	3,848.00	3,941.60	4,040.40	4,140.93		
	Appx. Annual	37,377.60	37,835.20	38,771.20	39,790.40	40,768.00	41,828.80	42,848.00	43,950.40	45,052.80	46,176.00	47,299.20	48,484.80	49,691.20		
4M-T	Hourly	17.97	18.19	18.64	19.13	19.60	20.11	20.60	21.13	21.66	22.20	22.74				
	Appx. Bi-wkly	1,437.60	1,455.20	1,491.20	1,530.40	1,568.00	1,608.80	1,648.00	1,690.40	1,732.80	1,776.00	1,819.20				
	Appx. Monthly	3,114.80	3,152.93	3,230.93	3,315.87	3,397.33	3,485.73	3,570.67	3,662.53	3,754.40	3,848.00	3,941.60				
	Appx. Annual	37,377.60	37,835.20	38,771.20	39,790.40	40,768.00	41,828.80	42,848.00	43,950.40	45,052.80	46,176.00	47,299.20				
5M	Hourly	18.19	18.43	18.83	19.30	19.85	20.31	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.70	
	Appx. Bi-wkly	1,455.20	1,474.40	1,506.40	1,544.00	1,588.00	1,624.80	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,976.00	
	Appx. Monthly	3,152.93	3,194.53	3,263.87	3,345.33	3,440.67	3,520.40	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,281.33	
	Appx. Annual	37,835.20	38,334.40	39,166.40	40,144.00	41,288.00	42,244.80	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,376.00	
5M-T	Hourly	18.19	18.43	18.83	19.30	19.85	20.31	20.79	21.28	21.84	22.42	22.93	23.49			
	Appx. Bi-wkly	1,455.20	1,474.40	1,506.40	1,544.00	1,588.00	1,624.80	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20			
	Appx. Monthly	3,152.93	3,194.53	3,263.87	3,345.33	3,440.67	3,520.40	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60			
	Appx. Annual	37,835.20	38,334.40	39,166.40	40,144.00	41,288.00	42,244.80	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20			
6M	Hourly	18.43	18.83	19.30	19.85	20.31	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.72	25.34	
	Appx. Bi-wkly	1,474.40	1,506.40	1,544.00	1,588.00	1,624.80	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,977.60	2,027.20	
	Appx. Monthly	3,194.53	3,263.87	3,345.33	3,440.67	3,520.40	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,284.80	4,392.27	
	Appx. Annual	38,334.40	39,166.40	40,144.00	41,288.00	42,244.80	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,417.60	52,707.20	

Effective 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
7M	Hourly	18.77	19.18	19.66	20.18	20.64	21.19	21.67	22.23	22.79	23.33	23.94	24.50	25.13	25.76	
	Appx. Bi-wkly	1,501.60	1,534.40	1,572.80	1,614.40	1,651.20	1,695.20	1,733.60	1,778.40	1,823.20	1,866.40	1,915.20	1,960.00	2,010.40	2,060.80	
	Appx. Monthly	3,253.47	3,324.53	3,407.73	3,497.87	3,577.60	3,672.93	3,756.13	3,853.20	3,950.27	4,043.87	4,149.60	4,246.67	4,355.87	4,465.07	
	Appx. Annual	39,041.60	39,894.40	40,892.80	41,974.40	42,931.20	44,075.20	45,073.60	46,238.40	47,403.20	48,526.40	49,795.20	50,960.00	52,270.40	53,580.80	
7M-T	Hourly	18.77	19.18	19.66	20.18	20.64	21.19	21.67	22.23	22.79	23.33	23.94	24.50			
	Appx. Bi-wkly	1,501.60	1,534.40	1,572.80	1,614.40	1,651.20	1,695.20	1,733.60	1,778.40	1,823.20	1,866.40	1,915.20	1,960.00			
	Appx. Monthly	3,253.47	3,324.53	3,407.73	3,497.87	3,577.60	3,672.93	3,756.13	3,853.20	3,950.27	4,043.87	4,149.60	4,246.67			
	Appx. Annual	39,041.60	39,894.40	40,892.80	41,974.40	42,931.20	44,075.20	45,073.60	46,238.40	47,403.20	48,526.40	49,795.20	50,960.00			
30	Hourly	18.77	18.83	19.30	19.85	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.28	25.91
	Appx. Bi-wkly	1,501.60	1,506.40	1,544.00	1,588.00	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,022.40	2,072.80
	Appx. Monthly	3,253.47	3,263.87	3,345.33	3,440.67	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,381.87	4,491.07
	Appx. Annual	39,041.60	39,166.40	40,144.00	41,288.00	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,582.40	53,892.80
30C	Hourly	18.83	19.18	19.66	20.18	20.64	21.19	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.73	26.37
	Appx. Bi-wkly	1,506.40	1,534.40	1,572.80	1,614.40	1,651.20	1,695.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,058.40	2,109.60
	Appx. Monthly	3,263.87	3,324.53	3,407.73	3,497.87	3,577.60	3,672.93	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,459.87	4,570.80
	Appx. Annual	39,166.40	39,894.40	40,892.80	41,974.40	42,931.20	44,075.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,518.40	54,849.60
30T	Hourly	18.77	18.83	19.30	19.85	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67		
	Appx. Bi-wkly	1,501.60	1,506.40	1,544.00	1,588.00	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60		
	Appx. Monthly	3,253.47	3,263.87	3,345.33	3,440.67	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13		
	Appx. Annual	39,041.60	39,166.40	40,144.00	41,288.00	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60		
31	Hourly	18.85	19.32	19.85	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.56
	Appx. Bi-wkly	1,508.00	1,545.60	1,588.00	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.80
	Appx. Monthly	3,267.33	3,348.80	3,440.67	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,603.73
	Appx. Annual	39,208.00	40,185.60	41,288.00	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,244.80
31A	Hourly	19.11	19.58	20.07	20.57	21.08	21.56	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.91
	Appx. Bi-wkly	1,528.80	1,566.40	1,605.60	1,645.60	1,686.40	1,724.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,152.80
	Appx. Monthly	3,312.40	3,393.87	3,478.80	3,565.47	3,653.87	3,737.07	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,664.40
	Appx. Annual	39,748.80	40,726.40	41,745.60	42,785.60	43,846.40	44,844.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,972.80
31C	Hourly	19.21	19.68	20.18	20.64	21.19	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.06
	Appx. Bi-wkly	1,536.80	1,574.40	1,614.40	1,651.20	1,695.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,164.80
	Appx. Monthly	3,329.73	3,411.20	3,497.87	3,577.60	3,672.93	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,690.40
	Appx. Annual	39,956.80	40,934.40	41,974.40	42,931.20	44,075.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,284.80
31T	Hourly	18.85	19.32	19.85	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30		
	Appx. Bi-wkly	1,508.00	1,545.60	1,588.00	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00		
	Appx. Monthly	3,267.33	3,348.80	3,440.67	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33		
	Appx. Annual	39,208.00	40,185.60	41,288.00	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00		
32	Hourly	19.31	19.84	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.56	27.22
	Appx. Bi-wkly	1,544.80	1,587.20	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.80	2,177.60
	Appx. Monthly	3,347.07	3,438.93	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,603.73	4,718.13
	Appx. Annual	40,164.80	41,267.20	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,244.80	56,617.60
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
32A	Hourly	19.57	20.06	20.57	21.08	21.56	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.89	27.56
	Appx. Bi-wkly	1,565.60	1,604.80	1,645.60	1,686.40	1,724.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,151.20	2,204.80
	Appx. Monthly	3,392.13	3,477.07	3,565.47	3,653.87	3,737.07	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,660.93	4,777.07
	Appx. Annual	40,705.60	41,724.80	42,785.60	43,846.40	44,844.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,931.20	57,324.80
32C	Hourly	19.67	20.17	20.64	21.19	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.06	27.74
	Appx. Bi-wkly	1,573.60	1,613.60	1,651.20	1,695.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,164.80	2,219.20
	Appx. Monthly	3,409.47	3,496.13	3,577.60	3,672.93	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,690.40	4,808.27
	Appx. Annual	40,913.60	41,953.60	42,931.20	44,075.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,284.80	57,699.20
32T	Hourly	19.31	19.84	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91		
	Appx. Bi-wkly	1,544.80	1,587.20	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80		
	Appx. Monthly	3,347.07	3,438.93	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07		
	Appx. Annual	40,164.80	41,267.20	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80		
33	Hourly	19.84	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.22	27.90
	Appx. Bi-wkly	1,587.20	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,177.60	2,232.00
	Appx. Monthly	3,438.93	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,718.13	4,836.00
	Appx. Annual	41,267.20	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,617.60	58,032.00
33A	Hourly	20.06	20.57	21.08	21.56	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.55	28.24
	Appx. Bi-wkly	1,604.80	1,645.60	1,686.40	1,724.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,204.00	2,259.20
	Appx. Monthly	3,477.07	3,565.47	3,653.87	3,737.07	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,775.33	4,894.93
	Appx. Annual	41,724.80	42,785.60	43,846.40	44,844.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,304.00	58,739.20
33C	Hourly	20.17	20.64	21.19	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.70	28.39
	Appx. Bi-wkly	1,613.60	1,651.20	1,695.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,216.00	2,271.20
	Appx. Monthly	3,496.13	3,577.60	3,672.93	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,801.33	4,920.93
	Appx. Annual	41,953.60	42,931.20	44,075.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,616.00	59,051.20
33T	Hourly	19.84	20.32	20.79	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55		
	Appx. Bi-wkly	1,587.20	1,625.60	1,663.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00		
	Appx. Monthly	3,438.93	3,522.13	3,603.60	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00		
	Appx. Annual	41,267.20	42,265.60	43,243.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00		
34	Hourly	20.25	20.74	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.90	28.60
	Appx. Bi-wkly	1,620.00	1,659.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,232.00	2,288.00
	Appx. Monthly	3,510.00	3,594.93	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,836.00	4,957.33
	Appx. Annual	42,120.00	43,139.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,032.00	59,488.00
34A	Hourly	20.51	21.00	21.56	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.25	28.96
	Appx. Bi-wkly	1,640.80	1,680.00	1,724.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,260.00	2,316.80
	Appx. Monthly	3,555.07	3,640.00	3,737.07	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,896.67	5,019.73
	Appx. Annual	42,660.80	43,680.00	44,844.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,760.00	60,236.80
34C	Hourly	20.60	21.14	21.67	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.37	29.08
	Appx. Bi-wkly	1,648.00	1,691.20	1,733.60	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,269.60	2,326.40
	Appx. Monthly	3,570.67	3,664.27	3,756.13	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,917.47	5,040.53
	Appx. Annual	42,848.00	43,971.20	45,073.60	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	59,009.60	60,486.40
34T	Hourly	20.25	20.74	21.28	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21		
	Appx. Bi-wkly	1,620.00	1,659.20	1,702.40	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80		
	Appx. Monthly	3,510.00	3,594.93	3,688.53	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40		
	Appx. Annual	42,120.00	43,139.20	44,262.40	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
35	Hourly	20.79	21.32	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.56	29.27
	Appx. Bi-wkly	1,663.20	1,705.60	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,284.80	2,341.60
	Appx. Monthly	3,603.60	3,695.47	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,950.40	5,073.47
	Appx. Annual	43,243.20	44,345.60	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,404.80	60,881.60
35A	Hourly	21.08	21.61	22.13	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.90	29.62
	Appx. Bi-wkly	1,686.40	1,728.80	1,770.40	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.00	2,369.60
	Appx. Monthly	3,653.87	3,745.73	3,835.87	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,009.33	5,134.13
	Appx. Annual	43,846.40	44,948.80	46,030.40	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,112.00	61,609.60
35C	Hourly	21.19	21.71	22.23	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.08	29.81
	Appx. Bi-wkly	1,695.20	1,736.80	1,778.40	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,326.40	2,384.80
	Appx. Monthly	3,672.93	3,763.07	3,853.20	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,040.53	5,167.07
	Appx. Annual	44,075.20	45,156.80	46,238.40	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,486.40	62,004.80
35T	Hourly	20.79	21.32	21.84	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89		
	Appx. Bi-wkly	1,663.20	1,705.60	1,747.20	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20		
	Appx. Monthly	3,603.60	3,695.47	3,785.60	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27		
	Appx. Annual	43,243.20	44,345.60	45,427.20	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20		
36	Hourly	21.33	21.85	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.30	30.03
	Appx. Bi-wkly	1,706.40	1,748.00	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.00	2,402.40
	Appx. Monthly	3,697.20	3,787.33	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,078.67	5,205.20
	Appx. Annual	44,366.40	45,448.00	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,944.00	62,462.40
36A	Hourly	21.62	22.15	22.71	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.68	30.42
	Appx. Bi-wkly	1,729.60	1,772.00	1,816.80	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,374.40	2,433.60
	Appx. Monthly	3,747.47	3,839.33	3,936.40	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,144.53	5,272.80
	Appx. Annual	44,969.60	46,072.00	47,236.80	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,734.40	63,273.60
36C	Hourly	21.72	22.24	22.81	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.82	30.57
	Appx. Bi-wkly	1,737.60	1,779.20	1,824.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,385.60	2,445.60
	Appx. Monthly	3,764.80	3,854.93	3,953.73	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,168.80	5,298.80
	Appx. Annual	45,177.60	46,259.20	47,444.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,025.60	63,585.60
36T	Hourly	21.33	21.85	22.42	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57		
	Appx. Bi-wkly	1,706.40	1,748.00	1,793.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60		
	Appx. Monthly	3,697.20	3,787.33	3,886.13	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13		
	Appx. Annual	44,366.40	45,448.00	46,633.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60		
37	Hourly	21.83	22.37	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	30.03	30.78
	Appx. Bi-wkly	1,746.40	1,789.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,402.40	2,462.40
	Appx. Monthly	3,783.87	3,877.47	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,205.20	5,335.20
	Appx. Annual	45,406.40	46,529.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,462.40	64,022.40
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
37A	Hourly	22.12	22.69	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.44	31.20
	Appx. Bi-wkly	1,769.60	1,815.20	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,435.20	2,496.00
	Appx. Monthly	3,834.13	3,932.93	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,276.27	5,408.00
	Appx. Annual	46,009.60	47,195.20	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,315.20	64,896.00
37C	Hourly	22.22	22.76	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.58	31.34
	Appx. Bi-wkly	1,777.60	1,820.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,446.40	2,507.20
	Appx. Monthly	3,851.47	3,945.07	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,300.53	5,432.27
	Appx. Annual	46,217.60	47,340.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,606.40	65,187.20
37T	Hourly	21.83	22.37	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31		
	Appx. Bi-wkly	1,746.40	1,789.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80		
	Appx. Monthly	3,783.87	3,877.47	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40		
	Appx. Annual	45,406.40	46,529.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80		
38	Hourly	22.37	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.75	31.52
	Appx. Bi-wkly	1,789.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,460.00	2,521.60
	Appx. Monthly	3,877.47	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,330.00	5,463.47
	Appx. Annual	46,529.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	63,960.00	65,561.60
38A	Hourly	22.69	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.14	31.92
	Appx. Bi-wkly	1,815.20	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,491.20	2,553.60
	Appx. Monthly	3,932.93	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,397.60	5,532.80
	Appx. Annual	47,195.20	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,771.20	66,393.60
38C	Hourly	22.76	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.28	32.06
	Appx. Bi-wkly	1,820.80	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,502.40	2,564.80
	Appx. Monthly	3,945.07	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,421.87	5,557.07
	Appx. Annual	47,340.80	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,062.40	66,684.80
38T	Hourly	22.37	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98		
	Appx. Bi-wkly	1,789.60	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40		
	Appx. Monthly	3,877.47	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53		
	Appx. Annual	46,529.60	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40		
39	Hourly	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.51	32.30
	Appx. Bi-wkly	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,520.80	2,584.00
	Appx. Monthly	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,461.73	5,598.67
	Appx. Annual	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,540.80	67,184.00
39A	Hourly	23.24	23.82	24.39	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.94	32.74
	Appx. Bi-wkly	1,859.20	1,905.60	1,951.20	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,555.20	2,619.20
	Appx. Monthly	4,028.27	4,128.80	4,227.60	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,536.27	5,674.93
	Appx. Annual	48,339.20	49,545.60	50,731.20	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,435.20	68,099.20
39C	Hourly	23.34	23.94	24.50	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.08	32.88
	Appx. Bi-wkly	1,867.20	1,915.20	1,960.00	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,566.40	2,630.40
	Appx. Monthly	4,045.60	4,149.60	4,246.67	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,560.53	5,699.20
	Appx. Annual	48,547.20	49,795.20	50,960.00	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,726.40	68,390.40

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
39T	Hourly	22.93	23.49	24.10	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77		
	Appx. Bi-wkly	1,834.40	1,879.20	1,928.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60		
	Appx. Monthly	3,974.53	4,071.60	4,177.33	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47		
	Appx. Annual	47,694.40	48,859.20	50,128.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60		
40	Hourly	23.44	24.05	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.10
	Appx. Bi-wkly	1,875.20	1,924.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,648.00
	Appx. Monthly	4,062.93	4,168.67	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,737.33
	Appx. Annual	48,755.20	50,024.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,848.00
40A	Hourly	23.77	24.36	24.96	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.49
	Appx. Bi-wkly	1,901.60	1,948.80	1,996.80	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,679.20
	Appx. Monthly	4,120.13	4,222.40	4,326.40	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,804.93
	Appx. Annual	49,441.60	50,668.80	51,916.80	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,659.20
40C	Hourly	23.90	24.46	25.11	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.66
	Appx. Bi-wkly	1,912.00	1,956.80	2,008.80	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,692.80
	Appx. Monthly	4,142.67	4,239.73	4,352.40	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,834.40
	Appx. Annual	49,712.00	50,876.80	52,228.80	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	70,012.80
40T	Hourly	23.44	24.05	24.67	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48		
	Appx. Bi-wkly	1,875.20	1,924.00	1,973.60	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40		
	Appx. Monthly	4,062.93	4,168.67	4,276.13	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53		
	Appx. Annual	48,755.20	50,024.00	51,313.60	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40		
41	Hourly	24.06	24.68	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.09	33.92
	Appx. Bi-wkly	1,924.80	1,974.40	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,647.20	2,713.60
	Appx. Monthly	4,170.40	4,277.87	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,735.60	5,879.47
	Appx. Annual	50,044.80	51,334.40	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,827.20	70,553.60
41A	Hourly	24.37	24.98	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.52	34.36
	Appx. Bi-wkly	1,949.60	1,998.40	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,681.60	2,748.80
	Appx. Monthly	4,224.13	4,329.87	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,810.13	5,955.73
	Appx. Annual	50,689.60	51,958.40	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,721.60	71,468.80
41C	Hourly	24.48	25.12	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.65	34.49
	Appx. Bi-wkly	1,958.40	2,009.60	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,692.00	2,759.20
	Appx. Monthly	4,243.20	4,354.13	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,832.67	5,978.27
	Appx. Annual	50,918.40	52,249.60	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,992.00	71,739.20
41T	Hourly	24.06	24.68	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29		
	Appx. Bi-wkly	1,924.80	1,974.40	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20		
	Appx. Monthly	4,170.40	4,277.87	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93		
	Appx. Annual	50,044.80	51,334.40	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20		
42	Hourly	24.68	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.92	34.77
	Appx. Bi-wkly	1,974.40	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,713.60	2,781.60
	Appx. Monthly	4,277.87	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,879.47	6,026.80
	Appx. Annual	51,334.40	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,553.60	72,321.60
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
42A	Hourly	24.98	25.57	26.25	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.33	35.19
	Appx. Bi-wkly	1,998.40	2,045.60	2,100.00	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,746.40	2,815.20
	Appx. Monthly	4,329.87	4,432.13	4,550.00	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,950.53	6,099.60
	Appx. Annual	51,958.40	53,185.60	54,600.00	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,406.40	73,195.20
42C	Hourly	25.12	25.74	26.40	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.51	35.37
	Appx. Bi-wkly	2,009.60	2,059.20	2,112.00	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,760.80	2,829.60
	Appx. Monthly	4,354.13	4,461.60	4,576.00	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,981.73	6,130.80
	Appx. Annual	52,249.60	53,539.20	54,912.00	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,780.80	73,569.60
42T	Hourly	24.68	25.30	25.91	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08		
	Appx. Bi-wkly	1,974.40	2,024.00	2,072.80	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40		
	Appx. Monthly	4,277.87	4,385.33	4,491.07	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87		
	Appx. Annual	51,334.40	52,624.00	53,892.80	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40		
43	Hourly	25.28	25.90	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.78	35.65
	Appx. Bi-wkly	2,022.40	2,072.00	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,782.40	2,852.00
	Appx. Monthly	4,381.87	4,489.33	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,028.53	6,179.33
	Appx. Annual	52,582.40	53,872.00	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,342.40	74,152.00
43A	Hourly	25.56	26.22	26.88	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.20	36.08
	Appx. Bi-wkly	2,044.80	2,097.60	2,150.40	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,816.00	2,886.40
	Appx. Monthly	4,430.40	4,544.80	4,659.20	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,101.33	6,253.87
	Appx. Annual	53,164.80	54,537.60	55,910.40	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,216.00	75,046.40
43C	Hourly	25.73	26.38	27.04	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.38	36.26
	Appx. Bi-wkly	2,058.40	2,110.40	2,163.20	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,830.40	2,900.80
	Appx. Monthly	4,459.87	4,572.53	4,686.93	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,132.53	6,285.07
	Appx. Annual	53,518.40	54,870.40	56,243.20	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,590.40	75,420.80
43T	Hourly	25.28	25.90	26.55	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94		
	Appx. Bi-wkly	2,022.40	2,072.00	2,124.00	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20		
	Appx. Monthly	4,381.87	4,489.33	4,602.00	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93		
	Appx. Annual	52,582.40	53,872.00	55,224.00	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20		
44	Hourly	25.88	26.54	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.48
	Appx. Bi-wkly	2,070.40	2,123.20	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,918.40
	Appx. Monthly	4,485.87	4,600.27	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,323.20
	Appx. Annual	53,830.40	55,203.20	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,878.40
44A	Hourly	26.18	26.87	27.54	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94
	Appx. Bi-wkly	2,094.40	2,149.60	2,203.20	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20
	Appx. Monthly	4,537.87	4,657.47	4,773.60	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93
	Appx. Annual	54,454.40	55,889.60	57,283.20	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20
44C	Hourly	26.37	27.03	27.69	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.09
	Appx. Bi-wkly	2,109.60	2,162.40	2,215.20	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,967.20
	Appx. Monthly	4,570.80	4,685.20	4,799.60	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,428.93
	Appx. Annual	54,849.60	56,222.40	57,595.20	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,147.20

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
44T	Hourly	25.88	26.54	27.21	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73		
	Appx. Bi-wkly	2,070.40	2,123.20	2,176.80	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40		
	Appx. Monthly	4,485.87	4,600.27	4,716.40	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87		
	Appx. Annual	53,830.40	55,203.20	56,596.80	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40		
45	Hourly	26.53	27.19	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.40
	Appx. Bi-wkly	2,122.40	2,175.20	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,992.00
	Appx. Monthly	4,598.53	4,712.93	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,482.67
	Appx. Annual	55,182.40	56,555.20	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,792.00
45A	Hourly	26.86	27.53	28.24	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.86
	Appx. Bi-wkly	2,148.80	2,202.40	2,259.20	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,028.80
	Appx. Monthly	4,655.73	4,771.87	4,894.93	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,562.40
	Appx. Annual	55,868.80	57,262.40	58,739.20	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,748.80
45C	Hourly	27.02	27.68	28.36	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.06
	Appx. Bi-wkly	2,161.60	2,214.40	2,268.80	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,044.80
	Appx. Monthly	4,683.47	4,797.87	4,915.73	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,597.07
	Appx. Annual	56,201.60	57,574.40	58,988.80	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,164.80
45T	Hourly	26.53	27.19	27.89	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59		
	Appx. Bi-wkly	2,122.40	2,175.20	2,231.20	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20		
	Appx. Monthly	4,598.53	4,712.93	4,834.27	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93		
	Appx. Annual	55,182.40	56,555.20	58,011.20	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20		
46	Hourly	27.21	27.90	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.41	38.35
	Appx. Bi-wkly	2,176.80	2,232.00	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,992.80	3,068.00
	Appx. Monthly	4,716.40	4,836.00	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,484.40	6,647.33
	Appx. Annual	56,596.80	58,032.00	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,812.80	79,768.00
46A	Hourly	27.54	28.25	28.91	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.87	38.82
	Appx. Bi-wkly	2,203.20	2,260.00	2,312.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,029.60	3,105.60
	Appx. Monthly	4,773.60	4,896.67	5,011.07	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,564.13	6,728.80
	Appx. Annual	57,283.20	58,760.00	60,132.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,769.60	80,745.60
46C	Hourly	27.69	28.37	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.05	39.00
	Appx. Bi-wkly	2,215.20	2,269.60	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,044.00	3,120.00
	Appx. Monthly	4,799.60	4,917.47	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,595.33	6,760.00
	Appx. Annual	57,595.20	59,009.60	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,144.00	81,120.00
46F	Hourly	27.69	28.37	29.09	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13		
	Appx. Bi-wkly	2,215.20	2,269.60	2,327.20	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40		
	Appx. Monthly	4,799.60	4,917.47	5,042.27	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87		
	Appx. Annual	57,595.20	59,009.60	60,507.20	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40		
46T	Hourly	27.21	27.90	28.57	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49		
	Appx. Bi-wkly	2,176.80	2,232.00	2,285.60	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20		
	Appx. Monthly	4,716.40	4,836.00	4,952.13	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93		
	Appx. Annual	56,596.80	58,032.00	59,425.60	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
47	Hourly	27.91	28.59	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.29	39.25
	Appx. Bi-wkly	2,232.80	2,287.20	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,063.20	3,140.00
	Appx. Monthly	4,837.73	4,955.60	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,636.93	6,803.33
	Appx. Annual	58,052.80	59,467.20	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,643.20	81,640.00
47A	Hourly	28.26	28.96	29.69	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.76	39.73
	Appx. Bi-wkly	2,260.80	2,316.80	2,375.20	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,100.80	3,178.40
	Appx. Monthly	4,898.40	5,019.73	5,146.27	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,718.40	6,886.53
	Appx. Annual	58,780.80	60,236.80	61,755.20	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,620.80	82,638.40
47C	Hourly	28.38	29.10	29.83	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	38.98	39.95
	Appx. Bi-wkly	2,270.40	2,328.00	2,386.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,118.40	3,196.00
	Appx. Monthly	4,919.20	5,044.00	5,170.53	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,756.53	6,924.67
	Appx. Annual	59,030.40	60,528.00	62,046.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,078.40	83,096.00
47T	Hourly	27.91	28.59	29.31	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38		
	Appx. Bi-wkly	2,232.80	2,287.20	2,344.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40		
	Appx. Monthly	4,837.73	4,955.60	5,080.40	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20		
	Appx. Annual	58,052.80	59,467.20	60,964.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40		
48	Hourly	28.54	29.26	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.28	40.26
	Appx. Bi-wkly	2,283.20	2,340.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,142.40	3,220.80
	Appx. Monthly	4,946.93	5,071.73	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,808.53	6,978.40
	Appx. Annual	59,363.20	60,860.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,702.40	83,740.80
48A	Hourly	28.86	29.62	30.36	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.77	40.76
	Appx. Bi-wkly	2,308.80	2,369.60	2,428.80	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,181.60	3,260.80
	Appx. Monthly	5,002.40	5,134.13	5,262.40	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,893.47	7,065.07
	Appx. Annual	60,028.80	61,609.60	63,148.80	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,721.60	84,780.80
48C	Hourly	29.06	29.78	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.97	40.97
	Appx. Bi-wkly	2,324.80	2,382.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,197.60	3,277.60
	Appx. Monthly	5,037.07	5,161.87	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,928.13	7,101.47
	Appx. Annual	60,444.80	61,942.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,137.60	85,217.60
48F	Hourly	29.06	29.78	30.52	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00		
	Appx. Bi-wkly	2,324.80	2,382.40	2,441.60	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00		
	Appx. Monthly	5,037.07	5,161.87	5,290.13	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00		
	Appx. Annual	60,444.80	61,942.40	63,481.60	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00		
48T	Hourly	28.54	29.26	29.98	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32		
	Appx. Bi-wkly	2,283.20	2,340.80	2,398.40	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60		
	Appx. Monthly	4,946.93	5,071.73	5,196.53	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13		
	Appx. Annual	59,363.20	60,860.80	62,358.40	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60		
49	Hourly	29.29	30.00	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.20	41.21
	Appx. Bi-wkly	2,343.20	2,400.00	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,216.00	3,296.80
	Appx. Monthly	5,076.93	5,200.00	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,968.00	7,143.07
	Appx. Annual	60,923.20	62,400.00	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,616.00	85,716.80

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
49A	Hourly	29.66	30.40	31.16	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.70	41.72
	Appx. Bi-wkly	2,372.80	2,432.00	2,492.80	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,256.00	3,337.60
	Appx. Monthly	5,141.07	5,269.33	5,401.07	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,054.67	7,231.47
	Appx. Annual	61,692.80	63,232.00	64,812.80	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,656.00	86,777.60
49C	Hourly	29.80	30.54	31.31	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.92	41.94
	Appx. Bi-wkly	2,384.00	2,443.20	2,504.80	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,273.60	3,355.20
	Appx. Monthly	5,165.33	5,293.60	5,427.07	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,092.80	7,269.60
	Appx. Annual	61,984.00	63,523.20	65,124.80	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,113.60	87,235.20
49F	Hourly	29.78	30.52	31.28	32.09	32.86	33.65	34.48	35.38	36.20	37.10	38.07	38.95	39.97		
	Appx. Bi-wkly	2,382.40	2,441.60	2,502.40	2,567.20	2,628.80	2,692.00	2,758.40	2,830.40	2,896.00	2,968.00	3,045.60	3,116.00	3,197.60		
	Appx. Monthly	5,161.87	5,290.13	5,421.87	5,562.27	5,695.73	5,832.67	5,976.53	6,132.53	6,274.67	6,430.67	6,598.80	6,751.33	6,928.13		
	Appx. Annual	61,942.40	63,481.60	65,062.40	66,747.20	68,348.80	69,992.00	71,718.40	73,590.40	75,296.00	77,168.00	79,185.60	81,016.00	83,137.60		
49T	Hourly	29.29	30.00	30.77	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21		
	Appx. Bi-wkly	2,343.20	2,400.00	2,461.60	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80		
	Appx. Monthly	5,076.93	5,200.00	5,333.47	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40		
	Appx. Annual	60,923.20	62,400.00	64,001.60	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80		
50	Hourly	29.97	30.74	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.18	42.21
	Appx. Bi-wkly	2,397.60	2,459.20	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,294.40	3,376.80
	Appx. Monthly	5,194.80	5,328.27	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,137.87	7,316.40
	Appx. Annual	62,337.60	63,939.20	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,654.40	87,796.80
50A	Hourly	30.35	31.10	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.72	42.76
	Appx. Bi-wkly	2,428.00	2,488.00	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,337.60	3,420.80
	Appx. Monthly	5,260.67	5,390.67	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,231.47	7,411.73
	Appx. Annual	63,128.00	64,688.00	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,777.60	88,940.80
50C	Hourly	30.51	31.27	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.92	42.97
	Appx. Bi-wkly	2,440.80	2,501.60	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,353.60	3,437.60
	Appx. Monthly	5,288.40	5,420.13	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,266.13	7,448.13
	Appx. Annual	63,460.80	65,041.60	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,193.60	89,377.60
50T	Hourly	29.97	30.74	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19		
	Appx. Bi-wkly	2,397.60	2,459.20	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20		
	Appx. Monthly	5,194.80	5,328.27	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27		
	Appx. Annual	62,337.60	63,939.20	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20		
51	Hourly	30.74	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.19	43.24
	Appx. Bi-wkly	2,459.20	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,375.20	3,459.20
	Appx. Monthly	5,328.27	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,312.93	7,494.93
	Appx. Annual	63,939.20	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,755.20	89,939.20
51A	Hourly	31.10	31.89	32.67	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.71	43.78
	Appx. Bi-wkly	2,488.00	2,551.20	2,613.60	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,416.80	3,502.40
	Appx. Monthly	5,390.67	5,527.60	5,662.80	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,403.07	7,588.53
	Appx. Annual	64,688.00	66,331.20	67,953.60	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,836.80	91,062.40
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
51C	Hourly	31.27	32.05	32.84	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.95	44.02
	Appx. Bi-wkly	2,501.60	2,564.00	2,627.20	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,436.00	3,521.60
	Appx. Monthly	5,420.13	5,555.33	5,692.27	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,444.67	7,630.13
	Appx. Annual	65,041.60	66,664.00	68,307.20	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,336.00	91,561.60
51T	Hourly	30.74	31.48	32.29	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16		
	Appx. Bi-wkly	2,459.20	2,518.40	2,583.20	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80		
	Appx. Monthly	5,328.27	5,456.53	5,596.93	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40		
	Appx. Annual	63,939.20	65,478.40	67,163.20	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80		
52	Hourly	31.47	32.27	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.26	44.34
	Appx. Bi-wkly	2,517.60	2,581.60	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.80	3,547.20
	Appx. Monthly	5,454.80	5,593.47	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,498.40	7,685.60
	Appx. Annual	65,457.60	67,121.60	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,980.80	92,227.20
52A	Hourly	31.88	32.66	33.51	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.84	44.94
	Appx. Bi-wkly	2,550.40	2,612.80	2,680.80	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,507.20	3,595.20
	Appx. Monthly	5,525.87	5,661.07	5,808.40	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,598.93	7,789.60
	Appx. Annual	66,310.40	67,932.80	69,700.80	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,187.20	93,475.20
52C	Hourly	32.04	32.83	33.64	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.03	45.13
	Appx. Bi-wkly	2,563.20	2,626.40	2,691.20	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,522.40	3,610.40
	Appx. Monthly	5,553.60	5,690.53	5,830.93	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,631.87	7,822.53
	Appx. Annual	66,643.20	68,286.40	69,971.20	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,582.40	93,870.40
52T	Hourly	31.47	32.27	33.08	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20		
	Appx. Bi-wkly	2,517.60	2,581.60	2,646.40	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00		
	Appx. Monthly	5,454.80	5,593.47	5,733.87	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67		
	Appx. Annual	65,457.60	67,121.60	68,806.40	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00		
53	Hourly	32.30	33.10	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.39	45.50
	Appx. Bi-wkly	2,584.00	2,648.00	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,551.20	3,640.00
	Appx. Monthly	5,598.67	5,737.33	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,694.27	7,886.67
	Appx. Annual	67,184.00	68,848.00	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,331.20	94,640.00
53A	Hourly	32.69	33.53	34.36	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.89	46.01
	Appx. Bi-wkly	2,615.20	2,682.40	2,748.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,591.20	3,680.80
	Appx. Monthly	5,666.27	5,811.87	5,955.73	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,780.93	7,975.07
	Appx. Annual	67,995.20	69,742.40	71,468.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,371.20	95,700.80
53C	Hourly	32.86	33.66	34.53	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.16	46.29
	Appx. Bi-wkly	2,628.80	2,692.80	2,762.40	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,612.80	3,703.20
	Appx. Monthly	5,695.73	5,834.40	5,985.20	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,827.73	8,023.60
	Appx. Annual	68,348.80	70,012.80	71,822.40	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,932.80	96,283.20
53T	Hourly	32.30	33.10	33.94	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25		
	Appx. Bi-wkly	2,584.00	2,648.00	2,715.20	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00		
	Appx. Monthly	5,598.67	5,737.33	5,882.93	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67		
	Appx. Annual	67,184.00	68,848.00	70,595.20	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
54	Hourly	33.04	33.90	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.43	46.57
	Appx. Bi-wkly	2,643.20	2,712.00	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,634.40	3,725.60
	Appx. Monthly	5,726.93	5,876.00	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,874.53	8,072.13
	Appx. Annual	68,723.20	70,512.00	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,494.40	96,865.60
54A	Hourly	33.46	34.31	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.02	47.17
	Appx. Bi-wkly	2,676.80	2,744.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,681.60	3,773.60
	Appx. Monthly	5,799.73	5,947.07	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,976.80	8,176.13
	Appx. Annual	69,596.80	71,364.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,721.60	98,113.60
54C	Hourly	33.62	34.46	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.22	47.38
	Appx. Bi-wkly	2,689.60	2,756.80	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,697.60	3,790.40
	Appx. Monthly	5,827.47	5,973.07	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,011.47	8,212.53
	Appx. Annual	69,929.60	71,676.80	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,137.60	98,550.40
54T	Hourly	33.04	33.90	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36		
	Appx. Bi-wkly	2,643.20	2,712.00	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80		
	Appx. Monthly	5,726.93	5,876.00	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07		
	Appx. Annual	68,723.20	70,512.00	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80		
55	Hourly	33.90	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.59	47.75
	Appx. Bi-wkly	2,712.00	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,727.20	3,820.00
	Appx. Monthly	5,876.00	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,075.60	8,276.67
	Appx. Annual	70,512.00	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,907.20	99,320.00
55A	Hourly	34.31	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.14	48.32
	Appx. Bi-wkly	2,744.80	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,771.20	3,865.60
	Appx. Monthly	5,947.07	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,170.93	8,375.47
	Appx. Annual	71,364.80	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,051.20	100,505.60
55C	Hourly	34.46	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.40	48.59
	Appx. Bi-wkly	2,756.80	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,792.00	3,887.20
	Appx. Monthly	5,973.07	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,216.00	8,422.27
	Appx. Annual	71,676.80	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,592.00	101,067.20
55T	Hourly	33.90	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42		
	Appx. Bi-wkly	2,712.00	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60		
	Appx. Monthly	5,876.00	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80		
	Appx. Annual	70,512.00	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60		
56	Hourly	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.73	48.92
	Appx. Bi-wkly	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,818.40	3,913.60
	Appx. Monthly	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,273.20	8,479.47
	Appx. Annual	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,278.40	101,753.60
56A	Hourly	35.14	36.04	36.94	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.34	49.55
	Appx. Bi-wkly	2,811.20	2,883.20	2,955.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,867.20	3,964.00
	Appx. Monthly	6,090.93	6,246.93	6,402.93	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,378.93	8,588.67
	Appx. Annual	73,091.20	74,963.20	76,835.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,547.20	103,064.00
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
56C	Hourly	35.33	36.19	37.13	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.56	49.77
	Appx. Bi-wkly	2,826.40	2,895.20	2,970.40	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,884.80	3,981.60
	Appx. Monthly	6,123.87	6,272.93	6,435.87	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,417.07	8,626.80
	Appx. Annual	73,486.40	75,275.20	77,230.40	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	101,004.80	103,521.60
56T	Hourly	34.73	35.59	36.49	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58		
	Appx. Bi-wkly	2,778.40	2,847.20	2,919.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40		
	Appx. Monthly	6,019.87	6,168.93	6,324.93	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87		
	Appx. Annual	72,238.40	74,027.20	75,899.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40		
57	Hourly	35.57	36.44	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.88	50.10
	Appx. Bi-wkly	2,845.60	2,915.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,910.40	4,008.00
	Appx. Monthly	6,165.47	6,316.27	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,472.53	8,684.00
	Appx. Annual	73,985.60	75,795.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,670.40	104,208.00
57A	Hourly	36.02	36.89	37.83	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.52	50.76
	Appx. Bi-wkly	2,881.60	2,951.20	3,026.40	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,961.60	4,060.80
	Appx. Monthly	6,243.47	6,394.27	6,557.20	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,583.47	8,798.40
	Appx. Annual	74,921.60	76,731.20	78,686.40	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,001.60	105,580.80
57C	Hourly	36.17	37.09	38.00	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.77	51.01
	Appx. Bi-wkly	2,893.60	2,967.20	3,040.00	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,981.60	4,080.80
	Appx. Monthly	6,269.47	6,428.93	6,586.67	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,626.80	8,841.73
	Appx. Annual	75,233.60	77,147.20	79,040.00	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,521.60	106,100.80
57T	Hourly	35.57	36.44	37.38	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70		
	Appx. Bi-wkly	2,845.60	2,915.20	2,990.40	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00		
	Appx. Monthly	6,165.47	6,316.27	6,479.20	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00		
	Appx. Annual	73,985.60	75,795.20	77,750.40	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00		
58	Hourly	36.47	37.40	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.13	51.38
	Appx. Bi-wkly	2,917.60	2,992.00	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,010.40	4,110.40
	Appx. Monthly	6,321.47	6,482.67	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,689.20	8,905.87
	Appx. Annual	75,857.60	77,792.00	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,270.40	106,870.40
58A	Hourly	36.92	37.86	38.79	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.78	52.05
	Appx. Bi-wkly	2,953.60	3,028.80	3,103.20	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,062.40	4,164.00
	Appx. Monthly	6,399.47	6,562.40	6,723.60	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,801.87	9,022.00
	Appx. Annual	76,793.60	78,748.80	80,683.20	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,622.40	108,264.00
58C	Hourly	37.12	38.03	39.00	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.03	52.31
	Appx. Bi-wkly	2,969.60	3,042.40	3,120.00	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,082.40	4,184.80
	Appx. Monthly	6,434.13	6,591.87	6,760.00	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,845.20	9,067.07
	Appx. Annual	77,209.60	79,102.40	81,120.00	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,142.40	108,804.80
58T	Hourly	36.47	37.40	38.32	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90		
	Appx. Bi-wkly	2,917.60	2,992.00	3,065.60	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00		
	Appx. Monthly	6,321.47	6,482.67	6,642.13	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00		
	Appx. Annual	75,857.60	77,792.00	79,705.60	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
59	Hourly	37.36	38.24	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.35	52.63
	Appx. Bi-wkly	2,988.80	3,059.20	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,108.00	4,210.40
	Appx. Monthly	6,475.73	6,628.27	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,900.67	9,122.53
	Appx. Annual	77,708.80	79,539.20	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,808.00	109,470.40
59A	Hourly	37.82	38.75	39.71	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.74	51.99	53.29
	Appx. Bi-wkly	3,025.60	3,100.00	3,176.80	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,159.20	4,263.20
	Appx. Monthly	6,555.47	6,716.67	6,883.07	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,011.60	9,236.93
	Appx. Annual	78,665.60	80,600.00	82,596.80	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,139.20	110,843.20
59C	Hourly	37.98	38.96	39.93	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.28	53.59
	Appx. Bi-wkly	3,038.40	3,116.80	3,194.40	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,182.40	4,287.20
	Appx. Monthly	6,583.20	6,753.07	6,921.20	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,061.87	9,288.93
	Appx. Annual	78,998.40	81,036.80	83,054.40	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,742.40	111,467.20
59T	Hourly	37.36	38.24	39.21	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10		
	Appx. Bi-wkly	2,988.80	3,059.20	3,136.80	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00		
	Appx. Monthly	6,475.73	6,628.27	6,796.40	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00		
	Appx. Annual	77,708.80	79,539.20	81,556.80	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00		
60	Hourly	38.23	39.20	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.69	54.01
	Appx. Bi-wkly	3,058.40	3,136.00	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,215.20	4,320.80
	Appx. Monthly	6,626.53	6,794.67	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,132.93	9,361.73
	Appx. Annual	79,518.40	81,536.00	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,595.20	112,340.80
60A	Hourly	38.74	39.70	40.69	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.34	54.67
	Appx. Bi-wkly	3,099.20	3,176.00	3,255.20	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,267.20	4,373.60
	Appx. Monthly	6,714.93	6,881.33	7,052.93	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,245.60	9,476.13
	Appx. Annual	80,579.20	82,576.00	84,635.20	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,947.20	113,713.60
60C	Hourly	38.93	39.92	40.91	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.62	54.96
	Appx. Bi-wkly	3,114.40	3,193.60	3,272.80	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,289.60	4,396.80
	Appx. Monthly	6,747.87	6,919.47	7,091.07	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,294.13	9,526.40
	Appx. Annual	80,974.40	83,033.60	85,092.80	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,529.60	114,316.80
60T	Hourly	38.23	39.20	40.19	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38		
	Appx. Bi-wkly	3,058.40	3,136.00	3,215.20	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40		
	Appx. Monthly	6,626.53	6,794.67	6,966.27	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87		
	Appx. Annual	79,518.40	81,536.00	83,595.20	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40		
61	Hourly	39.18	40.17	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.95	55.30
	Appx. Bi-wkly	3,134.40	3,213.60	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,316.00	4,424.00
	Appx. Monthly	6,791.20	6,962.80	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,351.33	9,585.33
	Appx. Annual	81,494.40	83,553.60	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,216.00	115,024.00
61A	Hourly	39.68	40.65	41.69	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.65	56.02
	Appx. Bi-wkly	3,174.40	3,252.00	3,335.20	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,372.00	4,481.60
	Appx. Monthly	6,877.87	7,046.00	7,226.27	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,472.67	9,710.13
	Appx. Annual	82,534.40	84,552.00	86,715.20	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,672.00	116,521.60
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
61C	Hourly	39.89	40.89	41.87	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.87	56.24
	Appx. Bi-wkly	3,191.20	3,271.20	3,349.60	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,389.60	4,499.20
	Appx. Monthly	6,914.27	7,087.60	7,257.47	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,510.80	9,748.27
	Appx. Annual	82,971.20	85,051.20	87,089.60	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,129.60	116,979.20
61T	Hourly	39.18	40.17	41.16	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61		
	Appx. Bi-wkly	3,134.40	3,213.60	3,292.80	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80		
	Appx. Monthly	6,791.20	6,962.80	7,134.40	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07		
	Appx. Annual	81,494.40	83,553.60	85,612.80	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80		
62	Hourly	40.18	41.17	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.32	56.70
	Appx. Bi-wkly	3,214.40	3,293.60	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,425.60	4,536.00
	Appx. Monthly	6,964.53	7,136.13	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,588.80	9,828.00
	Appx. Annual	83,574.40	85,633.60	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	115,065.60	117,936.00
62A	Hourly	40.66	41.70	42.72	43.82	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.69	56.02	57.42
	Appx. Bi-wkly	3,252.80	3,336.00	3,417.60	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,481.60	4,593.60
	Appx. Monthly	7,047.73	7,228.00	7,404.80	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,710.13	9,952.80
	Appx. Annual	84,572.80	86,736.00	88,857.60	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,521.60	119,433.60
62C	Hourly	40.90	41.88	42.97	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.30	57.71
	Appx. Bi-wkly	3,272.00	3,350.40	3,437.60	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,504.00	4,616.80
	Appx. Monthly	7,089.33	7,259.20	7,448.13	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,758.67	10,003.07
	Appx. Annual	85,072.00	87,110.40	89,377.60	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,104.00	120,036.80
62T	Hourly	40.18	41.17	42.20	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98		
	Appx. Bi-wkly	3,214.40	3,293.60	3,376.00	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40		
	Appx. Monthly	6,964.53	7,136.13	7,314.67	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53		
	Appx. Annual	83,574.40	85,633.60	87,776.00	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40		
63	Hourly	41.16	42.19	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.66	58.08
	Appx. Bi-wkly	3,292.80	3,375.20	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,532.80	4,646.40
	Appx. Monthly	7,134.40	7,312.93	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,821.07	10,067.20
	Appx. Annual	85,612.80	87,755.20	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,852.80	120,806.40
63A	Hourly	41.69	42.71	43.82	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.36	58.79
	Appx. Bi-wkly	3,335.20	3,416.80	3,505.60	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,588.80	4,703.20
	Appx. Monthly	7,226.27	7,403.07	7,595.47	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,942.40	10,190.27
	Appx. Annual	86,715.20	88,836.80	91,145.60	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,308.80	122,283.20
63C	Hourly	41.87	42.95	44.01	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.69	59.13
	Appx. Bi-wkly	3,349.60	3,436.00	3,520.80	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,615.20	4,730.40
	Appx. Monthly	7,257.47	7,444.67	7,628.40	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,999.60	10,249.20
	Appx. Annual	87,089.60	89,336.00	91,540.80	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,995.20	122,990.40
63T	Hourly	41.16	42.19	43.25	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26		
	Appx. Bi-wkly	3,292.80	3,375.20	3,460.00	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80		
	Appx. Monthly	7,134.40	7,312.93	7,496.67	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40		
	Appx. Annual	85,612.80	87,755.20	89,960.00	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
64	Hourly	42.18	43.24	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.00	59.45
	Appx. Bi-wkly	3,374.40	3,459.20	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,640.00	4,756.00
	Appx. Monthly	7,311.20	7,494.93	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,053.33	10,304.67
	Appx. Annual	87,734.40	89,939.20	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,640.00	123,656.00
64A	Hourly	42.70	43.81	44.88	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.73	60.20
	Appx. Bi-wkly	3,416.00	3,504.80	3,590.40	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,698.40	4,816.00
	Appx. Monthly	7,401.33	7,593.73	7,779.20	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,179.87	10,434.67
	Appx. Annual	88,816.00	91,124.80	93,350.40	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,158.40	125,216.00
64C	Hourly	42.93	44.00	45.13	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.03	60.51
	Appx. Bi-wkly	3,434.40	3,520.00	3,610.40	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,722.40	4,840.80
	Appx. Monthly	7,441.20	7,626.67	7,822.53	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,231.87	10,488.40
	Appx. Annual	89,294.40	91,520.00	93,870.40	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,782.40	125,860.80
64T	Hourly	42.18	43.24	44.36	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61		
	Appx. Bi-wkly	3,374.40	3,459.20	3,548.80	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80		
	Appx. Monthly	7,311.20	7,494.93	7,689.07	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40		
	Appx. Annual	87,734.40	89,939.20	92,268.80	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80		
65	Hourly	43.23	44.34	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.99
	Appx. Bi-wkly	3,458.40	3,547.20	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,879.20
	Appx. Monthly	7,493.20	7,685.60	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,571.60
	Appx. Annual	89,918.40	92,227.20	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,859.20
65A	Hourly	43.80	44.87	46.01	47.13	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.79
	Appx. Bi-wkly	3,504.00	3,589.60	3,680.80	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,943.20
	Appx. Monthly	7,592.00	7,777.47	7,975.07	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,710.27
	Appx. Annual	91,104.00	93,329.60	95,700.80	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,523.20
65C	Hourly	43.99	45.12	46.21	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.05
	Appx. Bi-wkly	3,519.20	3,609.60	3,696.80	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,964.00
	Appx. Monthly	7,624.93	7,820.80	8,009.73	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,755.33
	Appx. Annual	91,499.20	93,849.60	96,116.80	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,064.00
65T	Hourly	43.23	44.34	45.42	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05		
	Appx. Bi-wkly	3,458.40	3,547.20	3,633.60	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00		
	Appx. Monthly	7,493.20	7,685.60	7,872.80	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00		
	Appx. Annual	89,918.40	92,227.20	94,473.60	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00		
66	Hourly	44.32	45.41	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	61.01	62.54
	Appx. Bi-wkly	3,545.60	3,632.80	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,880.80	5,003.20
	Appx. Monthly	7,682.13	7,871.07	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,575.07	10,840.27
	Appx. Annual	92,185.60	94,452.80	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,900.80	130,083.20
66A	Hourly	44.85	46.00	47.13	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.77	63.31
	Appx. Bi-wkly	3,588.00	3,680.00	3,770.40	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,941.60	5,064.80
	Appx. Monthly	7,774.00	7,973.33	8,169.20	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,706.80	10,973.73
	Appx. Annual	93,288.00	95,680.00	98,030.40	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,481.60	131,684.80
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
66C	Hourly	45.11	46.20	47.39	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.09	63.64
	Appx. Bi-wkly	3,608.80	3,696.00	3,791.20	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,967.20	5,091.20
	Appx. Monthly	7,819.07	8,008.00	8,214.27	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,762.27	11,030.93
	Appx. Annual	93,828.80	96,096.00	98,571.20	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,147.20	132,371.20
66T	Hourly	44.32	45.41	46.58	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50		
	Appx. Bi-wkly	3,545.60	3,632.80	3,726.40	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00		
	Appx. Monthly	7,682.13	7,871.07	8,073.87	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33		
	Appx. Annual	92,185.60	94,452.80	96,886.40	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00		
67	Hourly	45.39	46.56	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.51	64.07
	Appx. Bi-wkly	3,631.20	3,724.80	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,000.80	5,125.60
	Appx. Monthly	7,867.60	8,070.40	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,835.07	11,105.47
	Appx. Annual	94,411.20	96,844.80	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,020.80	133,265.60
67A	Hourly	45.98	47.11	48.32	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.29	64.87
	Appx. Bi-wkly	3,678.40	3,768.80	3,865.60	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,063.20	5,189.60
	Appx. Monthly	7,969.87	8,165.73	8,375.47	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,970.27	11,244.13
	Appx. Annual	95,638.40	97,988.80	100,505.60	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,643.20	134,929.60
67C	Hourly	46.17	47.37	48.53	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.60	65.19
	Appx. Bi-wkly	3,693.60	3,789.60	3,882.40	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.00	5,215.20
	Appx. Monthly	8,002.80	8,210.80	8,411.87	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,024.00	11,299.60
	Appx. Annual	96,033.60	98,529.60	100,942.40	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,288.00	135,595.20
67T	Hourly	45.39	46.56	47.70	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98		
	Appx. Bi-wkly	3,631.20	3,724.80	3,816.00	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40		
	Appx. Monthly	7,867.60	8,070.40	8,268.00	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87		
	Appx. Annual	94,411.20	96,844.80	99,216.00	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40		
68	Hourly	46.58	47.73	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.08	65.68
	Appx. Bi-wkly	3,726.40	3,818.40	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,126.40	5,254.40
	Appx. Monthly	8,073.87	8,273.20	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,107.20	11,384.53
	Appx. Annual	96,886.40	99,278.40	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,286.40	136,614.40
68A	Hourly	47.13	48.34	49.54	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.90	66.52
	Appx. Bi-wkly	3,770.40	3,867.20	3,963.20	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.00	5,321.60
	Appx. Monthly	8,169.20	8,378.93	8,586.93	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,249.33	11,530.13
	Appx. Annual	98,030.40	100,547.20	103,043.20	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	134,992.00	138,361.60
68C	Hourly	47.39	48.56	49.79	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.20	66.83
	Appx. Bi-wkly	3,791.20	3,884.80	3,983.20	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.00	5,346.40
	Appx. Monthly	8,214.27	8,417.07	8,630.27	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,301.33	11,583.87
	Appx. Annual	98,571.20	101,004.80	103,563.20	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,616.00	139,006.40
68T	Hourly	46.58	47.73	48.90	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52		
	Appx. Bi-wkly	3,726.40	3,818.40	3,912.00	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60		
	Appx. Monthly	8,073.87	8,273.20	8,476.00	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80		
	Appx. Annual	96,886.40	99,278.40	101,712.00	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
69	Hourly	47.69	48.87	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.71	67.35
	Appx. Bi-wkly	3,815.20	3,909.60	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,256.80	5,388.00
	Appx. Monthly	8,266.27	8,470.80	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,389.73	11,674.00
	Appx. Annual	99,195.20	101,649.60	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,676.80	140,088.00
69A	Hourly	48.31	49.51	50.74	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.51	68.17
	Appx. Bi-wkly	3,864.80	3,960.80	4,059.20	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,320.80	5,453.60
	Appx. Monthly	8,373.73	8,581.73	8,794.93	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,528.40	11,816.13
	Appx. Annual	100,484.80	102,980.80	105,539.20	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,340.80	141,793.60
69C	Hourly	48.52	49.75	51.00	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.86	68.53
	Appx. Bi-wkly	3,881.60	3,980.00	4,080.00	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,348.80	5,482.40
	Appx. Monthly	8,410.13	8,623.33	8,840.00	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,589.07	11,878.53
	Appx. Annual	100,921.60	103,480.00	106,080.00	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,068.80	142,542.40
69T	Hourly	47.69	48.87	50.10	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09		
	Appx. Bi-wkly	3,815.20	3,909.60	4,008.00	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20		
	Appx. Monthly	8,266.27	8,470.80	8,684.00	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93		
	Appx. Annual	99,195.20	101,649.60	104,208.00	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20		
70	Hourly	48.90	50.13	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.39	69.07
	Appx. Bi-wkly	3,912.00	4,010.40	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,391.20	5,525.60
	Appx. Monthly	8,476.00	8,689.20	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,680.93	11,972.13
	Appx. Annual	101,712.00	104,270.40	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,171.20	143,665.60
70A	Hourly	49.54	50.78	52.04	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.22	69.93
	Appx. Bi-wkly	3,963.20	4,062.40	4,163.20	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,457.60	5,594.40
	Appx. Monthly	8,586.93	8,801.87	9,020.27	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,824.80	12,121.20
	Appx. Annual	103,043.20	105,622.40	108,243.20	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,897.60	145,454.40
70C	Hourly	49.79	51.03	52.31	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.58	70.29
	Appx. Bi-wkly	3,983.20	4,082.40	4,184.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,486.40	5,623.20
	Appx. Monthly	8,630.27	8,845.20	9,067.07	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,887.20	12,183.60
	Appx. Annual	103,563.20	106,142.40	108,804.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,646.40	146,203.20
70T	Hourly	48.90	50.13	51.38	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74		
	Appx. Bi-wkly	3,912.00	4,010.40	4,110.40	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20		
	Appx. Monthly	8,476.00	8,689.20	8,905.87	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93		
	Appx. Annual	101,712.00	104,270.40	106,870.40	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20		
71	Hourly	50.09	51.34	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.75
	Appx. Bi-wkly	4,007.20	4,107.20	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,660.00
	Appx. Monthly	8,682.27	8,898.93	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,263.33
	Appx. Annual	104,187.20	106,787.20	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,160.00
71A	Hourly	50.73	51.98	53.27	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.64
	Appx. Bi-wkly	4,058.40	4,158.40	4,261.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,731.20
	Appx. Monthly	8,793.20	9,009.87	9,233.47	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,417.60
	Appx. Annual	105,518.40	108,118.40	110,801.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	149,011.20
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
71C	Hourly	50.99	52.26	53.54	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98
	Appx. Bi-wkly	4,079.20	4,180.80	4,283.20	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40
	Appx. Monthly	8,838.27	9,058.40	9,280.27	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53
	Appx. Annual	106,059.20	108,700.80	111,363.20	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40
71T	Hourly	50.09	51.34	52.61	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34		
	Appx. Bi-wkly	4,007.20	4,107.20	4,208.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20		
	Appx. Monthly	8,682.27	8,898.93	9,119.07	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27		
	Appx. Annual	104,187.20	106,787.20	109,428.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20		
72	Hourly	51.36	52.66	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.75	72.52
	Appx. Bi-wkly	4,108.80	4,212.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,660.00	5,801.60
	Appx. Monthly	8,902.40	9,127.73	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,263.33	12,570.13
	Appx. Annual	106,828.80	109,532.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,160.00	150,841.60
72A	Hourly	52.02	53.32	54.69	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.64	73.43
	Appx. Bi-wkly	4,161.60	4,265.60	4,375.20	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,731.20	5,874.40
	Appx. Monthly	9,016.80	9,242.13	9,479.60	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,417.60	12,727.87
	Appx. Annual	108,201.60	110,905.60	113,755.20	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	149,011.20	152,734.40
72C	Hourly	52.29	53.60	54.92	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.99	73.79
	Appx. Bi-wkly	4,183.20	4,288.00	4,393.60	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,759.20	5,903.20
	Appx. Monthly	9,063.60	9,290.67	9,519.47	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,478.27	12,790.27
	Appx. Annual	108,763.20	111,488.00	114,233.60	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,739.20	153,483.20
72T	Hourly	51.36	52.66	53.98	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02		
	Appx. Bi-wkly	4,108.80	4,212.80	4,318.40	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60		
	Appx. Monthly	8,902.40	9,127.73	9,356.53	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47		
	Appx. Annual	106,828.80	109,532.80	112,278.40	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60		
73	Hourly	52.60	53.94	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.50	74.31
	Appx. Bi-wkly	4,208.00	4,315.20	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,800.00	5,944.80
	Appx. Monthly	9,117.33	9,349.60	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,566.67	12,880.40
	Appx. Annual	109,408.00	112,195.20	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,800.00	154,564.80
73A	Hourly	53.26	54.61	55.95	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.42	75.26
	Appx. Bi-wkly	4,260.80	4,368.80	4,476.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,873.60	6,020.80
	Appx. Monthly	9,231.73	9,465.73	9,698.00	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,726.13	13,045.07
	Appx. Annual	110,780.80	113,588.80	116,376.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,713.60	156,540.80
73C	Hourly	53.53	54.86	56.25	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.77	75.61
	Appx. Bi-wkly	4,282.40	4,388.80	4,500.00	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,901.60	6,048.80
	Appx. Monthly	9,278.53	9,509.07	9,750.00	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,786.80	13,105.73
	Appx. Annual	111,342.40	114,108.80	117,000.00	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,441.60	157,268.80
73T	Hourly	52.60	53.94	55.26	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74		
	Appx. Bi-wkly	4,208.00	4,315.20	4,420.80	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20		
	Appx. Monthly	9,117.33	9,349.60	9,578.40	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60		
	Appx. Annual	109,408.00	112,195.20	114,940.80	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
74	Hourly	53.88	55.22	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.27	76.13
	Appx. Bi-wkly	4,310.40	4,417.60	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,941.60	6,090.40
	Appx. Monthly	9,339.20	9,571.47	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,873.47	13,195.87
	Appx. Annual	112,070.40	114,857.60	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,481.60	158,350.40
74A	Hourly	54.54	55.90	57.31	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.20	77.08
	Appx. Bi-wkly	4,363.20	4,472.00	4,584.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,016.00	6,166.40
	Appx. Monthly	9,453.60	9,689.33	9,933.73	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,034.67	13,360.53
	Appx. Annual	113,443.20	116,272.00	119,204.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,416.00	160,326.40
74C	Hourly	54.82	56.21	57.63	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.59	77.48
	Appx. Bi-wkly	4,385.60	4,496.80	4,610.40	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,047.20	6,198.40
	Appx. Monthly	9,502.13	9,743.07	9,989.20	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,102.27	13,429.87
	Appx. Annual	114,025.60	116,916.80	119,870.40	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,227.20	161,158.40
74T	Hourly	53.88	55.22	56.61	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48		
	Appx. Bi-wkly	4,310.40	4,417.60	4,528.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40		
	Appx. Monthly	9,339.20	9,571.47	9,812.40	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20		
	Appx. Annual	112,070.40	114,857.60	117,748.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40		
75	Hourly	55.26	56.66	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.14	78.04
	Appx. Bi-wkly	4,420.80	4,532.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,091.20	6,243.20
	Appx. Monthly	9,578.40	9,821.07	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,197.60	13,526.93
	Appx. Annual	114,940.80	117,852.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,371.20	162,323.20
75A	Hourly	55.95	57.36	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.11	79.04
	Appx. Bi-wkly	4,476.00	4,588.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,168.80	6,323.20
	Appx. Monthly	9,698.00	9,942.40	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,365.73	13,700.27
	Appx. Annual	116,376.00	119,308.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,388.80	164,403.20
75C	Hourly	56.25	57.69	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.48	79.42
	Appx. Bi-wkly	4,500.00	4,615.20	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,198.40	6,353.60
	Appx. Monthly	9,750.00	9,999.60	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,429.87	13,766.13
	Appx. Annual	117,000.00	119,995.20	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,158.40	165,193.60
75T	Hourly	55.26	56.66	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28		
	Appx. Bi-wkly	4,420.80	4,532.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40		
	Appx. Monthly	9,578.40	9,821.07	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20		
	Appx. Annual	114,940.80	117,852.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40		
76	Hourly	56.66	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.05	80.00
	Appx. Bi-wkly	4,532.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,244.00	6,400.00
	Appx. Monthly	9,821.07	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,528.67	13,866.67
	Appx. Annual	117,852.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,344.00	166,400.00
76A	Hourly	57.36	58.78	60.28	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.06	81.04
	Appx. Bi-wkly	4,588.80	4,702.40	4,822.40	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,324.80	6,483.20
	Appx. Monthly	9,942.40	10,188.53	10,448.53	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,703.73	14,046.93
	Appx. Annual	119,308.80	122,262.40	125,382.40	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,444.80	168,563.20
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
76C	Hourly	57.69	59.11	60.54	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.46	81.45
	Appx. Bi-wkly	4,615.20	4,728.80	4,843.20	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,356.80	6,516.00
	Appx. Monthly	9,999.60	10,245.73	10,493.60	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,773.07	14,118.00
	Appx. Annual	119,995.20	122,948.80	125,923.20	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,276.80	169,416.00
76T	Hourly	56.66	58.05	59.50	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15		
	Appx. Bi-wkly	4,532.80	4,644.00	4,760.00	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00		
	Appx. Monthly	9,821.07	10,062.00	10,313.33	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33		
	Appx. Annual	117,852.80	120,744.00	123,760.00	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00		
77	Hourly	58.02	59.48	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.05	82.05
	Appx. Bi-wkly	4,641.60	4,758.40	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,404.00	6,564.00
	Appx. Monthly	10,056.80	10,309.87	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,875.33	14,222.00
	Appx. Annual	120,681.60	123,718.40	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,504.00	170,664.00
77A	Hourly	58.76	60.22	61.75	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.06	83.09
	Appx. Bi-wkly	4,700.80	4,817.60	4,940.00	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,484.80	6,647.20
	Appx. Monthly	10,185.07	10,438.13	10,703.33	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,050.40	14,402.27
	Appx. Annual	122,220.80	125,257.60	128,440.00	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,604.80	172,827.20
77C	Hourly	59.07	60.52	62.04	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.46	83.50
	Appx. Bi-wkly	4,725.60	4,841.60	4,963.20	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,516.80	6,680.00
	Appx. Monthly	10,238.80	10,490.13	10,753.60	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,119.73	14,473.33
	Appx. Annual	122,865.60	125,881.60	129,043.20	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,436.80	173,680.00
77T	Hourly	58.02	59.48	60.98	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07		
	Appx. Bi-wkly	4,641.60	4,758.40	4,878.40	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60		
	Appx. Monthly	10,056.80	10,309.87	10,569.87	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13		
	Appx. Annual	120,681.60	123,718.40	126,838.40	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60		
78	Hourly	59.49	60.99	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.01	84.06
	Appx. Bi-wkly	4,759.20	4,879.20	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,560.80	6,724.80
	Appx. Monthly	10,311.60	10,571.60	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,215.07	14,570.40
	Appx. Annual	123,739.20	126,859.20	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,580.80	174,844.80
78A	Hourly	60.24	61.76	63.31	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.06	85.14
	Appx. Bi-wkly	4,819.20	4,940.80	5,064.80	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,644.80	6,811.20
	Appx. Monthly	10,441.60	10,705.07	10,973.73	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,397.07	14,757.60
	Appx. Annual	125,299.20	128,460.80	131,684.80	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,764.80	177,091.20
78C	Hourly	60.53	62.05	63.61	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.45	85.54
	Appx. Bi-wkly	4,842.40	4,964.00	5,088.80	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,676.00	6,843.20
	Appx. Monthly	10,491.87	10,755.33	11,025.73	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,464.67	14,826.93
	Appx. Annual	125,902.40	129,064.00	132,308.80	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,576.00	177,923.20
78T	Hourly	59.49	60.99	62.52	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03		
	Appx. Bi-wkly	4,759.20	4,879.20	5,001.60	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40		
	Appx. Monthly	10,311.60	10,571.60	10,836.80	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87		
	Appx. Annual	123,739.20	126,859.20	130,041.60	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
79	Hourly	61.01	62.54	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.19
	Appx. Bi-wkly	4,880.80	5,003.20	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,895.20
	Appx. Monthly	10,575.07	10,840.27	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,939.60
	Appx. Annual	126,900.80	130,083.20	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,275.20
79A	Hourly	61.77	63.32	64.91	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.27
	Appx. Bi-wkly	4,941.60	5,065.60	5,192.80	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,981.60
	Appx. Monthly	10,706.80	10,975.47	11,251.07	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,126.80
	Appx. Annual	128,481.60	131,705.60	135,012.80	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,521.60
79C	Hourly	62.09	63.64	65.21	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.72
	Appx. Bi-wkly	4,967.20	5,091.20	5,216.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,017.60
	Appx. Monthly	10,762.27	11,030.93	11,303.07	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,204.80
	Appx. Annual	129,147.20	132,371.20	135,636.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,457.60
79T	Hourly	61.01	62.54	64.09	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04		
	Appx. Bi-wkly	4,880.80	5,003.20	5,127.20	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20		
	Appx. Monthly	10,575.07	10,840.27	11,108.93	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27		
	Appx. Annual	126,900.80	130,083.20	133,307.20	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20		
80	Hourly	62.58	64.13	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.19	88.34
	Appx. Bi-wkly	5,006.40	5,130.40	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,895.20	7,067.20
	Appx. Monthly	10,847.20	11,115.87	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,939.60	15,312.27
	Appx. Annual	130,166.40	133,390.40	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,275.20	183,747.20
80A	Hourly	63.37	64.94	66.55	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.26	89.44
	Appx. Bi-wkly	5,069.60	5,195.20	5,324.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,980.80	7,155.20
	Appx. Monthly	10,984.13	11,256.27	11,535.33	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,125.07	15,502.93
	Appx. Annual	131,809.60	135,075.20	138,424.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,500.80	186,035.20
80C	Hourly	63.66	65.26	66.89	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.69	89.88
	Appx. Bi-wkly	5,092.80	5,220.80	5,351.20	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,015.20	7,190.40
	Appx. Monthly	11,034.40	11,311.73	11,594.27	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,199.60	15,579.20
	Appx. Annual	132,412.80	135,740.80	139,131.20	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,395.20	186,950.40
80T	Hourly	62.58	64.13	65.74	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09		
	Appx. Bi-wkly	5,006.40	5,130.40	5,259.20	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20		
	Appx. Monthly	10,847.20	11,115.87	11,394.93	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60		
	Appx. Annual	130,166.40	133,390.40	136,739.20	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20		
81	Hourly	64.08	65.70	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.55
	Appx. Bi-wkly	5,126.40	5,256.00	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,244.00
	Appx. Monthly	11,107.20	11,388.00	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,695.33
	Appx. Annual	133,286.40	136,656.00	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,344.00
81A	Hourly	64.90	66.50	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.67
	Appx. Bi-wkly	5,192.00	5,320.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,333.60
	Appx. Monthly	11,249.33	11,526.67	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,889.47
	Appx. Annual	134,992.00	138,320.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,673.60
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
81C	Hourly	65.20	66.85	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.14
	Appx. Bi-wkly	5,216.00	5,348.00	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,371.20
	Appx. Monthly	11,301.33	11,587.33	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,970.93
	Appx. Annual	135,616.00	139,048.00	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,651.20
81T	Hourly	64.08	65.70	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17		
	Appx. Bi-wkly	5,126.40	5,256.00	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60		
	Appx. Monthly	11,107.20	11,388.00	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13		
	Appx. Annual	133,286.40	136,656.00	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60		
82	Hourly	65.70	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.56	92.82
	Appx. Bi-wkly	5,256.00	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,244.80	7,425.60
	Appx. Monthly	11,388.00	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,697.07	16,088.80
	Appx. Annual	136,656.00	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,364.80	193,065.60
82A	Hourly	66.50	68.18	69.89	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.67	93.96
	Appx. Bi-wkly	5,320.00	5,454.40	5,591.20	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,333.60	7,516.80
	Appx. Monthly	11,526.67	11,817.87	12,114.27	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,889.47	16,286.40
	Appx. Annual	138,320.00	141,814.40	145,371.20	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,673.60	195,436.80
82C	Hourly	66.85	68.54	70.22	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.15	94.45
	Appx. Bi-wkly	5,348.00	5,483.20	5,617.60	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.00	7,556.00
	Appx. Monthly	11,587.33	11,880.27	12,171.47	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,972.67	16,371.33
	Appx. Annual	139,048.00	142,563.20	146,057.60	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,672.00	196,456.00
82T	Hourly	65.70	67.34	69.02	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34		
	Appx. Bi-wkly	5,256.00	5,387.20	5,521.60	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20		
	Appx. Monthly	11,388.00	11,672.27	11,963.47	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27		
	Appx. Annual	136,656.00	140,067.20	143,561.60	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20		
83	Hourly	67.33	69.01	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.81	95.13
	Appx. Bi-wkly	5,386.40	5,520.80	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.80	7,610.40
	Appx. Monthly	11,670.53	11,961.73	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,087.07	16,489.20
	Appx. Annual	140,046.40	143,540.80	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,044.80	197,870.40
83A	Hourly	68.17	69.88	71.63	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.98	96.33
	Appx. Bi-wkly	5,453.60	5,590.40	5,730.40	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,518.40	7,706.40
	Appx. Monthly	11,816.13	12,112.53	12,415.87	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,289.87	16,697.20
	Appx. Annual	141,793.60	145,350.40	148,990.40	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,478.40	200,366.40
83C	Hourly	68.53	70.18	71.98	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.46	96.82
	Appx. Bi-wkly	5,482.40	5,614.40	5,758.40	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.80	7,745.60
	Appx. Monthly	11,878.53	12,164.53	12,476.53	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,373.07	16,782.13
	Appx. Annual	142,542.40	145,974.40	149,718.40	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,476.80	201,385.60
83T	Hourly	67.33	69.01	70.74	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57		
	Appx. Bi-wkly	5,386.40	5,520.80	5,659.20	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60		
	Appx. Monthly	11,670.53	11,961.73	12,261.60	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80		
	Appx. Annual	140,046.40	143,540.80	147,139.20	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
84	Hourly	68.97	70.70	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.15	97.53
	Appx. Bi-wkly	5,517.60	5,656.00	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,612.00	7,802.40
	Appx. Monthly	11,954.80	12,254.67	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,492.67	16,905.20
	Appx. Annual	143,457.60	147,056.00	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,912.00	202,862.40
84A	Hourly	69.81	71.60	73.40	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.35	98.76
	Appx. Bi-wkly	5,584.80	5,728.00	5,872.00	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,708.00	7,900.80
	Appx. Monthly	12,100.40	12,410.67	12,722.67	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,700.67	17,118.40
	Appx. Annual	145,204.80	148,928.00	152,672.00	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,408.00	205,420.80
84C	Hourly	70.16	71.91	73.72	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.80	99.22
	Appx. Bi-wkly	5,612.80	5,752.80	5,897.60	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,744.00	7,937.60
	Appx. Monthly	12,161.07	12,464.40	12,778.13	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,778.67	17,198.13
	Appx. Annual	145,932.80	149,572.80	153,337.60	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,344.00	206,377.60
84T	Hourly	68.97	70.70	72.48	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80		
	Appx. Bi-wkly	5,517.60	5,656.00	5,798.40	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00		
	Appx. Monthly	11,954.80	12,254.67	12,563.20	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33		
	Appx. Annual	143,457.60	147,056.00	150,758.40	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00		
85	Hourly	70.73	72.49	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.50	99.94
	Appx. Bi-wkly	5,658.40	5,799.20	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,800.00	7,995.20
	Appx. Monthly	12,259.87	12,564.93	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,900.00	17,322.93
	Appx. Annual	147,118.40	150,779.20	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,800.00	207,875.20
85A	Hourly	71.62	73.41	75.22	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.73	101.20
	Appx. Bi-wkly	5,729.60	5,872.80	6,017.60	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,898.40	8,096.00
	Appx. Monthly	12,414.13	12,724.40	13,038.13	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,113.20	17,541.33
	Appx. Annual	148,969.60	152,692.80	156,457.60	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,358.40	210,496.00
85C	Hourly	71.94	73.74	75.61	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.24	101.72
	Appx. Bi-wkly	5,755.20	5,899.20	6,048.80	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,939.20	8,137.60
	Appx. Monthly	12,469.60	12,781.60	13,105.73	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,201.60	17,631.47
	Appx. Annual	149,635.20	153,379.20	157,268.80	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,419.20	211,577.60
85T	Hourly	70.73	72.49	74.28	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14		
	Appx. Bi-wkly	5,658.40	5,799.20	5,942.40	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20		
	Appx. Monthly	12,259.87	12,564.93	12,875.20	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93		
	Appx. Annual	147,118.40	150,779.20	154,502.40	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20		
86	Hourly	72.50	74.29	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.92	102.42
	Appx. Bi-wkly	5,800.00	5,943.20	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,993.60	8,193.60
	Appx. Monthly	12,566.67	12,876.93	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,319.47	17,752.80
	Appx. Annual	150,800.00	154,523.20	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,833.60	213,033.60
86A	Hourly	73.42	75.23	77.12	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.17	103.70
	Appx. Bi-wkly	5,873.60	6,018.40	6,169.60	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,093.60	8,296.00
	Appx. Monthly	12,726.13	13,039.87	13,367.47	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,536.13	17,974.67
	Appx. Annual	152,713.60	156,478.40	160,409.60	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,433.60	215,696.00
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
86C	Hourly	73.77	75.62	77.49	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.71	104.25
	Appx. Bi-wkly	5,901.60	6,049.60	6,199.20	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,136.80	8,340.00
	Appx. Monthly	12,786.80	13,107.47	13,431.60	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,629.73	18,070.00
	Appx. Annual	153,441.60	157,289.60	161,179.20	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,556.80	216,840.00
86T	Hourly	72.50	74.29	76.15	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48		
	Appx. Bi-wkly	5,800.00	5,943.20	6,092.00	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40		
	Appx. Monthly	12,566.67	12,876.93	13,199.33	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53		
	Appx. Annual	150,800.00	154,523.20	158,392.00	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40		
87	Hourly	74.34	76.17	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	105.01
	Appx. Bi-wkly	5,947.20	6,093.60	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,400.80
	Appx. Monthly	12,885.60	13,202.80	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,201.73
	Appx. Annual	154,627.20	158,433.60	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,420.80
87A	Hourly	75.25	77.15	79.08	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.33
	Appx. Bi-wkly	6,020.00	6,172.00	6,326.40	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,506.40
	Appx. Monthly	13,043.33	13,372.67	13,707.20	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,430.53
	Appx. Annual	156,520.00	160,472.00	164,486.40	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,166.40
87C	Hourly	75.64	77.53	79.49	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.87
	Appx. Bi-wkly	6,051.20	6,202.40	6,359.20	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,549.60
	Appx. Monthly	13,110.93	13,438.53	13,778.27	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,524.13
	Appx. Annual	157,331.20	161,262.40	165,339.20	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,289.60
87T	Hourly	74.34	76.17	78.07	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98		
	Appx. Bi-wkly	5,947.20	6,093.60	6,245.60	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40		
	Appx. Monthly	12,885.60	13,202.80	13,532.13	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87		
	Appx. Annual	154,627.20	158,433.60	162,385.60	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40		
88	Hourly	76.15	78.05	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	105.00	107.63
	Appx. Bi-wkly	6,092.00	6,244.00	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,400.00	8,610.40
	Appx. Monthly	13,199.33	13,528.67	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,200.00	18,655.87
	Appx. Annual	158,392.00	162,344.00	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,400.00	223,870.40
88A	Hourly	77.12	79.06	81.04	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.35	109.01
	Appx. Bi-wkly	6,169.60	6,324.80	6,483.20	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,508.00	8,720.80
	Appx. Monthly	13,367.47	13,703.73	14,046.93	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,434.00	18,895.07
	Appx. Annual	160,409.60	164,444.80	168,563.20	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,208.00	226,740.80
88C	Hourly	77.49	79.46	81.44	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.87	109.54
	Appx. Bi-wkly	6,199.20	6,356.80	6,515.20	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,549.60	8,763.20
	Appx. Monthly	13,431.60	13,773.07	14,116.27	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,524.13	18,986.93
	Appx. Annual	161,179.20	165,276.80	169,395.20	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,289.60	227,843.20
88T	Hourly	76.15	78.05	80.03	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45		
	Appx. Bi-wkly	6,092.00	6,244.00	6,402.40	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00		
	Appx. Monthly	13,199.33	13,528.67	13,871.87	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00		
	Appx. Annual	158,392.00	162,344.00	166,462.40	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00		

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
89	Hourly	78.07	80.05	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.60	110.29
	Appx. Bi-wkly	6,245.60	6,404.00	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,608.00	8,823.20
	Appx. Monthly	13,532.13	13,875.33	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,650.67	19,116.93
	Appx. Annual	162,385.60	166,504.00	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,808.00	229,403.20
89A	Hourly	79.08	81.06	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.95	111.67
	Appx. Bi-wkly	6,326.40	6,484.80	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,716.00	8,933.60
	Appx. Monthly	13,707.20	14,050.40	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,884.67	19,356.13
	Appx. Annual	164,486.40	168,604.80	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,616.00	232,273.60
89C	Hourly	79.49	81.46	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.49	112.23
	Appx. Bi-wkly	6,359.20	6,516.80	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,759.20	8,978.40
	Appx. Monthly	13,778.27	14,119.73	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,978.27	19,453.20
	Appx. Annual	165,339.20	169,436.80	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,739.20	233,438.40
89T	Hourly	78.07	80.05	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97		
	Appx. Bi-wkly	6,245.60	6,404.00	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60		
	Appx. Monthly	13,532.13	13,875.33	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80		
	Appx. Annual	162,385.60	166,504.00	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60		
90	Hourly	80.05	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.10
	Appx. Bi-wkly	6,404.00	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,048.00
	Appx. Monthly	13,875.33	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,604.00
	Appx. Annual	166,504.00	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,248.00
90A	Hourly	81.06	83.09	85.14	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.50
	Appx. Bi-wkly	6,484.80	6,647.20	6,811.20	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,160.00
	Appx. Monthly	14,050.40	14,402.27	14,757.60	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,846.67
	Appx. Annual	168,604.80	172,827.20	177,091.20	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,160.00
90C	Hourly	81.46	83.47	85.58	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.06
	Appx. Bi-wkly	6,516.80	6,677.60	6,846.40	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,204.80
	Appx. Monthly	14,119.73	14,468.13	14,833.87	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,943.73
	Appx. Annual	169,436.80	173,617.60	178,006.40	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,324.80
90T	Hourly	80.05	82.04	84.09	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64		
	Appx. Bi-wkly	6,404.00	6,563.20	6,727.20	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20		
	Appx. Monthly	13,875.33	14,220.27	14,575.60	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60		
	Appx. Annual	166,504.00	170,643.20	174,907.20	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20		
91	Hourly	82.01	84.07	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.10	115.93
	Appx. Bi-wkly	6,560.80	6,725.60	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,048.00	9,274.40
	Appx. Monthly	14,215.07	14,572.13	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,604.00	20,094.53
	Appx. Annual	170,580.80	174,865.60	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,248.00	241,134.40
91A	Hourly	83.06	85.12	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.51	117.37
	Appx. Bi-wkly	6,644.80	6,809.60	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,160.80	9,389.60
	Appx. Monthly	14,397.07	14,754.13	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,848.40	20,344.13
	Appx. Annual	172,764.80	177,049.60	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,180.80	244,129.60

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
91C	Hourly	83.45	85.55	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.08	117.96
	Appx. Bi-wkly	6,676.00	6,844.00	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,206.40	9,436.80
	Appx. Monthly	14,464.67	14,828.67	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,947.20	20,446.40
	Appx. Annual	173,576.00	177,944.00	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,366.40	245,356.80
91T	Hourly	82.01	84.07	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34		
	Appx. Bi-wkly	6,560.80	6,725.60	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20		
	Appx. Monthly	14,215.07	14,572.13	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60		
	Appx. Annual	170,580.80	174,865.60	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20		
92	Hourly	84.07	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.80
	Appx. Bi-wkly	6,725.60	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,504.00
	Appx. Monthly	14,572.13	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,592.00
	Appx. Annual	174,865.60	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,104.00
92A	Hourly	85.12	87.23	89.43	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.29
	Appx. Bi-wkly	6,809.60	6,978.40	7,154.40	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,623.20
	Appx. Monthly	14,754.13	15,119.87	15,501.20	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,850.27
	Appx. Annual	177,049.60	181,438.40	186,014.40	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,203.20
92C	Hourly	85.55	87.66	89.89	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.90
	Appx. Bi-wkly	6,844.00	7,012.80	7,191.20	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,672.00
	Appx. Monthly	14,828.67	15,194.40	15,580.93	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,956.00
	Appx. Annual	177,944.00	182,332.80	186,971.20	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,472.00
92T	Hourly	84.07	86.17	88.34	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07		
	Appx. Bi-wkly	6,725.60	6,893.60	7,067.20	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60		
	Appx. Monthly	14,572.13	14,936.13	15,312.27	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80		
	Appx. Annual	174,865.60	179,233.60	183,747.20	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60		
93	Hourly	86.18	88.35	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.75
	Appx. Bi-wkly	6,894.40	7,068.00	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.00
	Appx. Monthly	14,937.87	15,314.00	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,103.33
	Appx. Annual	179,254.40	183,768.00	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,240.00
93A	Hourly	87.25	89.45	91.69	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27
	Appx. Bi-wkly	6,980.00	7,156.00	7,335.20	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60
	Appx. Monthly	15,123.33	15,504.67	15,892.93	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80
	Appx. Annual	181,480.00	186,056.00	190,715.20	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60
93C	Hourly	87.68	89.90	92.16	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.90
	Appx. Bi-wkly	7,014.40	7,192.00	7,372.80	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,912.00
	Appx. Monthly	15,197.87	15,582.67	15,974.40	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,476.00
	Appx. Annual	182,374.40	186,992.00	191,692.80	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,712.00
93T	Hourly	86.18	88.35	90.57	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90		
	Appx. Bi-wkly	6,894.40	7,068.00	7,245.60	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00		
	Appx. Monthly	14,937.87	15,314.00	15,698.80	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33		
	Appx. Annual	179,254.40	183,768.00	188,385.60	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00		

Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
94	Hourly	88.34	90.56	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.78	124.82
	Appx. Bi-wkly	7,067.20	7,244.80	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,742.40	9,985.60
	Appx. Monthly	15,312.27	15,697.07	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,108.53	21,635.47
	Appx. Annual	183,747.20	188,364.80	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,302.40	259,625.60
94A	Hourly	89.43	91.67	93.96	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.29	126.37
	Appx. Bi-wkly	7,154.40	7,333.60	7,516.80	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,863.20	10,109.60
	Appx. Monthly	15,501.20	15,889.47	16,286.40	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,370.27	21,904.13
	Appx. Annual	186,014.40	190,673.60	195,436.80	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,443.20	262,849.60
94C	Hourly	89.89	92.15	94.45	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.90	127.00
	Appx. Bi-wkly	7,191.20	7,372.00	7,556.00	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,912.00	10,160.00
	Appx. Monthly	15,580.93	15,972.67	16,371.33	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,476.00	22,013.33
	Appx. Annual	186,971.20	191,672.00	196,456.00	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,712.00	264,160.00
94T	Hourly	88.34	90.56	92.80	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78		
	Appx. Bi-wkly	7,067.20	7,244.80	7,424.00	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40		
	Appx. Monthly	15,312.27	15,697.07	16,085.33	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53		
	Appx. Annual	183,747.20	188,364.80	193,024.00	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40		
95	Hourly	90.55	92.79	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.91
	Appx. Bi-wkly	7,244.00	7,423.20	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,232.80
	Appx. Monthly	15,695.33	16,083.60	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,171.07
	Appx. Annual	188,344.00	193,003.20	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,052.80
95A	Hourly	91.65	93.95	96.34	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.50
	Appx. Bi-wkly	7,332.00	7,516.00	7,707.20	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,360.00
	Appx. Monthly	15,886.00	16,284.67	16,698.93	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,446.67
	Appx. Annual	190,632.00	195,416.00	200,387.20	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,360.00
95C	Hourly	92.14	94.44	96.78	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.15
	Appx. Bi-wkly	7,371.20	7,555.20	7,742.40	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,412.00
	Appx. Monthly	15,970.93	16,369.60	16,775.20	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,559.33
	Appx. Annual	191,651.20	196,435.20	201,302.40	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,712.00
95T	Hourly	90.55	92.79	95.14	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76		
	Appx. Bi-wkly	7,244.00	7,423.20	7,611.20	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80		
	Appx. Monthly	15,695.33	16,083.60	16,490.93	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07		
	Appx. Annual	188,344.00	193,003.20	197,891.20	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80		
96	Hourly	92.77	95.13	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.91	131.11
	Appx. Bi-wkly	7,421.60	7,610.40	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,232.80	10,488.80
	Appx. Monthly	16,080.13	16,489.20	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,171.07	22,725.73
	Appx. Annual	192,961.60	197,870.40	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,052.80	272,708.80
96A	Hourly	93.94	96.33	98.72	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.51	132.75
	Appx. Bi-wkly	7,515.20	7,706.40	7,897.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,360.80	10,620.00
	Appx. Monthly	16,282.93	16,697.20	17,111.47	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,448.40	23,010.00
	Appx. Annual	195,395.20	200,366.40	205,337.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,380.80	276,120.00
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**

APPENDIX C – SALARY SCHEDULES
GENERAL TABLES – EFFECTIVE 07/25/2026

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Effective 7/25/2026 **2.5% New Top Step**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
96C	Hourly	94.42	96.77	99.20	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.15	133.40
	Appx. Bi-wkly	7,553.60	7,741.60	7,936.00	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,412.00	10,672.00
	Appx. Monthly	16,366.13	16,773.47	17,194.67	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,559.33	23,122.67
	Appx. Annual	196,393.60	201,281.60	206,336.00	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,712.00	277,472.00
96T	Hourly	92.77	95.13	97.48	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79		
	Appx. Bi-wkly	7,421.60	7,610.40	7,798.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20		
	Appx. Monthly	16,080.13	16,489.20	16,896.53	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27		
	Appx. Annual	192,961.60	197,870.40	202,758.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20		
97	Hourly	95.16	97.53	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.13	134.41
	Appx. Bi-wkly	7,612.80	7,802.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,490.40	10,752.80
	Appx. Monthly	16,494.40	16,905.20	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,729.20	23,297.73
	Appx. Annual	197,932.80	202,862.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,750.40	279,572.80
97A	Hourly	96.36	98.77	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.53	132.76	136.08
	Appx. Bi-wkly	7,708.80	7,901.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,362.40	10,620.80	10,886.40
	Appx. Monthly	16,702.40	17,120.13	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,451.87	23,011.73	23,587.20
	Appx. Annual	200,428.80	205,441.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,422.40	276,140.80	283,046.40
97C	Hourly	96.82	99.26	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.17	133.43	136.77
	Appx. Bi-wkly	7,745.60	7,940.80	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,413.60	10,674.40	10,941.60
	Appx. Monthly	16,782.13	17,205.07	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,562.80	23,127.87	23,706.80
	Appx. Annual	201,385.60	206,460.80	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,753.60	277,534.40	284,481.60
97T	Hourly	95.16	97.53	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92		
	Appx. Bi-wkly	7,612.80	7,802.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60		
	Appx. Monthly	16,494.40	16,905.20	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80		
	Appx. Annual	197,932.80	202,862.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60		
98	Hourly	97.53	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.15	134.43	137.79
	Appx. Bi-wkly	7,802.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,492.00	10,754.40	11,023.20
	Appx. Monthly	16,905.20	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,732.67	23,301.20	23,883.60
	Appx. Annual	202,862.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,792.00	279,614.40	286,603.20
98A	Hourly	98.77	101.22	103.74	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.53	132.78	136.10	139.50
	Appx. Bi-wkly	7,901.60	8,097.60	8,299.20	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,362.40	10,622.40	10,888.00	11,160.00
	Appx. Monthly	17,120.13	17,544.80	17,981.60	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,451.87	23,015.20	23,590.67	24,180.00
	Appx. Annual	205,441.60	210,537.60	215,779.20	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,422.40	276,182.40	283,088.00	290,160.00
98C	Hourly	99.26	101.74	104.26	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.17	133.45	136.78	140.20
	Appx. Bi-wkly	7,940.80	8,139.20	8,340.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,413.60	10,676.00	10,942.40	11,216.00
	Appx. Monthly	17,205.07	17,634.93	18,071.73	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,562.80	23,131.33	23,708.53	24,301.33
	Appx. Annual	206,460.80	211,619.20	216,860.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,753.60	277,576.00	284,502.40	291,616.00
98T	Hourly	97.53	99.98	102.45	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.15		
	Appx. Bi-wkly	7,802.40	7,998.40	8,196.00	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,492.00		
	Appx. Monthly	16,905.20	17,329.87	17,758.00	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,732.67		
	Appx. Annual	202,862.40	207,958.40	213,096.00	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,792.00		
99	Hourly	99.92	102.42	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.15	134.39	137.72	141.16
	Appx. Bi-wkly	7,993.60	8,193.60	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,492.00	10,751.20	11,017.60	11,292.80
	Appx. Monthly	17,319.47	17,752.80	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,732.67	23,294.27	23,871.47	24,467.73
	Appx. Annual	207,833.60	213,033.60	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,792.00	279,531.20	286,457.60	293,612.80
99A	Hourly	101.17	103.71	106.31	108.98	111.71	114.48	117.36	120.26	123.27	126.34	129.53	132.78	136.05	139.45	142.94
	Appx. Bi-wkly	8,093.60	8,296.80	8,504.80	8,718.40	8,936.80	9,158.40	9,388.80	9,620.80	9,861.60	10,107.20	10,362.40	10,622.40	10,884.00	11,156.00	11,435.20
	Appx. Monthly	17,536.13	17,976.40	18,427.07	18,889.87	19,363.07	19,843.20	20,342.40	20,845.07	21,366.80	21,898.93	22,451.87	23,015.20	23,582.00	24,171.33	24,776.27
	Appx. Annual	210,433.60	215,716.80	221,124.80	226,678.40	232,356.80	238,118.40	244,108.80	250,140.80	256,401.60	262,787.20	269,422.40	276,182.40	282,984.00	290,056.00	297,315.20
99C	Hourly	101.71	104.21	106.81	109.53	112.25	115.07	117.95	120.88	123.87	126.98	130.17	133.45	136.74	140.11	143.61
	Appx. Bi-wkly	8,136.80	8,336.80	8,544.80	8,762.40	8,980.00	9,205.60	9,436.00	9,670.40	9,909.60	10,158.40	10,413.60	10,676.00	10,939.20	11,208.80	11,488.80
	Appx. Monthly	17,629.73	18,063.07	18,513.73	18,985.20	19,456.67	19,945.47	20,444.67	20,952.53	21,470.80	22,009.87	22,562.80	23,131.33	23,701.60	24,285.73	24,892.40
	Appx. Annual	211,556.80	216,756.80	222,164.80	227,822.40	233,480.00	239,345.60	245,336.00	251,430.40	257,649.60	264,118.40	270,753.60	277,576.00	284,419.20	291,428.80	298,708.80
99T	Hourly	99.92	102.42	104.97	107.64	110.34	113.07	115.90	118.78	121.76	124.79	127.92	131.15	134.39		
	Appx. Bi-wkly	7,993.60	8,193.60	8,397.60	8,611.20	8,827.20	9,045.60	9,272.00	9,502.40	9,740.80	9,983.20	10,233.60	10,492.00	10,751.20		
	Appx. Monthly	17,319.47	17,752.80	18,194.80	18,657.60	19,125.60	19,598.80	20,089.33	20,588.53	21,105.07	21,630.27	22,172.80	22,732.67	23,294.27		
	Appx. Annual	207,833.60	213,033.60	218,337.60	223,891.20	229,507.20	235,185.60	241,072.00	247,062.40	253,260.80	259,563.20	266,073.60	272,792.00	279,531.20		

APPENDIX C – SALARY SCHEDULES

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NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE PAY PERIOD FOLLOWING BOARD APPROVAL

		Non-Longevity													Longevity				
Effective Pay Peirod Following Board Approval		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
61	Hourly	$ 36.92	$ 37.85	$ 38.78	$ 39.77	$ 40.74	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.80	$ 51.83	$ 52.84	$ 53.87	$ 54.87	$ 55.88
	Appx. Bi-wkly	$ 2,953.60	$ 3,028.00	$ 3,102.40	$ 3,181.60	$ 3,259.20	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,064.00	$ 4,146.40	$ 4,227.20	$ 4,309.60	$ 4,389.60	$ 4,470.40
	Appx. Monthly	$ 6,399.47	$ 6,560.67	$ 6,721.87	$ 6,893.47	$ 7,061.60	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,805.33	$ 8,983.87	$ 9,158.93	$ 9,337.47	$ 9,510.80	$ 9,685.87
	Appx. Annual	$ 76,793.60	$ 78,728.00	$ 80,662.40	$ 82,721.60	$ 84,739.20	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,664.00	$ 107,806.40	$ 109,907.20	$ 112,049.60	$ 114,129.60	$ 116,230.40
61A	Hourly	$ 37.39	$ 38.33	$ 39.28	$ 40.25	$ 41.27	$ 42.31	$ 43.36	$ 44.42	$ 45.52	$ 46.68	$ 47.81	$ 49.03	$ 50.19	$ 51.45	$ 52.48	$ 53.51	$ 54.54	$ 55.58	$ 56.61
	Appx. Bi-wkly	$ 2,991.20	$ 3,066.40	$ 3,142.40	$ 3,220.00	$ 3,301.60	$ 3,384.80	$ 3,468.80	$ 3,553.60	$ 3,641.60	$ 3,734.40	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,116.00	$ 4,198.40	$ 4,280.80	$ 4,363.20	$ 4,446.40	$ 4,528.80
	Appx. Monthly	$ 6,480.93	$ 6,643.87	$ 6,808.53	$ 6,976.67	$ 7,153.47	$ 7,333.73	$ 7,515.73	$ 7,699.47	$ 7,890.13	$ 8,091.20	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,918.00	$ 9,096.53	$ 9,275.07	$ 9,453.60	$ 9,633.87	$ 9,812.40
	Appx. Annual	$ 77,771.20	$ 79,726.40	$ 81,702.40	$ 83,720.00	$ 85,841.60	$ 88,004.80	$ 90,188.80	$ 92,393.60	$ 94,681.60	$ 97,094.40	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,016.00	$ 109,158.40	$ 111,300.80	$ 113,443.20	$ 115,606.40	$ 117,748.80
61C	Hourly	$ 37.54	$ 38.51	$ 39.46	$ 40.48	$ 41.44	$ 42.50	$ 43.54	$ 44.64	$ 45.75	$ 46.91	$ 48.04	$ 49.28	$ 50.43	$ 51.70	$ 52.75	$ 53.77	$ 54.80	$ 55.84	$ 56.87
	Appx. Bi-wkly	$ 3,003.20	$ 3,080.80	$ 3,156.80	$ 3,238.40	$ 3,315.20	$ 3,400.00	$ 3,483.20	$ 3,571.20	$ 3,660.00	$ 3,752.80	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,136.00	$ 4,220.00	$ 4,301.60	$ 4,384.00	$ 4,467.20	$ 4,549.60
	Appx. Monthly	$ 6,506.93	$ 6,675.07	$ 6,839.73	$ 7,016.53	$ 7,182.93	$ 7,366.67	$ 7,546.93	$ 7,737.60	$ 7,930.00	$ 8,131.07	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,961.33	$ 9,143.33	$ 9,320.13	$ 9,498.67	$ 9,678.93	$ 9,857.47
	Appx. Annual	$ 78,083.20	$ 80,100.80	$ 82,076.80	$ 84,198.40	$ 86,195.20	$ 88,400.00	$ 90,563.20	$ 92,851.20	$ 95,160.00	$ 97,572.80	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,536.00	$ 109,720.00	$ 111,841.60	$ 113,984.00	$ 116,147.20	$ 118,289.60
61T	Hourly	$ 36.92	$ 37.85	$ 38.78	$ 39.77	$ 40.74	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56						
	Appx. Bi-wkly	$ 2,953.60	$ 3,028.00	$ 3,102.40	$ 3,181.60	$ 3,259.20	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80						
	Appx. Monthly	$ 6,399.47	$ 6,560.67	$ 6,721.87	$ 6,893.47	$ 7,061.60	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40						
	Appx. Annual	$ 76,793.60	$ 78,728.00	$ 80,662.40	$ 82,721.60	$ 84,739.20	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80						
62	Hourly	$ 37.86	$ 38.81	$ 39.77	$ 40.74	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.13	$ 53.15	$ 54.22	$ 55.25	$ 56.30	$ 57.33
	Appx. Bi-wkly	$ 3,028.80	$ 3,104.80	$ 3,181.60	$ 3,259.20	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,170.40	$ 4,252.00	$ 4,337.60	$ 4,420.00	$ 4,504.00	$ 4,586.40
	Appx. Monthly	$ 6,562.40	$ 6,727.07	$ 6,893.47	$ 7,061.60	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,035.87	$ 9,212.67	$ 9,398.13	$ 9,576.67	$ 9,758.67	$ 9,937.20
	Appx. Annual	$ 78,748.80	$ 80,724.80	$ 82,721.60	$ 84,739.20	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,430.40	$ 110,552.00	$ 112,777.60	$ 114,920.00	$ 117,104.00	$ 119,246.40
62A	Hourly	$ 38.34	$ 39.30	$ 40.25	$ 41.27	$ 42.31	$ 43.36	$ 44.42	$ 45.52	$ 46.68	$ 47.81	$ 49.03	$ 50.19	$ 51.49	$ 52.77	$ 53.83	$ 54.87	$ 55.91	$ 56.99	$ 58.03
	Appx. Bi-wkly	$ 3,067.20	$ 3,144.00	$ 3,220.00	$ 3,301.60	$ 3,384.80	$ 3,468.80	$ 3,553.60	$ 3,641.60	$ 3,734.40	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,221.60	$ 4,306.40	$ 4,389.60	$ 4,472.80	$ 4,559.20	$ 4,642.40
	Appx. Monthly	$ 6,645.60	$ 6,812.00	$ 6,976.67	$ 7,153.47	$ 7,333.73	$ 7,515.73	$ 7,699.47	$ 7,890.13	$ 8,091.20	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,146.80	$ 9,330.53	$ 9,510.80	$ 9,691.07	$ 9,878.27	$ 10,058.53
	Appx. Annual	$ 79,747.20	$ 81,744.00	$ 83,720.00	$ 85,841.60	$ 88,004.80	$ 90,188.80	$ 92,393.60	$ 94,681.60	$ 97,094.40	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,761.60	$ 111,966.40	$ 114,129.60	$ 116,292.80	$ 118,539.20	$ 120,702.40
62C	Hourly	$ 38.52	$ 39.47	$ 40.48	$ 41.44	$ 42.50	$ 43.54	$ 44.64	$ 45.75	$ 46.91	$ 48.04	$ 49.28	$ 50.43	$ 51.74	$ 53.03	$ 54.09	$ 55.16	$ 56.22	$ 57.27	$ 58.35
	Appx. Bi-wkly	$ 3,081.60	$ 3,157.60	$ 3,238.40	$ 3,315.20	$ 3,400.00	$ 3,483.20	$ 3,571.20	$ 3,660.00	$ 3,752.80	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,242.40	$ 4,327.20	$ 4,412.80	$ 4,497.60	$ 4,581.60	$ 4,668.00
	Appx. Monthly	$ 6,676.80	$ 6,841.47	$ 7,016.53	$ 7,182.93	$ 7,366.67	$ 7,546.93	$ 7,737.60	$ 7,930.00	$ 8,131.07	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,191.87	$ 9,375.60	$ 9,561.07	$ 9,744.80	$ 9,926.80	$ 10,114.00
	Appx. Annual	$ 80,121.60	$ 82,097.60	$ 84,198.40	$ 86,195.20	$ 88,400.00	$ 90,563.20	$ 92,851.20	$ 95,160.00	$ 97,572.80	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,302.40	$ 112,507.20	$ 114,732.80	$ 116,937.60	$ 119,121.60	$ 121,368.00
62T	Hourly	$ 37.86	$ 38.81	$ 39.77	$ 40.74	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86						
	Appx. Bi-wkly	$ 3,028.80	$ 3,104.80	$ 3,181.60	$ 3,259.20	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80						
	Appx. Monthly	$ 6,562.40	$ 6,727.07	$ 6,893.47	$ 7,061.60	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73						
	Appx. Annual	$ 78,748.80	$ 80,724.80	$ 82,721.60	$ 84,739.20	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80						
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
63	Hourly	$ 38.81	$ 39.77	$ 40.74	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.40	$ 54.44	$ 55.52	$ 56.60	$ 57.64	$ 58.71
	Appx. Bi-wkly	$ 3,104.80	$ 3,181.60	$ 3,259.20	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,272.00	$ 4,355.20	$ 4,441.60	$ 4,528.00	$ 4,611.20	$ 4,696.80
	Appx. Monthly	$ 6,727.07	$ 6,893.47	$ 7,061.60	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,256.00	$ 9,436.27	$ 9,623.47	$ 9,810.67	$ 9,990.93	$ 10,176.40
	Appx. Annual	$ 80,724.80	$ 82,721.60	$ 84,739.20	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 111,072.00	$ 113,235.20	$ 115,481.60	$ 117,728.00	$ 119,891.20	$ 122,116.80
63A	Hourly	$ 39.30	$ 40.25	$ 41.27	$ 42.31	$ 43.36	$ 44.42	$ 45.52	$ 46.68	$ 47.81	$ 49.03	$ 50.19	$ 51.49	$ 52.73	$ 54.03	$ 55.12	$ 56.20	$ 57.27	$ 58.36	$ 59.45
	Appx. Bi-wkly	$ 3,144.00	$ 3,220.00	$ 3,301.60	$ 3,384.80	$ 3,468.80	$ 3,553.60	$ 3,641.60	$ 3,734.40	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,322.40	$ 4,409.60	$ 4,496.00	$ 4,581.60	$ 4,668.80	$ 4,756.00
	Appx. Monthly	$ 6,812.00	$ 6,976.67	$ 7,153.47	$ 7,333.73	$ 7,515.73	$ 7,699.47	$ 7,890.13	$ 8,091.20	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,365.20	$ 9,554.13	$ 9,741.33	$ 9,926.80	$ 10,115.73	$ 10,304.67
	Appx. Annual	$ 81,744.00	$ 83,720.00	$ 85,841.60	$ 88,004.80	$ 90,188.80	$ 92,393.60	$ 94,681.60	$ 97,094.40	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,382.40	$ 114,649.60	$ 116,896.00	$ 119,121.60	$ 121,388.80	$ 123,656.00
63C	Hourly	$ 39.47	$ 40.48	$ 41.44	$ 42.50	$ 43.54	$ 44.64	$ 45.75	$ 46.91	$ 48.04	$ 49.28	$ 50.43	$ 51.74	$ 52.97	$ 54.31	$ 55.40	$ 56.48	$ 57.57	$ 58.65	$ 59.75
	Appx. Bi-wkly	$ 3,157.60	$ 3,238.40	$ 3,315.20	$ 3,400.00	$ 3,483.20	$ 3,571.20	$ 3,660.00	$ 3,752.80	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,344.80	$ 4,432.00	$ 4,518.40	$ 4,605.60	$ 4,692.00	$ 4,780.00
	Appx. Monthly	$ 6,841.47	$ 7,016.53	$ 7,182.93	$ 7,366.67	$ 7,546.93	$ 7,737.60	$ 7,930.00	$ 8,131.07	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,413.73	$ 9,602.67	$ 9,789.87	$ 9,978.80	$ 10,166.00	$ 10,356.67
	Appx. Annual	$ 82,097.60	$ 84,198.40	$ 86,195.20	$ 88,400.00	$ 90,563.20	$ 92,851.20	$ 95,160.00	$ 97,572.80	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,964.80	$ 115,232.00	$ 117,478.40	$ 119,745.60	$ 121,992.00	$ 124,280.00
63E	Hourly	$ 39.01	$ 39.97	$ 40.98	$ 41.99	$ 43.04	$ 44.12	$ 45.18	$ 46.30	$ 47.47	$ 48.62	$ 49.88	$ 51.05	$ 52.38	$ 53.68	$ 54.76	$ 55.83	$ 56.91	$ 57.98	$ 59.05
	Appx. Bi-wkly	$ 3,120.80	$ 3,197.60	$ 3,278.40	$ 3,359.20	$ 3,443.20	$ 3,529.60	$ 3,614.40	$ 3,704.00	$ 3,797.60	$ 3,889.60	$ 3,990.40	$ 4,084.00	$ 4,190.40	$ 4,294.40	$ 4,380.80	$ 4,466.40	$ 4,552.80	$ 4,638.40	$ 4,724.00
	Appx. Monthly	$ 6,761.73	$ 6,928.13	$ 7,103.20	$ 7,278.27	$ 7,460.27	$ 7,647.47	$ 7,831.20	$ 8,025.33	$ 8,228.13	$ 8,427.47	$ 8,645.87	$ 8,848.67	$ 9,079.20	$ 9,304.53	$ 9,491.73	$ 9,677.20	$ 9,864.40	$ 10,049.87	$ 10,235.33
	Appx. Annual	$ 81,140.80	$ 83,137.60	$ 85,238.40	$ 87,339.20	$ 89,523.20	$ 91,769.60	$ 93,974.40	$ 96,304.00	$ 98,737.60	$ 101,129.60	$ 103,750.40	$ 106,184.00	$ 108,950.40	$ 111,654.40	$ 113,900.80	$ 116,126.40	$ 118,372.80	$ 120,598.40	$ 122,824.00
63T	Hourly	$ 38.81	$ 39.77	$ 40.74	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06						
	Appx. Bi-wkly	$ 3,104.80	$ 3,181.60	$ 3,259.20	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80						
	Appx. Monthly	$ 6,727.07	$ 6,893.47	$ 7,061.60	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73						
	Appx. Annual	$ 80,724.80	$ 82,721.60	$ 84,739.20	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80						
64	Hourly	$ 39.76	$ 40.73	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.68	$ 55.76	$ 56.84	$ 57.95	$ 59.03	$ 60.14
	Appx. Bi-wkly	$ 3,180.80	$ 3,258.40	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,374.40	$ 4,460.80	$ 4,547.20	$ 4,636.00	$ 4,722.40	$ 4,811.20
	Appx. Monthly	$ 6,891.73	$ 7,059.87	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,477.87	$ 9,665.07	$ 9,852.27	$ 10,044.67	$ 10,231.87	$ 10,424.27
	Appx. Annual	$ 82,700.80	$ 84,718.40	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,734.40	$ 115,980.80	$ 118,227.20	$ 120,536.00	$ 122,782.40	$ 125,091.20
64A	Hourly	$ 40.24	$ 41.26	$ 42.31	$ 43.36	$ 44.42	$ 45.52	$ 46.68	$ 47.81	$ 49.03	$ 50.19	$ 51.49	$ 52.73	$ 53.99	$ 55.34	$ 56.43	$ 57.55	$ 58.65	$ 59.77	$ 60.87
	Appx. Bi-wkly	$ 3,219.20	$ 3,300.80	$ 3,384.80	$ 3,468.80	$ 3,553.60	$ 3,641.60	$ 3,734.40	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,427.20	$ 4,514.40	$ 4,604.00	$ 4,692.00	$ 4,781.60	$ 4,869.60
	Appx. Monthly	$ 6,974.93	$ 7,151.73	$ 7,333.73	$ 7,515.73	$ 7,699.47	$ 7,890.13	$ 8,091.20	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,592.27	$ 9,781.20	$ 9,975.33	$ 10,166.00	$ 10,360.13	$ 10,550.80
	Appx. Annual	$ 83,699.20	$ 85,820.80	$ 88,004.80	$ 90,188.80	$ 92,393.60	$ 94,681.60	$ 97,094.40	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,107.20	$ 117,374.40	$ 119,704.00	$ 121,992.00	$ 124,321.60	$ 126,609.60
64C	Hourly	$ 40.47	$ 41.43	$ 42.50	$ 43.54	$ 44.64	$ 45.75	$ 46.91	$ 48.04	$ 49.28	$ 50.43	$ 51.74	$ 52.97	$ 54.25	$ 55.62	$ 56.73	$ 57.84	$ 58.97	$ 60.06	$ 61.18
	Appx. Bi-wkly	$ 3,237.60	$ 3,314.40	$ 3,400.00	$ 3,483.20	$ 3,571.20	$ 3,660.00	$ 3,752.80	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,449.60	$ 4,538.40	$ 4,627.20	$ 4,717.60	$ 4,804.80	$ 4,894.40
	Appx. Monthly	$ 7,014.80	$ 7,181.20	$ 7,366.67	$ 7,546.93	$ 7,737.60	$ 7,930.00	$ 8,131.07	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,640.80	$ 9,833.20	$ 10,025.60	$ 10,221.47	$ 10,410.40	$ 10,604.53
	Appx. Annual	$ 84,177.60	$ 86,174.40	$ 88,400.00	$ 90,563.20	$ 92,851.20	$ 95,160.00	$ 97,572.80	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,689.60	$ 117,998.40	$ 120,307.20	$ 122,657.60	$ 124,924.80	$ 127,254.40
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19

APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE PAY PERIOD FOLLOWING BOARD APPROVAL

Effective Pay Peirod Following Board Approval		Non-Longevity													Longevity				
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
64T	Hourly	$ 39.76	$ 40.73	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34						
	Appx. Bi-wkly	$ 3,180.80	$ 3,258.40	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20						
	Appx. Monthly	$ 6,891.73	$ 7,059.87	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60						
	Appx. Annual	$ 82,700.80	$ 84,718.40	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20						
65	Hourly	$ 40.73	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.20	$ 58.32	$ 59.45	$ 60.57	$ 61.68
	Appx. Bi-wkly	$ 3,258.40	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,576.00	$ 4,665.60	$ 4,756.00	$ 4,845.60	$ 4,934.40
	Appx. Monthly	$ 7,059.87	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,914.67	$ 10,108.80	$ 10,304.67	$ 10,498.80	$ 10,691.20
	Appx. Annual	$ 84,718.40	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 118,976.00	$ 121,305.60	$ 123,656.00	$ 125,985.60	$ 128,294.40
65A	Hourly	$ 41.26	$ 42.31	$ 43.36	$ 44.42	$ 45.52	$ 46.68	$ 47.81	$ 49.03	$ 50.19	$ 51.49	$ 52.73	$ 53.99	$ 55.39	$ 56.78	$ 57.92	$ 59.04	$ 60.18	$ 61.30	$ 62.45
	Appx. Bi-wkly	$ 3,300.80	$ 3,384.80	$ 3,468.80	$ 3,553.60	$ 3,641.60	$ 3,734.40	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,431.20	$ 4,542.40	$ 4,633.60	$ 4,723.20	$ 4,814.40	$ 4,904.00	$ 4,996.00
	Appx. Monthly	$ 7,151.73	$ 7,333.73	$ 7,515.73	$ 7,699.47	$ 7,890.13	$ 8,091.20	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,600.93	$ 9,841.87	$ 10,039.47	$ 10,233.60	$ 10,431.20	$ 10,625.33	$ 10,824.67
	Appx. Annual	$ 85,820.80	$ 88,004.80	$ 90,188.80	$ 92,393.60	$ 94,681.60	$ 97,094.40	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,211.20	$ 118,102.40	$ 120,473.60	$ 122,803.20	$ 125,174.40	$ 127,504.00	$ 129,896.00
65C	Hourly	$ 41.43	$ 42.50	$ 43.54	$ 44.64	$ 45.75	$ 46.91	$ 48.04	$ 49.28	$ 50.43	$ 51.74	$ 52.97	$ 54.25	$ 55.66	$ 57.06	$ 58.21	$ 59.35	$ 60.48	$ 61.63	$ 62.76
	Appx. Bi-wkly	$ 3,314.40	$ 3,400.00	$ 3,483.20	$ 3,571.20	$ 3,660.00	$ 3,752.80	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,452.80	$ 4,564.80	$ 4,656.80	$ 4,748.00	$ 4,838.40	$ 4,930.40	$ 5,020.80
	Appx. Monthly	$ 7,181.20	$ 7,366.67	$ 7,546.93	$ 7,737.60	$ 7,930.00	$ 8,131.07	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,647.73	$ 9,890.40	$ 10,089.73	$ 10,287.33	$ 10,483.20	$ 10,682.53	$ 10,878.40
	Appx. Annual	$ 86,174.40	$ 88,400.00	$ 90,563.20	$ 92,851.20	$ 95,160.00	$ 97,572.80	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,772.80	$ 118,684.80	$ 121,076.80	$ 123,448.00	$ 125,798.40	$ 128,190.40	$ 130,540.80
65T	Hourly	$ 40.73	$ 41.77	$ 42.79	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72						
	Appx. Bi-wkly	$ 3,258.40	$ 3,341.60	$ 3,423.20	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60						
	Appx. Monthly	$ 7,059.87	$ 7,240.13	$ 7,416.93	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80						
	Appx. Annual	$ 84,718.40	$ 86,881.60	$ 89,003.20	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60						
66	Hourly	$ 41.76	$ 42.78	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.49	$ 58.62	$ 59.78	$ 60.92	$ 62.05	$ 63.20
	Appx. Bi-wkly	$ 3,340.80	$ 3,422.40	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,599.20	$ 4,689.60	$ 4,782.40	$ 4,873.60	$ 4,964.00	$ 5,056.00
	Appx. Monthly	$ 7,238.40	$ 7,415.20	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,964.93	$ 10,160.80	$ 10,361.87	$ 10,559.47	$ 10,755.33	$ 10,954.67
	Appx. Annual	$ 86,860.80	$ 88,982.40	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,579.20	$ 121,929.60	$ 124,342.40	$ 126,713.60	$ 129,064.00	$ 131,456.00
66A	Hourly	$ 42.30	$ 43.35	$ 44.42	$ 45.52	$ 46.68	$ 47.81	$ 49.03	$ 50.19	$ 51.49	$ 52.73	$ 53.99	$ 55.39	$ 56.78	$ 58.20	$ 59.37	$ 60.52	$ 61.68	$ 62.87	$ 64.02
	Appx. Bi-wkly	$ 3,384.00	$ 3,468.00	$ 3,553.60	$ 3,641.60	$ 3,734.40	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,431.20	$ 4,542.40	$ 4,656.00	$ 4,749.60	$ 4,841.60	$ 4,934.40	$ 5,029.60	$ 5,121.60
	Appx. Monthly	$ 7,332.00	$ 7,514.00	$ 7,699.47	$ 7,890.13	$ 8,091.20	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,600.93	$ 9,841.87	$ 10,088.00	$ 10,290.80	$ 10,490.13	$ 10,691.20	$ 10,897.47	$ 11,096.80
	Appx. Annual	$ 87,984.00	$ 90,168.00	$ 92,393.60	$ 94,681.60	$ 97,094.40	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,211.20	$ 118,102.40	$ 121,056.00	$ 123,489.60	$ 125,881.60	$ 128,294.40	$ 130,769.60	$ 133,161.60
66C	Hourly	$ 42.49	$ 43.52	$ 44.64	$ 45.75	$ 46.91	$ 48.04	$ 49.28	$ 50.43	$ 51.74	$ 52.97	$ 54.25	$ 55.66	$ 57.06	$ 58.48	$ 59.66	$ 60.83	$ 61.99	$ 63.16	$ 64.34
	Appx. Bi-wkly	$ 3,399.20	$ 3,481.60	$ 3,571.20	$ 3,660.00	$ 3,752.80	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,452.80	$ 4,564.80	$ 4,678.40	$ 4,772.80	$ 4,866.40	$ 4,959.20	$ 5,052.80	$ 5,147.20
	Appx. Monthly	$ 7,364.93	$ 7,543.47	$ 7,737.60	$ 7,930.00	$ 8,131.07	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,647.73	$ 9,890.40	$ 10,136.53	$ 10,341.07	$ 10,543.87	$ 10,744.93	$ 10,947.73	$ 11,152.27
	Appx. Annual	$ 88,379.20	$ 90,521.60	$ 92,851.20	$ 95,160.00	$ 97,572.80	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,772.80	$ 118,684.80	$ 121,638.40	$ 124,092.80	$ 126,526.40	$ 128,939.20	$ 131,372.80	$ 133,827.20
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
66T	Hourly	$ 41.76	$ 42.78	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09						
	Appx. Bi-wkly	$ 3,340.80	$ 3,422.40	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20						
	Appx. Monthly	$ 7,238.40	$ 7,415.20	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27						
	Appx. Annual	$ 86,860.80	$ 88,982.40	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20						
67	Hourly	$ 42.78	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.90	$ 60.06	$ 61.23	$ 62.41	$ 63.60	$ 64.77
	Appx. Bi-wkly	$ 3,422.40	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.00	$ 4,804.80	$ 4,898.40	$ 4,992.80	$ 5,088.00	$ 5,181.60
	Appx. Monthly	$ 7,415.20	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,209.33	$ 10,410.40	$ 10,613.20	$ 10,817.73	$ 11,024.00	$ 11,226.80
	Appx. Annual	$ 88,982.40	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,512.00	$ 124,924.80	$ 127,358.40	$ 129,812.80	$ 132,288.00	$ 134,721.60
67A	Hourly	$ 43.35	$ 44.42	$ 45.52	$ 46.68	$ 47.81	$ 49.03	$ 50.19	$ 51.49	$ 52.73	$ 53.99	$ 55.39	$ 56.78	$ 58.17	$ 59.63	$ 60.83	$ 62.01	$ 63.20	$ 64.40	$ 65.60
	Appx. Bi-wkly	$ 3,468.00	$ 3,553.60	$ 3,641.60	$ 3,734.40	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,431.20	$ 4,542.40	$ 4,653.60	$ 4,770.40	$ 4,866.40	$ 4,960.80	$ 5,056.00	$ 5,152.00	$ 5,248.00
	Appx. Monthly	$ 7,514.00	$ 7,699.47	$ 7,890.13	$ 8,091.20	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,600.93	$ 9,841.87	$ 10,082.80	$ 10,335.87	$ 10,543.87	$ 10,748.40	$ 10,954.67	$ 11,162.67	$ 11,370.67
	Appx. Annual	$ 90,168.00	$ 92,393.60	$ 94,681.60	$ 97,094.40	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,211.20	$ 118,102.40	$ 120,993.60	$ 124,030.40	$ 126,526.40	$ 128,980.80	$ 131,456.00	$ 133,952.00	$ 136,448.00
67C	Hourly	$ 43.52	$ 44.64	$ 45.75	$ 46.91	$ 48.04	$ 49.28	$ 50.43	$ 51.74	$ 52.97	$ 54.25	$ 55.66	$ 57.06	$ 58.45	$ 59.90	$ 61.11	$ 62.31	$ 63.51	$ 64.71	$ 65.90
	Appx. Bi-wkly	$ 3,481.60	$ 3,571.20	$ 3,660.00	$ 3,752.80	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,452.80	$ 4,564.80	$ 4,676.00	$ 4,792.00	$ 4,888.80	$ 4,984.80	$ 5,080.80	$ 5,176.80	$ 5,272.00
	Appx. Monthly	$ 7,543.47	$ 7,737.60	$ 7,930.00	$ 8,131.07	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,647.73	$ 9,890.40	$ 10,131.33	$ 10,382.67	$ 10,592.40	$ 10,800.40	$ 11,008.40	$ 11,216.40	$ 11,422.67
	Appx. Annual	$ 90,521.60	$ 92,851.20	$ 95,160.00	$ 97,572.80	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,772.80	$ 118,684.80	$ 121,576.00	$ 124,592.00	$ 127,108.80	$ 129,604.80	$ 132,100.80	$ 134,596.80	$ 137,072.00
67T	Hourly	$ 42.78	$ 43.86	$ 44.94	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46						
	Appx. Bi-wkly	$ 3,422.40	$ 3,508.80	$ 3,595.20	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80						
	Appx. Monthly	$ 7,415.20	$ 7,602.40	$ 7,789.60	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73						
	Appx. Annual	$ 88,982.40	$ 91,228.80	$ 93,475.20	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80						
68	Hourly	$ 43.87	$ 44.95	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.37	$ 61.57	$ 62.77	$ 64.00	$ 65.19	$ 66.40
	Appx. Bi-wkly	$ 3,509.60	$ 3,596.00	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,829.60	$ 4,925.60	$ 5,021.60	$ 5,120.00	$ 5,215.20	$ 5,312.00
	Appx. Monthly	$ 7,604.13	$ 7,791.33	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,464.13	$ 10,672.13	$ 10,880.13	$ 11,093.33	$ 11,299.60	$ 11,509.33
	Appx. Annual	$ 91,249.60	$ 93,496.00	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,569.60	$ 128,065.60	$ 130,561.60	$ 133,120.00	$ 135,595.20	$ 138,112.00
68A	Hourly	$ 44.43	$ 45.53	$ 46.68	$ 47.81	$ 49.03	$ 50.19	$ 51.49	$ 52.73	$ 53.99	$ 55.39	$ 56.78	$ 58.17	$ 59.64	$ 61.12	$ 62.33	$ 63.57	$ 64.78	$ 66.00	$ 67.24
	Appx. Bi-wkly	$ 3,554.40	$ 3,642.40	$ 3,734.40	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,431.20	$ 4,542.40	$ 4,653.60	$ 4,771.20	$ 4,889.60	$ 4,986.40	$ 5,085.60	$ 5,182.40	$ 5,280.00	$ 5,379.20
	Appx. Monthly	$ 7,701.20	$ 7,891.87	$ 8,091.20	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,600.93	$ 9,841.87	$ 10,082.80	$ 10,337.60	$ 10,594.13	$ 10,803.87	$ 11,018.80	$ 11,228.53	$ 11,440.00	$ 11,654.93
	Appx. Annual	$ 92,414.40	$ 94,702.40	$ 97,094.40	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,211.20	$ 118,102.40	$ 120,993.60	$ 124,051.20	$ 127,129.60	$ 129,646.40	$ 132,225.60	$ 134,742.40	$ 137,280.00	$ 139,859.20
68C	Hourly	$ 44.65	$ 45.76	$ 46.91	$ 48.04	$ 49.28	$ 50.43	$ 51.74	$ 52.97	$ 54.25	$ 55.66	$ 57.06	$ 58.45	$ 59.92	$ 61.42	$ 62.65	$ 63.88	$ 65.10	$ 66.34	$ 67.55
	Appx. Bi-wkly	$ 3,572.00	$ 3,660.80	$ 3,752.80	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,452.80	$ 4,564.80	$ 4,676.00	$ 4,793.60	$ 4,913.60	$ 5,012.00	$ 5,110.40	$ 5,208.00	$ 5,307.20	$ 5,404.00
	Appx. Monthly	$ 7,739.33	$ 7,931.73	$ 8,131.07	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,647.73	$ 9,890.40	$ 10,131.33	$ 10,386.13	$ 10,646.13	$ 10,859.33	$ 11,072.53	$ 11,284.00	$ 11,498.93	$ 11,708.67
	Appx. Annual	$ 92,872.00	$ 95,180.80	$ 97,572.80	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,772.80	$ 118,684.80	$ 121,576.00	$ 124,633.60	$ 127,753.60	$ 130,312.00	$ 132,870.40	$ 135,408.00	$ 137,987.20	$ 140,504.00
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE PAY PERIOD FOLLOWING BOARD APPROVAL

		Non-Longevity													Longevity				
Effective Pay Peirod Following Board Approval		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
68T	Hourly	$ 43.87	$ 44.95	$ 46.10	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91						
	Appx. Bi-wkly	$ 3,509.60	$ 3,596.00	$ 3,688.00	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80						
	Appx. Monthly	$ 7,604.13	$ 7,791.33	$ 7,990.67	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07						
	Appx. Annual	$ 91,249.60	$ 93,496.00	$ 95,888.00	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80						
69	Hourly	$ 44.93	$ 46.06	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.39	$ 61.89	$ 63.14	$ 64.37	$ 65.63	$ 66.84	$ 68.08
	Appx. Bi-wkly	$ 3,594.40	$ 3,684.80	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,831.20	$ 4,951.20	$ 5,051.20	$ 5,149.60	$ 5,250.40	$ 5,347.20	$ 5,446.40
	Appx. Monthly	$ 7,787.87	$ 7,983.73	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,467.60	$ 10,727.60	$ 10,944.27	$ 11,157.47	$ 11,375.87	$ 11,585.60	$ 11,800.53
	Appx. Annual	$ 93,454.40	$ 95,804.80	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,611.20	$ 128,731.20	$ 131,331.20	$ 133,889.60	$ 136,510.40	$ 139,027.20	$ 141,606.40
69A	Hourly	$ 45.51	$ 46.65	$ 47.81	$ 49.03	$ 50.19	$ 51.49	$ 52.73	$ 53.99	$ 55.39	$ 56.78	$ 58.17	$ 59.64	$ 61.15	$ 62.67	$ 63.92	$ 65.18	$ 66.43	$ 67.68	$ 68.94
	Appx. Bi-wkly	$ 3,640.80	$ 3,732.00	$ 3,824.80	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,431.20	$ 4,542.40	$ 4,653.60	$ 4,771.20	$ 4,892.00	$ 5,013.60	$ 5,113.60	$ 5,214.40	$ 5,314.40	$ 5,414.40	$ 5,515.20
	Appx. Monthly	$ 7,888.40	$ 8,086.00	$ 8,287.07	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,600.93	$ 9,841.87	$ 10,082.80	$ 10,337.60	$ 10,599.33	$ 10,862.80	$ 11,079.47	$ 11,297.87	$ 11,514.53	$ 11,731.20	$ 11,949.60
	Appx. Annual	$ 94,660.80	$ 97,032.00	$ 99,444.80	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,211.20	$ 118,102.40	$ 120,993.60	$ 124,051.20	$ 127,192.00	$ 130,353.60	$ 132,953.60	$ 135,574.40	$ 138,174.40	$ 140,774.40	$ 143,395.20
69C	Hourly	$ 45.74	$ 46.88	$ 48.04	$ 49.28	$ 50.43	$ 51.74	$ 52.97	$ 54.25	$ 55.66	$ 57.06	$ 58.45	$ 59.92	$ 61.44	$ 62.98	$ 64.24	$ 65.50	$ 66.75	$ 68.02	$ 69.27
	Appx. Bi-wkly	$ 3,659.20	$ 3,750.40	$ 3,843.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,452.80	$ 4,564.80	$ 4,676.00	$ 4,793.60	$ 4,915.20	$ 5,038.40	$ 5,139.20	$ 5,240.00	$ 5,340.00	$ 5,441.60	$ 5,541.60
	Appx. Monthly	$ 7,928.27	$ 8,125.87	$ 8,326.93	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,647.73	$ 9,890.40	$ 10,131.33	$ 10,386.13	$ 10,649.60	$ 10,916.53	$ 11,134.93	$ 11,353.33	$ 11,570.00	$ 11,790.13	$ 12,006.80
	Appx. Annual	$ 95,139.20	$ 97,510.40	$ 99,923.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,772.80	$ 118,684.80	$ 121,576.00	$ 124,633.60	$ 127,795.20	$ 130,998.40	$ 133,619.20	$ 136,240.00	$ 138,840.00	$ 141,481.60	$ 144,081.60
69T	Hourly	$ 44.93	$ 46.06	$ 47.23	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.39						
	Appx. Bi-wkly	$ 3,594.40	$ 3,684.80	$ 3,778.40	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,831.20						
	Appx. Monthly	$ 7,787.87	$ 7,983.73	$ 8,186.53	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,467.60						
	Appx. Annual	$ 93,454.40	$ 95,804.80	$ 98,238.40	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,611.20						
70	Hourly	$ 46.10	$ 47.27	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.39	$ 61.92	$ 63.46	$ 64.74	$ 66.00	$ 67.28	$ 68.54	$ 69.82
	Appx. Bi-wkly	$ 3,688.00	$ 3,781.60	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,831.20	$ 4,953.60	$ 5,076.80	$ 5,179.20	$ 5,280.00	$ 5,382.40	$ 5,483.20	$ 5,585.60
	Appx. Monthly	$ 7,990.67	$ 8,193.47	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,467.60	$ 10,732.80	$ 10,999.73	$ 11,221.60	$ 11,440.00	$ 11,661.87	$ 11,880.27	$ 12,102.13
	Appx. Annual	$ 95,888.00	$ 98,321.60	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,611.20	$ 128,793.60	$ 131,996.80	$ 134,659.20	$ 137,280.00	$ 139,942.40	$ 142,563.20	$ 145,225.60
70A	Hourly	$ 46.68	$ 47.84	$ 49.03	$ 50.19	$ 51.49	$ 52.73	$ 53.99	$ 55.39	$ 56.78	$ 58.17	$ 59.64	$ 61.15	$ 62.69	$ 64.26	$ 65.54	$ 66.82	$ 68.11	$ 69.41	$ 70.69
	Appx. Bi-wkly	$ 3,734.40	$ 3,827.20	$ 3,922.40	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,431.20	$ 4,542.40	$ 4,653.60	$ 4,771.20	$ 4,892.00	$ 5,015.20	$ 5,140.80	$ 5,243.20	$ 5,345.60	$ 5,448.80	$ 5,552.80	$ 5,655.20
	Appx. Monthly	$ 8,091.20	$ 8,292.27	$ 8,498.53	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,600.93	$ 9,841.87	$ 10,082.80	$ 10,337.60	$ 10,599.33	$ 10,866.27	$ 11,138.40	$ 11,360.27	$ 11,582.13	$ 11,805.73	$ 12,031.07	$ 12,252.93
	Appx. Annual	$ 97,094.40	$ 99,507.20	$ 101,982.40	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,211.20	$ 118,102.40	$ 120,993.60	$ 124,051.20	$ 127,192.00	$ 130,395.20	$ 133,660.80	$ 136,323.20	$ 138,985.60	$ 141,668.80	$ 144,372.80	$ 147,035.20
70C	Hourly	$ 46.91	$ 48.09	$ 49.28	$ 50.43	$ 51.74	$ 52.97	$ 54.25	$ 55.66	$ 57.06	$ 58.45	$ 59.92	$ 61.44	$ 63.00	$ 64.58	$ 65.87	$ 67.15	$ 68.46	$ 69.74	$ 71.03
	Appx. Bi-wkly	$ 3,752.80	$ 3,847.20	$ 3,942.40	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,452.80	$ 4,564.80	$ 4,676.00	$ 4,793.60	$ 4,915.20	$ 5,040.00	$ 5,166.40	$ 5,269.60	$ 5,372.00	$ 5,476.80	$ 5,579.20	$ 5,682.40
	Appx. Monthly	$ 8,131.07	$ 8,335.60	$ 8,541.87	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,647.73	$ 9,890.40	$ 10,131.33	$ 10,386.13	$ 10,649.60	$ 10,920.00	$ 11,193.87	$ 11,417.47	$ 11,639.33	$ 11,866.40	$ 12,088.27	$ 12,311.87
	Appx. Annual	$ 97,572.80	$ 100,027.20	$ 102,502.40	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,772.80	$ 118,684.80	$ 121,576.00	$ 124,633.60	$ 127,795.20	$ 131,040.00	$ 134,326.40	$ 137,009.60	$ 139,672.00	$ 142,396.80	$ 145,059.20	$ 147,742.40
70T	Hourly	$ 46.10	$ 47.27	$ 48.44	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.39	$ 61.92						
	Appx. Bi-wkly	$ 3,688.00	$ 3,781.60	$ 3,875.20	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,831.20	$ 4,953.60						
	Appx. Monthly	$ 7,990.67	$ 8,193.47	$ 8,396.27	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,467.60	$ 10,732.80						
	Appx. Annual	$ 95,888.00	$ 98,321.60	$ 100,755.20	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,611.20	$ 128,793.60						
71	Hourly	$ 47.20	$ 48.37	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.39	$ 61.92	$ 63.44	$ 65.04	$ 66.34	$ 67.62	$ 68.92	$ 70.24	$ 71.53
	Appx. Bi-wkly	$ 3,776.00	$ 3,869.60	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,831.20	$ 4,953.60	$ 5,075.20	$ 5,203.20	$ 5,307.20	$ 5,409.60	$ 5,513.60	$ 5,619.20	$ 5,722.40
	Appx. Monthly	$ 8,181.33	$ 8,384.13	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,467.60	$ 10,732.80	$ 10,996.27	$ 11,273.60	$ 11,498.93	$ 11,720.80	$ 11,946.13	$ 12,174.93	$ 12,398.53
	Appx. Annual	$ 98,176.00	$ 100,609.60	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,611.20	$ 128,793.60	$ 131,955.20	$ 135,283.20	$ 137,987.20	$ 140,649.60	$ 143,353.60	$ 146,099.20	$ 148,782.40
71A	Hourly	$ 47.79	$ 48.96	$ 50.19	$ 51.49	$ 52.73	$ 53.99	$ 55.39	$ 56.78	$ 58.17	$ 59.64	$ 61.15	$ 62.69	$ 64.24	$ 65.84	$ 67.14	$ 68.47	$ 69.79	$ 71.12	$ 72.42
	Appx. Bi-wkly	$ 3,823.20	$ 3,916.80	$ 4,015.20	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,431.20	$ 4,542.40	$ 4,653.60	$ 4,771.20	$ 4,892.00	$ 5,015.20	$ 5,139.20	$ 5,267.20	$ 5,371.20	$ 5,477.60	$ 5,583.20	$ 5,689.60	$ 5,793.60
	Appx. Monthly	$ 8,283.60	$ 8,486.40	$ 8,699.60	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,600.93	$ 9,841.87	$ 10,082.80	$ 10,337.60	$ 10,599.33	$ 10,866.27	$ 11,134.93	$ 11,412.27	$ 11,637.60	$ 11,868.13	$ 12,096.93	$ 12,327.47	$ 12,552.80
	Appx. Annual	$ 99,403.20	$ 101,836.80	$ 104,395.20	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,211.20	$ 118,102.40	$ 120,993.60	$ 124,051.20	$ 127,192.00	$ 130,395.20	$ 133,619.20	$ 136,947.20	$ 139,651.20	$ 142,417.60	$ 145,163.20	$ 147,929.60	$ 150,633.60
71C	Hourly	$ 48.01	$ 49.22	$ 50.43	$ 51.74	$ 52.97	$ 54.25	$ 55.66	$ 57.06	$ 58.45	$ 59.92	$ 61.44	$ 63.00	$ 64.56	$ 66.18	$ 67.50	$ 68.82	$ 70.14	$ 71.47	$ 72.80
	Appx. Bi-wkly	$ 3,840.80	$ 3,937.60	$ 4,034.40	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,452.80	$ 4,564.80	$ 4,676.00	$ 4,793.60	$ 4,915.20	$ 5,040.00	$ 5,164.80	$ 5,294.40	$ 5,400.00	$ 5,505.60	$ 5,611.20	$ 5,717.60	$ 5,824.00
	Appx. Monthly	$ 8,321.73	$ 8,531.47	$ 8,741.20	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,647.73	$ 9,890.40	$ 10,131.33	$ 10,386.13	$ 10,649.60	$ 10,920.00	$ 11,190.40	$ 11,471.20	$ 11,700.00	$ 11,928.80	$ 12,157.60	$ 12,388.13	$ 12,618.67
	Appx. Annual	$ 99,860.80	$ 102,377.60	$ 104,894.40	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,772.80	$ 118,684.80	$ 121,576.00	$ 124,633.60	$ 127,795.20	$ 131,040.00	$ 134,284.80	$ 137,654.40	$ 140,400.00	$ 143,145.60	$ 145,891.20	$ 148,657.60	$ 151,424.00
71T	Hourly	$ 47.20	$ 48.37	$ 49.56	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.39	$ 61.92	$ 63.44						
	Appx. Bi-wkly	$ 3,776.00	$ 3,869.60	$ 3,964.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,831.20	$ 4,953.60	$ 5,075.20						
	Appx. Monthly	$ 8,181.33	$ 8,384.13	$ 8,590.40	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,467.60	$ 10,732.80	$ 10,996.27						
	Appx. Annual	$ 98,176.00	$ 100,609.60	$ 103,084.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,611.20	$ 128,793.60	$ 131,955.20						
72	Hourly	$ 48.41	$ 49.61	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.39	$ 61.92	$ 63.44	$ 65.04	$ 66.66	$ 67.99	$ 69.31	$ 70.67	$ 72.00	$ 73.32
	Appx. Bi-wkly	$ 3,872.80	$ 3,968.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,831.20	$ 4,953.60	$ 5,075.20	$ 5,203.20	$ 5,332.80	$ 5,439.20	$ 5,544.80	$ 5,653.60	$ 5,760.00	$ 5,865.60
	Appx. Monthly	$ 8,391.07	$ 8,599.07	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,467.60	$ 10,732.80	$ 10,996.27	$ 11,273.60	$ 11,554.40	$ 11,784.93	$ 12,013.73	$ 12,249.47	$ 12,480.00	$ 12,708.80
	Appx. Annual	$ 100,692.80	$ 103,188.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,611.20	$ 128,793.60	$ 131,955.20	$ 135,283.20	$ 138,652.80	$ 141,419.20	$ 144,164.80	$ 146,993.60	$ 149,760.00	$ 152,505.60
72A	Hourly	$ 49.01	$ 50.22	$ 51.49	$ 52.73	$ 53.99	$ 55.39	$ 56.78	$ 58.17	$ 59.64	$ 61.15	$ 62.69	$ 64.24	$ 65.84	$ 67.49	$ 68.85	$ 70.20	$ 71.54	$ 72.89	$ 74.23
	Appx. Bi-wkly	$ 3,920.80	$ 4,017.60	$ 4,119.20	$ 4,218.40	$ 4,319.20	$ 4,431.20	$ 4,542.40	$ 4,653.60	$ 4,771.20	$ 4,892.00	$ 5,015.20	$ 5,139.20	$ 5,267.20	$ 5,399.20	$ 5,508.00	$ 5,616.00	$ 5,723.20	$ 5,831.20	$ 5,938.40
	Appx. Monthly	$ 8,495.07	$ 8,704.80	$ 8,924.93	$ 9,139.87	$ 9,358.27	$ 9,600.93	$ 9,841.87	$ 10,082.80	$ 10,337.60	$ 10,599.33	$ 10,866.27	$ 11,134.93	$ 11,412.27	$ 11,698.27	$ 11,934.00	$ 12,168.00	$ 12,400.27	$ 12,634.27	$ 12,866.53
	Appx. Annual	$ 101,940.80	$ 104,457.60	$ 107,099.20	$ 109,678.40	$ 112,299.20	$ 115,211.20	$ 118,102.40	$ 120,993.60	$ 124,051.20	$ 127,192.00	$ 130,395.20	$ 133,619.20	$ 136,947.20	$ 140,379.20	$ 143,208.00	$ 146,016.00	$ 148,803.20	$ 151,611.20	$ 154,398.40
72C	Hourly	$ 49.25	$ 50.51	$ 51.74	$ 52.97	$ 54.25	$ 55.66	$ 57.06	$ 58.45	$ 59.92	$ 61.44	$ 63.00	$ 64.56	$ 66.18	$ 67.83	$ 69.18	$ 70.54	$ 71.88	$ 73.24	$ 74.61
	Appx. Bi-wkly	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,237.60	$ 4,340.00	$ 4,452.80	$ 4,564.80	$ 4,676.00	$ 4,793.60	$ 4,915.20	$ 5,040.00	$ 5,164.80	$ 5,294.40	$ 5,426.40	$ 5,534.40	$ 5,643.20	$ 5,750.40	$ 5,859.20	$ 5,968.80
	Appx. Monthly	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,181.47	$ 9,403.33	$ 9,647.73	$ 9,890.40	$ 10,131.33	$ 10,386.13	$ 10,649.60	$ 10,920.00	$ 11,190.40	$ 11,471.20	$ 11,757.20	$ 11,991.20	$ 12,226.93	$ 12,459.20	$ 12,694.93	$ 12,932.40
	Appx. Annual	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,177.60	$ 112,840.00	$ 115,772.80	$ 118,684.80	$ 121,576.00	$ 124,633.60	$ 127,795.20	$ 131,040.00	$ 134,284.80	$ 137,654.40	$ 141,086.40	$ 143,894.40	$ 146,723.20	$ 149,510.40	$ 152,339.20	$ 155,188.80
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE PAY PERIOD FOLLOWING BOARD APPROVAL

		Non-Longevity														Longevity				
Effective Pay Peirod Following Board Approval		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
72T	Hourly	$ 48.41	$ 49.61	$ 50.86	$ 52.06	$ 53.34	$ 54.72	$ 56.09	$ 57.46	$ 58.91	$ 60.39	$ 61.92	$ 63.44	$ 65.04						
	Appx. Bi-wkly	$ 3,872.80	$ 3,968.80	$ 4,068.80	$ 4,164.80	$ 4,267.20	$ 4,377.60	$ 4,487.20	$ 4,596.80	$ 4,712.80	$ 4,831.20	$ 4,953.60	$ 5,075.20	$ 5,203.20						
	Appx. Monthly	$ 8,391.07	$ 8,599.07	$ 8,815.73	$ 9,023.73	$ 9,245.60	$ 9,484.80	$ 9,722.27	$ 9,959.73	$ 10,211.07	$ 10,467.60	$ 10,732.80	$ 10,996.27	$ 11,273.60						
	Appx. Annual	$ 100,692.80	$ 103,188.80	$ 105,788.80	$ 108,284.80	$ 110,947.20	$ 113,817.60	$ 116,667.20	$ 119,516.80	$ 122,532.80	$ 125,611.20	$ 128,793.60	$ 131,955.20	$ 135,283.20						
73	Hourly	$ 49.61	$ 50.86	$ 52.13	$ 53.40	$ 54.68	$ 56.09	$ 57.49	$ 58.90	$ 60.37	$ 61.89	$ 63.46	$ 65.04	$ 66.66	$ 68.32	$ 69.67	$ 71.05	$ 72.42	$ 73.76	$ 75.13
	Appx. Bi-wkly	$ 3,968.80	$ 4,068.80	$ 4,170.40	$ 4,272.00	$ 4,374.40	$ 4,487.20	$ 4,599.20	$ 4,712.00	$ 4,829.60	$ 4,951.20	$ 5,076.80	$ 5,203.20	$ 5,332.80	$ 5,465.60	$ 5,573.60	$ 5,684.00	$ 5,793.60	$ 5,900.80	$ 6,010.40
	Appx. Monthly	$ 8,599.07	$ 8,815.73	$ 9,035.87	$ 9,256.00	$ 9,477.87	$ 9,722.27	$ 9,964.93	$ 10,209.33	$ 10,464.13	$ 10,727.60	$ 10,999.73	$ 11,273.60	$ 11,554.40	$ 11,842.13	$ 12,076.13	$ 12,315.33	$ 12,552.80	$ 12,785.07	$ 13,022.53
	Appx. Annual	$ 103,188.80	$ 105,788.80	$ 108,430.40	$ 111,072.00	$ 113,734.40	$ 116,667.20	$ 119,579.20	$ 122,512.00	$ 125,569.60	$ 128,731.20	$ 131,996.80	$ 135,283.20	$ 138,652.80	$ 142,105.60	$ 144,913.60	$ 147,784.00	$ 150,633.60	$ 153,420.80	$ 156,270.40
73A	Hourly	$ 50.23	$ 51.49	$ 52.77	$ 54.04	$ 55.35	$ 56.78	$ 58.21	$ 59.62	$ 61.12	$ 62.66	$ 64.27	$ 65.84	$ 67.49	$ 69.18	$ 70.57	$ 71.93	$ 73.32	$ 74.70	$ 76.07
	Appx. Bi-wkly	$ 4,018.40	$ 4,119.20	$ 4,221.60	$ 4,323.20	$ 4,428.00	$ 4,542.40	$ 4,656.80	$ 4,769.60	$ 4,889.60	$ 5,012.80	$ 5,141.60	$ 5,267.20	$ 5,399.20	$ 5,534.40	$ 5,645.60	$ 5,754.40	$ 5,865.60	$ 5,976.00	$ 6,085.60
	Appx. Monthly	$ 8,706.53	$ 8,924.93	$ 9,146.80	$ 9,366.93	$ 9,594.00	$ 9,841.87	$ 10,089.73	$ 10,334.13	$ 10,594.13	$ 10,861.07	$ 11,140.13	$ 11,412.27	$ 11,698.27	$ 11,991.20	$ 12,232.13	$ 12,467.87	$ 12,708.80	$ 12,948.00	$ 13,185.47
	Appx. Annual	$ 104,478.40	$ 107,099.20	$ 109,761.60	$ 112,403.20	$ 115,128.00	$ 118,102.40	$ 121,076.80	$ 124,009.60	$ 127,129.60	$ 130,332.80	$ 133,681.60	$ 136,947.20	$ 140,379.20	$ 143,894.40	$ 146,785.60	$ 149,614.40	$ 152,505.60	$ 155,376.00	$ 158,225.60
73C	Hourly	$ 50.51	$ 51.74	$ 53.03	$ 54.31	$ 55.62	$ 57.06	$ 58.48	$ 59.90	$ 61.42	$ 62.98	$ 64.58	$ 66.18	$ 67.83	$ 69.52	$ 70.89	$ 72.28	$ 73.67	$ 75.07	$ 76.45
	Appx. Bi-wkly	$ 4,040.80	$ 4,139.20	$ 4,242.40	$ 4,344.80	$ 4,449.60	$ 4,564.80	$ 4,678.40	$ 4,792.00	$ 4,913.60	$ 5,038.40	$ 5,166.40	$ 5,294.40	$ 5,426.40	$ 5,561.60	$ 5,671.20	$ 5,782.40	$ 5,893.60	$ 6,005.60	$ 6,116.00
	Appx. Monthly	$ 8,755.07	$ 8,968.27	$ 9,191.87	$ 9,413.73	$ 9,640.80	$ 9,890.40	$ 10,136.53	$ 10,382.67	$ 10,646.13	$ 10,916.53	$ 11,193.87	$ 11,471.20	$ 11,757.20	$ 12,050.13	$ 12,287.60	$ 12,528.53	$ 12,769.47	$ 13,012.13	$ 13,251.33
	Appx. Annual	$ 105,060.80	$ 107,619.20	$ 110,302.40	$ 112,964.80	$ 115,689.60	$ 118,684.80	$ 121,638.40	$ 124,592.00	$ 127,753.60	$ 130,998.40	$ 134,326.40	$ 137,654.40	$ 141,086.40	$ 144,601.60	$ 147,451.20	$ 150,342.40	$ 153,233.60	$ 156,145.60	$ 159,016.00
73T	Hourly	$ 49.61	$ 50.86	$ 52.13	$ 53.40	$ 54.68	$ 56.09	$ 57.49	$ 58.90	$ 60.37	$ 61.89	$ 63.46	$ 65.04	$ 66.66						
	Appx. Bi-wkly	$ 3,968.80	$ 4,068.80	$ 4,170.40	$ 4,272.00	$ 4,374.40	$ 4,487.20	$ 4,599.20	$ 4,712.00	$ 4,829.60	$ 4,951.20	$ 5,076.80	$ 5,203.20	$ 5,332.80						
	Appx. Monthly	$ 8,599.07	$ 8,815.73	$ 9,035.87	$ 9,256.00	$ 9,477.87	$ 9,722.27	$ 9,964.93	$ 10,209.33	$ 10,464.13	$ 10,727.60	$ 10,999.73	$ 11,273.60	$ 11,554.40						
	Appx. Annual	$ 103,188.80	$ 105,788.80	$ 108,430.40	$ 111,072.00	$ 113,734.40	$ 116,667.20	$ 119,579.20	$ 122,512.00	$ 125,569.60	$ 128,731.20	$ 131,996.80	$ 135,283.20	$ 138,652.80						
74	Hourly	$ 50.85	$ 52.13	$ 53.43	$ 54.74	$ 56.05	$ 57.49	$ 58.93	$ 60.37	$ 61.88	$ 63.44	$ 65.05	$ 66.67	$ 68.33	$ 70.03	$ 71.41	$ 72.83	$ 74.23	$ 75.60	$ 77.01
	Appx. Bi-wkly	$ 4,068.00	$ 4,170.40	$ 4,274.40	$ 4,379.20	$ 4,484.00	$ 4,599.20	$ 4,714.40	$ 4,829.60	$ 4,950.40	$ 5,075.20	$ 5,204.00	$ 5,333.60	$ 5,466.40	$ 5,602.40	$ 5,712.80	$ 5,826.40	$ 5,938.40	$ 6,048.00	$ 6,160.80
	Appx. Monthly	$ 8,814.00	$ 9,035.87	$ 9,261.20	$ 9,488.27	$ 9,715.33	$ 9,964.93	$ 10,214.53	$ 10,464.13	$ 10,725.87	$ 10,996.27	$ 11,275.33	$ 11,556.13	$ 11,843.87	$ 12,138.53	$ 12,377.73	$ 12,623.87	$ 12,866.53	$ 13,104.00	$ 13,348.40
	Appx. Annual	$ 105,768.00	$ 108,430.40	$ 111,134.40	$ 113,859.20	$ 116,584.00	$ 119,579.20	$ 122,574.40	$ 125,569.60	$ 128,710.40	$ 131,955.20	$ 135,304.00	$ 138,673.60	$ 142,126.40	$ 145,662.40	$ 148,532.80	$ 151,486.40	$ 154,398.40	$ 157,248.00	$ 160,180.80
74A	Hourly	$ 51.05	$ 52.33	$ 53.63	$ 54.97	$ 56.34	$ 57.75	$ 59.18	$ 60.69	$ 62.21	$ 63.74	$ 65.34	$ 66.98	$ 68.64	$ 70.36	$ 71.78	$ 73.18	$ 74.60	$ 76.00	$ 77.40
	Appx. Bi-wkly	$ 4,084.00	$ 4,186.40	$ 4,290.40	$ 4,397.60	$ 4,507.20	$ 4,620.00	$ 4,734.40	$ 4,855.20	$ 4,976.80	$ 5,099.20	$ 5,227.20	$ 5,358.40	$ 5,491.20	$ 5,628.80	$ 5,742.40	$ 5,854.40	$ 5,968.00	$ 6,080.00	$ 6,192.00
	Appx. Monthly	$ 8,848.67	$ 9,070.53	$ 9,295.87	$ 9,528.13	$ 9,765.60	$ 10,010.00	$ 10,257.87	$ 10,519.60	$ 10,783.07	$ 11,048.27	$ 11,325.60	$ 11,609.87	$ 11,897.60	$ 12,195.73	$ 12,441.87	$ 12,684.53	$ 12,930.67	$ 13,173.33	$ 13,416.00
	Appx. Annual	$ 106,184.00	$ 108,846.40	$ 111,550.40	$ 114,337.60	$ 117,187.20	$ 120,120.00	$ 123,094.40	$ 126,235.20	$ 129,396.80	$ 132,579.20	$ 135,907.20	$ 139,318.40	$ 142,771.20	$ 146,348.80	$ 149,302.40	$ 152,214.40	$ 155,168.00	$ 158,080.00	$ 160,992.00
74B	Hourly	$ 51.62	$ 52.92	$ 54.23	$ 55.55	$ 56.86	$ 58.34	$ 59.79	$ 61.26	$ 62.80	$ 64.40	$ 66.03	$ 67.64	$ 69.33	$ 71.10	$ 72.51	$ 73.94	$ 75.35	$ 76.77	$ 78.19
	Appx. Bi-wkly	$ 4,129.60	$ 4,233.60	$ 4,338.40	$ 4,444.00	$ 4,548.80	$ 4,667.20	$ 4,783.20	$ 4,900.80	$ 5,024.00	$ 5,152.00	$ 5,282.40	$ 5,411.20	$ 5,546.40	$ 5,688.00	$ 5,800.80	$ 5,915.20	$ 6,028.00	$ 6,141.60	$ 6,255.20
	Appx. Monthly	$ 8,947.47	$ 9,172.80	$ 9,399.87	$ 9,628.67	$ 9,855.73	$ 10,112.27	$ 10,363.60	$ 10,618.40	$ 10,885.33	$ 11,162.67	$ 11,445.20	$ 11,724.27	$ 12,017.20	$ 12,324.00	$ 12,568.40	$ 12,816.27	$ 13,060.67	$ 13,306.80	$ 13,552.93
	Appx. Annual	$ 107,369.60	$ 110,073.60	$ 112,798.40	$ 115,544.00	$ 118,268.80	$ 121,347.20	$ 124,363.20	$ 127,420.80	$ 130,624.00	$ 133,952.00	$ 137,342.40	$ 140,691.20	$ 144,206.40	$ 147,888.00	$ 150,820.80	$ 153,795.20	$ 156,728.00	$ 159,681.60	$ 162,635.20
75B	Hourly	$ 52.20	$ 53.85	$ 55.18	$ 56.52	$ 57.88	$ 59.38	$ 60.85	$ 62.32	$ 63.89	$ 65.52	$ 67.18	$ 68.85	$ 70.57	$ 72.32	$ 73.75	$ 75.23	$ 76.68	$ 78.11	$ 79.57
	Appx. Bi-wkly	$ 4,176.00	$ 4,308.00	$ 4,414.40	$ 4,521.60	$ 4,630.40	$ 4,750.40	$ 4,868.00	$ 4,985.60	$ 5,111.20	$ 5,241.60	$ 5,374.40	$ 5,508.00	$ 5,645.60	$ 5,785.60	$ 5,900.00	$ 6,018.40	$ 6,134.40	$ 6,248.80	$ 6,365.60
	Appx. Monthly	$ 9,048.00	$ 9,334.00	$ 9,564.53	$ 9,796.80	$ 10,032.53	$ 10,292.53	$ 10,547.33	$ 10,802.13	$ 11,074.27	$ 11,356.80	$ 11,644.53	$ 11,934.00	$ 12,232.13	$ 12,535.47	$ 12,783.33	$ 13,039.87	$ 13,291.20	$ 13,539.07	$ 13,792.13
	Appx. Annual	$ 108,576.00	$ 112,008.00	$ 114,774.40	$ 117,561.60	$ 120,390.40	$ 123,510.40	$ 126,568.00	$ 129,625.60	$ 132,891.20	$ 136,281.60	$ 139,734.40	$ 143,208.00	$ 146,785.60	$ 150,425.60	$ 153,400.00	$ 156,478.40	$ 159,494.40	$ 162,468.80	$ 165,505.60
77C	Hourly	$ 55.95	$ 57.34	$ 58.78	$ 60.25	$ 61.77	$ 63.32	$ 64.88	$ 66.52	$ 68.18	$ 69.89	$ 71.65	$ 73.45	$ 75.28	$ 77.15	$ 78.69	$ 80.25	$ 81.78	$ 83.34	$ 84.87
	Appx. Bi-wkly	$ 4,476.00	$ 4,587.20	$ 4,702.40	$ 4,820.00	$ 4,941.60	$ 5,065.60	$ 5,190.40	$ 5,321.60	$ 5,454.40	$ 5,591.20	$ 5,732.00	$ 5,876.00	$ 6,022.40	$ 6,172.00	$ 6,295.20	$ 6,420.00	$ 6,542.40	$ 6,667.20	$ 6,789.60
	Appx. Monthly	$ 9,698.00	$ 9,938.93	$ 10,188.53	$ 10,443.33	$ 10,706.80	$ 10,975.47	$ 11,245.87	$ 11,530.13	$ 11,817.87	$ 12,114.27	$ 12,419.33	$ 12,731.33	$ 13,048.53	$ 13,372.67	$ 13,639.60	$ 13,910.00	$ 14,175.20	$ 14,445.60	$ 14,710.80
	Appx. Annual	$ 116,376.00	$ 119,267.20	$ 122,262.40	$ 125,320.00	$ 128,481.60	$ 131,705.60	$ 134,950.40	$ 138,361.60	$ 141,814.40	$ 145,371.20	$ 149,032.00	$ 152,776.00	$ 156,582.40	$ 160,472.00	$ 163,675.20	$ 166,920.00	$ 170,102.40	$ 173,347.20	$ 176,529.60
80	Hourly	$ 58.18	$ 60.16	$ 61.66	$ 63.15	$ 64.74	$ 66.35	$ 67.97	$ 69.67	$ 71.45	$ 73.23	$ 75.06	$ 76.94	$ 78.90	$ 80.85	$ 82.45	$ 84.07	$ 85.69	$ 87.31	$ 88.92
	Appx. Bi-wkly	$ 4,654.40	$ 4,812.80	$ 4,932.80	$ 5,052.00	$ 5,179.20	$ 5,308.00	$ 5,437.60	$ 5,573.60	$ 5,716.00	$ 5,858.40	$ 6,004.80	$ 6,155.20	$ 6,312.00	$ 6,468.00	$ 6,596.00	$ 6,725.60	$ 6,855.20	$ 6,984.80	$ 7,113.60
	Appx. Monthly	$ 10,084.53	$ 10,427.73	$ 10,687.73	$ 10,946.00	$ 11,221.60	$ 11,500.67	$ 11,781.47	$ 12,076.13	$ 12,384.67	$ 12,693.20	$ 13,010.40	$ 13,336.27	$ 13,676.00	$ 14,014.00	$ 14,291.33	$ 14,572.13	$ 14,852.93	$ 15,133.73	$ 15,412.80
	Appx. Annual	$ 121,014.40	$ 125,132.80	$ 128,252.80	$ 131,352.00	$ 134,659.20	$ 138,008.00	$ 141,377.60	$ 144,913.60	$ 148,616.00	$ 152,318.40	$ 156,124.80	$ 160,035.20	$ 164,112.00	$ 168,168.00	$ 171,496.00	$ 174,865.60	$ 178,235.20	$ 181,604.80	$ 184,953.60

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/24/2024

		Non-Longevity													Longevity				
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
61	Hourly	$ 37.66	$ 38.61	$ 39.56	$ 40.57	$ 41.55	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.82	$ 52.87	$ 53.90	$ 54.95	$ 55.97	$ 57.00
	Appx. Bi-wkly	$ 3,012.80	$ 3,088.80	$ 3,164.80	$ 3,245.60	$ 3,324.00	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,145.60	$ 4,229.60	$ 4,312.00	$ 4,396.00	$ 4,477.60	$ 4,560.00
	Appx. Monthly	$ 6,527.73	$ 6,692.40	$ 6,857.07	$ 7,032.13	$ 7,202.00	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,982.13	$ 9,164.13	$ 9,342.67	$ 9,524.67	$ 9,701.47	$ 9,880.00
	Appx. Annual	$ 78,332.80	$ 80,308.80	$ 82,284.80	$ 84,385.60	$ 86,424.00	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,785.60	$ 109,969.60	$ 112,112.00	$ 114,296.00	$ 116,417.60	$ 118,560.00
61A	Hourly	$ 38.14	$ 39.10	$ 40.07	$ 41.06	$ 42.10	$ 43.16	$ 44.23	$ 45.31	$ 46.43	$ 47.61	$ 48.77	$ 50.01	$ 51.19	$ 52.48	$ 53.53	$ 54.58	$ 55.63	$ 56.69	$ 57.74
	Appx. Bi-wkly	$ 3,051.20	$ 3,128.00	$ 3,205.60	$ 3,284.80	$ 3,368.00	$ 3,452.80	$ 3,538.40	$ 3,624.80	$ 3,714.40	$ 3,808.80	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,198.40	$ 4,282.40	$ 4,366.40	$ 4,450.40	$ 4,535.20	$ 4,619.20
	Appx. Monthly	$ 6,610.93	$ 6,777.33	$ 6,945.47	$ 7,117.07	$ 7,297.33	$ 7,481.07	$ 7,666.53	$ 7,853.73	$ 8,047.87	$ 8,252.40	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,096.53	$ 9,278.53	$ 9,460.53	$ 9,642.53	$ 9,826.27	$ 10,008.27
	Appx. Annual	$ 79,331.20	$ 81,328.00	$ 83,345.60	$ 85,404.80	$ 87,568.00	$ 89,772.80	$ 91,998.40	$ 94,244.80	$ 96,574.40	$ 99,028.80	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,158.40	$ 111,342.40	$ 113,526.40	$ 115,710.40	$ 117,915.20	$ 120,099.20
61C	Hourly	$ 38.29	$ 39.28	$ 40.25	$ 41.29	$ 42.27	$ 43.35	$ 44.41	$ 45.53	$ 46.67	$ 47.85	$ 49.00	$ 50.27	$ 51.44	$ 52.73	$ 53.81	$ 54.85	$ 55.90	$ 56.96	$ 58.01
	Appx. Bi-wkly	$ 3,063.20	$ 3,142.40	$ 3,220.00	$ 3,303.20	$ 3,381.60	$ 3,468.00	$ 3,552.80	$ 3,642.40	$ 3,733.60	$ 3,828.00	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,218.40	$ 4,304.80	$ 4,388.00	$ 4,472.00	$ 4,556.80	$ 4,640.80
	Appx. Monthly	$ 6,636.93	$ 6,808.53	$ 6,976.67	$ 7,156.93	$ 7,326.80	$ 7,514.00	$ 7,697.73	$ 7,891.87	$ 8,089.47	$ 8,294.00	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,139.87	$ 9,327.07	$ 9,507.33	$ 9,689.33	$ 9,873.07	$ 10,055.07
	Appx. Annual	$ 79,643.20	$ 81,702.40	$ 83,720.00	$ 85,883.20	$ 87,921.60	$ 90,168.00	$ 92,372.80	$ 94,702.40	$ 97,073.60	$ 99,528.00	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,678.40	$ 111,924.80	$ 114,088.00	$ 116,272.00	$ 118,476.80	$ 120,660.80
61T	Hourly	$ 37.66	$ 38.61	$ 39.56	$ 40.57	$ 41.55	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55						
	Appx. Bi-wkly	$ 3,012.80	$ 3,088.80	$ 3,164.80	$ 3,245.60	$ 3,324.00	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00						
	Appx. Monthly	$ 6,527.73	$ 6,692.40	$ 6,857.07	$ 7,032.13	$ 7,202.00	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00						
	Appx. Annual	$ 78,332.80	$ 80,308.80	$ 82,284.80	$ 84,385.60	$ 86,424.00	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00						
62	Hourly	$ 38.62	$ 39.59	$ 40.57	$ 41.55	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.17	$ 54.21	$ 55.30	$ 56.36	$ 57.43	$ 58.48
	Appx. Bi-wkly	$ 3,089.60	$ 3,167.20	$ 3,245.60	$ 3,324.00	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,253.60	$ 4,336.80	$ 4,424.00	$ 4,508.80	$ 4,594.40	$ 4,678.40
	Appx. Monthly	$ 6,694.13	$ 6,862.27	$ 7,032.13	$ 7,202.00	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,216.13	$ 9,396.40	$ 9,585.33	$ 9,769.07	$ 9,954.53	$ 10,136.53
	Appx. Annual	$ 80,329.60	$ 82,347.20	$ 84,385.60	$ 86,424.00	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,593.60	$ 112,756.80	$ 115,024.00	$ 117,228.80	$ 119,454.40	$ 121,638.40
62A	Hourly	$ 39.11	$ 40.09	$ 41.06	$ 42.10	$ 43.16	$ 44.23	$ 45.31	$ 46.43	$ 47.61	$ 48.77	$ 50.01	$ 51.19	$ 52.52	$ 53.83	$ 54.91	$ 55.97	$ 57.03	$ 58.13	$ 59.19
	Appx. Bi-wkly	$ 3,128.80	$ 3,207.20	$ 3,284.80	$ 3,368.00	$ 3,452.80	$ 3,538.40	$ 3,624.80	$ 3,714.40	$ 3,808.80	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,306.40	$ 4,392.80	$ 4,477.60	$ 4,562.40	$ 4,650.40	$ 4,735.20
	Appx. Monthly	$ 6,779.07	$ 6,948.93	$ 7,117.07	$ 7,297.33	$ 7,481.07	$ 7,666.53	$ 7,853.73	$ 8,047.87	$ 8,252.40	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,330.53	$ 9,517.73	$ 9,701.47	$ 9,885.20	$ 10,075.87	$ 10,259.60
	Appx. Annual	$ 81,348.80	$ 83,387.20	$ 85,404.80	$ 87,568.00	$ 89,772.80	$ 91,998.40	$ 94,244.80	$ 96,574.40	$ 99,028.80	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,966.40	$ 114,212.80	$ 116,417.60	$ 118,622.40	$ 120,910.40	$ 123,115.20
62C	Hourly	$ 39.29	$ 40.26	$ 41.29	$ 42.27	$ 43.35	$ 44.41	$ 45.53	$ 46.67	$ 47.85	$ 49.00	$ 50.27	$ 51.44	$ 52.77	$ 54.09	$ 55.17	$ 56.26	$ 57.34	$ 58.42	$ 59.52
	Appx. Bi-wkly	$ 3,143.20	$ 3,220.80	$ 3,303.20	$ 3,381.60	$ 3,468.00	$ 3,552.80	$ 3,642.40	$ 3,733.60	$ 3,828.00	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,327.20	$ 4,413.60	$ 4,500.80	$ 4,587.20	$ 4,673.60	$ 4,761.60
	Appx. Monthly	$ 6,810.27	$ 6,978.40	$ 7,156.93	$ 7,326.80	$ 7,514.00	$ 7,697.73	$ 7,891.87	$ 8,089.47	$ 8,294.00	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,375.60	$ 9,562.80	$ 9,751.73	$ 9,938.93	$ 10,126.13	$ 10,316.80
	Appx. Annual	$ 81,723.20	$ 83,740.80	$ 85,883.20	$ 87,921.60	$ 90,168.00	$ 92,372.80	$ 94,702.40	$ 97,073.60	$ 99,528.00	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,507.20	$ 114,753.60	$ 117,020.80	$ 119,267.20	$ 121,513.60	$ 123,801.60
62T	Hourly	$ 38.62	$ 39.59	$ 40.57	$ 41.55	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88						
	Appx. Bi-wkly	$ 3,089.60	$ 3,167.20	$ 3,245.60	$ 3,324.00	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40						
	Appx. Monthly	$ 6,694.13	$ 6,862.27	$ 7,032.13	$ 7,202.00	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53						
	Appx. Annual	$ 80,329.60	$ 82,347.20	$ 84,385.60	$ 86,424.00	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40						
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
63	Hourly	$ 39.59	$ 40.57	$ 41.55	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.47	$ 55.53	$ 56.63	$ 57.73	$ 58.79	$ 59.88
	Appx. Bi-wkly	$ 3,167.20	$ 3,245.60	$ 3,324.00	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,357.60	$ 4,442.40	$ 4,530.40	$ 4,618.40	$ 4,703.20	$ 4,790.40
	Appx. Monthly	$ 6,862.27	$ 7,032.13	$ 7,202.00	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,441.47	$ 9,625.20	$ 9,815.87	$ 10,006.53	$ 10,190.27	$ 10,379.20
	Appx. Annual	$ 82,347.20	$ 84,385.60	$ 86,424.00	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,297.60	$ 115,502.40	$ 117,790.40	$ 120,078.40	$ 122,283.20	$ 124,550.40
63A	Hourly	$ 40.09	$ 41.06	$ 42.10	$ 43.16	$ 44.23	$ 45.31	$ 46.43	$ 47.61	$ 48.77	$ 50.01	$ 51.19	$ 52.52	$ 53.78	$ 55.11	$ 56.22	$ 57.32	$ 58.42	$ 59.53	$ 60.64
	Appx. Bi-wkly	$ 3,207.20	$ 3,284.80	$ 3,368.00	$ 3,452.80	$ 3,538.40	$ 3,624.80	$ 3,714.40	$ 3,808.80	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,408.80	$ 4,497.60	$ 4,585.60	$ 4,673.60	$ 4,762.40	$ 4,851.20
	Appx. Monthly	$ 6,948.93	$ 7,117.07	$ 7,297.33	$ 7,481.07	$ 7,666.53	$ 7,853.73	$ 8,047.87	$ 8,252.40	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,552.40	$ 9,744.80	$ 9,935.47	$ 10,126.13	$ 10,318.53	$ 10,510.93
	Appx. Annual	$ 83,387.20	$ 85,404.80	$ 87,568.00	$ 89,772.80	$ 91,998.40	$ 94,244.80	$ 96,574.40	$ 99,028.80	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,628.80	$ 116,937.60	$ 119,225.60	$ 121,513.60	$ 123,822.40	$ 126,131.20
63C	Hourly	$ 40.26	$ 41.29	$ 42.27	$ 43.35	$ 44.41	$ 45.53	$ 46.67	$ 47.85	$ 49.00	$ 50.27	$ 51.44	$ 52.77	$ 54.03	$ 55.40	$ 56.51	$ 57.61	$ 58.72	$ 59.82	$ 60.95
	Appx. Bi-wkly	$ 3,220.80	$ 3,303.20	$ 3,381.60	$ 3,468.00	$ 3,552.80	$ 3,642.40	$ 3,733.60	$ 3,828.00	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,432.00	$ 4,520.80	$ 4,608.80	$ 4,697.60	$ 4,785.60	$ 4,876.00
	Appx. Monthly	$ 6,978.40	$ 7,156.93	$ 7,326.80	$ 7,514.00	$ 7,697.73	$ 7,891.87	$ 8,089.47	$ 8,294.00	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,602.67	$ 9,795.07	$ 9,985.73	$ 10,178.13	$ 10,368.80	$ 10,564.67
	Appx. Annual	$ 83,740.80	$ 85,883.20	$ 87,921.60	$ 90,168.00	$ 92,372.80	$ 94,702.40	$ 97,073.60	$ 99,528.00	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,232.00	$ 117,540.80	$ 119,828.80	$ 122,137.60	$ 124,425.60	$ 126,776.00
63E	Hourly	$ 39.79	$ 40.77	$ 41.80	$ 42.83	$ 43.90	$ 45.00	$ 46.08	$ 47.23	$ 48.42	$ 49.59	$ 50.88	$ 52.07	$ 53.43	$ 54.75	$ 55.86	$ 56.95	$ 58.05	$ 59.14	$ 60.23
	Appx. Bi-wkly	$ 3,183.20	$ 3,261.60	$ 3,344.00	$ 3,426.40	$ 3,512.00	$ 3,600.00	$ 3,686.40	$ 3,778.40	$ 3,873.60	$ 3,967.20	$ 4,070.40	$ 4,165.60	$ 4,274.40	$ 4,380.00	$ 4,468.80	$ 4,556.00	$ 4,644.00	$ 4,731.20	$ 4,818.40
	Appx. Monthly	$ 6,896.93	$ 7,066.80	$ 7,245.33	$ 7,423.87	$ 7,609.33	$ 7,800.00	$ 7,987.20	$ 8,186.53	$ 8,392.80	$ 8,595.60	$ 8,819.20	$ 9,025.47	$ 9,261.20	$ 9,490.00	$ 9,682.40	$ 9,871.33	$ 10,062.00	$ 10,250.93	$ 10,439.87
	Appx. Annual	$ 82,763.20	$ 84,801.60	$ 86,944.00	$ 89,086.40	$ 91,312.00	$ 93,600.00	$ 95,846.40	$ 98,238.40	$ 100,713.60	$ 103,147.20	$ 105,830.40	$ 108,305.60	$ 111,134.40	$ 113,880.00	$ 116,188.80	$ 118,456.00	$ 120,744.00	$ 123,011.20	$ 125,278.40
63T	Hourly	$ 39.59	$ 40.57	$ 41.55	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10						
	Appx. Bi-wkly	$ 3,167.20	$ 3,245.60	$ 3,324.00	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00						
	Appx. Monthly	$ 6,862.27	$ 7,032.13	$ 7,202.00	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00						
	Appx. Annual	$ 82,347.20	$ 84,385.60	$ 86,424.00	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00						
64	Hourly	$ 40.56	$ 41.54	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.77	$ 56.88	$ 57.98	$ 59.11	$ 60.21	$ 61.34
	Appx. Bi-wkly	$ 3,244.80	$ 3,323.20	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,461.60	$ 4,550.40	$ 4,638.40	$ 4,728.80	$ 4,816.80	$ 4,907.20
	Appx. Monthly	$ 7,030.40	$ 7,200.27	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,666.80	$ 9,859.20	$ 10,049.87	$ 10,245.73	$ 10,436.40	$ 10,632.27
	Appx. Annual	$ 84,364.80	$ 86,403.20	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,001.60	$ 118,310.40	$ 120,598.40	$ 122,948.80	$ 125,236.80	$ 127,587.20
64A	Hourly	$ 41.04	$ 42.09	$ 43.16	$ 44.23	$ 45.31	$ 46.43	$ 47.61	$ 48.77	$ 50.01	$ 51.19	$ 52.52	$ 53.78	$ 55.07	$ 56.45	$ 57.56	$ 58.70	$ 59.82	$ 60.97	$ 62.09
	Appx. Bi-wkly	$ 3,283.20	$ 3,367.20	$ 3,452.80	$ 3,538.40	$ 3,624.80	$ 3,714.40	$ 3,808.80	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,516.00	$ 4,604.80	$ 4,696.00	$ 4,785.60	$ 4,877.60	$ 4,967.20
	Appx. Monthly	$ 7,113.60	$ 7,295.60	$ 7,481.07	$ 7,666.53	$ 7,853.73	$ 8,047.87	$ 8,252.40	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,784.67	$ 9,977.07	$ 10,174.67	$ 10,368.80	$ 10,568.13	$ 10,762.27
	Appx. Annual	$ 85,363.20	$ 87,547.20	$ 89,772.80	$ 91,998.40	$ 94,244.80	$ 96,574.40	$ 99,028.80	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,416.00	$ 119,724.80	$ 122,096.00	$ 124,425.60	$ 126,817.60	$ 129,147.20
64C	Hourly	$ 41.28	$ 42.26	$ 43.35	$ 44.41	$ 45.53	$ 46.67	$ 47.85	$ 49.00	$ 50.27	$ 51.44	$ 52.77	$ 54.03	$ 55.34	$ 56.73	$ 57.86	$ 59.00	$ 60.15	$ 61.26	$ 62.40
	Appx. Bi-wkly	$ 3,302.40	$ 3,380.80	$ 3,468.00	$ 3,552.80	$ 3,642.40	$ 3,733.60	$ 3,828.00	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,538.40	$ 4,628.80	$ 4,720.00	$ 4,812.00	$ 4,900.80	$ 4,992.00
	Appx. Monthly	$ 7,155.20	$ 7,325.07	$ 7,514.00	$ 7,697.73	$ 7,891.87	$ 8,089.47	$ 8,294.00	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,833.20	$ 10,029.07	$ 10,226.67	$ 10,426.00	$ 10,618.40	$ 10,816.00
	Appx. Annual	$ 85,862.40	$ 87,900.80	$ 90,168.00	$ 92,372.80	$ 94,702.40	$ 97,073.60	$ 99,528.00	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 117,998.40	$ 120,348.80	$ 122,720.00	$ 125,112.00	$ 127,420.80	$ 129,792.00
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

APPENDIX C – SALARY SCHEDULES

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NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/24/2024

		Non-Longevity													Longevity				
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
64T	Hourly	$ 40.56	$ 41.54	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41						
	Appx. Bi-wkly	$ 3,244.80	$ 3,323.20	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80						
	Appx. Monthly	$ 7,030.40	$ 7,200.27	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07						
	Appx. Annual	$ 84,364.80	$ 86,403.20	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80						
65	Hourly	$ 41.54	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.34	$ 59.49	$ 60.64	$ 61.78	$ 62.91
	Appx. Bi-wkly	$ 3,323.20	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,667.20	$ 4,759.20	$ 4,851.20	$ 4,942.40	$ 5,032.80
	Appx. Monthly	$ 7,200.27	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,112.27	$ 10,311.60	$ 10,510.93	$ 10,708.53	$ 10,904.40
	Appx. Annual	$ 86,403.20	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,347.20	$ 123,739.20	$ 126,131.20	$ 128,502.40	$ 130,852.80
65A	Hourly	$ 42.09	$ 43.16	$ 44.23	$ 45.31	$ 46.43	$ 47.61	$ 48.77	$ 50.01	$ 51.19	$ 52.52	$ 53.78	$ 55.07	$ 56.50	$ 57.92	$ 59.08	$ 60.22	$ 61.38	$ 62.53	$ 63.70
	Appx. Bi-wkly	$ 3,367.20	$ 3,452.80	$ 3,538.40	$ 3,624.80	$ 3,714.40	$ 3,808.80	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,520.00	$ 4,633.60	$ 4,726.40	$ 4,817.60	$ 4,910.40	$ 5,002.40	$ 5,096.00
	Appx. Monthly	$ 7,295.60	$ 7,481.07	$ 7,666.53	$ 7,853.73	$ 8,047.87	$ 8,252.40	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,793.33	$ 10,039.47	$ 10,240.53	$ 10,438.13	$ 10,639.20	$ 10,838.53	$ 11,041.33
	Appx. Annual	$ 87,547.20	$ 89,772.80	$ 91,998.40	$ 94,244.80	$ 96,574.40	$ 99,028.80	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,520.00	$ 120,473.60	$ 122,886.40	$ 125,257.60	$ 127,670.40	$ 130,062.40	$ 132,496.00
65C	Hourly	$ 42.26	$ 43.35	$ 44.41	$ 45.53	$ 46.67	$ 47.85	$ 49.00	$ 50.27	$ 51.44	$ 52.77	$ 54.03	$ 55.34	$ 56.77	$ 58.20	$ 59.37	$ 60.54	$ 61.69	$ 62.86	$ 64.02
	Appx. Bi-wkly	$ 3,380.80	$ 3,468.00	$ 3,552.80	$ 3,642.40	$ 3,733.60	$ 3,828.00	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,541.60	$ 4,656.00	$ 4,749.60	$ 4,843.20	$ 4,935.20	$ 5,028.80	$ 5,121.60
	Appx. Monthly	$ 7,325.07	$ 7,514.00	$ 7,697.73	$ 7,891.87	$ 8,089.47	$ 8,294.00	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,840.13	$ 10,088.00	$ 10,290.80	$ 10,493.60	$ 10,692.93	$ 10,895.73	$ 11,096.80
	Appx. Annual	$ 87,900.80	$ 90,168.00	$ 92,372.80	$ 94,702.40	$ 97,073.60	$ 99,528.00	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 118,081.60	$ 121,056.00	$ 123,489.60	$ 125,923.20	$ 128,315.20	$ 130,748.80	$ 133,161.60
65T	Hourly	$ 41.54	$ 42.61	$ 43.65	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81						
	Appx. Bi-wkly	$ 3,323.20	$ 3,408.80	$ 3,492.00	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80						
	Appx. Monthly	$ 7,200.27	$ 7,385.73	$ 7,566.00	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73						
	Appx. Annual	$ 86,403.20	$ 88,628.80	$ 90,792.00	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80						
66	Hourly	$ 42.60	$ 43.64	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.64	$ 59.79	$ 60.98	$ 62.14	$ 63.29	$ 64.46
	Appx. Bi-wkly	$ 3,408.00	$ 3,491.20	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,691.20	$ 4,783.20	$ 4,878.40	$ 4,971.20	$ 5,063.20	$ 5,156.80
	Appx. Monthly	$ 7,384.00	$ 7,564.27	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,164.27	$ 10,363.60	$ 10,569.87	$ 10,770.93	$ 10,970.27	$ 11,173.07
	Appx. Annual	$ 88,608.00	$ 90,771.20	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,971.20	$ 124,363.20	$ 126,838.40	$ 129,251.20	$ 131,643.20	$ 134,076.80
66A	Hourly	$ 43.15	$ 44.22	$ 45.31	$ 46.43	$ 47.61	$ 48.77	$ 50.01	$ 51.19	$ 52.52	$ 53.78	$ 55.07	$ 56.50	$ 57.92	$ 59.36	$ 60.56	$ 61.73	$ 62.91	$ 64.13	$ 65.30
	Appx. Bi-wkly	$ 3,452.00	$ 3,537.60	$ 3,624.80	$ 3,714.40	$ 3,808.80	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,520.00	$ 4,633.60	$ 4,748.80	$ 4,844.80	$ 4,938.40	$ 5,032.80	$ 5,130.40	$ 5,224.00
	Appx. Monthly	$ 7,479.33	$ 7,664.80	$ 7,853.73	$ 8,047.87	$ 8,252.40	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,793.33	$ 10,039.47	$ 10,289.07	$ 10,497.07	$ 10,699.87	$ 10,904.40	$ 11,115.87	$ 11,318.67
	Appx. Annual	$ 89,752.00	$ 91,977.60	$ 94,244.80	$ 96,574.40	$ 99,028.80	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,520.00	$ 120,473.60	$ 123,468.80	$ 125,964.80	$ 128,398.40	$ 130,852.80	$ 133,390.40	$ 135,824.00
66C	Hourly	$ 43.34	$ 44.39	$ 45.53	$ 46.67	$ 47.85	$ 49.00	$ 50.27	$ 51.44	$ 52.77	$ 54.03	$ 55.34	$ 56.77	$ 58.20	$ 59.65	$ 60.85	$ 62.05	$ 63.23	$ 64.42	$ 65.63
	Appx. Bi-wkly	$ 3,467.20	$ 3,551.20	$ 3,642.40	$ 3,733.60	$ 3,828.00	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,541.60	$ 4,656.00	$ 4,772.00	$ 4,868.00	$ 4,964.00	$ 5,058.40	$ 5,153.60	$ 5,250.40
	Appx. Monthly	$ 7,512.27	$ 7,694.27	$ 7,891.87	$ 8,089.47	$ 8,294.00	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,840.13	$ 10,088.00	$ 10,339.33	$ 10,547.33	$ 10,755.33	$ 10,959.87	$ 11,166.13	$ 11,375.87
	Appx. Annual	$ 90,147.20	$ 92,331.20	$ 94,702.40	$ 97,073.60	$ 99,528.00	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 118,081.60	$ 121,056.00	$ 124,072.00	$ 126,568.00	$ 129,064.00	$ 131,518.40	$ 133,993.60	$ 136,510.40
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
66T	Hourly	$ 42.60	$ 43.64	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21						
	Appx. Bi-wkly	$ 3,408.00	$ 3,491.20	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80						
	Appx. Monthly	$ 7,384.00	$ 7,564.27	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40						
	Appx. Annual	$ 88,608.00	$ 90,771.20	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80						
67	Hourly	$ 43.64	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.08	$ 61.26	$ 62.45	$ 63.66	$ 64.87	$ 66.07
	Appx. Bi-wkly	$ 3,491.20	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,806.40	$ 4,900.80	$ 4,996.00	$ 5,092.80	$ 5,189.60	$ 5,285.60
	Appx. Monthly	$ 7,564.27	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,413.87	$ 10,618.40	$ 10,824.67	$ 11,034.40	$ 11,244.13	$ 11,452.13
	Appx. Annual	$ 90,771.20	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,966.40	$ 127,420.80	$ 129,896.00	$ 132,412.80	$ 134,929.60	$ 137,425.60
67A	Hourly	$ 44.22	$ 45.31	$ 46.43	$ 47.61	$ 48.77	$ 50.01	$ 51.19	$ 52.52	$ 53.78	$ 55.07	$ 56.50	$ 57.92	$ 59.33	$ 60.82	$ 62.05	$ 63.25	$ 64.46	$ 65.69	$ 66.91
	Appx. Bi-wkly	$ 3,537.60	$ 3,624.80	$ 3,714.40	$ 3,808.80	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,520.00	$ 4,633.60	$ 4,746.40	$ 4,865.60	$ 4,964.00	$ 5,060.00	$ 5,156.80	$ 5,255.20	$ 5,352.80
	Appx. Monthly	$ 7,664.80	$ 7,853.73	$ 8,047.87	$ 8,252.40	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,793.33	$ 10,039.47	$ 10,283.87	$ 10,542.13	$ 10,755.33	$ 10,963.33	$ 11,173.07	$ 11,386.27	$ 11,597.73
	Appx. Annual	$ 91,977.60	$ 94,244.80	$ 96,574.40	$ 99,028.80	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,520.00	$ 120,473.60	$ 123,406.40	$ 126,505.60	$ 129,064.00	$ 131,560.00	$ 134,076.80	$ 136,635.20	$ 139,172.80
67C	Hourly	$ 44.39	$ 45.53	$ 46.67	$ 47.85	$ 49.00	$ 50.27	$ 51.44	$ 52.77	$ 54.03	$ 55.34	$ 56.77	$ 58.20	$ 59.62	$ 61.10	$ 62.33	$ 63.56	$ 64.78	$ 66.00	$ 67.22
	Appx. Bi-wkly	$ 3,551.20	$ 3,642.40	$ 3,733.60	$ 3,828.00	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,541.60	$ 4,656.00	$ 4,769.60	$ 4,888.00	$ 4,986.40	$ 5,084.80	$ 5,182.40	$ 5,280.00	$ 5,377.60
	Appx. Monthly	$ 7,694.27	$ 7,891.87	$ 8,089.47	$ 8,294.00	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,840.13	$ 10,088.00	$ 10,334.13	$ 10,590.67	$ 10,803.87	$ 11,017.07	$ 11,228.53	$ 11,440.00	$ 11,651.47
	Appx. Annual	$ 92,331.20	$ 94,702.40	$ 97,073.60	$ 99,528.00	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 118,081.60	$ 121,056.00	$ 124,009.60	$ 127,088.00	$ 129,646.40	$ 132,204.80	$ 134,742.40	$ 137,280.00	$ 139,817.60
67T	Hourly	$ 43.64	$ 44.74	$ 45.84	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61						
	Appx. Bi-wkly	$ 3,491.20	$ 3,579.20	$ 3,667.20	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80						
	Appx. Monthly	$ 7,564.27	$ 7,754.93	$ 7,945.60	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07						
	Appx. Annual	$ 90,771.20	$ 93,059.20	$ 95,347.20	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80						
68	Hourly	$ 44.75	$ 45.85	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.58	$ 62.80	$ 64.03	$ 65.28	$ 66.49	$ 67.73
	Appx. Bi-wkly	$ 3,580.00	$ 3,668.00	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,926.40	$ 5,024.00	$ 5,122.40	$ 5,222.40	$ 5,319.20	$ 5,418.40
	Appx. Monthly	$ 7,756.67	$ 7,947.33	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,673.87	$ 10,885.33	$ 11,098.53	$ 11,315.20	$ 11,524.93	$ 11,739.87
	Appx. Annual	$ 93,080.00	$ 95,368.00	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,086.40	$ 130,624.00	$ 133,182.40	$ 135,782.40	$ 138,299.20	$ 140,878.40
68A	Hourly	$ 45.32	$ 46.44	$ 47.61	$ 48.77	$ 50.01	$ 51.19	$ 52.52	$ 53.78	$ 55.07	$ 56.50	$ 57.92	$ 59.33	$ 60.83	$ 62.34	$ 63.58	$ 64.84	$ 66.08	$ 67.32	$ 68.58
	Appx. Bi-wkly	$ 3,625.60	$ 3,715.20	$ 3,808.80	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,520.00	$ 4,633.60	$ 4,746.40	$ 4,866.40	$ 4,987.20	$ 5,086.40	$ 5,187.20	$ 5,286.40	$ 5,385.60	$ 5,486.40
	Appx. Monthly	$ 7,855.47	$ 8,049.60	$ 8,252.40	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,793.33	$ 10,039.47	$ 10,283.87	$ 10,543.87	$ 10,805.60	$ 11,020.53	$ 11,238.93	$ 11,453.87	$ 11,668.80	$ 11,887.20
	Appx. Annual	$ 94,265.60	$ 96,595.20	$ 99,028.80	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,520.00	$ 120,473.60	$ 123,406.40	$ 126,526.40	$ 129,667.20	$ 132,246.40	$ 134,867.20	$ 137,446.40	$ 140,025.60	$ 142,646.40
68C	Hourly	$ 45.54	$ 46.68	$ 47.85	$ 49.00	$ 50.27	$ 51.44	$ 52.77	$ 54.03	$ 55.34	$ 56.77	$ 58.20	$ 59.62	$ 61.12	$ 62.65	$ 63.90	$ 65.16	$ 66.40	$ 67.67	$ 68.90
	Appx. Bi-wkly	$ 3,643.20	$ 3,734.40	$ 3,828.00	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,541.60	$ 4,656.00	$ 4,769.60	$ 4,889.60	$ 5,012.00	$ 5,112.00	$ 5,212.80	$ 5,312.00	$ 5,413.60	$ 5,512.00
	Appx. Monthly	$ 7,893.60	$ 8,091.20	$ 8,294.00	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,840.13	$ 10,088.00	$ 10,334.13	$ 10,594.13	$ 10,859.33	$ 11,076.00	$ 11,294.40	$ 11,509.33	$ 11,729.47	$ 11,942.67
	Appx. Annual	$ 94,723.20	$ 97,094.40	$ 99,528.00	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 118,081.60	$ 121,056.00	$ 124,009.60	$ 127,129.60	$ 130,312.00	$ 132,912.00	$ 135,532.80	$ 138,112.00	$ 140,753.60	$ 143,312.00
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/24/2024

		Non-Longevity													Longevity				
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
68T	Hourly	$ 44.75	$ 45.85	$ 47.02	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09						
	Appx. Bi-wkly	$ 3,580.00	$ 3,668.00	$ 3,761.60	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20						
	Appx. Monthly	$ 7,756.67	$ 7,947.33	$ 8,150.13	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60						
	Appx. Annual	$ 93,080.00	$ 95,368.00	$ 97,801.60	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20						
69	Hourly	$ 45.83	$ 46.98	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.60	$ 63.13	$ 64.40	$ 65.66	$ 66.94	$ 68.18	$ 69.44
	Appx. Bi-wkly	$ 3,666.40	$ 3,758.40	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,928.00	$ 5,050.40	$ 5,152.00	$ 5,252.80	$ 5,355.20	$ 5,454.40	$ 5,555.20
	Appx. Monthly	$ 7,943.87	$ 8,143.20	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,677.33	$ 10,942.53	$ 11,162.67	$ 11,381.07	$ 11,602.93	$ 11,817.87	$ 12,036.27
	Appx. Annual	$ 95,326.40	$ 97,718.40	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,128.00	$ 131,310.40	$ 133,952.00	$ 136,572.80	$ 139,235.20	$ 141,814.40	$ 144,435.20
69A	Hourly	$ 46.42	$ 47.58	$ 48.77	$ 50.01	$ 51.19	$ 52.52	$ 53.78	$ 55.07	$ 56.50	$ 57.92	$ 59.33	$ 60.83	$ 62.37	$ 63.92	$ 65.20	$ 66.48	$ 67.76	$ 69.03	$ 70.32
	Appx. Bi-wkly	$ 3,713.60	$ 3,806.40	$ 3,901.60	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,520.00	$ 4,633.60	$ 4,746.40	$ 4,866.40	$ 4,989.60	$ 5,113.60	$ 5,216.00	$ 5,318.40	$ 5,420.80	$ 5,522.40	$ 5,625.60
	Appx. Monthly	$ 8,046.13	$ 8,247.20	$ 8,453.47	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,793.33	$ 10,039.47	$ 10,283.87	$ 10,543.87	$ 10,810.80	$ 11,079.47	$ 11,301.33	$ 11,523.20	$ 11,745.07	$ 11,965.20	$ 12,188.80
	Appx. Annual	$ 96,553.60	$ 98,966.40	$ 101,441.60	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,520.00	$ 120,473.60	$ 123,406.40	$ 126,526.40	$ 129,729.60	$ 132,953.60	$ 135,616.00	$ 138,278.40	$ 140,940.80	$ 143,582.40	$ 146,265.60
69C	Hourly	$ 46.65	$ 47.82	$ 49.00	$ 50.27	$ 51.44	$ 52.77	$ 54.03	$ 55.34	$ 56.77	$ 58.20	$ 59.62	$ 61.12	$ 62.67	$ 64.24	$ 65.52	$ 66.81	$ 68.09	$ 69.38	$ 70.66
	Appx. Bi-wkly	$ 3,732.00	$ 3,825.60	$ 3,920.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,541.60	$ 4,656.00	$ 4,769.60	$ 4,889.60	$ 5,013.60	$ 5,139.20	$ 5,241.60	$ 5,344.80	$ 5,447.20	$ 5,550.40	$ 5,652.80
	Appx. Monthly	$ 8,086.00	$ 8,288.80	$ 8,493.33	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,840.13	$ 10,088.00	$ 10,334.13	$ 10,594.13	$ 10,862.80	$ 11,134.93	$ 11,356.80	$ 11,580.40	$ 11,802.27	$ 12,025.87	$ 12,247.73
	Appx. Annual	$ 97,032.00	$ 99,465.60	$ 101,920.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 118,081.60	$ 121,056.00	$ 124,009.60	$ 127,129.60	$ 130,353.60	$ 133,619.20	$ 136,281.60	$ 138,964.80	$ 141,627.20	$ 144,310.40	$ 146,972.80
69T	Hourly	$ 45.83	$ 46.98	$ 48.17	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.60						
	Appx. Bi-wkly	$ 3,666.40	$ 3,758.40	$ 3,853.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,928.00						
	Appx. Monthly	$ 7,943.87	$ 8,143.20	$ 8,349.47	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,677.33						
	Appx. Annual	$ 95,326.40	$ 97,718.40	$ 100,193.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,128.00						
70	Hourly	$ 47.02	$ 48.22	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.60	$ 63.16	$ 64.73	$ 66.03	$ 67.32	$ 68.63	$ 69.91	$ 71.22
	Appx. Bi-wkly	$ 3,761.60	$ 3,857.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,928.00	$ 5,052.80	$ 5,178.40	$ 5,282.40	$ 5,385.60	$ 5,490.40	$ 5,592.80	$ 5,697.60
	Appx. Monthly	$ 8,150.13	$ 8,358.13	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,677.33	$ 10,947.73	$ 11,219.87	$ 11,445.20	$ 11,668.80	$ 11,895.87	$ 12,117.73	$ 12,344.80
	Appx. Annual	$ 97,801.60	$ 100,297.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,128.00	$ 131,372.80	$ 134,638.40	$ 137,342.40	$ 140,025.60	$ 142,750.40	$ 145,412.80	$ 148,137.60
70A	Hourly	$ 47.61	$ 48.80	$ 50.01	$ 51.19	$ 52.52	$ 53.78	$ 55.07	$ 56.50	$ 57.92	$ 59.33	$ 60.83	$ 62.37	$ 63.94	$ 65.55	$ 66.85	$ 68.16	$ 69.47	$ 70.80	$ 72.10
	Appx. Bi-wkly	$ 3,808.80	$ 3,904.00	$ 4,000.80	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,520.00	$ 4,633.60	$ 4,746.40	$ 4,866.40	$ 4,989.60	$ 5,115.20	$ 5,244.00	$ 5,348.00	$ 5,452.80	$ 5,557.60	$ 5,664.00	$ 5,768.00
	Appx. Monthly	$ 8,252.40	$ 8,458.67	$ 8,668.40	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,793.33	$ 10,039.47	$ 10,283.87	$ 10,543.87	$ 10,810.80	$ 11,082.93	$ 11,362.00	$ 11,587.33	$ 11,814.40	$ 12,041.47	$ 12,272.00	$ 12,497.33
	Appx. Annual	$ 99,028.80	$ 101,504.00	$ 104,020.80	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,520.00	$ 120,473.60	$ 123,406.40	$ 126,526.40	$ 129,729.60	$ 132,995.20	$ 136,344.00	$ 139,048.00	$ 141,772.80	$ 144,497.60	$ 147,264.00	$ 149,968.00
70C	Hourly	$ 47.85	$ 49.05	$ 50.27	$ 51.44	$ 52.77	$ 54.03	$ 55.34	$ 56.77	$ 58.20	$ 59.62	$ 61.12	$ 62.67	$ 64.26	$ 65.87	$ 67.19	$ 68.49	$ 69.83	$ 71.13	$ 72.45
	Appx. Bi-wkly	$ 3,828.00	$ 3,924.00	$ 4,021.60	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,541.60	$ 4,656.00	$ 4,769.60	$ 4,889.60	$ 5,013.60	$ 5,140.80	$ 5,269.60	$ 5,375.20	$ 5,479.20	$ 5,586.40	$ 5,690.40	$ 5,796.00
	Appx. Monthly	$ 8,294.00	$ 8,502.00	$ 8,713.47	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,840.13	$ 10,088.00	$ 10,334.13	$ 10,594.13	$ 10,862.80	$ 11,138.40	$ 11,417.47	$ 11,646.27	$ 11,871.60	$ 12,103.87	$ 12,329.20	$ 12,558.00
	Appx. Annual	$ 99,528.00	$ 102,024.00	$ 104,561.60	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 118,081.60	$ 121,056.00	$ 124,009.60	$ 127,129.60	$ 130,353.60	$ 133,660.80	$ 137,009.60	$ 139,755.20	$ 142,459.20	$ 145,246.40	$ 147,950.40	$ 150,696.00
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
70T	Hourly	$ 47.02	$ 48.22	$ 49.41	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.60	$ 63.16						
	Appx. Bi-wkly	$ 3,761.60	$ 3,857.60	$ 3,952.80	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,928.00	$ 5,052.80						
	Appx. Monthly	$ 8,150.13	$ 8,358.13	$ 8,564.40	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,677.33	$ 10,947.73						
	Appx. Annual	$ 97,801.60	$ 100,297.60	$ 102,772.80	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,128.00	$ 131,372.80						
71	Hourly	$ 48.14	$ 49.34	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.60	$ 63.16	$ 64.71	$ 66.34	$ 67.67	$ 68.97	$ 70.30	$ 71.64	$ 72.96
	Appx. Bi-wkly	$ 3,851.20	$ 3,947.20	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,928.00	$ 5,052.80	$ 5,176.80	$ 5,307.20	$ 5,413.60	$ 5,517.60	$ 5,624.00	$ 5,731.20	$ 5,836.80
	Appx. Monthly	$ 8,344.27	$ 8,552.27	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,677.33	$ 10,947.73	$ 11,216.40	$ 11,498.93	$ 11,729.47	$ 11,954.80	$ 12,185.33	$ 12,417.60	$ 12,646.40
	Appx. Annual	$ 100,131.20	$ 102,627.20	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,128.00	$ 131,372.80	$ 134,596.80	$ 137,987.20	$ 140,753.60	$ 143,457.60	$ 146,224.00	$ 149,011.20	$ 151,756.80
71A	Hourly	$ 48.75	$ 49.94	$ 51.19	$ 52.52	$ 53.78	$ 55.07	$ 56.50	$ 57.92	$ 59.33	$ 60.83	$ 62.37	$ 63.94	$ 65.52	$ 67.16	$ 68.48	$ 69.84	$ 71.19	$ 72.54	$ 73.87
	Appx. Bi-wkly	$ 3,900.00	$ 3,995.20	$ 4,095.20	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,520.00	$ 4,633.60	$ 4,746.40	$ 4,866.40	$ 4,989.60	$ 5,115.20	$ 5,241.60	$ 5,372.80	$ 5,478.40	$ 5,587.20	$ 5,695.20	$ 5,803.20	$ 5,909.60
	Appx. Monthly	$ 8,450.00	$ 8,656.27	$ 8,872.93	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,793.33	$ 10,039.47	$ 10,283.87	$ 10,543.87	$ 10,810.80	$ 11,082.93	$ 11,356.80	$ 11,641.07	$ 11,869.87	$ 12,105.60	$ 12,339.60	$ 12,573.60	$ 12,804.13
	Appx. Annual	$ 101,400.00	$ 103,875.20	$ 106,475.20	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,520.00	$ 120,473.60	$ 123,406.40	$ 126,526.40	$ 129,729.60	$ 132,995.20	$ 136,281.60	$ 139,692.80	$ 142,438.40	$ 145,267.20	$ 148,075.20	$ 150,883.20	$ 153,649.60
71C	Hourly	$ 48.97	$ 50.20	$ 51.44	$ 52.77	$ 54.03	$ 55.34	$ 56.77	$ 58.20	$ 59.62	$ 61.12	$ 62.67	$ 64.26	$ 65.85	$ 67.50	$ 68.85	$ 70.20	$ 71.54	$ 72.90	$ 74.26
	Appx. Bi-wkly	$ 3,917.60	$ 4,016.00	$ 4,115.20	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,541.60	$ 4,656.00	$ 4,769.60	$ 4,889.60	$ 5,013.60	$ 5,140.80	$ 5,268.00	$ 5,400.00	$ 5,508.00	$ 5,616.00	$ 5,723.20	$ 5,832.00	$ 5,940.80
	Appx. Monthly	$ 8,488.13	$ 8,701.33	$ 8,916.27	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,840.13	$ 10,088.00	$ 10,334.13	$ 10,594.13	$ 10,862.80	$ 11,138.40	$ 11,414.00	$ 11,700.00	$ 11,934.00	$ 12,168.00	$ 12,400.27	$ 12,636.00	$ 12,871.73
	Appx. Annual	$ 101,857.60	$ 104,416.00	$ 106,995.20	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 118,081.60	$ 121,056.00	$ 124,009.60	$ 127,129.60	$ 130,353.60	$ 133,660.80	$ 136,968.00	$ 140,400.00	$ 143,208.00	$ 146,016.00	$ 148,803.20	$ 151,632.00	$ 154,460.80
71T	Hourly	$ 48.14	$ 49.34	$ 50.55	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.60	$ 63.16	$ 64.71						
	Appx. Bi-wkly	$ 3,851.20	$ 3,947.20	$ 4,044.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,928.00	$ 5,052.80	$ 5,176.80						
	Appx. Monthly	$ 8,344.27	$ 8,552.27	$ 8,762.00	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,677.33	$ 10,947.73	$ 11,216.40						
	Appx. Annual	$ 100,131.20	$ 102,627.20	$ 105,144.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,128.00	$ 131,372.80	$ 134,596.80						
72	Hourly	$ 49.38	$ 50.60	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.60	$ 63.16	$ 64.71	$ 66.34	$ 67.99	$ 69.35	$ 70.70	$ 72.08	$ 73.44	$ 74.79
	Appx. Bi-wkly	$ 3,950.40	$ 4,048.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,928.00	$ 5,052.80	$ 5,176.80	$ 5,307.20	$ 5,439.20	$ 5,548.00	$ 5,656.00	$ 5,766.40	$ 5,875.20	$ 5,983.20
	Appx. Monthly	$ 8,559.20	$ 8,770.67	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,677.33	$ 10,947.73	$ 11,216.40	$ 11,498.93	$ 11,784.93	$ 12,020.67	$ 12,254.67	$ 12,493.87	$ 12,729.60	$ 12,963.60
	Appx. Annual	$ 102,710.40	$ 105,248.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,128.00	$ 131,372.80	$ 134,596.80	$ 137,987.20	$ 141,419.20	$ 144,248.00	$ 147,056.00	$ 149,926.40	$ 152,755.20	$ 155,563.20
72A	Hourly	$ 49.99	$ 51.22	$ 52.52	$ 53.78	$ 55.07	$ 56.50	$ 57.92	$ 59.33	$ 60.83	$ 62.37	$ 63.94	$ 65.52	$ 67.16	$ 68.84	$ 70.23	$ 71.60	$ 72.97	$ 74.35	$ 75.71
	Appx. Bi-wkly	$ 3,999.20	$ 4,097.60	$ 4,201.60	$ 4,302.40	$ 4,405.60	$ 4,520.00	$ 4,633.60	$ 4,746.40	$ 4,866.40	$ 4,989.60	$ 5,115.20	$ 5,241.60	$ 5,372.80	$ 5,507.20	$ 5,618.40	$ 5,728.00	$ 5,837.60	$ 5,948.00	$ 6,056.80
	Appx. Monthly	$ 8,664.93	$ 8,878.13	$ 9,103.47	$ 9,321.87	$ 9,545.47	$ 9,793.33	$ 10,039.47	$ 10,283.87	$ 10,543.87	$ 10,810.80	$ 11,082.93	$ 11,356.80	$ 11,641.07	$ 11,932.27	$ 12,173.20	$ 12,410.67	$ 12,648.13	$ 12,887.33	$ 13,123.07
	Appx. Annual	$ 103,979.20	$ 106,537.60	$ 109,241.60	$ 111,862.40	$ 114,545.60	$ 117,520.00	$ 120,473.60	$ 123,406.40	$ 126,526.40	$ 129,729.60	$ 132,995.20	$ 136,281.60	$ 139,692.80	$ 143,187.20	$ 146,078.40	$ 148,928.00	$ 151,777.60	$ 154,648.00	$ 157,476.80
72C	Hourly	$ 50.24	$ 51.52	$ 52.77	$ 54.03	$ 55.34	$ 56.77	$ 58.20	$ 59.62	$ 61.12	$ 62.67	$ 64.26	$ 65.85	$ 67.50	$ 69.19	$ 70.56	$ 71.95	$ 73.32	$ 74.70	$ 76.10
	Appx. Bi-wkly	$ 4,019.20	$ 4,121.60	$ 4,221.60	$ 4,322.40	$ 4,427.20	$ 4,541.60	$ 4,656.00	$ 4,769.60	$ 4,889.60	$ 5,013.60	$ 5,140.80	$ 5,268.00	$ 5,400.00	$ 5,535.20	$ 5,644.80	$ 5,756.00	$ 5,865.60	$ 5,976.00	$ 6,088.00
	Appx. Monthly	$ 8,708.27	$ 8,930.13	$ 9,146.80	$ 9,365.20	$ 9,592.27	$ 9,840.13	$ 10,088.00	$ 10,334.13	$ 10,594.13	$ 10,862.80	$ 11,138.40	$ 11,414.00	$ 11,700.00	$ 11,992.93	$ 12,230.40	$ 12,471.33	$ 12,708.80	$ 12,948.00	$ 13,190.67
	Appx. Annual	$ 104,499.20	$ 107,161.60	$ 109,761.60	$ 112,382.40	$ 115,107.20	$ 118,081.60	$ 121,056.00	$ 124,009.60	$ 127,129.60	$ 130,353.60	$ 133,660.80	$ 136,968.00	$ 140,400.00	$ 143,915.20	$ 146,764.80	$ 149,656.00	$ 152,505.60	$ 155,376.00	$ 158,288.00
Effective 2/24/2024		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/24/2024

		Non-Longevity													Longevity				
Effective 2/24/2024		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
72T	Hourly	$ 49.38	$ 50.60	$ 51.88	$ 53.10	$ 54.41	$ 55.81	$ 57.21	$ 58.61	$ 60.09	$ 61.60	$ 63.16	$ 64.71	$ 66.34						
	Appx. Bi-wkly	$ 3,950.40	$ 4,048.00	$ 4,150.40	$ 4,248.00	$ 4,352.80	$ 4,464.80	$ 4,576.80	$ 4,688.80	$ 4,807.20	$ 4,928.00	$ 5,052.80	$ 5,176.80	$ 5,307.20						
	Appx. Monthly	$ 8,559.20	$ 8,770.67	$ 8,992.53	$ 9,204.00	$ 9,431.07	$ 9,673.73	$ 9,916.40	$ 10,159.07	$ 10,415.60	$ 10,677.33	$ 10,947.73	$ 11,216.40	$ 11,498.93						
	Appx. Annual	$ 102,710.40	$ 105,248.00	$ 107,910.40	$ 110,448.00	$ 113,172.80	$ 116,084.80	$ 118,996.80	$ 121,908.80	$ 124,987.20	$ 128,128.00	$ 131,372.80	$ 134,596.80	$ 137,987.20						
73	Hourly	$ 50.60	$ 51.88	$ 53.17	$ 54.47	$ 55.77	$ 57.21	$ 58.64	$ 60.08	$ 61.58	$ 63.13	$ 64.73	$ 66.34	$ 67.99	$ 69.69	$ 71.06	$ 72.47	$ 73.87	$ 75.24	$ 76.63
	Appx. Bi-wkly	$ 4,048.00	$ 4,150.40	$ 4,253.60	$ 4,357.60	$ 4,461.60	$ 4,576.80	$ 4,691.20	$ 4,806.40	$ 4,926.40	$ 5,050.40	$ 5,178.40	$ 5,307.20	$ 5,439.20	$ 5,575.20	$ 5,684.80	$ 5,797.60	$ 5,909.60	$ 6,019.20	$ 6,130.40
	Appx. Monthly	$ 8,770.67	$ 8,992.53	$ 9,216.13	$ 9,441.47	$ 9,666.80	$ 9,916.40	$ 10,164.27	$ 10,413.87	$ 10,673.87	$ 10,942.53	$ 11,219.87	$ 11,498.93	$ 11,784.93	$ 12,079.60	$ 12,317.07	$ 12,561.47	$ 12,804.13	$ 13,041.60	$ 13,282.53
	Appx. Annual	$ 105,248.00	$ 107,910.40	$ 110,593.60	$ 113,297.60	$ 116,001.60	$ 118,996.80	$ 121,971.20	$ 124,966.40	$ 128,086.40	$ 131,310.40	$ 134,638.40	$ 137,987.20	$ 141,419.20	$ 144,955.20	$ 147,804.80	$ 150,737.60	$ 153,649.60	$ 156,499.20	$ 159,390.40
73A	Hourly	$ 51.23	$ 52.52	$ 53.83	$ 55.12	$ 56.46	$ 57.92	$ 59.37	$ 60.81	$ 62.34	$ 63.91	$ 65.56	$ 67.16	$ 68.84	$ 70.56	$ 71.98	$ 73.37	$ 74.79	$ 76.19	$ 77.59
	Appx. Bi-wkly	$ 4,098.40	$ 4,201.60	$ 4,306.40	$ 4,409.60	$ 4,516.80	$ 4,633.60	$ 4,749.60	$ 4,864.80	$ 4,987.20	$ 5,112.80	$ 5,244.80	$ 5,372.80	$ 5,507.20	$ 5,644.80	$ 5,758.40	$ 5,869.60	$ 5,983.20	$ 6,095.20	$ 6,207.20
	Appx. Monthly	$ 8,879.87	$ 9,103.47	$ 9,330.53	$ 9,554.13	$ 9,786.40	$ 10,039.47	$ 10,290.80	$ 10,540.40	$ 10,805.60	$ 11,077.73	$ 11,363.73	$ 11,641.07	$ 11,932.27	$ 12,230.40	$ 12,476.53	$ 12,717.47	$ 12,963.60	$ 13,206.27	$ 13,448.93
	Appx. Annual	$ 106,558.40	$ 109,241.60	$ 111,966.40	$ 114,649.60	$ 117,436.80	$ 120,473.60	$ 123,489.60	$ 126,484.80	$ 129,667.20	$ 132,932.80	$ 136,364.80	$ 139,692.80	$ 143,187.20	$ 146,764.80	$ 149,718.40	$ 152,609.60	$ 155,563.20	$ 158,475.20	$ 161,387.20
73C	Hourly	$ 51.52	$ 52.77	$ 54.09	$ 55.40	$ 56.73	$ 58.20	$ 59.65	$ 61.10	$ 62.65	$ 64.24	$ 65.87	$ 67.50	$ 69.19	$ 70.91	$ 72.31	$ 73.73	$ 75.14	$ 76.57	$ 77.98
	Appx. Bi-wkly	$ 4,121.60	$ 4,221.60	$ 4,327.20	$ 4,432.00	$ 4,538.40	$ 4,656.00	$ 4,772.00	$ 4,888.00	$ 5,012.00	$ 5,139.20	$ 5,269.60	$ 5,400.00	$ 5,535.20	$ 5,672.80	$ 5,784.80	$ 5,898.40	$ 6,011.20	$ 6,125.60	$ 6,238.40
	Appx. Monthly	$ 8,930.13	$ 9,146.80	$ 9,375.60	$ 9,602.67	$ 9,833.20	$ 10,088.00	$ 10,339.33	$ 10,590.67	$ 10,859.33	$ 11,134.93	$ 11,417.47	$ 11,700.00	$ 11,992.93	$ 12,291.07	$ 12,533.73	$ 12,779.87	$ 13,024.27	$ 13,272.13	$ 13,516.53
	Appx. Annual	$ 107,161.60	$ 109,761.60	$ 112,507.20	$ 115,232.00	$ 117,998.40	$ 121,056.00	$ 124,072.00	$ 127,088.00	$ 130,312.00	$ 133,619.20	$ 137,009.60	$ 140,400.00	$ 143,915.20	$ 147,492.80	$ 150,404.80	$ 153,358.40	$ 156,291.20	$ 159,265.60	$ 162,198.40
73T	Hourly	$ 50.60	$ 51.88	$ 53.17	$ 54.47	$ 55.77	$ 57.21	$ 58.64	$ 60.08	$ 61.58	$ 63.13	$ 64.73	$ 66.34	$ 67.99						
	Appx. Bi-wkly	$ 4,048.00	$ 4,150.40	$ 4,253.60	$ 4,357.60	$ 4,461.60	$ 4,576.80	$ 4,691.20	$ 4,806.40	$ 4,926.40	$ 5,050.40	$ 5,178.40	$ 5,307.20	$ 5,439.20						
	Appx. Monthly	$ 8,770.67	$ 8,992.53	$ 9,216.13	$ 9,441.47	$ 9,666.80	$ 9,916.40	$ 10,164.27	$ 10,413.87	$ 10,673.87	$ 10,942.53	$ 11,219.87	$ 11,498.93	$ 11,784.93						
	Appx. Annual	$ 105,248.00	$ 107,910.40	$ 110,593.60	$ 113,297.60	$ 116,001.60	$ 118,996.80	$ 121,971.20	$ 124,966.40	$ 128,086.40	$ 131,310.40	$ 134,638.40	$ 137,987.20	$ 141,419.20						
74	Hourly	$ 51.87	$ 53.17	$ 54.50	$ 55.83	$ 57.17	$ 58.64	$ 60.11	$ 61.58	$ 63.12	$ 64.71	$ 66.35	$ 68.00	$ 69.70	$ 71.43	$ 72.84	$ 74.29	$ 75.71	$ 77.11	$ 78.55
	Appx. Bi-wkly	$ 4,149.60	$ 4,253.60	$ 4,360.00	$ 4,466.40	$ 4,573.60	$ 4,691.20	$ 4,808.80	$ 4,926.40	$ 5,049.60	$ 5,176.80	$ 5,308.00	$ 5,440.00	$ 5,576.00	$ 5,714.40	$ 5,827.20	$ 5,943.20	$ 6,056.80	$ 6,168.80	$ 6,284.00
	Appx. Monthly	$ 8,990.80	$ 9,216.13	$ 9,446.67	$ 9,677.20	$ 9,909.47	$ 10,164.27	$ 10,419.07	$ 10,673.87	$ 10,940.80	$ 11,216.40	$ 11,500.67	$ 11,786.67	$ 12,081.33	$ 12,381.20	$ 12,625.60	$ 12,876.93	$ 13,123.07	$ 13,365.73	$ 13,615.33
	Appx. Annual	$ 107,889.60	$ 110,593.60	$ 113,360.00	$ 116,126.40	$ 118,913.60	$ 121,971.20	$ 125,028.80	$ 128,086.40	$ 131,289.60	$ 134,596.80	$ 138,008.00	$ 141,440.00	$ 144,976.00	$ 148,574.40	$ 151,507.20	$ 154,523.20	$ 157,476.80	$ 160,388.80	$ 163,384.00
74A	Hourly	$ 52.07	$ 53.38	$ 54.70	$ 56.07	$ 57.47	$ 58.91	$ 60.36	$ 61.90	$ 63.45	$ 65.01	$ 66.65	$ 68.32	$ 70.01	$ 71.77	$ 73.22	$ 74.64	$ 76.09	$ 77.52	$ 78.95
	Appx. Bi-wkly	$ 4,165.60	$ 4,270.40	$ 4,376.00	$ 4,485.60	$ 4,597.60	$ 4,712.80	$ 4,828.80	$ 4,952.00	$ 5,076.00	$ 5,200.80	$ 5,332.00	$ 5,465.60	$ 5,600.80	$ 5,741.60	$ 5,857.60	$ 5,971.20	$ 6,087.20	$ 6,201.60	$ 6,316.00
	Appx. Monthly	$ 9,025.47	$ 9,252.53	$ 9,481.33	$ 9,718.80	$ 9,961.47	$ 10,211.07	$ 10,462.40	$ 10,729.33	$ 10,998.00	$ 11,268.40	$ 11,552.67	$ 11,842.13	$ 12,135.07	$ 12,440.13	$ 12,691.47	$ 12,937.60	$ 13,188.93	$ 13,436.80	$ 13,684.67
	Appx. Annual	$ 108,305.60	$ 111,030.40	$ 113,776.00	$ 116,625.60	$ 119,537.60	$ 122,532.80	$ 125,548.80	$ 128,752.00	$ 131,976.00	$ 135,220.80	$ 138,632.00	$ 142,105.60	$ 145,620.80	$ 149,281.60	$ 152,297.60	$ 155,251.20	$ 158,267.20	$ 161,241.60	$ 164,216.00
74B	Hourly	$ 52.65	$ 53.98	$ 55.31	$ 56.66	$ 58.00	$ 59.51	$ 60.99	$ 62.49	$ 64.06	$ 65.69	$ 67.35	$ 68.99	$ 70.72	$ 72.52	$ 73.96	$ 75.42	$ 76.86	$ 78.31	$ 79.75
	Appx. Bi-wkly	$ 4,212.00	$ 4,318.40	$ 4,424.80	$ 4,532.80	$ 4,640.00	$ 4,760.80	$ 4,879.20	$ 4,999.20	$ 5,124.80	$ 5,255.20	$ 5,388.00	$ 5,519.20	$ 5,657.60	$ 5,801.60	$ 5,916.80	$ 6,033.60	$ 6,148.80	$ 6,264.80	$ 6,380.00
	Appx. Monthly	$ 9,126.00	$ 9,356.53	$ 9,587.07	$ 9,821.07	$ 10,053.33	$ 10,315.07	$ 10,571.60	$ 10,831.60	$ 11,103.73	$ 11,386.27	$ 11,674.00	$ 11,958.27	$ 12,258.13	$ 12,570.13	$ 12,819.73	$ 13,072.80	$ 13,322.40	$ 13,573.73	$ 13,823.33
	Appx. Annual	$ 109,512.00	$ 112,278.40	$ 115,044.80	$ 117,852.80	$ 120,640.00	$ 123,780.80	$ 126,859.20	$ 129,979.20	$ 133,244.80	$ 136,635.20	$ 140,088.00	$ 143,499.20	$ 147,097.60	$ 150,841.60	$ 153,836.80	$ 156,873.60	$ 159,868.80	$ 162,884.80	$ 165,880.00
75B	Hourly	$ 53.24	$ 54.93	$ 56.28	$ 57.65	$ 59.04	$ 60.57	$ 62.07	$ 63.57	$ 65.17	$ 66.83	$ 68.52	$ 70.23	$ 71.98	$ 73.77	$ 75.23	$ 76.73	$ 78.21	$ 79.67	$ 81.16
	Appx. Bi-wkly	$ 4,259.20	$ 4,394.40	$ 4,502.40	$ 4,612.00	$ 4,723.20	$ 4,845.60	$ 4,965.60	$ 5,085.60	$ 5,213.60	$ 5,346.40	$ 5,481.60	$ 5,618.40	$ 5,758.40	$ 5,901.60	$ 6,018.40	$ 6,138.40	$ 6,256.80	$ 6,373.60	$ 6,492.80
	Appx. Monthly	$ 9,228.27	$ 9,521.20	$ 9,755.20	$ 9,992.67	$ 10,233.60	$ 10,498.80	$ 10,758.80	$ 11,018.80	$ 11,296.13	$ 11,583.87	$ 11,876.80	$ 12,173.20	$ 12,476.53	$ 12,786.80	$ 13,039.87	$ 13,299.87	$ 13,556.40	$ 13,809.47	$ 14,067.73
	Appx. Annual	$ 110,739.20	$ 114,254.40	$ 117,062.40	$ 119,912.00	$ 122,803.20	$ 125,985.60	$ 129,105.60	$ 132,225.60	$ 135,553.60	$ 139,006.40	$ 142,521.60	$ 146,078.40	$ 149,718.40	$ 153,441.60	$ 156,478.40	$ 159,598.40	$ 162,676.80	$ 165,713.60	$ 168,812.80
77C	Hourly	$ 57.07	$ 58.49	$ 59.96	$ 61.46	$ 63.01	$ 64.59	$ 66.18	$ 67.85	$ 69.54	$ 71.29	$ 73.08	$ 74.92	$ 76.79	$ 78.69	$ 80.26	$ 81.86	$ 83.42	$ 85.01	$ 86.57
	Appx. Bi-wkly	$ 4,565.60	$ 4,679.20	$ 4,796.80	$ 4,916.80	$ 5,040.80	$ 5,167.20	$ 5,294.40	$ 5,428.00	$ 5,563.20	$ 5,703.20	$ 5,846.40	$ 5,993.60	$ 6,143.20	$ 6,295.20	$ 6,420.80	$ 6,548.80	$ 6,673.60	$ 6,800.80	$ 6,925.60
	Appx. Monthly	$ 9,892.13	$ 10,138.27	$ 10,393.07	$ 10,653.07	$ 10,921.73	$ 11,195.60	$ 11,471.20	$ 11,760.67	$ 12,053.60	$ 12,356.93	$ 12,667.20	$ 12,986.13	$ 13,310.27	$ 13,639.60	$ 13,911.73	$ 14,189.07	$ 14,459.47	$ 14,735.07	$ 15,005.47
	Appx. Annual	$ 118,705.60	$ 121,659.20	$ 124,716.80	$ 127,836.80	$ 131,060.80	$ 134,347.20	$ 137,654.40	$ 141,128.00	$ 144,643.20	$ 148,283.20	$ 152,006.40	$ 155,833.60	$ 159,723.20	$ 163,675.20	$ 166,940.80	$ 170,268.80	$ 173,513.60	$ 176,820.80	$ 180,065.60
80	Hourly	$ 59.34	$ 61.36	$ 62.89	$ 64.41	$ 66.03	$ 67.68	$ 69.33	$ 71.06	$ 72.88	$ 74.69	$ 76.56	$ 78.48	$ 80.48	$ 82.47	$ 84.10	$ 85.75	$ 87.40	$ 89.06	$ 90.70
	Appx. Bi-wkly	$ 4,747.20	$ 4,908.80	$ 5,031.20	$ 5,152.80	$ 5,282.40	$ 5,414.40	$ 5,546.40	$ 5,684.80	$ 5,830.40	$ 5,975.20	$ 6,124.80	$ 6,278.40	$ 6,438.40	$ 6,597.60	$ 6,728.00	$ 6,860.00	$ 6,992.00	$ 7,124.80	$ 7,256.00
	Appx. Monthly	$ 10,285.60	$ 10,635.73	$ 10,900.93	$ 11,164.40	$ 11,445.20	$ 11,731.20	$ 12,017.20	$ 12,317.07	$ 12,632.53	$ 12,946.27	$ 13,270.40	$ 13,603.20	$ 13,949.87	$ 14,294.80	$ 14,577.33	$ 14,863.33	$ 15,149.33	$ 15,437.07	$ 15,721.33
	Appx. Annual	$ 123,427.20	$ 127,628.80	$ 130,811.20	$ 133,972.80	$ 137,342.40	$ 140,774.40	$ 144,206.40	$ 147,804.80	$ 151,590.40	$ 155,355.20	$ 159,244.80	$ 163,238.40	$ 167,398.40	$ 171,537.60	$ 174,928.00	$ 178,360.00	$ 181,792.00	$ 185,244.80	$ 188,656.00

APPENDIX C – SALARY SCHEDULES

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NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/22/2025

		Non-Longevity													Longevity				
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
61	Hourly	$ 38.79	$ 39.77	$ 40.75	$ 41.79	$ 42.80	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.37	$ 54.46	$ 55.52	$ 56.60	$ 57.65	$ 58.71
	Appx. Bi-wkly	$ 3,103.20	$ 3,181.60	$ 3,260.00	$ 3,343.20	$ 3,424.00	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,269.60	$ 4,356.80	$ 4,441.60	$ 4,528.00	$ 4,612.00	$ 4,696.80
	Appx. Monthly	$ 6,723.60	$ 6,893.47	$ 7,063.33	$ 7,243.60	$ 7,418.67	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,250.80	$ 9,439.73	$ 9,623.47	$ 9,810.67	$ 9,992.67	$ 10,176.40
	Appx. Annual	$ 80,683.20	$ 82,721.60	$ 84,760.00	$ 86,923.20	$ 89,024.00	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,009.60	$ 113,276.80	$ 115,481.60	$ 117,728.00	$ 119,912.00	$ 122,116.80
61A	Hourly	$ 39.28	$ 40.27	$ 41.27	$ 42.29	$ 43.36	$ 44.45	$ 45.56	$ 46.67	$ 47.82	$ 49.04	$ 50.23	$ 51.51	$ 52.73	$ 54.05	$ 55.14	$ 56.22	$ 57.30	$ 58.39	$ 59.47
	Appx. Bi-wkly	$ 3,142.40	$ 3,221.60	$ 3,301.60	$ 3,383.20	$ 3,468.80	$ 3,556.00	$ 3,644.80	$ 3,733.60	$ 3,825.60	$ 3,923.20	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,324.00	$ 4,411.20	$ 4,497.60	$ 4,584.00	$ 4,671.20	$ 4,757.60
	Appx. Monthly	$ 6,808.53	$ 6,980.13	$ 7,153.47	$ 7,330.27	$ 7,515.73	$ 7,704.67	$ 7,897.07	$ 8,089.47	$ 8,288.80	$ 8,500.27	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,368.67	$ 9,557.60	$ 9,744.80	$ 9,932.00	$ 10,120.93	$ 10,308.13
	Appx. Annual	$ 81,702.40	$ 83,761.60	$ 85,841.60	$ 87,963.20	$ 90,188.80	$ 92,456.00	$ 94,764.80	$ 97,073.60	$ 99,465.60	$ 102,003.20	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,424.00	$ 114,691.20	$ 116,937.60	$ 119,184.00	$ 121,451.20	$ 123,697.60
61C	Hourly	$ 39.44	$ 40.46	$ 41.46	$ 42.53	$ 43.54	$ 44.65	$ 45.74	$ 46.90	$ 48.07	$ 49.29	$ 50.47	$ 51.78	$ 52.98	$ 54.31	$ 55.42	$ 56.50	$ 57.58	$ 58.67	$ 59.75
	Appx. Bi-wkly	$ 3,155.20	$ 3,236.80	$ 3,316.80	$ 3,402.40	$ 3,483.20	$ 3,572.00	$ 3,659.20	$ 3,752.00	$ 3,845.60	$ 3,943.20	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,344.80	$ 4,433.60	$ 4,520.00	$ 4,606.40	$ 4,693.60	$ 4,780.00
	Appx. Monthly	$ 6,836.27	$ 7,013.07	$ 7,186.40	$ 7,371.87	$ 7,546.93	$ 7,739.33	$ 7,928.27	$ 8,129.33	$ 8,332.13	$ 8,543.60	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,413.73	$ 9,606.13	$ 9,793.33	$ 9,980.53	$ 10,169.47	$ 10,356.67
	Appx. Annual	$ 82,035.20	$ 84,156.80	$ 86,236.80	$ 88,462.40	$ 90,563.20	$ 92,872.00	$ 95,139.20	$ 97,552.00	$ 99,985.60	$ 102,523.20	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 112,964.80	$ 115,273.60	$ 117,520.00	$ 119,766.40	$ 122,033.60	$ 124,280.00
61T	Hourly	$ 38.79	$ 39.77	$ 40.75	$ 41.79	$ 42.80	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07						
	Appx. Bi-wkly	$ 3,103.20	$ 3,181.60	$ 3,260.00	$ 3,343.20	$ 3,424.00	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60						
	Appx. Monthly	$ 6,723.60	$ 6,893.47	$ 7,063.33	$ 7,243.60	$ 7,418.67	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47						
	Appx. Annual	$ 80,683.20	$ 82,721.60	$ 84,760.00	$ 86,923.20	$ 89,024.00	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60						
62	Hourly	$ 39.78	$ 40.78	$ 41.79	$ 42.80	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.77	$ 55.84	$ 56.96	$ 58.05	$ 59.15	$ 60.23
	Appx. Bi-wkly	$ 3,182.40	$ 3,262.40	$ 3,343.20	$ 3,424.00	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,381.60	$ 4,467.20	$ 4,556.80	$ 4,644.00	$ 4,732.00	$ 4,818.40
	Appx. Monthly	$ 6,895.20	$ 7,068.53	$ 7,243.60	$ 7,418.67	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,493.47	$ 9,678.93	$ 9,873.07	$ 10,062.00	$ 10,252.67	$ 10,439.87
	Appx. Annual	$ 82,742.40	$ 84,822.40	$ 86,923.20	$ 89,024.00	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,921.60	$ 116,147.20	$ 118,476.80	$ 120,744.00	$ 123,032.00	$ 125,278.40
62A	Hourly	$ 40.28	$ 41.29	$ 42.29	$ 43.36	$ 44.45	$ 45.56	$ 46.67	$ 47.82	$ 49.04	$ 50.23	$ 51.51	$ 52.73	$ 54.10	$ 55.44	$ 56.56	$ 57.65	$ 58.74	$ 59.87	$ 60.97
	Appx. Bi-wkly	$ 3,222.40	$ 3,303.20	$ 3,383.20	$ 3,468.80	$ 3,556.00	$ 3,644.80	$ 3,733.60	$ 3,825.60	$ 3,923.20	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,435.20	$ 4,524.80	$ 4,612.00	$ 4,699.20	$ 4,789.60	$ 4,877.60
	Appx. Monthly	$ 6,981.87	$ 7,156.93	$ 7,330.27	$ 7,515.73	$ 7,704.67	$ 7,897.07	$ 8,089.47	$ 8,288.80	$ 8,500.27	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,609.60	$ 9,803.73	$ 9,992.67	$ 10,181.60	$ 10,377.47	$ 10,568.13
	Appx. Annual	$ 83,782.40	$ 85,883.20	$ 87,963.20	$ 90,188.80	$ 92,456.00	$ 94,764.80	$ 97,073.60	$ 99,465.60	$ 102,003.20	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,315.20	$ 117,644.80	$ 119,912.00	$ 122,179.20	$ 124,529.60	$ 126,817.60
62C	Hourly	$ 40.47	$ 41.47	$ 42.53	$ 43.54	$ 44.65	$ 45.74	$ 46.90	$ 48.07	$ 49.29	$ 50.47	$ 51.78	$ 52.98	$ 54.35	$ 55.71	$ 56.83	$ 57.95	$ 59.06	$ 60.17	$ 61.31
	Appx. Bi-wkly	$ 3,237.60	$ 3,317.60	$ 3,402.40	$ 3,483.20	$ 3,572.00	$ 3,659.20	$ 3,752.00	$ 3,845.60	$ 3,943.20	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,456.80	$ 4,546.40	$ 4,636.00	$ 4,724.80	$ 4,813.60	$ 4,904.80
	Appx. Monthly	$ 7,014.80	$ 7,188.13	$ 7,371.87	$ 7,546.93	$ 7,739.33	$ 7,928.27	$ 8,129.33	$ 8,332.13	$ 8,543.60	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,656.40	$ 9,850.53	$ 10,044.67	$ 10,237.07	$ 10,429.47	$ 10,627.07
	Appx. Annual	$ 84,177.60	$ 86,257.60	$ 88,462.40	$ 90,563.20	$ 92,872.00	$ 95,139.20	$ 97,552.00	$ 99,985.60	$ 102,523.20	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,876.80	$ 118,206.40	$ 120,536.00	$ 122,844.80	$ 125,153.60	$ 127,524.80
62T	Hourly	$ 39.78	$ 40.78	$ 41.79	$ 42.80	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44						
	Appx. Bi-wkly	$ 3,182.40	$ 3,262.40	$ 3,343.20	$ 3,424.00	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20						
	Appx. Monthly	$ 6,895.20	$ 7,068.53	$ 7,243.60	$ 7,418.67	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93						
	Appx. Annual	$ 82,742.40	$ 84,822.40	$ 86,923.20	$ 89,024.00	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20						
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
63	Hourly	$ 40.78	$ 41.79	$ 42.80	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.10	$ 57.20	$ 58.33	$ 59.46	$ 60.55	$ 61.68
	Appx. Bi-wkly	$ 3,262.40	$ 3,343.20	$ 3,424.00	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,488.00	$ 4,576.00	$ 4,666.40	$ 4,756.80	$ 4,844.00	$ 4,934.40
	Appx. Monthly	$ 7,068.53	$ 7,243.60	$ 7,418.67	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,724.00	$ 9,914.67	$ 10,110.53	$ 10,306.40	$ 10,495.33	$ 10,691.20
	Appx. Annual	$ 84,822.40	$ 86,923.20	$ 89,024.00	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,688.00	$ 118,976.00	$ 121,326.40	$ 123,676.80	$ 125,944.00	$ 128,294.40
63A	Hourly	$ 41.29	$ 42.29	$ 43.36	$ 44.45	$ 45.56	$ 46.67	$ 47.82	$ 49.04	$ 50.23	$ 51.51	$ 52.73	$ 54.10	$ 55.39	$ 56.76	$ 57.91	$ 59.04	$ 60.17	$ 61.32	$ 62.46
	Appx. Bi-wkly	$ 3,303.20	$ 3,383.20	$ 3,468.80	$ 3,556.00	$ 3,644.80	$ 3,733.60	$ 3,825.60	$ 3,923.20	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,540.80	$ 4,632.80	$ 4,723.20	$ 4,813.60	$ 4,905.60	$ 4,996.80
	Appx. Monthly	$ 7,156.93	$ 7,330.27	$ 7,515.73	$ 7,704.67	$ 7,897.07	$ 8,089.47	$ 8,288.80	$ 8,500.27	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,838.40	$ 10,037.73	$ 10,233.60	$ 10,429.47	$ 10,628.80	$ 10,826.40
	Appx. Annual	$ 85,883.20	$ 87,963.20	$ 90,188.80	$ 92,456.00	$ 94,764.80	$ 97,073.60	$ 99,465.60	$ 102,003.20	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 118,060.80	$ 120,452.80	$ 122,803.20	$ 125,153.60	$ 127,545.60	$ 129,916.80
63C	Hourly	$ 41.47	$ 42.53	$ 43.54	$ 44.65	$ 45.74	$ 46.90	$ 48.07	$ 49.29	$ 50.47	$ 51.78	$ 52.98	$ 54.35	$ 55.65	$ 57.06	$ 58.21	$ 59.34	$ 60.48	$ 61.61	$ 62.78
	Appx. Bi-wkly	$ 3,317.60	$ 3,402.40	$ 3,483.20	$ 3,572.00	$ 3,659.20	$ 3,752.00	$ 3,845.60	$ 3,943.20	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,564.80	$ 4,656.80	$ 4,747.20	$ 4,838.40	$ 4,928.80	$ 5,022.40
	Appx. Monthly	$ 7,188.13	$ 7,371.87	$ 7,546.93	$ 7,739.33	$ 7,928.27	$ 8,129.33	$ 8,332.13	$ 8,543.60	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,890.40	$ 10,089.73	$ 10,285.60	$ 10,483.20	$ 10,679.07	$ 10,881.87
	Appx. Annual	$ 86,257.60	$ 88,462.40	$ 90,563.20	$ 92,872.00	$ 95,139.20	$ 97,552.00	$ 99,985.60	$ 102,523.20	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,684.80	$ 121,076.80	$ 123,427.20	$ 125,798.40	$ 128,148.80	$ 130,582.40
63E	Hourly	$ 40.98	$ 41.99	$ 43.05	$ 44.11	$ 45.22	$ 46.35	$ 47.46	$ 48.65	$ 49.87	$ 51.08	$ 52.41	$ 53.63	$ 55.03	$ 56.39	$ 57.54	$ 58.66	$ 59.79	$ 60.91	$ 62.04
	Appx. Bi-wkly	$ 3,278.40	$ 3,359.20	$ 3,444.00	$ 3,528.80	$ 3,617.60	$ 3,708.00	$ 3,796.80	$ 3,892.00	$ 3,989.60	$ 4,086.40	$ 4,192.80	$ 4,290.40	$ 4,402.40	$ 4,511.20	$ 4,603.20	$ 4,692.80	$ 4,783.20	$ 4,872.80	$ 4,963.20
	Appx. Monthly	$ 7,103.20	$ 7,278.27	$ 7,462.00	$ 7,645.73	$ 7,838.13	$ 8,034.00	$ 8,226.40	$ 8,432.67	$ 8,644.13	$ 8,853.87	$ 9,084.40	$ 9,295.87	$ 9,538.53	$ 9,774.27	$ 9,973.60	$ 10,167.73	$ 10,363.60	$ 10,557.73	$ 10,753.60
	Appx. Annual	$ 85,238.40	$ 87,339.20	$ 89,544.00	$ 91,748.80	$ 94,057.60	$ 96,408.00	$ 98,716.80	$ 101,192.00	$ 103,729.60	$ 106,246.40	$ 109,012.80	$ 111,550.40	$ 114,462.40	$ 117,291.20	$ 119,683.20	$ 122,012.80	$ 124,363.20	$ 126,692.80	$ 129,043.20
63T	Hourly	$ 40.78	$ 41.79	$ 42.80	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69						
	Appx. Bi-wkly	$ 3,262.40	$ 3,343.20	$ 3,424.00	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20						
	Appx. Monthly	$ 7,068.53	$ 7,243.60	$ 7,418.67	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60						
	Appx. Annual	$ 84,822.40	$ 86,923.20	$ 89,024.00	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20						
64	Hourly	$ 41.78	$ 42.79	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.44	$ 58.59	$ 59.72	$ 60.88	$ 62.02	$ 63.18
	Appx. Bi-wkly	$ 3,342.40	$ 3,423.20	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,595.20	$ 4,687.20	$ 4,777.60	$ 4,870.40	$ 4,961.60	$ 5,054.40
	Appx. Monthly	$ 7,241.87	$ 7,416.93	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,956.27	$ 10,155.60	$ 10,351.47	$ 10,552.53	$ 10,750.13	$ 10,951.20
	Appx. Annual	$ 86,902.40	$ 89,003.20	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,475.20	$ 121,867.20	$ 124,217.60	$ 126,630.40	$ 129,001.60	$ 131,414.40
64A	Hourly	$ 42.27	$ 43.35	$ 44.45	$ 45.56	$ 46.67	$ 47.82	$ 49.04	$ 50.23	$ 51.51	$ 52.73	$ 54.10	$ 55.39	$ 56.72	$ 58.14	$ 59.29	$ 60.46	$ 61.61	$ 62.80	$ 63.95
	Appx. Bi-wkly	$ 3,381.60	$ 3,468.00	$ 3,556.00	$ 3,644.80	$ 3,733.60	$ 3,825.60	$ 3,923.20	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,651.20	$ 4,743.20	$ 4,836.80	$ 4,928.80	$ 5,024.00	$ 5,116.00
	Appx. Monthly	$ 7,326.80	$ 7,514.00	$ 7,704.67	$ 7,897.07	$ 8,089.47	$ 8,288.80	$ 8,500.27	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,077.60	$ 10,276.93	$ 10,479.73	$ 10,679.07	$ 10,885.33	$ 11,084.67
	Appx. Annual	$ 87,921.60	$ 90,168.00	$ 92,456.00	$ 94,764.80	$ 97,073.60	$ 99,465.60	$ 102,003.20	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 120,931.20	$ 123,323.20	$ 125,756.80	$ 128,148.80	$ 130,624.00	$ 133,016.00
64C	Hourly	$ 42.52	$ 43.53	$ 44.65	$ 45.74	$ 46.90	$ 48.07	$ 49.29	$ 50.47	$ 51.78	$ 52.98	$ 54.35	$ 55.65	$ 57.00	$ 58.43	$ 59.60	$ 60.77	$ 61.95	$ 63.10	$ 64.27
	Appx. Bi-wkly	$ 3,401.60	$ 3,482.40	$ 3,572.00	$ 3,659.20	$ 3,752.00	$ 3,845.60	$ 3,943.20	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,674.40	$ 4,768.00	$ 4,861.60	$ 4,956.00	$ 5,048.00	$ 5,141.60
	Appx. Monthly	$ 7,370.13	$ 7,545.20	$ 7,739.33	$ 7,928.27	$ 8,129.33	$ 8,333.13	$ 8,543.60	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,127.87	$ 10,330.67	$ 10,533.47	$ 10,738.00	$ 10,937.33	$ 11,140.13
	Appx. Annual	$ 88,441.60	$ 90,542.40	$ 92,872.00	$ 95,139.20	$ 97,552.00	$ 99,985.60	$ 102,523.20	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,534.40	$ 123,968.00	$ 126,401.60	$ 128,856.00	$ 131,248.00	$ 133,681.60
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/22/2025

		Non-Longevity													Longevity				
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
64T	Hourly	$ 41.78	$ 42.79	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04						
	Appx. Bi-wkly	$ 3,342.40	$ 3,423.20	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20						
	Appx. Monthly	$ 7,241.87	$ 7,416.93	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60						
	Appx. Annual	$ 86,902.40	$ 89,003.20	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20						
65	Hourly	$ 42.79	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.09	$ 61.27	$ 62.46	$ 63.63	$ 64.80
	Appx. Bi-wkly	$ 3,423.20	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,807.20	$ 4,901.60	$ 4,996.80	$ 5,090.40	$ 5,184.00
	Appx. Monthly	$ 7,416.93	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,415.60	$ 10,620.13	$ 10,826.40	$ 11,029.20	$ 11,232.00
	Appx. Annual	$ 89,003.20	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 124,987.20	$ 127,441.60	$ 129,916.80	$ 132,350.40	$ 134,784.00
65A	Hourly	$ 43.35	$ 44.45	$ 45.56	$ 46.67	$ 47.82	$ 49.04	$ 50.23	$ 51.51	$ 52.73	$ 54.10	$ 55.39	$ 56.72	$ 58.20	$ 59.66	$ 60.85	$ 62.03	$ 63.22	$ 64.41	$ 65.61
	Appx. Bi-wkly	$ 3,468.00	$ 3,556.00	$ 3,644.80	$ 3,733.60	$ 3,825.60	$ 3,923.20	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,656.00	$ 4,772.80	$ 4,868.00	$ 4,962.40	$ 5,057.60	$ 5,152.80	$ 5,248.80
	Appx. Monthly	$ 7,514.00	$ 7,704.67	$ 7,897.07	$ 8,089.47	$ 8,288.80	$ 8,500.27	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,088.00	$ 10,341.07	$ 10,547.33	$ 10,751.87	$ 10,958.13	$ 11,164.40	$ 11,372.40
	Appx. Annual	$ 90,168.00	$ 92,456.00	$ 94,764.80	$ 97,073.60	$ 99,465.60	$ 102,003.20	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 121,056.00	$ 124,092.80	$ 126,568.00	$ 129,022.40	$ 131,497.60	$ 133,972.80	$ 136,468.80
65C	Hourly	$ 43.53	$ 44.65	$ 45.74	$ 46.90	$ 48.07	$ 49.29	$ 50.47	$ 51.78	$ 52.98	$ 54.35	$ 55.65	$ 57.00	$ 58.47	$ 59.95	$ 61.15	$ 62.36	$ 63.54	$ 64.75	$ 65.94
	Appx. Bi-wkly	$ 3,482.40	$ 3,572.00	$ 3,659.20	$ 3,752.00	$ 3,845.60	$ 3,943.20	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,677.60	$ 4,796.00	$ 4,892.00	$ 4,988.80	$ 5,083.20	$ 5,180.00	$ 5,275.20
	Appx. Monthly	$ 7,545.20	$ 7,739.33	$ 7,928.27	$ 8,129.33	$ 8,332.13	$ 8,543.60	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,134.80	$ 10,391.33	$ 10,599.33	$ 10,809.07	$ 11,013.60	$ 11,223.33	$ 11,429.60
	Appx. Annual	$ 90,542.40	$ 92,872.00	$ 95,139.20	$ 97,552.00	$ 99,985.60	$ 102,523.20	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,617.60	$ 124,696.00	$ 127,192.00	$ 129,708.80	$ 132,163.20	$ 134,680.00	$ 137,155.20
65T	Hourly	$ 42.79	$ 43.89	$ 44.96	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48						
	Appx. Bi-wkly	$ 3,423.20	$ 3,511.20	$ 3,596.80	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40						
	Appx. Monthly	$ 7,416.93	$ 7,607.60	$ 7,793.07	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20						
	Appx. Annual	$ 89,003.20	$ 91,291.20	$ 93,516.80	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40						
66	Hourly	$ 43.88	$ 44.95	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.40	$ 61.58	$ 62.81	$ 64.00	$ 65.19	$ 66.39
	Appx. Bi-wkly	$ 3,510.40	$ 3,596.00	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,832.00	$ 4,926.40	$ 5,024.80	$ 5,120.00	$ 5,215.20	$ 5,311.20
	Appx. Monthly	$ 7,605.87	$ 7,791.33	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,469.33	$ 10,673.87	$ 10,887.07	$ 11,093.33	$ 11,299.60	$ 11,507.60
	Appx. Annual	$ 91,270.40	$ 93,496.00	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,632.00	$ 128,086.40	$ 130,644.80	$ 133,120.00	$ 135,595.20	$ 138,091.20
66A	Hourly	$ 44.44	$ 45.55	$ 46.67	$ 47.82	$ 49.04	$ 50.23	$ 51.51	$ 52.73	$ 54.10	$ 55.39	$ 56.72	$ 58.20	$ 59.66	$ 61.14	$ 62.38	$ 63.58	$ 64.80	$ 66.05	$ 67.26
	Appx. Bi-wkly	$ 3,555.20	$ 3,644.00	$ 3,733.60	$ 3,825.60	$ 3,923.20	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,656.00	$ 4,772.80	$ 4,891.20	$ 4,990.40	$ 5,086.40	$ 5,184.00	$ 5,284.00	$ 5,380.80
	Appx. Monthly	$ 7,702.93	$ 7,895.33	$ 8,089.47	$ 8,288.80	$ 8,500.27	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,088.00	$ 10,341.07	$ 10,597.60	$ 10,812.53	$ 11,020.53	$ 11,232.00	$ 11,448.67	$ 11,658.40
	Appx. Annual	$ 92,435.20	$ 94,744.00	$ 97,073.60	$ 99,465.60	$ 102,003.20	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 121,056.00	$ 124,092.80	$ 127,171.20	$ 129,750.40	$ 132,246.40	$ 134,784.00	$ 137,384.00	$ 139,900.80
66C	Hourly	$ 44.64	$ 45.72	$ 46.90	$ 48.07	$ 49.29	$ 50.47	$ 51.78	$ 52.98	$ 54.35	$ 55.65	$ 57.00	$ 58.47	$ 59.95	$ 61.44	$ 62.68	$ 63.91	$ 65.13	$ 66.35	$ 67.60
	Appx. Bi-wkly	$ 3,571.20	$ 3,657.60	$ 3,752.00	$ 3,845.60	$ 3,943.20	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,677.60	$ 4,796.00	$ 4,915.20	$ 5,014.40	$ 5,112.80	$ 5,210.40	$ 5,308.00	$ 5,408.00
	Appx. Monthly	$ 7,737.60	$ 7,924.80	$ 8,129.33	$ 8,332.13	$ 8,543.60	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,134.80	$ 10,391.33	$ 10,649.60	$ 10,864.53	$ 11,077.73	$ 11,289.20	$ 11,500.67	$ 11,717.33
	Appx. Annual	$ 92,851.20	$ 95,097.60	$ 97,552.00	$ 99,985.60	$ 102,523.20	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,617.60	$ 124,696.00	$ 127,795.20	$ 130,374.40	$ 132,932.80	$ 135,470.40	$ 138,008.00	$ 140,608.00
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
66T	Hourly	$ 43.88	$ 44.95	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93						
	Appx. Bi-wkly	$ 3,510.40	$ 3,596.00	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40						
	Appx. Monthly	$ 7,605.87	$ 7,791.33	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53						
	Appx. Annual	$ 91,270.40	$ 93,496.00	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40						
67	Hourly	$ 44.95	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.88	$ 63.10	$ 64.32	$ 65.57	$ 66.82	$ 68.05
	Appx. Bi-wkly	$ 3,596.00	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,950.40	$ 5,048.00	$ 5,145.60	$ 5,245.60	$ 5,345.60	$ 5,444.00
	Appx. Monthly	$ 7,791.33	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,725.87	$ 10,937.33	$ 11,148.80	$ 11,365.47	$ 11,582.13	$ 11,795.33
	Appx. Annual	$ 93,496.00	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,710.40	$ 131,248.00	$ 133,785.60	$ 136,385.60	$ 138,985.60	$ 141,544.00
67A	Hourly	$ 45.55	$ 46.67	$ 47.82	$ 49.04	$ 50.23	$ 51.51	$ 52.73	$ 54.10	$ 55.39	$ 56.72	$ 58.20	$ 59.66	$ 61.11	$ 62.64	$ 63.91	$ 65.15	$ 66.39	$ 67.66	$ 68.92
	Appx. Bi-wkly	$ 3,644.00	$ 3,733.60	$ 3,825.60	$ 3,923.20	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,656.00	$ 4,772.80	$ 4,888.80	$ 5,011.20	$ 5,112.80	$ 5,212.00	$ 5,311.20	$ 5,412.80	$ 5,513.60
	Appx. Monthly	$ 7,895.33	$ 8,089.47	$ 8,288.80	$ 8,500.27	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,088.00	$ 10,341.07	$ 10,592.40	$ 10,857.60	$ 11,077.73	$ 11,292.67	$ 11,507.60	$ 11,727.73	$ 11,946.13
	Appx. Annual	$ 94,744.00	$ 97,073.60	$ 99,465.60	$ 102,003.20	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 121,056.00	$ 124,092.80	$ 127,108.80	$ 130,291.20	$ 132,932.80	$ 135,512.00	$ 138,091.20	$ 140,732.80	$ 143,353.60
67C	Hourly	$ 45.72	$ 46.90	$ 48.07	$ 49.29	$ 50.47	$ 51.78	$ 52.98	$ 54.35	$ 55.65	$ 57.00	$ 58.47	$ 59.95	$ 61.41	$ 62.93	$ 64.20	$ 65.47	$ 66.72	$ 67.98	$ 69.24
	Appx. Bi-wkly	$ 3,657.60	$ 3,752.00	$ 3,845.60	$ 3,943.20	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,677.60	$ 4,796.00	$ 4,912.80	$ 5,034.40	$ 5,136.00	$ 5,237.60	$ 5,337.60	$ 5,438.40	$ 5,539.20
	Appx. Monthly	$ 7,924.80	$ 8,129.33	$ 8,332.13	$ 8,543.60	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,134.80	$ 10,391.33	$ 10,644.40	$ 10,907.87	$ 11,128.00	$ 11,348.13	$ 11,564.80	$ 11,783.20	$ 12,001.60
	Appx. Annual	$ 95,097.60	$ 97,552.00	$ 99,985.60	$ 102,523.20	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,617.60	$ 124,696.00	$ 127,732.80	$ 130,894.40	$ 133,536.00	$ 136,177.60	$ 138,777.60	$ 141,398.40	$ 144,019.20
67T	Hourly	$ 44.95	$ 46.08	$ 47.22	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37						
	Appx. Bi-wkly	$ 3,596.00	$ 3,686.40	$ 3,777.60	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60						
	Appx. Monthly	$ 7,791.33	$ 7,987.20	$ 8,184.80	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13						
	Appx. Annual	$ 93,496.00	$ 95,846.40	$ 98,217.60	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60						
68	Hourly	$ 46.09	$ 47.23	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.43	$ 64.68	$ 65.95	$ 67.24	$ 68.48	$ 69.76
	Appx. Bi-wkly	$ 3,687.20	$ 3,778.40	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,074.40	$ 5,174.40	$ 5,276.00	$ 5,379.20	$ 5,478.40	$ 5,580.80
	Appx. Monthly	$ 7,988.93	$ 8,186.53	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,994.53	$ 11,211.20	$ 11,431.33	$ 11,654.93	$ 11,869.87	$ 12,091.73
	Appx. Annual	$ 95,867.20	$ 98,238.40	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,934.40	$ 134,534.40	$ 137,176.00	$ 139,859.20	$ 142,438.40	$ 145,100.80
68A	Hourly	$ 46.68	$ 47.83	$ 49.04	$ 50.23	$ 51.51	$ 52.73	$ 54.10	$ 55.39	$ 56.72	$ 58.20	$ 59.66	$ 61.11	$ 62.65	$ 64.21	$ 65.49	$ 66.79	$ 68.06	$ 69.34	$ 70.64
	Appx. Bi-wkly	$ 3,734.40	$ 3,826.40	$ 3,923.20	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,656.00	$ 4,772.80	$ 4,888.80	$ 5,012.00	$ 5,136.80	$ 5,239.20	$ 5,343.20	$ 5,444.80	$ 5,547.20	$ 5,651.20
	Appx. Monthly	$ 8,091.20	$ 8,290.53	$ 8,500.27	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,088.00	$ 10,341.07	$ 10,592.40	$ 10,859.33	$ 11,129.73	$ 11,351.60	$ 11,576.93	$ 11,797.07	$ 12,018.93	$ 12,244.27
	Appx. Annual	$ 97,094.40	$ 99,486.40	$ 102,003.20	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 121,056.00	$ 124,092.80	$ 127,108.80	$ 130,312.00	$ 133,556.80	$ 136,219.20	$ 138,923.20	$ 141,564.80	$ 144,227.20	$ 146,931.20
68C	Hourly	$ 46.91	$ 48.08	$ 49.29	$ 50.47	$ 51.78	$ 52.98	$ 54.35	$ 55.65	$ 57.00	$ 58.47	$ 59.95	$ 61.41	$ 62.95	$ 64.53	$ 65.82	$ 67.11	$ 68.39	$ 69.70	$ 70.97
	Appx. Bi-wkly	$ 3,752.80	$ 3,846.40	$ 3,943.20	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,677.60	$ 4,796.00	$ 4,912.80	$ 5,036.00	$ 5,162.40	$ 5,265.60	$ 5,368.80	$ 5,471.20	$ 5,576.00	$ 5,677.60
	Appx. Monthly	$ 8,131.07	$ 8,333.87	$ 8,543.60	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,134.80	$ 10,391.33	$ 10,644.40	$ 10,911.33	$ 11,185.20	$ 11,408.80	$ 11,632.40	$ 11,854.27	$ 12,081.33	$ 12,301.47
	Appx. Annual	$ 97,572.80	$ 100,006.40	$ 102,523.20	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,617.60	$ 124,696.00	$ 127,732.80	$ 130,936.00	$ 134,222.40	$ 136,905.60	$ 139,588.80	$ 142,251.20	$ 144,976.00	$ 147,617.60
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/22/2025

		Non-Longevity													Longevity				
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
68T	Hourly	$ 46.09	$ 47.23	$ 48.43	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89						
	Appx. Bi-wkly	$ 3,687.20	$ 3,778.40	$ 3,874.40	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20						
	Appx. Monthly	$ 7,988.93	$ 8,186.53	$ 8,394.53	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60						
	Appx. Annual	$ 95,867.20	$ 98,238.40	$ 100,734.40	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20						
69	Hourly	$ 47.20	$ 48.39	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.45	$ 65.02	$ 66.33	$ 67.63	$ 68.95	$ 70.23	$ 71.52
	Appx. Bi-wkly	$ 3,776.00	$ 3,871.20	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,076.00	$ 5,201.60	$ 5,306.40	$ 5,410.40	$ 5,516.00	$ 5,618.40	$ 5,721.60
	Appx. Monthly	$ 8,181.33	$ 8,387.60	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,998.00	$ 11,270.13	$ 11,497.20	$ 11,722.53	$ 11,951.33	$ 12,173.20	$ 12,396.80
	Appx. Annual	$ 98,176.00	$ 100,651.20	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,976.00	$ 135,241.60	$ 137,966.40	$ 140,670.40	$ 143,416.00	$ 146,078.40	$ 148,761.60
69A	Hourly	$ 47.81	$ 49.01	$ 50.23	$ 51.51	$ 52.73	$ 54.10	$ 55.39	$ 56.72	$ 58.20	$ 59.66	$ 61.11	$ 62.65	$ 64.24	$ 65.84	$ 67.16	$ 68.47	$ 69.79	$ 71.10	$ 72.43
	Appx. Bi-wkly	$ 3,824.80	$ 3,920.80	$ 4,018.40	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,656.00	$ 4,772.80	$ 4,888.80	$ 5,012.00	$ 5,139.20	$ 5,267.20	$ 5,372.80	$ 5,477.60	$ 5,583.20	$ 5,688.00	$ 5,794.40
	Appx. Monthly	$ 8,287.07	$ 8,495.07	$ 8,706.53	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,088.00	$ 10,341.07	$ 10,592.40	$ 10,859.33	$ 11,134.93	$ 11,412.27	$ 11,641.07	$ 11,868.13	$ 12,096.93	$ 12,324.00	$ 12,554.53
	Appx. Annual	$ 99,444.80	$ 101,940.80	$ 104,478.40	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 121,056.00	$ 124,092.80	$ 127,108.80	$ 130,312.00	$ 133,619.20	$ 136,947.20	$ 139,692.80	$ 142,417.60	$ 145,163.20	$ 147,888.00	$ 150,654.40
69C	Hourly	$ 48.05	$ 49.25	$ 50.47	$ 51.78	$ 52.98	$ 54.35	$ 55.65	$ 57.00	$ 58.47	$ 59.95	$ 61.41	$ 62.95	$ 64.55	$ 66.17	$ 67.49	$ 68.81	$ 70.13	$ 71.46	$ 72.78
	Appx. Bi-wkly	$ 3,844.00	$ 3,940.00	$ 4,037.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,677.60	$ 4,796.00	$ 4,912.80	$ 5,036.00	$ 5,164.00	$ 5,293.60	$ 5,399.20	$ 5,504.80	$ 5,610.40	$ 5,716.80	$ 5,822.40
	Appx. Monthly	$ 8,328.67	$ 8,536.67	$ 8,748.13	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,134.80	$ 10,391.33	$ 10,644.40	$ 10,911.33	$ 11,188.67	$ 11,469.47	$ 11,698.27	$ 11,927.07	$ 12,155.87	$ 12,386.40	$ 12,615.20
	Appx. Annual	$ 99,944.00	$ 102,440.00	$ 104,977.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,617.60	$ 124,696.00	$ 127,732.80	$ 130,936.00	$ 134,264.00	$ 137,633.60	$ 140,379.20	$ 143,124.80	$ 145,870.40	$ 148,636.80	$ 151,382.40
69T	Hourly	$ 47.20	$ 48.39	$ 49.62	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.45						
	Appx. Bi-wkly	$ 3,776.00	$ 3,871.20	$ 3,969.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,076.00						
	Appx. Monthly	$ 8,181.33	$ 8,387.60	$ 8,600.80	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,998.00						
	Appx. Annual	$ 98,176.00	$ 100,651.20	$ 103,209.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,976.00						
70	Hourly	$ 48.43	$ 49.67	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.45	$ 65.05	$ 66.67	$ 68.01	$ 69.34	$ 70.69	$ 72.01	$ 73.36
	Appx. Bi-wkly	$ 3,874.40	$ 3,973.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,076.00	$ 5,204.00	$ 5,333.60	$ 5,440.80	$ 5,547.20	$ 5,655.20	$ 5,760.80	$ 5,868.80
	Appx. Monthly	$ 8,394.53	$ 8,609.47	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,998.00	$ 11,275.33	$ 11,556.13	$ 11,788.40	$ 12,018.93	$ 12,252.93	$ 12,481.73	$ 12,715.73
	Appx. Annual	$ 100,734.40	$ 103,313.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,976.00	$ 135,304.00	$ 138,673.60	$ 141,460.80	$ 144,227.20	$ 147,035.20	$ 149,780.80	$ 152,588.80
70A	Hourly	$ 49.04	$ 50.26	$ 51.51	$ 52.73	$ 54.10	$ 55.39	$ 56.72	$ 58.20	$ 59.66	$ 61.11	$ 62.65	$ 64.24	$ 65.86	$ 67.52	$ 68.86	$ 70.20	$ 71.55	$ 72.92	$ 74.26
	Appx. Bi-wkly	$ 3,923.20	$ 4,020.80	$ 4,120.80	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,656.00	$ 4,772.80	$ 4,888.80	$ 5,012.00	$ 5,139.20	$ 5,268.80	$ 5,401.60	$ 5,508.80	$ 5,616.00	$ 5,724.00	$ 5,833.60	$ 5,940.80
	Appx. Monthly	$ 8,500.27	$ 8,711.73	$ 8,928.40	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,088.00	$ 10,341.07	$ 10,592.40	$ 10,859.33	$ 11,134.93	$ 11,415.73	$ 11,703.47	$ 11,935.73	$ 12,168.00	$ 12,402.00	$ 12,639.47	$ 12,871.73
	Appx. Annual	$ 102,003.20	$ 104,540.80	$ 107,140.80	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 121,056.00	$ 124,092.80	$ 127,108.80	$ 130,312.00	$ 133,619.20	$ 136,988.80	$ 140,441.60	$ 143,228.80	$ 146,016.00	$ 148,824.00	$ 151,673.60	$ 154,460.80
70C	Hourly	$ 49.29	$ 50.52	$ 51.78	$ 52.98	$ 54.35	$ 55.65	$ 57.00	$ 58.47	$ 59.95	$ 61.41	$ 62.95	$ 64.55	$ 66.19	$ 67.85	$ 69.21	$ 70.54	$ 71.92	$ 73.26	$ 74.62
	Appx. Bi-wkly	$ 3,943.20	$ 4,041.60	$ 4,142.40	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,677.60	$ 4,796.00	$ 4,912.80	$ 5,036.00	$ 5,164.00	$ 5,295.20	$ 5,428.00	$ 5,536.80	$ 5,643.20	$ 5,753.60	$ 5,860.80	$ 5,969.60
	Appx. Monthly	$ 8,543.60	$ 8,756.80	$ 8,975.20	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,134.80	$ 10,391.33	$ 10,644.40	$ 10,911.33	$ 11,188.67	$ 11,472.93	$ 11,760.67	$ 11,996.40	$ 12,226.93	$ 12,466.13	$ 12,698.40	$ 12,934.13
	Appx. Annual	$ 102,523.20	$ 105,081.60	$ 107,702.40	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,617.60	$ 124,696.00	$ 127,732.80	$ 130,936.00	$ 134,264.00	$ 137,675.20	$ 141,128.00	$ 143,956.80	$ 146,723.20	$ 149,593.60	$ 152,380.80	$ 155,209.60
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
70T	Hourly	$ 48.43	$ 49.67	$ 50.89	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.45	$ 65.05						
	Appx. Bi-wkly	$ 3,874.40	$ 3,973.60	$ 4,071.20	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,076.00	$ 5,204.00						
	Appx. Monthly	$ 8,394.53	$ 8,609.47	$ 8,820.93	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,998.00	$ 11,275.33						
	Appx. Annual	$ 100,734.40	$ 103,313.60	$ 105,851.20	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,976.00	$ 135,304.00						
71	Hourly	$ 49.58	$ 50.82	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.45	$ 65.05	$ 66.65	$ 68.33	$ 69.70	$ 71.04	$ 72.41	$ 73.79	$ 75.15
	Appx. Bi-wkly	$ 3,966.40	$ 4,065.60	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,076.00	$ 5,204.00	$ 5,332.00	$ 5,466.40	$ 5,576.00	$ 5,683.20	$ 5,792.80	$ 5,903.20	$ 6,012.00
	Appx. Monthly	$ 8,593.87	$ 8,808.80	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,998.00	$ 11,275.33	$ 11,552.67	$ 11,843.87	$ 12,081.33	$ 12,313.60	$ 12,551.07	$ 12,790.27	$ 13,026.00
	Appx. Annual	$ 103,126.40	$ 105,705.60	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,976.00	$ 135,304.00	$ 138,632.00	$ 142,126.40	$ 144,976.00	$ 147,763.20	$ 150,612.80	$ 153,483.20	$ 156,312.00
71A	Hourly	$ 50.21	$ 51.44	$ 52.73	$ 54.10	$ 55.39	$ 56.72	$ 58.20	$ 59.66	$ 61.11	$ 62.65	$ 64.24	$ 65.86	$ 67.49	$ 69.17	$ 70.53	$ 71.94	$ 73.33	$ 74.72	$ 76.09
	Appx. Bi-wkly	$ 4,016.80	$ 4,115.20	$ 4,218.40	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,656.00	$ 4,772.80	$ 4,888.80	$ 5,012.00	$ 5,139.20	$ 5,268.80	$ 5,399.20	$ 5,533.60	$ 5,642.40	$ 5,755.20	$ 5,866.40	$ 5,977.60	$ 6,087.20
	Appx. Monthly	$ 8,703.07	$ 8,916.27	$ 9,139.87	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,088.00	$ 10,341.07	$ 10,592.40	$ 10,859.33	$ 11,134.93	$ 11,415.73	$ 11,698.27	$ 11,989.47	$ 12,225.20	$ 12,469.60	$ 12,710.53	$ 12,951.47	$ 13,188.93
	Appx. Annual	$ 104,436.80	$ 106,995.20	$ 109,678.40	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 121,056.00	$ 124,092.80	$ 127,108.80	$ 130,312.00	$ 133,619.20	$ 136,988.80	$ 140,379.20	$ 143,873.60	$ 146,702.40	$ 149,635.20	$ 152,526.40	$ 155,417.60	$ 158,267.20
71C	Hourly	$ 50.44	$ 51.71	$ 52.98	$ 54.35	$ 55.65	$ 57.00	$ 58.47	$ 59.95	$ 61.41	$ 62.95	$ 64.55	$ 66.19	$ 67.83	$ 69.53	$ 70.92	$ 72.31	$ 73.69	$ 75.09	$ 76.49
	Appx. Bi-wkly	$ 4,035.20	$ 4,136.80	$ 4,238.40	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,677.60	$ 4,796.00	$ 4,912.80	$ 5,036.00	$ 5,164.00	$ 5,295.20	$ 5,426.40	$ 5,562.40	$ 5,673.60	$ 5,784.80	$ 5,895.20	$ 6,007.20	$ 6,119.20
	Appx. Monthly	$ 8,742.93	$ 8,963.07	$ 9,183.20	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,134.80	$ 10,391.33	$ 10,644.40	$ 10,911.33	$ 11,188.67	$ 11,472.93	$ 11,757.20	$ 12,051.87	$ 12,292.80	$ 12,533.73	$ 12,772.93	$ 13,015.60	$ 13,258.27
	Appx. Annual	$ 104,915.20	$ 107,556.80	$ 110,198.40	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,617.60	$ 124,696.00	$ 127,732.80	$ 130,936.00	$ 134,264.00	$ 137,675.20	$ 141,086.40	$ 144,622.40	$ 147,513.60	$ 150,404.80	$ 153,275.20	$ 156,187.20	$ 159,099.20
71T	Hourly	$ 49.58	$ 50.82	$ 52.07	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.45	$ 65.05	$ 66.65						
	Appx. Bi-wkly	$ 3,966.40	$ 4,065.60	$ 4,165.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,076.00	$ 5,204.00	$ 5,332.00						
	Appx. Monthly	$ 8,593.87	$ 8,808.80	$ 9,025.47	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,998.00	$ 11,275.33	$ 11,552.67						
	Appx. Annual	$ 103,126.40	$ 105,705.60	$ 108,305.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,976.00	$ 135,304.00	$ 138,632.00						
72	Hourly	$ 50.86	$ 52.12	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.45	$ 65.05	$ 66.65	$ 68.33	$ 70.03	$ 71.43	$ 72.82	$ 74.24	$ 75.64	$ 77.03
	Appx. Bi-wkly	$ 4,068.80	$ 4,169.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,076.00	$ 5,204.00	$ 5,332.00	$ 5,466.40	$ 5,602.40	$ 5,714.40	$ 5,825.60	$ 5,939.20	$ 6,051.20	$ 6,162.40
	Appx. Monthly	$ 8,815.73	$ 9,034.13	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,998.00	$ 11,275.33	$ 11,552.67	$ 11,843.87	$ 12,138.53	$ 12,381.20	$ 12,622.13	$ 12,868.27	$ 13,110.93	$ 13,351.87
	Appx. Annual	$ 105,788.80	$ 108,409.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,976.00	$ 135,304.00	$ 138,632.00	$ 142,126.40	$ 145,662.40	$ 148,574.40	$ 151,465.60	$ 154,419.20	$ 157,331.20	$ 160,222.40
72A	Hourly	$ 51.49	$ 52.76	$ 54.10	$ 55.39	$ 56.72	$ 58.20	$ 59.66	$ 61.11	$ 62.65	$ 64.24	$ 65.86	$ 67.49	$ 69.17	$ 70.91	$ 72.34	$ 73.75	$ 75.16	$ 76.58	$ 77.98
	Appx. Bi-wkly	$ 4,119.20	$ 4,220.80	$ 4,328.00	$ 4,431.20	$ 4,537.60	$ 4,656.00	$ 4,772.80	$ 4,888.80	$ 5,012.00	$ 5,139.20	$ 5,268.80	$ 5,399.20	$ 5,533.60	$ 5,672.80	$ 5,787.20	$ 5,900.00	$ 6,012.80	$ 6,126.40	$ 6,238.40
	Appx. Monthly	$ 8,924.93	$ 9,145.07	$ 9,377.33	$ 9,600.93	$ 9,831.47	$ 10,088.00	$ 10,341.07	$ 10,592.40	$ 10,859.33	$ 11,134.93	$ 11,415.73	$ 11,698.27	$ 11,989.47	$ 12,291.07	$ 12,538.93	$ 12,783.33	$ 13,027.73	$ 13,273.87	$ 13,516.53
	Appx. Annual	$ 107,099.20	$ 109,740.80	$ 112,528.00	$ 115,211.20	$ 117,977.60	$ 121,056.00	$ 124,092.80	$ 127,108.80	$ 130,312.00	$ 133,619.20	$ 136,988.80	$ 140,379.20	$ 143,873.60	$ 147,492.80	$ 150,467.20	$ 153,400.00	$ 156,332.80	$ 159,286.40	$ 162,198.40
72C	Hourly	$ 51.75	$ 53.07	$ 54.35	$ 55.65	$ 57.00	$ 58.47	$ 59.95	$ 61.41	$ 62.95	$ 64.55	$ 66.19	$ 67.83	$ 69.53	$ 71.27	$ 72.68	$ 74.11	$ 75.52	$ 76.94	$ 78.38
	Appx. Bi-wkly	$ 4,140.00	$ 4,245.60	$ 4,348.00	$ 4,452.00	$ 4,560.00	$ 4,677.60	$ 4,796.00	$ 4,912.80	$ 5,036.00	$ 5,164.00	$ 5,295.20	$ 5,426.40	$ 5,562.40	$ 5,701.60	$ 5,814.40	$ 5,928.80	$ 6,041.60	$ 6,155.20	$ 6,270.40
	Appx. Monthly	$ 8,970.00	$ 9,198.80	$ 9,420.67	$ 9,646.00	$ 9,880.00	$ 10,134.80	$ 10,391.33	$ 10,644.40	$ 10,911.33	$ 11,188.67	$ 11,472.93	$ 11,757.20	$ 12,051.87	$ 12,353.47	$ 12,597.87	$ 12,845.73	$ 13,090.13	$ 13,336.27	$ 13,585.87
	Appx. Annual	$ 107,640.00	$ 110,385.60	$ 113,048.00	$ 115,752.00	$ 118,560.00	$ 121,617.60	$ 124,696.00	$ 127,732.80	$ 130,936.00	$ 134,264.00	$ 137,675.20	$ 141,086.40	$ 144,622.40	$ 148,241.60	$ 151,174.40	$ 154,148.80	$ 157,081.60	$ 160,035.20	$ 163,030.40
Effective 2/22/2025		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/22/2025

		Non-Longevity													Longevity				
Effective 2/22/2025		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
72T	Hourly	$ 50.86	$ 52.12	$ 53.44	$ 54.69	$ 56.04	$ 57.48	$ 58.93	$ 60.37	$ 61.89	$ 63.45	$ 65.05	$ 66.65	$ 68.33						
	Appx. Bi-wkly	$ 4,068.80	$ 4,169.60	$ 4,275.20	$ 4,375.20	$ 4,483.20	$ 4,598.40	$ 4,714.40	$ 4,829.60	$ 4,951.20	$ 5,076.00	$ 5,204.00	$ 5,332.00	$ 5,466.40						
	Appx. Monthly	$ 8,815.73	$ 9,034.13	$ 9,262.93	$ 9,479.60	$ 9,713.60	$ 9,963.20	$ 10,214.53	$ 10,464.13	$ 10,727.60	$ 10,998.00	$ 11,275.33	$ 11,552.67	$ 11,843.87						
	Appx. Annual	$ 105,788.80	$ 108,409.60	$ 111,155.20	$ 113,755.20	$ 116,563.20	$ 119,558.40	$ 122,574.40	$ 125,569.60	$ 128,731.20	$ 131,976.00	$ 135,304.00	$ 138,632.00	$ 142,126.40						
73	Hourly	$ 52.12	$ 53.44	$ 54.77	$ 56.10	$ 57.44	$ 58.93	$ 60.40	$ 61.88	$ 63.43	$ 65.02	$ 66.67	$ 68.33	$ 70.03	$ 71.78	$ 73.19	$ 74.64	$ 76.09	$ 77.50	$ 78.93
	Appx. Bi-wkly	$ 4,169.60	$ 4,275.20	$ 4,381.60	$ 4,488.00	$ 4,595.20	$ 4,714.40	$ 4,832.00	$ 4,950.40	$ 5,074.40	$ 5,201.60	$ 5,333.60	$ 5,466.40	$ 5,602.40	$ 5,742.40	$ 5,855.20	$ 5,971.20	$ 6,087.20	$ 6,200.00	$ 6,314.40
	Appx. Monthly	$ 9,034.13	$ 9,262.93	$ 9,493.47	$ 9,724.00	$ 9,956.27	$ 10,214.53	$ 10,469.33	$ 10,725.87	$ 10,994.53	$ 11,270.13	$ 11,556.13	$ 11,843.87	$ 12,138.53	$ 12,441.87	$ 12,686.27	$ 12,937.60	$ 13,188.93	$ 13,433.33	$ 13,681.20
	Appx. Annual	$ 108,409.60	$ 111,155.20	$ 113,921.60	$ 116,688.00	$ 119,475.20	$ 122,574.40	$ 125,632.00	$ 128,710.40	$ 131,934.40	$ 135,241.60	$ 138,673.60	$ 142,126.40	$ 145,662.40	$ 149,302.40	$ 152,235.20	$ 155,251.20	$ 158,267.20	$ 161,200.00	$ 164,174.40
73A	Hourly	$ 52.77	$ 54.10	$ 55.44	$ 56.77	$ 58.15	$ 59.66	$ 61.15	$ 62.63	$ 64.21	$ 65.83	$ 67.53	$ 69.17	$ 70.91	$ 72.68	$ 74.14	$ 75.57	$ 77.03	$ 78.48	$ 79.92
	Appx. Bi-wkly	$ 4,221.60	$ 4,328.00	$ 4,435.20	$ 4,541.60	$ 4,652.00	$ 4,772.80	$ 4,892.00	$ 5,010.40	$ 5,136.80	$ 5,266.40	$ 5,402.40	$ 5,533.60	$ 5,672.80	$ 5,814.40	$ 5,931.20	$ 6,045.60	$ 6,162.40	$ 6,278.40	$ 6,393.60
	Appx. Monthly	$ 9,146.80	$ 9,377.33	$ 9,609.60	$ 9,840.13	$ 10,079.33	$ 10,341.07	$ 10,599.33	$ 10,855.87	$ 11,129.73	$ 11,410.53	$ 11,705.20	$ 11,989.47	$ 12,291.07	$ 12,597.87	$ 12,850.93	$ 13,098.80	$ 13,351.87	$ 13,603.20	$ 13,852.80
	Appx. Annual	$ 109,761.60	$ 112,528.00	$ 115,315.20	$ 118,081.60	$ 120,952.00	$ 124,092.80	$ 127,192.00	$ 130,270.40	$ 133,556.80	$ 136,926.40	$ 140,462.40	$ 143,873.60	$ 147,492.80	$ 151,174.40	$ 154,211.20	$ 157,185.60	$ 160,222.40	$ 163,238.40	$ 166,233.60
73C	Hourly	$ 53.07	$ 54.35	$ 55.71	$ 57.06	$ 58.43	$ 59.95	$ 61.44	$ 62.93	$ 64.53	$ 66.17	$ 67.85	$ 69.53	$ 71.27	$ 73.04	$ 74.48	$ 75.94	$ 77.39	$ 78.87	$ 80.32
	Appx. Bi-wkly	$ 4,245.60	$ 4,348.00	$ 4,456.80	$ 4,564.80	$ 4,674.40	$ 4,796.00	$ 4,915.20	$ 5,034.40	$ 5,162.40	$ 5,293.60	$ 5,428.00	$ 5,562.40	$ 5,701.60	$ 5,843.20	$ 5,958.40	$ 6,075.20	$ 6,191.20	$ 6,309.60	$ 6,425.60
	Appx. Monthly	$ 9,198.80	$ 9,420.67	$ 9,656.40	$ 9,890.40	$ 10,127.87	$ 10,391.33	$ 10,649.60	$ 10,907.87	$ 11,185.20	$ 11,469.47	$ 11,760.67	$ 12,051.87	$ 12,353.47	$ 12,660.27	$ 12,909.87	$ 13,162.93	$ 13,414.27	$ 13,670.80	$ 13,922.13
	Appx. Annual	$ 110,385.60	$ 113,048.00	$ 115,876.80	$ 118,684.80	$ 121,534.40	$ 124,696.00	$ 127,795.20	$ 130,894.40	$ 134,222.40	$ 137,633.60	$ 141,128.00	$ 144,622.40	$ 148,241.60	$ 151,923.20	$ 154,918.40	$ 157,955.20	$ 160,971.20	$ 164,049.60	$ 167,065.60
73T	Hourly	$ 52.12	$ 53.44	$ 54.77	$ 56.10	$ 57.44	$ 58.93	$ 60.40	$ 61.88	$ 63.43	$ 65.02	$ 66.67	$ 68.33	$ 70.03						
	Appx. Bi-wkly	$ 4,169.60	$ 4,275.20	$ 4,381.60	$ 4,488.00	$ 4,595.20	$ 4,714.40	$ 4,832.00	$ 4,950.40	$ 5,074.40	$ 5,201.60	$ 5,333.60	$ 5,466.40	$ 5,602.40						
	Appx. Monthly	$ 9,034.13	$ 9,262.93	$ 9,493.47	$ 9,724.00	$ 9,956.27	$ 10,214.53	$ 10,469.33	$ 10,725.87	$ 10,994.53	$ 11,270.13	$ 11,556.13	$ 11,843.87	$ 12,138.53						
	Appx. Annual	$ 108,409.60	$ 111,155.20	$ 113,921.60	$ 116,688.00	$ 119,475.20	$ 122,574.40	$ 125,632.00	$ 128,710.40	$ 131,934.40	$ 135,241.60	$ 138,673.60	$ 142,126.40	$ 145,662.40						
74	Hourly	$ 53.43	$ 54.77	$ 56.14	$ 57.50	$ 58.89	$ 60.40	$ 61.91	$ 63.43	$ 65.01	$ 66.65	$ 68.34	$ 70.04	$ 71.79	$ 73.57	$ 75.03	$ 76.52	$ 77.98	$ 79.42	$ 80.91
	Appx. Bi-wkly	$ 4,274.40	$ 4,381.60	$ 4,491.20	$ 4,600.00	$ 4,711.20	$ 4,832.00	$ 4,952.80	$ 5,074.40	$ 5,200.80	$ 5,332.00	$ 5,467.20	$ 5,603.20	$ 5,743.20	$ 5,885.60	$ 6,002.40	$ 6,121.60	$ 6,238.40	$ 6,353.60	$ 6,472.80
	Appx. Monthly	$ 9,261.20	$ 9,493.47	$ 9,730.93	$ 9,966.67	$ 10,207.60	$ 10,469.33	$ 10,731.07	$ 10,994.53	$ 11,268.40	$ 11,552.67	$ 11,845.60	$ 12,140.27	$ 12,443.60	$ 12,752.13	$ 13,005.20	$ 13,263.47	$ 13,516.53	$ 13,766.13	$ 14,024.40
	Appx. Annual	$ 111,134.40	$ 113,921.60	$ 116,771.20	$ 119,600.00	$ 122,491.20	$ 125,632.00	$ 128,772.80	$ 131,934.40	$ 135,220.80	$ 138,632.00	$ 142,147.20	$ 145,683.20	$ 149,323.20	$ 153,025.60	$ 156,062.40	$ 159,161.60	$ 162,198.40	$ 165,193.60	$ 168,292.80
74A	Hourly	$ 53.63	$ 54.98	$ 56.34	$ 57.75	$ 59.19	$ 60.68	$ 62.17	$ 63.76	$ 65.35	$ 66.96	$ 68.65	$ 70.37	$ 72.11	$ 73.92	$ 75.42	$ 76.88	$ 78.37	$ 79.85	$ 81.32
	Appx. Bi-wkly	$ 4,290.40	$ 4,398.40	$ 4,507.20	$ 4,620.00	$ 4,735.20	$ 4,854.40	$ 4,973.60	$ 5,100.80	$ 5,228.00	$ 5,356.80	$ 5,492.00	$ 5,629.60	$ 5,768.80	$ 5,913.60	$ 6,033.60	$ 6,150.40	$ 6,269.60	$ 6,388.00	$ 6,505.60
	Appx. Monthly	$ 9,295.87	$ 9,529.87	$ 9,765.60	$ 10,010.00	$ 10,259.60	$ 10,517.87	$ 10,776.13	$ 11,051.73	$ 11,327.33	$ 11,606.40	$ 11,899.33	$ 12,197.47	$ 12,499.07	$ 12,812.80	$ 13,072.80	$ 13,325.87	$ 13,584.13	$ 13,840.67	$ 14,095.47
	Appx. Annual	$ 111,550.40	$ 114,358.40	$ 117,187.20	$ 120,120.00	$ 123,115.20	$ 126,214.40	$ 129,313.60	$ 132,620.80	$ 135,928.00	$ 139,276.80	$ 142,792.00	$ 146,369.60	$ 149,988.80	$ 153,753.60	$ 156,873.60	$ 159,910.40	$ 163,009.60	$ 166,088.00	$ 169,145.60
74B	Hourly	$ 54.23	$ 55.60	$ 56.97	$ 58.36	$ 59.74	$ 61.30	$ 62.82	$ 64.36	$ 65.98	$ 67.66	$ 69.37	$ 71.06	$ 72.84	$ 74.70	$ 76.18	$ 77.68	$ 79.17	$ 80.66	$ 82.14
	Appx. Bi-wkly	$ 4,338.40	$ 4,448.00	$ 4,557.60	$ 4,668.80	$ 4,779.20	$ 4,904.00	$ 5,025.60	$ 5,148.80	$ 5,278.40	$ 5,412.80	$ 5,549.60	$ 5,684.80	$ 5,827.20	$ 5,976.00	$ 6,094.40	$ 6,214.40	$ 6,333.60	$ 6,452.80	$ 6,571.20
	Appx. Monthly	$ 9,399.87	$ 9,637.33	$ 9,874.80	$ 10,115.73	$ 10,354.93	$ 10,625.33	$ 10,888.80	$ 11,155.73	$ 11,436.53	$ 11,727.73	$ 12,024.13	$ 12,317.07	$ 12,625.60	$ 12,948.00	$ 13,204.53	$ 13,464.53	$ 13,722.80	$ 13,981.07	$ 14,237.60
	Appx. Annual	$ 112,798.40	$ 115,648.00	$ 118,497.60	$ 121,388.80	$ 124,259.20	$ 127,504.00	$ 130,665.60	$ 133,868.80	$ 137,238.40	$ 140,732.80	$ 144,289.60	$ 147,804.80	$ 151,507.20	$ 155,376.00	$ 158,454.40	$ 161,574.40	$ 164,673.60	$ 167,772.80	$ 170,851.20
75B	Hourly	$ 54.84	$ 56.58	$ 57.97	$ 59.38	$ 60.81	$ 62.39	$ 63.93	$ 65.48	$ 67.13	$ 68.83	$ 70.58	$ 72.34	$ 74.14	$ 75.98	$ 77.49	$ 79.03	$ 80.56	$ 82.06	$ 83.59
	Appx. Bi-wkly	$ 4,387.20	$ 4,526.40	$ 4,637.60	$ 4,750.40	$ 4,864.80	$ 4,991.20	$ 5,114.40	$ 5,238.40	$ 5,370.40	$ 5,506.40	$ 5,646.40	$ 5,787.20	$ 5,931.20	$ 6,078.40	$ 6,199.20	$ 6,322.40	$ 6,444.80	$ 6,564.80	$ 6,687.20
	Appx. Monthly	$ 9,505.60	$ 9,807.20	$ 10,048.13	$ 10,292.53	$ 10,540.40	$ 10,814.27	$ 11,081.20	$ 11,349.87	$ 11,635.87	$ 11,930.53	$ 12,233.87	$ 12,538.93	$ 12,850.93	$ 13,169.87	$ 13,431.60	$ 13,698.53	$ 13,963.73	$ 14,223.73	$ 14,488.93
	Appx. Annual	$ 114,067.20	$ 117,686.40	$ 120,577.60	$ 123,510.40	$ 126,484.80	$ 129,771.20	$ 132,974.40	$ 136,198.40	$ 139,630.40	$ 143,166.40	$ 146,806.40	$ 150,467.20	$ 154,211.20	$ 158,038.40	$ 161,179.20	$ 164,382.40	$ 167,564.80	$ 170,684.80	$ 173,867.20
77C	Hourly	$ 58.78	$ 60.24	$ 61.76	$ 63.30	$ 64.90	$ 66.53	$ 68.17	$ 69.89	$ 71.63	$ 73.43	$ 75.27	$ 77.17	$ 79.09	$ 81.05	$ 82.67	$ 84.32	$ 85.92	$ 87.56	$ 89.17
	Appx. Bi-wkly	$ 4,702.40	$ 4,819.20	$ 4,940.80	$ 5,064.00	$ 5,192.00	$ 5,322.40	$ 5,453.60	$ 5,591.20	$ 5,730.40	$ 5,874.40	$ 6,021.60	$ 6,173.60	$ 6,327.20	$ 6,484.00	$ 6,613.60	$ 6,745.60	$ 6,873.60	$ 7,004.80	$ 7,133.60
	Appx. Monthly	$ 10,188.53	$ 10,441.60	$ 10,705.07	$ 10,972.00	$ 11,249.33	$ 11,531.87	$ 11,816.13	$ 12,114.27	$ 12,415.87	$ 12,727.87	$ 13,046.80	$ 13,376.13	$ 13,708.93	$ 14,048.67	$ 14,329.47	$ 14,615.47	$ 14,892.80	$ 15,177.07	$ 15,456.13
	Appx. Annual	$ 122,262.40	$ 125,299.20	$ 128,460.80	$ 131,664.00	$ 134,992.00	$ 138,382.40	$ 141,793.60	$ 145,371.20	$ 148,990.40	$ 152,734.40	$ 156,561.60	$ 160,513.60	$ 164,507.20	$ 168,584.00	$ 171,953.60	$ 175,385.60	$ 178,713.60	$ 182,124.80	$ 185,473.60
80	Hourly	$ 61.12	$ 63.20	$ 64.78	$ 66.34	$ 68.01	$ 69.71	$ 71.41	$ 73.19	$ 75.07	$ 76.93	$ 78.86	$ 80.83	$ 82.89	$ 84.94	$ 86.62	$ 88.32	$ 90.02	$ 91.73	$ 93.42
	Appx. Bi-wkly	$ 4,889.60	$ 5,056.00	$ 5,182.40	$ 5,307.20	$ 5,440.80	$ 5,576.80	$ 5,712.80	$ 5,855.20	$ 6,005.60	$ 6,154.40	$ 6,308.80	$ 6,466.40	$ 6,631.20	$ 6,795.20	$ 6,929.60	$ 7,065.60	$ 7,201.60	$ 7,338.40	$ 7,473.60
	Appx. Monthly	$ 10,594.13	$ 10,954.67	$ 11,228.53	$ 11,498.93	$ 11,788.40	$ 12,083.07	$ 12,377.73	$ 12,686.27	$ 13,012.13	$ 13,334.53	$ 13,669.07	$ 14,010.53	$ 14,367.60	$ 14,722.93	$ 15,014.13	$ 15,308.80	$ 15,603.47	$ 15,899.87	$ 16,192.80
	Appx. Annual	$ 127,129.60	$ 131,456.00	$ 134,742.40	$ 137,987.20	$ 141,460.80	$ 144,996.80	$ 148,532.80	$ 152,235.20	$ 156,145.60	$ 160,014.40	$ 164,028.80	$ 168,126.40	$ 172,411.20	$ 176,675.20	$ 180,169.60	$ 183,705.60	$ 187,241.60	$ 190,798.40	$ 194,313.60

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/21/2026

		Non-Longevity													Longevity				
Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
61	Hourly	$ 39.95	$ 40.96	$ 41.97	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 54.97	$ 56.09	$ 57.19	$ 58.30	$ 59.38	$ 60.47
	Appx. Bi-wkly	$ 3,196.00	$ 3,276.80	$ 3,357.60	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,397.60	$ 4,487.20	$ 4,575.20	$ 4,664.00	$ 4,750.40	$ 4,837.60
	Appx. Monthly	$ 6,924.67	$ 7,099.73	$ 7,274.80	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,528.13	$ 9,722.27	$ 9,912.93	$ 10,105.33	$ 10,292.53	$ 10,481.47
	Appx. Annual	$ 83,096.00	$ 85,196.80	$ 87,297.60	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,337.60	$ 116,667.20	$ 118,955.20	$ 121,264.00	$ 123,510.40	$ 125,777.60
61A	Hourly	$ 40.46	$ 41.48	$ 42.51	$ 43.56	$ 44.66	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.67	$ 56.79	$ 57.91	$ 59.02	$ 60.14	$ 61.25
	Appx. Bi-wkly	$ 3,236.80	$ 3,318.40	$ 3,400.80	$ 3,484.80	$ 3,572.80	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,453.60	$ 4,543.20	$ 4,632.80	$ 4,721.60	$ 4,811.20	$ 4,900.00
	Appx. Monthly	$ 7,013.07	$ 7,189.87	$ 7,368.40	$ 7,550.40	$ 7,741.07	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,649.47	$ 9,843.60	$ 10,037.73	$ 10,230.13	$ 10,424.27	$ 10,616.67
	Appx. Annual	$ 84,156.80	$ 86,278.40	$ 88,420.80	$ 90,604.80	$ 92,892.80	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,793.60	$ 118,123.20	$ 120,452.80	$ 122,761.60	$ 125,091.20	$ 127,400.00
61C	Hourly	$ 40.62	$ 41.67	$ 42.70	$ 43.81	$ 44.85	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.94	$ 57.08	$ 58.20	$ 59.31	$ 60.43	$ 61.54
	Appx. Bi-wkly	$ 3,249.60	$ 3,333.60	$ 3,416.00	$ 3,504.80	$ 3,588.00	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,475.20	$ 4,566.40	$ 4,656.00	$ 4,744.80	$ 4,834.40	$ 4,923.20
	Appx. Monthly	$ 7,040.80	$ 7,222.80	$ 7,401.33	$ 7,593.73	$ 7,774.00	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,696.27	$ 9,893.87	$ 10,088.00	$ 10,280.40	$ 10,474.53	$ 10,666.93
	Appx. Annual	$ 84,489.60	$ 86,673.60	$ 88,816.00	$ 91,124.80	$ 93,288.00	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,355.20	$ 118,726.40	$ 121,056.00	$ 123,364.80	$ 125,694.40	$ 128,003.20
61T	Hourly	$ 39.95	$ 40.96	$ 41.97	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63						
	Appx. Bi-wkly	$ 3,196.00	$ 3,276.80	$ 3,357.60	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40						
	Appx. Monthly	$ 6,924.67	$ 7,099.73	$ 7,274.80	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87						
	Appx. Annual	$ 83,096.00	$ 85,196.80	$ 87,297.60	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40						
62	Hourly	$ 40.97	$ 42.00	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.41	$ 57.52	$ 58.67	$ 59.79	$ 60.92	$ 62.04
	Appx. Bi-wkly	$ 3,277.60	$ 3,360.00	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,512.80	$ 4,601.60	$ 4,693.60	$ 4,783.20	$ 4,873.60	$ 4,963.20
	Appx. Monthly	$ 7,101.47	$ 7,280.00	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,777.73	$ 9,970.13	$ 10,169.47	$ 10,363.60	$ 10,559.47	$ 10,753.60
	Appx. Annual	$ 85,217.60	$ 87,360.00	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,332.80	$ 119,641.60	$ 122,033.60	$ 124,363.20	$ 126,713.60	$ 129,043.20
62A	Hourly	$ 41.49	$ 42.53	$ 43.56	$ 44.66	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.10	$ 58.26	$ 59.38	$ 60.50	$ 61.67	$ 62.80
	Appx. Bi-wkly	$ 3,319.20	$ 3,402.40	$ 3,484.80	$ 3,572.80	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,568.00	$ 4,660.80	$ 4,750.40	$ 4,840.00	$ 4,933.60	$ 5,024.00
	Appx. Monthly	$ 7,191.60	$ 7,371.87	$ 7,550.40	$ 7,741.07	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,897.33	$ 10,098.40	$ 10,292.53	$ 10,486.67	$ 10,689.47	$ 10,885.33
	Appx. Annual	$ 86,299.20	$ 88,462.40	$ 90,604.80	$ 92,892.80	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,768.00	$ 121,180.80	$ 123,510.40	$ 125,840.00	$ 128,273.60	$ 130,624.00
62C	Hourly	$ 41.68	$ 42.71	$ 43.81	$ 44.85	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.38	$ 58.53	$ 59.69	$ 60.83	$ 61.98	$ 63.15
	Appx. Bi-wkly	$ 3,334.40	$ 3,416.80	$ 3,504.80	$ 3,588.00	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,590.40	$ 4,682.40	$ 4,775.20	$ 4,866.40	$ 4,958.40	$ 5,052.00
	Appx. Monthly	$ 7,224.53	$ 7,403.07	$ 7,593.73	$ 7,774.00	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,945.87	$ 10,145.20	$ 10,346.27	$ 10,543.87	$ 10,743.20	$ 10,946.00
	Appx. Annual	$ 86,694.40	$ 88,836.80	$ 91,124.80	$ 93,288.00	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,350.40	$ 121,742.40	$ 124,155.20	$ 126,526.40	$ 128,918.40	$ 131,352.00
62T	Hourly	$ 40.97	$ 42.00	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04						
	Appx. Bi-wkly	$ 3,277.60	$ 3,360.00	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20						
	Appx. Monthly	$ 7,101.47	$ 7,280.00	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27						
	Appx. Annual	$ 85,217.60	$ 87,360.00	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20						
Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
63A	Hourly	$ 42.53	$ 43.56	$ 44.66	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.46	$ 59.65	$ 60.81	$ 61.98	$ 63.16	$ 64.33
63	Hourly	$ 42.00	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.78	$ 58.92	$ 60.08	$ 61.24	$ 62.37	$ 63.53
	Appx. Bi-wkly	$ 3,360.00	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,622.40	$ 4,713.60	$ 4,806.40	$ 4,899.20	$ 4,989.60	$ 5,082.40
	Appx. Monthly	$ 7,280.00	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,015.20	$ 10,212.80	$ 10,413.87	$ 10,614.93	$ 10,810.80	$ 11,011.87
	Appx. Annual	$ 87,360.00	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,182.40	$ 122,553.60	$ 124,966.40	$ 127,379.20	$ 129,729.60	$ 132,142.40
	Appx. Bi-wkly	$ 3,402.40	$ 3,484.80	$ 3,572.80	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,676.80	$ 4,772.00	$ 4,864.80	$ 4,958.40	$ 5,052.80	$ 5,146.40
	Appx. Monthly	$ 7,371.87	$ 7,550.40	$ 7,741.07	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,133.07	$ 10,339.33	$ 10,540.40	$ 10,743.20	$ 10,947.73	$ 11,150.53
	Appx. Annual	$ 88,462.40	$ 90,604.80	$ 92,892.80	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,596.80	$ 124,072.00	$ 126,484.80	$ 128,918.40	$ 131,372.80	$ 133,806.40
63C	Hourly	$ 42.71	$ 43.81	$ 44.85	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.77	$ 59.96	$ 61.12	$ 62.29	$ 63.46	$ 64.66
	Appx. Bi-wkly	$ 3,416.80	$ 3,504.80	$ 3,588.00	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,701.60	$ 4,796.80	$ 4,889.60	$ 4,983.20	$ 5,076.80	$ 5,172.80
	Appx. Monthly	$ 7,403.07	$ 7,593.73	$ 7,774.00	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,186.80	$ 10,393.07	$ 10,594.13	$ 10,796.93	$ 10,999.73	$ 11,207.73
	Appx. Annual	$ 88,836.80	$ 91,124.80	$ 93,288.00	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,241.60	$ 124,716.80	$ 127,129.60	$ 129,563.20	$ 131,996.80	$ 134,492.80
63E	Hourly	$ 42.21	$ 43.25	$ 44.34	$ 45.43	$ 46.58	$ 47.74	$ 48.88	$ 50.11	$ 51.37	$ 52.61	$ 53.98	$ 55.24	$ 56.68	$ 58.08	$ 59.27	$ 60.42	$ 61.58	$ 62.74	$ 63.90
	Appx. Bi-wkly	$ 3,376.80	$ 3,460.00	$ 3,547.20	$ 3,634.40	$ 3,726.40	$ 3,819.20	$ 3,910.40	$ 4,008.80	$ 4,109.60	$ 4,208.80	$ 4,318.40	$ 4,419.20	$ 4,534.40	$ 4,646.40	$ 4,741.60	$ 4,833.60	$ 4,926.40	$ 5,019.20	$ 5,112.00
	Appx. Monthly	$ 7,316.40	$ 7,496.67	$ 7,685.60	$ 7,874.53	$ 8,073.87	$ 8,274.93	$ 8,472.53	$ 8,685.73	$ 8,904.13	$ 9,119.07	$ 9,356.53	$ 9,574.93	$ 9,824.53	$ 10,067.20	$ 10,273.47	$ 10,472.80	$ 10,673.87	$ 10,874.93	$ 11,076.00
	Appx. Annual	$ 87,796.80	$ 89,960.00	$ 92,227.20	$ 94,494.40	$ 96,886.40	$ 99,299.20	$ 101,670.40	$ 104,228.80	$ 106,849.60	$ 109,428.80	$ 112,278.40	$ 114,899.20	$ 117,894.40	$ 120,806.40	$ 123,281.60	$ 125,673.60	$ 128,086.40	$ 130,499.20	$ 132,912.00
63T	Hourly	$ 42.00	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33						
	Appx. Bi-wkly	$ 3,360.00	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40						
	Appx. Monthly	$ 7,280.00	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87						
	Appx. Annual	$ 87,360.00	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40						
64	Hourly	$ 43.03	$ 44.07	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.16	$ 60.35	$ 61.51	$ 62.71	$ 63.88	$ 65.08
	Appx. Bi-wkly	$ 3,442.40	$ 3,525.60	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,732.80	$ 4,828.00	$ 4,920.80	$ 5,016.80	$ 5,110.40	$ 5,206.40
	Appx. Monthly	$ 7,458.53	$ 7,638.80	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,254.40	$ 10,460.67	$ 10,661.73	$ 10,869.73	$ 11,072.53	$ 11,280.53
	Appx. Annual	$ 89,502.40	$ 91,665.60	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,052.80	$ 125,528.00	$ 127,940.80	$ 130,436.80	$ 132,870.40	$ 135,366.40
64A	Hourly	$ 43.54	$ 44.65	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.88	$ 61.07	$ 62.27	$ 63.46	$ 64.68	$ 65.87
	Appx. Bi-wkly	$ 3,483.20	$ 3,572.00	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,790.40	$ 4,885.60	$ 4,981.60	$ 5,076.80	$ 5,174.40	$ 5,269.60
	Appx. Monthly	$ 7,546.93	$ 7,739.33	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,379.20	$ 10,585.47	$ 10,793.47	$ 10,999.73	$ 11,211.20	$ 11,417.47
	Appx. Annual	$ 90,563.20	$ 92,872.00	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,550.40	$ 127,025.60	$ 129,521.60	$ 131,996.80	$ 134,534.40	$ 137,009.60
64C	Hourly	$ 43.80	$ 44.84	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.18	$ 61.39	$ 62.59	$ 63.81	$ 64.99	$ 66.20
	Appx. Bi-wkly	$ 3,504.00	$ 3,587.20	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,814.40	$ 4,911.20	$ 5,007.20	$ 5,104.80	$ 5,199.20	$ 5,296.00
	Appx. Monthly	$ 7,592.00	$ 7,772.27	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,431.20	$ 10,640.93	$ 10,848.93	$ 11,060.40	$ 11,264.93	$ 11,474.67
	Appx. Annual	$ 91,104.00	$ 93,267.20	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,174.40	$ 127,691.20	$ 130,187.20	$ 132,724.80	$ 135,179.20	$ 137,696.00
Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/21/2026

Effective 2/21/2026		Non-Longevity													Longevity				
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
64T	Hourly	$ 43.03	$ 44.07	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72						
	Appx. Bi-wkly	$ 3,442.40	$ 3,525.60	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60						
	Appx. Monthly	$ 7,458.53	$ 7,638.80	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80						
	Appx. Annual	$ 89,502.40	$ 91,665.60	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60						
65	Hourly	$ 44.07	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 61.89	$ 63.11	$ 64.33	$ 65.54	$ 66.74
	Appx. Bi-wkly	$ 3,525.60	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,951.20	$ 5,048.80	$ 5,146.40	$ 5,243.20	$ 5,339.20
	Appx. Monthly	$ 7,638.80	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,727.60	$ 10,939.07	$ 11,150.53	$ 11,360.27	$ 11,568.27
	Appx. Annual	$ 91,665.60	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 128,731.20	$ 131,268.80	$ 133,806.40	$ 136,323.20	$ 138,819.20
65A	Hourly	$ 44.65	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.68	$ 63.89	$ 65.12	$ 66.34	$ 67.58
	Appx. Bi-wkly	$ 3,572.00	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,014.40	$ 5,111.20	$ 5,209.60	$ 5,307.20	$ 5,406.40
	Appx. Monthly	$ 7,739.33	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,864.53	$ 11,074.27	$ 11,287.47	$ 11,498.93	$ 11,713.87
	Appx. Annual	$ 92,872.00	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,374.40	$ 132,891.20	$ 135,449.60	$ 137,987.20	$ 140,566.40
65C	Hourly	$ 44.84	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 62.98	$ 64.23	$ 65.45	$ 66.69	$ 67.92
	Appx. Bi-wkly	$ 3,587.20	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,038.40	$ 5,138.40	$ 5,236.00	$ 5,335.20	$ 5,433.60
	Appx. Monthly	$ 7,772.27	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,916.53	$ 11,133.20	$ 11,344.67	$ 11,559.60	$ 11,772.80
	Appx. Annual	$ 93,267.20	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 130,998.40	$ 133,598.40	$ 136,136.00	$ 138,715.20	$ 141,273.60
65T	Hourly	$ 44.07	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20						
	Appx. Bi-wkly	$ 3,525.60	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00						
	Appx. Monthly	$ 7,638.80	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33						
	Appx. Annual	$ 91,665.60	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00						
66	Hourly	$ 45.20	$ 46.30	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.21	$ 63.43	$ 64.69	$ 65.92	$ 67.15	$ 68.38
	Appx. Bi-wkly	$ 3,616.00	$ 3,704.00	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,976.80	$ 5,074.40	$ 5,175.20	$ 5,273.60	$ 5,372.00	$ 5,470.40
	Appx. Monthly	$ 7,834.67	$ 8,025.33	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,783.07	$ 10,994.53	$ 11,212.93	$ 11,426.13	$ 11,639.33	$ 11,852.53
	Appx. Annual	$ 94,016.00	$ 96,304.00	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,396.80	$ 131,934.40	$ 134,555.20	$ 137,113.60	$ 139,672.00	$ 142,230.40
66A	Hourly	$ 45.77	$ 46.92	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.97	$ 64.25	$ 65.49	$ 66.74	$ 68.03	$ 69.28
	Appx. Bi-wkly	$ 3,661.60	$ 3,753.60	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,037.60	$ 5,140.00	$ 5,239.20	$ 5,339.20	$ 5,442.40	$ 5,542.40
	Appx. Monthly	$ 7,933.47	$ 8,132.80	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,914.80	$ 11,136.67	$ 11,351.60	$ 11,568.27	$ 11,791.87	$ 12,008.53
	Appx. Annual	$ 95,201.60	$ 97,593.60	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,977.60	$ 133,640.00	$ 136,219.20	$ 138,819.20	$ 141,502.40	$ 144,102.40
66C	Hourly	$ 45.98	$ 47.09	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.28	$ 64.56	$ 65.83	$ 67.08	$ 68.34	$ 69.63
	Appx. Bi-wkly	$ 3,678.40	$ 3,767.20	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,062.40	$ 5,164.80	$ 5,266.40	$ 5,366.40	$ 5,467.20	$ 5,570.40
	Appx. Monthly	$ 7,969.87	$ 8,162.27	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,968.53	$ 11,190.40	$ 11,410.53	$ 11,627.20	$ 11,845.60	$ 12,069.20
	Appx. Annual	$ 95,638.40	$ 97,947.20	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,622.40	$ 134,284.80	$ 136,926.40	$ 139,526.40	$ 142,147.20	$ 144,830.40
Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
66T	Hourly	$ 45.20	$ 46.30	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70						
	Appx. Bi-wkly	$ 3,616.00	$ 3,704.00	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00						
	Appx. Monthly	$ 7,834.67	$ 8,025.33	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33						
	Appx. Annual	$ 94,016.00	$ 96,304.00	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00						
67	Hourly	$ 46.30	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.74	$ 64.99	$ 66.25	$ 67.54	$ 68.82	$ 70.09
	Appx. Bi-wkly	$ 3,704.00	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,099.20	$ 5,199.20	$ 5,300.00	$ 5,403.20	$ 5,505.60	$ 5,607.20
	Appx. Monthly	$ 8,025.33	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,048.27	$ 11,264.93	$ 11,483.33	$ 11,706.93	$ 11,928.80	$ 12,148.93
	Appx. Annual	$ 96,304.00	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,579.20	$ 135,179.20	$ 137,800.00	$ 140,483.20	$ 143,145.60	$ 145,787.20
67A	Hourly	$ 46.92	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.52	$ 65.83	$ 67.10	$ 68.38	$ 69.69	$ 70.99
	Appx. Bi-wkly	$ 3,753.60	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,161.60	$ 5,266.40	$ 5,368.00	$ 5,470.40	$ 5,575.20	$ 5,679.20
	Appx. Monthly	$ 8,132.80	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,183.47	$ 11,410.53	$ 11,630.67	$ 11,852.53	$ 12,079.60	$ 12,304.93
	Appx. Annual	$ 97,593.60	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,201.60	$ 136,926.40	$ 139,568.00	$ 142,230.40	$ 144,955.20	$ 147,659.20
67C	Hourly	$ 47.09	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.82	$ 66.13	$ 67.43	$ 68.72	$ 70.02	$ 71.32
	Appx. Bi-wkly	$ 3,767.20	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,185.60	$ 5,290.40	$ 5,394.40	$ 5,497.60	$ 5,601.60	$ 5,705.60
	Appx. Monthly	$ 8,162.27	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,235.47	$ 11,462.53	$ 11,687.87	$ 11,911.47	$ 12,136.80	$ 12,362.13
	Appx. Annual	$ 97,947.20	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,825.60	$ 137,550.40	$ 140,254.40	$ 142,937.60	$ 145,641.60	$ 148,345.60
67T	Hourly	$ 46.30	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18						
	Appx. Bi-wkly	$ 3,704.00	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40						
	Appx. Monthly	$ 8,025.33	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87						
	Appx. Annual	$ 96,304.00	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40						
68	Hourly	$ 47.47	$ 48.65	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.33	$ 66.62	$ 67.93	$ 69.26	$ 70.53	$ 71.85
	Appx. Bi-wkly	$ 3,797.60	$ 3,892.00	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,226.40	$ 5,329.60	$ 5,434.40	$ 5,540.80	$ 5,642.40	$ 5,748.00
	Appx. Monthly	$ 8,228.13	$ 8,432.67	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,323.87	$ 11,547.47	$ 11,774.53	$ 12,005.07	$ 12,225.20	$ 12,454.00
	Appx. Annual	$ 98,737.60	$ 101,192.00	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,886.40	$ 138,569.60	$ 141,294.40	$ 144,060.80	$ 146,702.40	$ 149,448.00
68A	Hourly	$ 48.08	$ 49.26	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.14	$ 67.45	$ 68.79	$ 70.10	$ 71.42	$ 72.76
	Appx. Bi-wkly	$ 3,846.40	$ 3,940.80	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,291.20	$ 5,396.00	$ 5,503.20	$ 5,608.00	$ 5,713.60	$ 5,820.80
	Appx. Monthly	$ 8,333.87	$ 8,538.40	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,464.27	$ 11,691.33	$ 11,923.60	$ 12,150.67	$ 12,379.47	$ 12,611.73
	Appx. Annual	$ 100,006.40	$ 102,460.80	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,571.20	$ 140,296.00	$ 143,083.20	$ 145,808.00	$ 148,553.60	$ 151,340.80
68C	Hourly	$ 48.32	$ 49.52	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.47	$ 67.79	$ 69.12	$ 70.44	$ 71.79	$ 73.10
	Appx. Bi-wkly	$ 3,865.60	$ 3,961.60	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,317.60	$ 5,423.20	$ 5,529.60	$ 5,635.20	$ 5,743.20	$ 5,848.00
	Appx. Monthly	$ 8,375.47	$ 8,583.47	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,521.47	$ 11,750.27	$ 11,980.80	$ 12,209.60	$ 12,443.60	$ 12,670.67
	Appx. Annual	$ 100,505.60	$ 103,001.60	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,257.60	$ 141,003.20	$ 143,769.60	$ 146,515.20	$ 149,323.20	$ 152,048.00
Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/21/2026

		Non-Longevity													Longevity				
Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
68T	Hourly	$ 47.47	$ 48.65	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75						
	Appx. Bi-wkly	$ 3,797.60	$ 3,892.00	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00						
	Appx. Monthly	$ 8,228.13	$ 8,432.67	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00						
	Appx. Annual	$ 98,737.60	$ 101,192.00	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00						
69	Hourly	$ 48.62	$ 49.84	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 66.97	$ 68.32	$ 69.66	$ 71.02	$ 72.34	$ 73.67
	Appx. Bi-wkly	$ 3,889.60	$ 3,987.20	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,357.60	$ 5,465.60	$ 5,572.80	$ 5,681.60	$ 5,787.20	$ 5,893.60
	Appx. Monthly	$ 8,427.47	$ 8,638.93	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,608.13	$ 11,842.13	$ 12,074.40	$ 12,310.13	$ 12,538.93	$ 12,769.47
	Appx. Annual	$ 101,129.60	$ 103,667.20	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,297.60	$ 142,105.60	$ 144,892.80	$ 147,721.60	$ 150,467.20	$ 153,233.60
69A	Hourly	$ 49.24	$ 50.48	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.17	$ 67.82	$ 69.17	$ 70.52	$ 71.88	$ 73.23	$ 74.60
	Appx. Bi-wkly	$ 3,939.20	$ 4,038.40	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,293.60	$ 5,425.60	$ 5,533.60	$ 5,641.60	$ 5,750.40	$ 5,858.40	$ 5,968.00
	Appx. Monthly	$ 8,534.93	$ 8,749.87	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,469.47	$ 11,755.47	$ 11,989.47	$ 12,223.47	$ 12,459.20	$ 12,693.20	$ 12,930.67
	Appx. Annual	$ 102,419.20	$ 104,998.40	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,633.60	$ 141,065.60	$ 143,873.60	$ 146,681.60	$ 149,510.40	$ 152,318.40	$ 155,168.00
69C	Hourly	$ 49.49	$ 50.73	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.49	$ 68.16	$ 69.51	$ 70.87	$ 72.23	$ 73.60	$ 74.96
	Appx. Bi-wkly	$ 3,959.20	$ 4,058.40	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,319.20	$ 5,452.80	$ 5,560.80	$ 5,669.60	$ 5,778.40	$ 5,888.00	$ 5,996.80
	Appx. Monthly	$ 8,578.27	$ 8,793.20	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,524.93	$ 11,814.40	$ 12,048.40	$ 12,284.13	$ 12,519.87	$ 12,757.33	$ 12,993.07
	Appx. Annual	$ 102,939.20	$ 105,518.40	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,299.20	$ 141,772.80	$ 144,580.80	$ 147,409.60	$ 150,238.40	$ 153,088.00	$ 155,916.80
69T	Hourly	$ 48.62	$ 49.84	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35						
	Appx. Bi-wkly	$ 3,889.60	$ 3,987.20	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00						
	Appx. Monthly	$ 8,427.47	$ 8,638.93	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33						
	Appx. Annual	$ 101,129.60	$ 103,667.20	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00						
70	Hourly	$ 49.88	$ 51.16	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.67	$ 70.05	$ 71.42	$ 72.81	$ 74.17	$ 75.56
	Appx. Bi-wkly	$ 3,990.40	$ 4,092.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,493.60	$ 5,604.00	$ 5,713.60	$ 5,824.80	$ 5,933.60	$ 6,044.80
	Appx. Monthly	$ 8,645.87	$ 8,867.73	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,902.80	$ 12,142.00	$ 12,379.47	$ 12,620.40	$ 12,856.13	$ 13,097.07
	Appx. Annual	$ 103,750.40	$ 106,412.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,833.60	$ 145,704.00	$ 148,553.60	$ 151,444.80	$ 154,273.60	$ 157,164.80
70A	Hourly	$ 50.51	$ 51.77	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.17	$ 67.84	$ 69.55	$ 70.93	$ 72.31	$ 73.70	$ 75.11	$ 76.49
	Appx. Bi-wkly	$ 4,040.80	$ 4,141.60	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,293.60	$ 5,427.20	$ 5,564.00	$ 5,674.40	$ 5,784.80	$ 5,896.00	$ 6,008.80	$ 6,119.20
	Appx. Monthly	$ 8,755.07	$ 8,973.47	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,469.47	$ 11,758.93	$ 12,055.33	$ 12,294.53	$ 12,533.73	$ 12,774.67	$ 13,019.07	$ 13,258.27
	Appx. Annual	$ 105,060.80	$ 107,681.60	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,633.60	$ 141,107.20	$ 144,664.00	$ 147,534.40	$ 150,404.80	$ 153,296.00	$ 156,228.80	$ 159,099.20
70C	Hourly	$ 50.77	$ 52.04	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.49	$ 68.18	$ 69.89	$ 71.29	$ 72.66	$ 74.08	$ 75.46	$ 76.86
	Appx. Bi-wkly	$ 4,061.60	$ 4,163.20	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,319.20	$ 5,454.40	$ 5,591.20	$ 5,703.20	$ 5,812.80	$ 5,926.40	$ 6,036.80	$ 6,148.80
	Appx. Monthly	$ 8,800.13	$ 9,020.27	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,524.93	$ 11,817.87	$ 12,114.27	$ 12,356.93	$ 12,594.40	$ 12,840.53	$ 13,079.73	$ 13,322.40
	Appx. Annual	$ 105,601.60	$ 108,243.20	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,299.20	$ 141,814.40	$ 145,371.20	$ 148,283.20	$ 151,132.80	$ 154,086.40	$ 156,956.80	$ 159,868.80
Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
70T	Hourly	$ 49.88	$ 51.16	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00						
	Appx. Bi-wkly	$ 3,990.40	$ 4,092.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00						
	Appx. Monthly	$ 8,645.87	$ 8,867.73	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33						
	Appx. Annual	$ 103,750.40	$ 106,412.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00						
71	Hourly	$ 51.07	$ 52.34	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.65	$ 70.38	$ 71.79	$ 73.17	$ 74.58	$ 76.00	$ 77.40
	Appx. Bi-wkly	$ 4,085.60	$ 4,187.20	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,492.00	$ 5,630.40	$ 5,743.20	$ 5,853.60	$ 5,966.40	$ 6,080.00	$ 6,192.00
	Appx. Monthly	$ 8,852.13	$ 9,072.27	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,899.33	$ 12,199.20	$ 12,443.60	$ 12,682.80	$ 12,927.20	$ 13,173.33	$ 13,416.00
	Appx. Annual	$ 106,225.60	$ 108,867.20	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,792.00	$ 146,390.40	$ 149,323.20	$ 152,193.60	$ 155,126.40	$ 158,080.00	$ 160,992.00
71A	Hourly	$ 51.72	$ 52.98	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.17	$ 67.84	$ 69.51	$ 71.25	$ 72.65	$ 74.10	$ 75.53	$ 76.96	$ 78.37
	Appx. Bi-wkly	$ 4,137.60	$ 4,238.40	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,293.60	$ 5,427.20	$ 5,560.80	$ 5,700.00	$ 5,812.00	$ 5,928.00	$ 6,042.40	$ 6,156.80	$ 6,269.60
	Appx. Monthly	$ 8,964.80	$ 9,183.20	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,469.47	$ 11,758.93	$ 12,048.40	$ 12,350.00	$ 12,592.67	$ 12,844.00	$ 13,091.87	$ 13,339.73	$ 13,584.13
	Appx. Annual	$ 107,577.60	$ 110,198.40	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,633.60	$ 141,107.20	$ 144,580.80	$ 148,200.00	$ 151,112.00	$ 154,128.00	$ 157,102.40	$ 160,076.80	$ 163,009.60
71C	Hourly	$ 51.95	$ 53.26	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.49	$ 68.18	$ 69.86	$ 71.62	$ 73.05	$ 74.48	$ 75.90	$ 77.34	$ 78.78
	Appx. Bi-wkly	$ 4,156.00	$ 4,260.80	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,319.20	$ 5,454.40	$ 5,588.80	$ 5,729.60	$ 5,844.00	$ 5,958.40	$ 6,072.00	$ 6,187.20	$ 6,302.40
	Appx. Monthly	$ 9,004.67	$ 9,231.73	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,524.93	$ 11,817.87	$ 12,109.07	$ 12,414.13	$ 12,662.00	$ 12,909.87	$ 13,156.00	$ 13,405.60	$ 13,655.20
	Appx. Annual	$ 108,056.00	$ 110,780.80	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,299.20	$ 141,814.40	$ 145,308.80	$ 148,969.60	$ 151,944.00	$ 154,918.40	$ 157,872.00	$ 160,867.20	$ 163,862.40
71T	Hourly	$ 51.07	$ 52.34	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.65						
	Appx. Bi-wkly	$ 4,085.60	$ 4,187.20	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,492.00						
	Appx. Monthly	$ 8,852.13	$ 9,072.27	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,899.33						
	Appx. Annual	$ 106,225.60	$ 108,867.20	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,792.00						
72	Hourly	$ 52.39	$ 53.68	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.65	$ 70.38	$ 72.13	$ 73.57	$ 75.00	$ 76.47	$ 77.91	$ 79.34
	Appx. Bi-wkly	$ 4,191.20	$ 4,294.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,492.00	$ 5,630.40	$ 5,770.40	$ 5,885.60	$ 6,000.00	$ 6,117.60	$ 6,232.80	$ 6,347.20
	Appx. Monthly	$ 9,080.93	$ 9,304.53	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,899.33	$ 12,199.20	$ 12,502.53	$ 12,752.13	$ 13,000.00	$ 13,254.80	$ 13,504.40	$ 13,752.27
	Appx. Annual	$ 108,971.20	$ 111,654.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,792.00	$ 146,390.40	$ 150,030.40	$ 153,025.60	$ 156,000.00	$ 159,057.60	$ 162,052.80	$ 165,027.20
72A	Hourly	$ 53.03	$ 54.34	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.17	$ 67.84	$ 69.51	$ 71.25	$ 73.04	$ 74.51	$ 75.96	$ 77.41	$ 78.88	$ 80.32
	Appx. Bi-wkly	$ 4,242.40	$ 4,347.20	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,293.60	$ 5,427.20	$ 5,560.80	$ 5,700.00	$ 5,843.20	$ 5,960.80	$ 6,076.80	$ 6,192.80	$ 6,310.40	$ 6,425.60
	Appx. Monthly	$ 9,191.87	$ 9,418.93	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,469.47	$ 11,758.93	$ 12,048.40	$ 12,350.00	$ 12,660.27	$ 12,915.07	$ 13,166.40	$ 13,417.73	$ 13,672.53	$ 13,922.13
	Appx. Annual	$ 110,302.40	$ 113,027.20	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,633.60	$ 141,107.20	$ 144,580.80	$ 148,200.00	$ 151,923.20	$ 154,980.80	$ 157,996.80	$ 161,012.80	$ 164,070.40	$ 167,065.60
72C	Hourly	$ 53.30	$ 54.66	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.49	$ 68.18	$ 69.86	$ 71.62	$ 73.41	$ 74.86	$ 76.33	$ 77.79	$ 79.25	$ 80.73
	Appx. Bi-wkly	$ 4,264.00	$ 4,372.80	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,319.20	$ 5,454.40	$ 5,588.80	$ 5,729.60	$ 5,872.80	$ 5,988.80	$ 6,106.40	$ 6,223.20	$ 6,340.00	$ 6,458.40
	Appx. Monthly	$ 9,238.67	$ 9,474.40	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,524.93	$ 11,817.87	$ 12,109.07	$ 12,414.13	$ 12,724.40	$ 12,975.73	$ 13,230.53	$ 13,483.60	$ 13,736.67	$ 13,993.20
	Appx. Annual	$ 110,864.00	$ 113,692.80	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,299.20	$ 141,814.40	$ 145,308.80	$ 148,969.60	$ 152,692.80	$ 155,708.80	$ 158,766.40	$ 161,803.20	$ 164,840.00	$ 167,918.40
Effective 2/21/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 02/21/2026

		Non-Longevity													Longevity				
Effective 2/21/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
72T	Hourly	$ 52.39	$ 53.68	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.65	$ 70.38						
	Appx. Bi-wkly	$ 4,191.20	$ 4,294.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,492.00	$ 5,630.40						
	Appx. Monthly	$ 9,080.93	$ 9,304.53	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,899.33	$ 12,199.20						
	Appx. Annual	$ 108,971.20	$ 111,654.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,792.00	$ 146,390.40						
73	Hourly	$ 53.68	$ 55.04	$ 56.41	$ 57.78	$ 59.16	$ 60.70	$ 62.21	$ 63.74	$ 65.33	$ 66.97	$ 68.67	$ 70.38	$ 72.13	$ 73.93	$ 75.39	$ 76.88	$ 78.37	$ 79.83	$ 81.30
	Appx. Bi-wkly	$ 4,294.40	$ 4,403.20	$ 4,512.80	$ 4,622.40	$ 4,732.80	$ 4,856.00	$ 4,976.80	$ 5,099.20	$ 5,226.40	$ 5,357.60	$ 5,493.60	$ 5,630.40	$ 5,770.40	$ 5,914.40	$ 6,031.20	$ 6,150.40	$ 6,269.60	$ 6,386.40	$ 6,504.00
	Appx. Monthly	$ 9,304.53	$ 9,540.27	$ 9,777.73	$ 10,015.20	$ 10,254.40	$ 10,521.33	$ 10,783.07	$ 11,048.27	$ 11,323.87	$ 11,608.13	$ 11,902.80	$ 12,199.20	$ 12,502.53	$ 12,814.53	$ 13,067.60	$ 13,325.87	$ 13,584.13	$ 13,837.20	$ 14,092.00
	Appx. Annual	$ 111,654.40	$ 114,483.20	$ 117,332.80	$ 120,182.40	$ 123,052.80	$ 126,256.00	$ 129,396.80	$ 132,579.20	$ 135,886.40	$ 139,297.60	$ 142,833.60	$ 146,390.40	$ 150,030.40	$ 153,774.40	$ 156,811.20	$ 159,910.40	$ 163,009.60	$ 166,046.40	$ 169,104.00
73A	Hourly	$ 54.35	$ 55.72	$ 57.10	$ 58.47	$ 59.89	$ 61.45	$ 62.98	$ 64.51	$ 66.14	$ 67.80	$ 69.56	$ 71.25	$ 73.04	$ 74.86	$ 76.36	$ 77.84	$ 79.34	$ 80.83	$ 82.32
	Appx. Bi-wkly	$ 4,348.00	$ 4,457.60	$ 4,568.00	$ 4,677.60	$ 4,791.20	$ 4,916.00	$ 5,038.40	$ 5,160.80	$ 5,291.20	$ 5,424.00	$ 5,564.80	$ 5,700.00	$ 5,843.20	$ 5,988.80	$ 6,108.80	$ 6,227.20	$ 6,347.20	$ 6,466.40	$ 6,585.60
	Appx. Monthly	$ 9,420.67	$ 9,658.13	$ 9,897.33	$ 10,134.80	$ 10,380.93	$ 10,651.33	$ 10,916.53	$ 11,181.73	$ 11,464.27	$ 11,752.00	$ 12,057.07	$ 12,350.00	$ 12,660.27	$ 12,975.73	$ 13,235.73	$ 13,492.27	$ 13,752.27	$ 14,010.53	$ 14,268.80
	Appx. Annual	$ 113,048.00	$ 115,897.60	$ 118,768.00	$ 121,617.60	$ 124,571.20	$ 127,816.00	$ 130,998.40	$ 134,180.80	$ 137,571.20	$ 141,024.00	$ 144,684.80	$ 148,200.00	$ 151,923.20	$ 155,708.80	$ 158,828.80	$ 161,907.20	$ 165,027.20	$ 168,126.40	$ 171,225.60
73C	Hourly	$ 54.66	$ 55.98	$ 57.38	$ 58.77	$ 60.18	$ 61.75	$ 63.28	$ 64.82	$ 66.47	$ 68.16	$ 69.89	$ 71.62	$ 73.41	$ 75.23	$ 76.71	$ 78.22	$ 79.71	$ 81.24	$ 82.73
	Appx. Bi-wkly	$ 4,372.80	$ 4,478.40	$ 4,590.40	$ 4,701.60	$ 4,814.40	$ 4,940.00	$ 5,062.40	$ 5,185.60	$ 5,317.60	$ 5,452.80	$ 5,591.20	$ 5,729.60	$ 5,872.80	$ 6,018.40	$ 6,136.80	$ 6,257.60	$ 6,376.80	$ 6,499.20	$ 6,618.40
	Appx. Monthly	$ 9,474.40	$ 9,703.20	$ 9,945.87	$ 10,186.80	$ 10,431.20	$ 10,703.33	$ 10,968.53	$ 11,235.47	$ 11,521.47	$ 11,814.40	$ 12,114.27	$ 12,414.13	$ 12,724.40	$ 13,039.87	$ 13,296.40	$ 13,558.13	$ 13,816.40	$ 14,081.60	$ 14,339.87
	Appx. Annual	$ 113,692.80	$ 116,438.40	$ 119,350.40	$ 122,241.60	$ 125,174.40	$ 128,440.00	$ 131,622.40	$ 134,825.60	$ 138,257.60	$ 141,772.80	$ 145,371.20	$ 148,969.60	$ 152,692.80	$ 156,478.40	$ 159,556.80	$ 162,697.60	$ 165,796.80	$ 168,979.20	$ 172,078.40
73T	Hourly	$ 53.68	$ 55.04	$ 56.41	$ 57.78	$ 59.16	$ 60.70	$ 62.21	$ 63.74	$ 65.33	$ 66.97	$ 68.67	$ 70.38	$ 72.13						
	Appx. Bi-wkly	$ 4,294.40	$ 4,403.20	$ 4,512.80	$ 4,622.40	$ 4,732.80	$ 4,856.00	$ 4,976.80	$ 5,099.20	$ 5,226.40	$ 5,357.60	$ 5,493.60	$ 5,630.40	$ 5,770.40						
	Appx. Monthly	$ 9,304.53	$ 9,540.27	$ 9,777.73	$ 10,015.20	$ 10,254.40	$ 10,521.33	$ 10,783.07	$ 11,048.27	$ 11,323.87	$ 11,608.13	$ 11,902.80	$ 12,199.20	$ 12,502.53						
	Appx. Annual	$ 111,654.40	$ 114,483.20	$ 117,332.80	$ 120,182.40	$ 123,052.80	$ 126,256.00	$ 129,396.80	$ 132,579.20	$ 135,886.40	$ 139,297.60	$ 142,833.60	$ 146,390.40	$ 150,030.40						
74	Hourly	$ 55.03	$ 56.41	$ 57.82	$ 59.23	$ 60.66	$ 62.21	$ 63.77	$ 65.33	$ 66.96	$ 68.65	$ 70.39	$ 72.14	$ 73.94	$ 75.78	$ 77.28	$ 78.82	$ 80.32	$ 81.80	$ 83.34
	Appx. Bi-wkly	$ 4,402.40	$ 4,512.80	$ 4,625.60	$ 4,738.40	$ 4,852.80	$ 4,976.80	$ 5,101.60	$ 5,226.40	$ 5,356.80	$ 5,492.00	$ 5,631.20	$ 5,771.20	$ 5,915.20	$ 6,062.40	$ 6,182.40	$ 6,305.60	$ 6,425.60	$ 6,544.00	$ 6,667.20
	Appx. Monthly	$ 9,538.53	$ 9,777.73	$ 10,022.13	$ 10,266.53	$ 10,514.40	$ 10,783.07	$ 11,053.47	$ 11,323.87	$ 11,606.40	$ 11,899.33	$ 12,200.93	$ 12,504.27	$ 12,816.27	$ 13,135.20	$ 13,395.20	$ 13,662.13	$ 13,922.13	$ 14,178.67	$ 14,445.60
	Appx. Annual	$ 114,462.40	$ 117,332.80	$ 120,265.60	$ 123,198.40	$ 126,172.80	$ 129,396.80	$ 132,641.60	$ 135,886.40	$ 139,276.80	$ 142,792.00	$ 146,411.20	$ 150,051.20	$ 153,795.20	$ 157,622.40	$ 160,742.40	$ 163,945.60	$ 167,065.60	$ 170,144.00	$ 173,347.20
74A	Hourly	$ 55.24	$ 56.63	$ 58.03	$ 59.48	$ 60.97	$ 62.50	$ 64.04	$ 65.67	$ 67.31	$ 68.97	$ 70.71	$ 72.48	$ 74.27	$ 76.14	$ 77.68	$ 79.19	$ 80.72	$ 82.25	$ 83.76
	Appx. Bi-wkly	$ 4,419.20	$ 4,530.40	$ 4,642.40	$ 4,758.40	$ 4,877.60	$ 5,000.00	$ 5,123.20	$ 5,253.60	$ 5,384.80	$ 5,517.60	$ 5,656.80	$ 5,798.40	$ 5,941.60	$ 6,091.20	$ 6,214.40	$ 6,335.20	$ 6,457.60	$ 6,580.00	$ 6,700.80
	Appx. Monthly	$ 9,574.93	$ 9,815.87	$ 10,058.53	$ 10,309.87	$ 10,568.13	$ 10,833.33	$ 11,100.27	$ 11,382.80	$ 11,667.07	$ 11,954.80	$ 12,256.40	$ 12,563.20	$ 12,873.47	$ 13,197.60	$ 13,464.53	$ 13,726.27	$ 13,991.47	$ 14,256.67	$ 14,518.40
	Appx. Annual	$ 114,899.20	$ 117,790.40	$ 120,702.40	$ 123,718.40	$ 126,817.60	$ 130,000.00	$ 133,203.20	$ 136,593.60	$ 140,004.80	$ 143,457.60	$ 147,076.80	$ 150,758.40	$ 154,481.60	$ 158,371.20	$ 161,574.40	$ 164,715.20	$ 167,897.60	$ 171,080.00	$ 174,220.80
74B	Hourly	$ 55.86	$ 57.27	$ 58.68	$ 60.11	$ 61.53	$ 63.14	$ 64.70	$ 66.29	$ 67.96	$ 69.69	$ 71.45	$ 73.19	$ 75.03	$ 76.94	$ 78.47	$ 80.01	$ 81.55	$ 83.08	$ 84.60
	Appx. Bi-wkly	$ 4,468.80	$ 4,581.60	$ 4,694.40	$ 4,808.80	$ 4,922.40	$ 5,051.20	$ 5,176.00	$ 5,303.20	$ 5,436.80	$ 5,575.20	$ 5,716.00	$ 5,855.20	$ 6,002.40	$ 6,155.20	$ 6,277.60	$ 6,400.80	$ 6,524.00	$ 6,646.40	$ 6,768.00
	Appx. Monthly	$ 9,682.40	$ 9,926.80	$ 10,171.20	$ 10,419.07	$ 10,665.20	$ 10,944.27	$ 11,214.67	$ 11,490.27	$ 11,779.73	$ 12,079.60	$ 12,384.67	$ 12,686.27	$ 13,005.20	$ 13,336.27	$ 13,601.47	$ 13,868.40	$ 14,135.33	$ 14,400.53	$ 14,664.00
	Appx. Annual	$ 116,188.80	$ 119,121.60	$ 122,054.40	$ 125,028.80	$ 127,982.40	$ 131,331.20	$ 134,576.00	$ 137,883.20	$ 141,356.80	$ 144,955.20	$ 148,616.00	$ 152,235.20	$ 156,062.40	$ 160,035.20	$ 163,217.60	$ 166,420.80	$ 169,624.00	$ 172,806.40	$ 175,968.00
75B	Hourly	$ 56.49	$ 58.28	$ 59.71	$ 61.16	$ 62.63	$ 64.26	$ 65.85	$ 67.44	$ 69.14	$ 70.89	$ 72.70	$ 74.51	$ 76.36	$ 78.26	$ 79.81	$ 81.40	$ 82.98	$ 84.52	$ 86.10
	Appx. Bi-wkly	$ 4,519.20	$ 4,662.40	$ 4,776.80	$ 4,892.80	$ 5,010.40	$ 5,140.80	$ 5,268.00	$ 5,395.20	$ 5,531.20	$ 5,671.20	$ 5,816.00	$ 5,960.80	$ 6,108.80	$ 6,260.80	$ 6,384.80	$ 6,512.00	$ 6,638.40	$ 6,761.60	$ 6,888.00
	Appx. Monthly	$ 9,791.60	$ 10,101.87	$ 10,349.73	$ 10,601.07	$ 10,855.87	$ 11,138.40	$ 11,414.00	$ 11,689.60	$ 11,984.27	$ 12,287.60	$ 12,601.33	$ 12,915.07	$ 13,235.73	$ 13,565.07	$ 13,833.73	$ 14,109.33	$ 14,383.20	$ 14,650.13	$ 14,924.00
	Appx. Annual	$ 117,499.20	$ 121,222.40	$ 124,196.80	$ 127,212.80	$ 130,270.40	$ 133,660.80	$ 136,968.00	$ 140,275.20	$ 143,811.20	$ 147,451.20	$ 151,216.00	$ 154,980.80	$ 158,828.80	$ 162,780.80	$ 166,004.80	$ 169,312.00	$ 172,598.40	$ 175,801.60	$ 179,088.00
77C	Hourly	$ 60.54	$ 62.05	$ 63.61	$ 65.20	$ 66.85	$ 68.53	$ 70.22	$ 71.99	$ 73.78	$ 75.63	$ 77.53	$ 79.49	$ 81.46	$ 83.48	$ 85.15	$ 86.85	$ 88.50	$ 90.19	$ 91.85
	Appx. Bi-wkly	$ 4,843.20	$ 4,964.00	$ 5,088.80	$ 5,216.00	$ 5,348.00	$ 5,482.40	$ 5,617.60	$ 5,759.20	$ 5,902.40	$ 6,050.40	$ 6,202.40	$ 6,359.20	$ 6,516.80	$ 6,678.40	$ 6,812.00	$ 6,948.00	$ 7,080.00	$ 7,215.20	$ 7,348.00
	Appx. Monthly	$ 10,493.60	$ 10,755.33	$ 11,025.73	$ 11,301.33	$ 11,587.33	$ 11,878.53	$ 12,171.47	$ 12,478.27	$ 12,788.53	$ 13,109.20	$ 13,438.53	$ 13,778.27	$ 14,119.73	$ 14,469.87	$ 14,759.33	$ 15,054.00	$ 15,340.00	$ 15,632.93	$ 15,920.67
	Appx. Annual	$ 125,923.20	$ 129,064.00	$ 132,308.80	$ 135,616.00	$ 139,048.00	$ 142,542.40	$ 146,057.60	$ 149,739.20	$ 153,462.40	$ 157,310.40	$ 161,262.40	$ 165,339.20	$ 169,436.80	$ 173,638.40	$ 177,112.00	$ 180,648.00	$ 184,080.00	$ 187,595.20	$ 191,048.00
80	Hourly	$ 62.95	$ 65.10	$ 66.72	$ 68.33	$ 70.05	$ 71.80	$ 73.55	$ 75.39	$ 77.32	$ 79.24	$ 81.23	$ 83.25	$ 85.38	$ 87.49	$ 89.22	$ 90.97	$ 92.72	$ 94.48	$ 96.22
	Appx. Bi-wkly	$ 5,036.00	$ 5,208.00	$ 5,337.60	$ 5,466.40	$ 5,604.00	$ 5,744.00	$ 5,884.00	$ 6,031.20	$ 6,185.60	$ 6,339.20	$ 6,498.40	$ 6,660.00	$ 6,830.40	$ 6,999.20	$ 7,137.60	$ 7,277.60	$ 7,417.60	$ 7,558.40	$ 7,697.60
	Appx. Monthly	$ 10,911.33	$ 11,284.00	$ 11,564.80	$ 11,843.87	$ 12,142.00	$ 12,445.33	$ 12,748.67	$ 13,067.60	$ 13,402.13	$ 13,734.93	$ 14,079.87	$ 14,430.00	$ 14,799.20	$ 15,164.93	$ 15,464.80	$ 15,768.13	$ 16,071.47	$ 16,376.53	$ 16,678.13
	Appx. Annual	$ 130,936.00	$ 135,408.00	$ 138,777.60	$ 142,126.40	$ 145,704.00	$ 149,344.00	$ 152,984.00	$ 156,811.20	$ 160,825.60	$ 164,819.20	$ 168,958.40	$ 173,160.00	$ 177,590.40	$ 181,979.20	$ 185,577.60	$ 189,217.60	$ 192,857.60	$ 196,518.40	$ 200,137.60

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 07/25/2026

		Non-Longevity													Longevity				
Effective 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years
61	Hourly	$ 39.95	$ 40.96	$ 41.97	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 54.97	$ 56.34	$ 57.49	$ 58.62	$ 59.76	$ 60.86	$ 61.98
	Appx. Bi-wkly	$ 3,196.00	$ 3,276.80	$ 3,357.60	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,397.60	$ 4,507.20	$ 4,599.20	$ 4,689.60	$ 4,780.80	$ 4,868.80	$ 4,958.40
	Appx. Monthly	$ 6,924.67	$ 7,099.73	$ 7,274.80	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,528.13	$ 9,765.60	$ 9,964.93	$ 10,160.80	$ 10,358.40	$ 10,549.07	$ 10,743.20
	Appx. Annual	$ 83,096.00	$ 85,196.80	$ 87,297.60	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,337.60	$ 117,187.20	$ 119,579.20	$ 121,929.60	$ 124,300.80	$ 126,588.80	$ 128,918.40
61A	Hourly	$ 40.46	$ 41.48	$ 42.51	$ 43.56	$ 44.66	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.67	$ 57.06	$ 58.21	$ 59.36	$ 60.50	$ 61.64	$ 62.78
	Appx. Bi-wkly	$ 3,236.80	$ 3,318.40	$ 3,400.80	$ 3,484.80	$ 3,572.80	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,453.60	$ 4,564.80	$ 4,656.80	$ 4,748.80	$ 4,840.00	$ 4,931.20	$ 5,022.40
	Appx. Monthly	$ 7,013.07	$ 7,189.87	$ 7,368.40	$ 7,550.40	$ 7,741.07	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,649.47	$ 9,890.40	$ 10,089.73	$ 10,289.07	$ 10,486.67	$ 10,684.27	$ 10,881.87
	Appx. Annual	$ 84,156.80	$ 86,278.40	$ 88,420.80	$ 90,604.80	$ 92,892.80	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,793.60	$ 118,684.80	$ 121,076.80	$ 123,468.80	$ 125,840.00	$ 128,211.20	$ 130,582.40
61C	Hourly	$ 40.62	$ 41.67	$ 42.70	$ 43.81	$ 44.85	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.94	$ 57.34	$ 58.51	$ 59.66	$ 60.79	$ 61.94	$ 63.08
	Appx. Bi-wkly	$ 3,249.60	$ 3,333.60	$ 3,416.00	$ 3,504.80	$ 3,588.00	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,475.20	$ 4,587.20	$ 4,680.80	$ 4,772.80	$ 4,863.20	$ 4,955.20	$ 5,046.40
	Appx. Monthly	$ 7,040.80	$ 7,222.80	$ 7,401.33	$ 7,593.73	$ 7,774.00	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,696.27	$ 9,938.93	$ 10,141.73	$ 10,341.07	$ 10,536.93	$ 10,736.27	$ 10,933.87
	Appx. Annual	$ 84,489.60	$ 86,673.60	$ 88,816.00	$ 91,124.80	$ 93,288.00	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,355.20	$ 119,267.20	$ 121,700.80	$ 124,092.80	$ 126,443.20	$ 128,835.20	$ 131,206.40
61T	Hourly	$ 39.95	$ 40.96	$ 41.97	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63							
	Appx. Bi-wkly	$ 3,196.00	$ 3,276.80	$ 3,357.60	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40							
	Appx. Monthly	$ 6,924.67	$ 7,099.73	$ 7,274.80	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87							
	Appx. Annual	$ 83,096.00	$ 85,196.80	$ 87,297.60	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40							
62	Hourly	$ 40.97	$ 42.00	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.41	$ 57.82	$ 58.96	$ 60.14	$ 61.28	$ 62.44	$ 63.59
	Appx. Bi-wkly	$ 3,277.60	$ 3,360.00	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,512.80	$ 4,625.60	$ 4,716.80	$ 4,811.20	$ 4,902.40	$ 4,995.20	$ 5,087.20
	Appx. Monthly	$ 7,101.47	$ 7,280.00	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,777.73	$ 10,022.13	$ 10,219.73	$ 10,424.27	$ 10,621.87	$ 10,822.93	$ 11,022.27
	Appx. Annual	$ 85,217.60	$ 87,360.00	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,332.80	$ 120,265.60	$ 122,636.80	$ 125,091.20	$ 127,462.40	$ 129,875.20	$ 132,267.20
62A	Hourly	$ 41.49	$ 42.53	$ 43.56	$ 44.66	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.10	$ 58.53	$ 59.72	$ 60.86	$ 62.01	$ 63.21	$ 64.37
	Appx. Bi-wkly	$ 3,319.20	$ 3,402.40	$ 3,484.80	$ 3,572.80	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,568.00	$ 4,682.40	$ 4,777.60	$ 4,868.80	$ 4,960.80	$ 5,056.80	$ 5,149.60
	Appx. Monthly	$ 7,191.60	$ 7,371.87	$ 7,550.40	$ 7,741.07	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,897.33	$ 10,145.20	$ 10,351.47	$ 10,549.07	$ 10,748.40	$ 10,956.40	$ 11,157.47
	Appx. Annual	$ 86,299.20	$ 88,462.40	$ 90,604.80	$ 92,892.80	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,768.00	$ 121,742.40	$ 124,217.60	$ 126,588.80	$ 128,980.80	$ 131,476.80	$ 133,889.60
62C	Hourly	$ 41.68	$ 42.71	$ 43.81	$ 44.85	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.38	$ 58.81	$ 59.99	$ 61.18	$ 62.35	$ 63.53	$ 64.73
	Appx. Bi-wkly	$ 3,334.40	$ 3,416.80	$ 3,504.80	$ 3,588.00	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,590.40	$ 4,704.80	$ 4,799.20	$ 4,894.40	$ 4,988.00	$ 5,082.40	$ 5,178.40
	Appx. Monthly	$ 7,224.53	$ 7,403.07	$ 7,593.73	$ 7,774.00	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,945.87	$ 10,193.73	$ 10,398.27	$ 10,604.53	$ 10,807.33	$ 11,011.87	$ 11,219.87
	Appx. Annual	$ 86,694.40	$ 88,836.80	$ 91,124.80	$ 93,288.00	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,350.40	$ 122,324.80	$ 124,779.20	$ 127,254.40	$ 129,688.00	$ 132,142.40	$ 134,638.40
62T	Hourly	$ 40.97	$ 42.00	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04							
	Appx. Bi-wkly	$ 3,277.60	$ 3,360.00	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20							
	Appx. Monthly	$ 7,101.47	$ 7,280.00	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27							
	Appx. Annual	$ 85,217.60	$ 87,360.00	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20							
Effective 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years
63	Hourly	$ 42.00	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.78	$ 59.22	$ 60.39	$ 61.58	$ 62.77	$ 63.93	$ 65.12
	Appx. Bi-wkly	$ 3,360.00	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,622.40	$ 4,737.60	$ 4,831.20	$ 4,926.40	$ 5,021.60	$ 5,114.40	$ 5,209.60
	Appx. Monthly	$ 7,280.00	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,015.20	$ 10,264.80	$ 10,467.60	$ 10,673.87	$ 10,880.13	$ 11,081.20	$ 11,287.47
	Appx. Annual	$ 87,360.00	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,182.40	$ 123,177.60	$ 125,611.20	$ 128,086.40	$ 130,561.60	$ 132,974.40	$ 135,449.60
63A	Hourly	$ 42.53	$ 43.56	$ 44.66	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.46	$ 59.92	$ 61.14	$ 62.33	$ 63.53	$ 64.74	$ 65.94
	Appx. Bi-wkly	$ 3,402.40	$ 3,484.80	$ 3,572.80	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,676.80	$ 4,793.60	$ 4,891.20	$ 4,986.40	$ 5,082.40	$ 5,179.20	$ 5,275.20
	Appx. Monthly	$ 7,371.87	$ 7,550.40	$ 7,741.07	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,133.07	$ 10,386.13	$ 10,597.60	$ 10,803.87	$ 11,011.87	$ 11,221.60	$ 11,429.60
	Appx. Annual	$ 88,462.40	$ 90,604.80	$ 92,892.80	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,596.80	$ 124,633.60	$ 127,171.20	$ 129,646.40	$ 132,142.40	$ 134,659.20	$ 137,155.20
63C	Hourly	$ 42.71	$ 43.81	$ 44.85	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.77	$ 60.24	$ 61.46	$ 62.65	$ 63.85	$ 65.05	$ 66.28
	Appx. Bi-wkly	$ 3,416.80	$ 3,504.80	$ 3,588.00	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,701.60	$ 4,819.20	$ 4,916.80	$ 5,012.00	$ 5,108.00	$ 5,204.00	$ 5,302.40
	Appx. Monthly	$ 7,403.07	$ 7,593.73	$ 7,774.00	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,186.80	$ 10,441.60	$ 10,653.07	$ 10,859.33	$ 11,067.33	$ 11,275.33	$ 11,488.53
	Appx. Annual	$ 88,836.80	$ 91,124.80	$ 93,288.00	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,241.60	$ 125,299.20	$ 127,836.80	$ 130,312.00	$ 132,808.00	$ 135,304.00	$ 137,862.40
63E	Hourly	$ 42.21	$ 43.25	$ 44.34	$ 45.43	$ 46.58	$ 47.74	$ 48.88	$ 50.11	$ 51.37	$ 52.61	$ 53.98	$ 55.24	$ 56.68	$ 58.08	$ 59.53	$ 60.75	$ 61.93	$ 63.12	$ 64.31	$ 65.50
	Appx. Bi-wkly	$ 3,376.80	$ 3,460.00	$ 3,547.20	$ 3,634.40	$ 3,726.40	$ 3,819.20	$ 3,910.40	$ 4,008.80	$ 4,109.60	$ 4,208.80	$ 4,318.40	$ 4,419.20	$ 4,534.40	$ 4,646.40	$ 4,762.40	$ 4,860.00	$ 4,954.40	$ 5,049.60	$ 5,144.80	$ 5,240.00
	Appx. Monthly	$ 7,316.40	$ 7,496.67	$ 7,685.60	$ 7,874.53	$ 8,073.87	$ 8,274.93	$ 8,472.53	$ 8,685.73	$ 8,904.13	$ 9,119.07	$ 9,356.53	$ 9,574.93	$ 9,824.53	$ 10,067.20	$ 10,318.53	$ 10,530.00	$ 10,734.53	$ 10,940.80	$ 11,147.07	$ 11,353.33
	Appx. Annual	$ 87,796.80	$ 89,960.00	$ 92,227.20	$ 94,494.40	$ 96,886.40	$ 99,299.20	$ 101,670.40	$ 104,228.80	$ 106,849.60	$ 109,428.80	$ 112,278.40	$ 114,899.20	$ 117,894.40	$ 120,806.40	$ 123,822.40	$ 126,360.00	$ 128,814.40	$ 131,289.60	$ 133,764.80	$ 136,240.00
63T	Hourly	$ 42.00	$ 43.04	$ 44.08	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33							
	Appx. Bi-wkly	$ 3,360.00	$ 3,443.20	$ 3,526.40	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40							
	Appx. Monthly	$ 7,280.00	$ 7,460.27	$ 7,640.53	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87							
	Appx. Annual	$ 87,360.00	$ 89,523.20	$ 91,686.40	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40							
64	Hourly	$ 43.03	$ 44.07	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.16	$ 60.64	$ 61.86	$ 63.05	$ 64.28	$ 65.48	$ 66.71
	Appx. Bi-wkly	$ 3,442.40	$ 3,525.60	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,732.80	$ 4,851.20	$ 4,948.80	$ 5,044.00	$ 5,142.40	$ 5,238.40	$ 5,336.80
	Appx. Monthly	$ 7,458.53	$ 7,638.80	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,254.40	$ 10,510.93	$ 10,722.40	$ 10,928.67	$ 11,141.87	$ 11,349.87	$ 11,563.07
	Appx. Annual	$ 89,502.40	$ 91,665.60	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,052.80	$ 126,131.20	$ 128,668.80	$ 131,144.00	$ 133,702.40	$ 136,198.40	$ 138,756.80
64A	Hourly	$ 43.54	$ 44.65	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.88	$ 61.38	$ 62.60	$ 63.83	$ 65.05	$ 66.30	$ 67.52
	Appx. Bi-wkly	$ 3,483.20	$ 3,572.00	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,790.40	$ 4,910.40	$ 5,008.00	$ 5,106.40	$ 5,204.00	$ 5,304.00	$ 5,401.60
	Appx. Monthly	$ 7,546.93	$ 7,739.33	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,379.20	$ 10,639.20	$ 10,850.67	$ 11,063.87	$ 11,275.33	$ 11,492.00	$ 11,703.47
	Appx. Annual	$ 90,563.20	$ 92,872.00	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,550.40	$ 127,670.40	$ 130,208.00	$ 132,766.40	$ 135,304.00	$ 137,904.00	$ 140,441.60
64C	Hourly	$ 43.80	$ 44.84	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.18	$ 61.68	$ 62.92	$ 64.15	$ 65.41	$ 66.61	$ 67.86
	Appx. Bi-wkly	$ 3,504.00	$ 3,587.20	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,814.40	$ 4,934.40	$ 5,033.60	$ 5,132.00	$ 5,232.80	$ 5,328.80	$ 5,428.80
	Appx. Monthly	$ 7,592.00	$ 7,772.27	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,431.20	$ 10,691.20	$ 10,906.13	$ 11,119.33	$ 11,337.73	$ 11,545.73	$ 11,762.40
	Appx. Annual	$ 91,104.00	$ 93,267.20	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,174.40	$ 128,294.40	$ 130,873.60	$ 133,432.00	$ 136,052.80	$ 138,548.80	$ 141,148.80
64T	Hourly	$ 43.03	$ 44.07	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72							
	Appx. Bi-wkly	$ 3,442.40	$ 3,525.60	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60							
	Appx. Monthly	$ 7,458.53	$ 7,638.80	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80							
	Appx. Annual	$ 89,502.40	$ 91,665.60	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60							
Effective 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 07/25/2026

		Non-Longevity														Longevity				
Effective 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years
65	Hourly	$ 44.07	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.22	$ 63.44	$ 64.69	$ 65.94	$ 67.18	$ 68.41
	Appx. Bi-wkly	$ 3,525.60	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,977.60	$ 5,075.20	$ 5,175.20	$ 5,275.20	$ 5,374.40	$ 5,472.80
	Appx. Monthly	$ 7,638.80	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,784.80	$ 10,996.27	$ 11,212.93	$ 11,429.60	$ 11,644.53	$ 11,857.73
	Appx. Annual	$ 91,665.60	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,417.60	$ 131,955.20	$ 134,555.20	$ 137,155.20	$ 139,734.40	$ 142,292.80
65A	Hourly	$ 44.65	$ 45.78	$ 46.93	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.99	$ 64.25	$ 65.49	$ 66.75	$ 68.00	$ 69.27
	Appx. Bi-wkly	$ 3,572.00	$ 3,662.40	$ 3,754.40	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,039.20	$ 5,140.00	$ 5,239.20	$ 5,340.00	$ 5,440.00	$ 5,541.60
	Appx. Monthly	$ 7,739.33	$ 7,935.20	$ 8,134.53	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,918.27	$ 11,136.67	$ 11,351.60	$ 11,570.00	$ 11,786.67	$ 12,006.80
	Appx. Annual	$ 92,872.00	$ 95,222.40	$ 97,614.40	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 131,019.20	$ 133,640.00	$ 136,219.20	$ 138,840.00	$ 141,440.00	$ 144,081.60
65C	Hourly	$ 44.84	$ 45.99	$ 47.11	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.29	$ 64.55	$ 65.84	$ 67.09	$ 68.36	$ 69.62
	Appx. Bi-wkly	$ 3,587.20	$ 3,679.20	$ 3,768.80	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,063.20	$ 5,164.00	$ 5,267.20	$ 5,367.20	$ 5,468.80	$ 5,569.60
	Appx. Monthly	$ 7,772.27	$ 7,971.60	$ 8,165.73	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,970.27	$ 11,188.67	$ 11,412.27	$ 11,628.93	$ 11,849.07	$ 12,067.47
	Appx. Annual	$ 93,267.20	$ 95,659.20	$ 97,988.80	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,643.20	$ 134,264.00	$ 136,947.20	$ 139,547.20	$ 142,188.80	$ 144,809.60
65T	Hourly	$ 44.07	$ 45.21	$ 46.31	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20							
	Appx. Bi-wkly	$ 3,525.60	$ 3,616.80	$ 3,704.80	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00							
	Appx. Monthly	$ 7,638.80	$ 7,836.40	$ 8,027.07	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33							
	Appx. Annual	$ 91,665.60	$ 94,036.80	$ 96,324.80	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00							
66	Hourly	$ 45.20	$ 46.30	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.21	$ 63.77	$ 65.02	$ 66.31	$ 67.57	$ 68.83	$ 70.09
	Appx. Bi-wkly	$ 3,616.00	$ 3,704.00	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,976.80	$ 5,101.60	$ 5,201.60	$ 5,304.80	$ 5,405.60	$ 5,506.40	$ 5,607.20
	Appx. Monthly	$ 7,834.67	$ 8,025.33	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,783.07	$ 11,053.47	$ 11,270.13	$ 11,493.73	$ 11,712.13	$ 11,930.53	$ 12,148.93
	Appx. Annual	$ 94,016.00	$ 96,304.00	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,396.80	$ 132,641.60	$ 135,241.60	$ 137,924.80	$ 140,545.60	$ 143,166.40	$ 145,787.20
66A	Hourly	$ 45.77	$ 46.92	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.97	$ 64.54	$ 65.86	$ 67.13	$ 68.41	$ 69.73	$ 71.01
	Appx. Bi-wkly	$ 3,661.60	$ 3,753.60	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,037.60	$ 5,163.20	$ 5,268.80	$ 5,370.40	$ 5,472.80	$ 5,578.40	$ 5,680.80
	Appx. Monthly	$ 7,933.47	$ 8,132.80	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,914.80	$ 11,186.93	$ 11,415.73	$ 11,635.87	$ 11,857.73	$ 12,086.53	$ 12,308.40
	Appx. Annual	$ 95,201.60	$ 97,593.60	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,977.60	$ 134,243.20	$ 136,988.80	$ 139,630.40	$ 142,292.80	$ 145,038.40	$ 147,700.80
66C	Hourly	$ 45.98	$ 47.09	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.28	$ 64.86	$ 66.17	$ 67.48	$ 68.76	$ 70.05	$ 71.37
	Appx. Bi-wkly	$ 3,678.40	$ 3,767.20	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,062.40	$ 5,188.80	$ 5,293.60	$ 5,398.40	$ 5,500.80	$ 5,604.00	$ 5,709.60
	Appx. Monthly	$ 7,969.87	$ 8,162.27	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,968.53	$ 11,242.40	$ 11,469.47	$ 11,696.53	$ 11,918.40	$ 12,142.00	$ 12,370.80
	Appx. Annual	$ 95,638.40	$ 97,947.20	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,622.40	$ 134,908.80	$ 137,633.60	$ 140,358.40	$ 143,020.80	$ 145,704.00	$ 148,449.60
66T	Hourly	$ 45.20	$ 46.30	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70							
	Appx. Bi-wkly	$ 3,616.00	$ 3,704.00	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00							
	Appx. Monthly	$ 7,834.67	$ 8,025.33	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33							
	Appx. Annual	$ 94,016.00	$ 96,304.00	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00							
67	Hourly	$ 46.30	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.74	$ 65.33	$ 66.61	$ 67.91	$ 69.23	$ 70.54	$ 71.84
	Appx. Bi-wkly	$ 3,704.00	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,099.20	$ 5,226.40	$ 5,328.80	$ 5,432.80	$ 5,538.40	$ 5,643.20	$ 5,747.20
	Appx. Monthly	$ 8,025.33	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,048.27	$ 11,323.87	$ 11,545.73	$ 11,771.07	$ 11,999.87	$ 12,226.93	$ 12,452.27
	Appx. Annual	$ 96,304.00	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,579.20	$ 135,886.40	$ 138,548.80	$ 141,252.80	$ 143,998.40	$ 146,723.20	$ 149,427.20
Effective 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years
67A	Hourly	$ 46.92	$ 48.07	$ 49.25	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.52	$ 66.13	$ 67.48	$ 68.78	$ 70.09	$ 71.43	$ 72.76
	Appx. Bi-wkly	$ 3,753.60	$ 3,845.60	$ 3,940.00	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,161.60	$ 5,290.40	$ 5,398.40	$ 5,502.40	$ 5,607.20	$ 5,714.40	$ 5,820.80
	Appx. Monthly	$ 8,132.80	$ 8,332.13	$ 8,536.67	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,183.47	$ 11,462.53	$ 11,696.53	$ 11,921.87	$ 12,148.93	$ 12,381.20	$ 12,611.73
	Appx. Annual	$ 97,593.60	$ 99,985.60	$ 102,440.00	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,201.60	$ 137,550.40	$ 140,358.40	$ 143,062.40	$ 145,787.20	$ 148,574.40	$ 151,340.80
67C	Hourly	$ 47.09	$ 48.31	$ 49.51	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.82	$ 66.44	$ 67.78	$ 69.12	$ 70.44	$ 71.77	$ 73.10
	Appx. Bi-wkly	$ 3,767.20	$ 3,864.80	$ 3,960.80	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,185.60	$ 5,315.20	$ 5,422.40	$ 5,529.60	$ 5,635.20	$ 5,741.60	$ 5,848.00
	Appx. Monthly	$ 8,162.27	$ 8,373.73	$ 8,581.73	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,235.47	$ 11,516.27	$ 11,748.53	$ 11,980.80	$ 12,209.60	$ 12,440.13	$ 12,670.67
	Appx. Annual	$ 97,947.20	$ 100,484.80	$ 102,980.80	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,825.60	$ 138,195.20	$ 140,982.40	$ 143,769.60	$ 146,515.20	$ 149,281.60	$ 152,048.00
67T	Hourly	$ 46.30	$ 47.46	$ 48.64	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18							
	Appx. Bi-wkly	$ 3,704.00	$ 3,796.80	$ 3,891.20	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40							
	Appx. Monthly	$ 8,025.33	$ 8,226.40	$ 8,430.93	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87							
	Appx. Annual	$ 96,304.00	$ 98,716.80	$ 101,171.20	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40							
68	Hourly	$ 47.47	$ 48.65	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.33	$ 66.96	$ 68.29	$ 69.63	$ 70.99	$ 72.29	$ 73.65
	Appx. Bi-wkly	$ 3,797.60	$ 3,892.00	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,226.40	$ 5,356.80	$ 5,463.20	$ 5,570.40	$ 5,679.20	$ 5,783.20	$ 5,892.00
	Appx. Monthly	$ 8,228.13	$ 8,432.67	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,323.87	$ 11,606.40	$ 11,836.93	$ 12,069.20	$ 12,304.93	$ 12,530.27	$ 12,766.00
	Appx. Annual	$ 98,737.60	$ 101,192.00	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,886.40	$ 139,276.80	$ 142,043.20	$ 144,830.40	$ 147,659.20	$ 150,363.20	$ 153,192.00
68A	Hourly	$ 48.08	$ 49.26	$ 50.51	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.14	$ 67.79	$ 69.14	$ 70.51	$ 71.85	$ 73.21	$ 74.58
	Appx. Bi-wkly	$ 3,846.40	$ 3,940.80	$ 4,040.80	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,291.20	$ 5,423.20	$ 5,531.20	$ 5,640.80	$ 5,748.00	$ 5,856.80	$ 5,966.40
	Appx. Monthly	$ 8,333.87	$ 8,538.40	$ 8,755.07	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,464.27	$ 11,750.27	$ 11,984.27	$ 12,221.73	$ 12,454.00	$ 12,689.73	$ 12,927.20
	Appx. Annual	$ 100,006.40	$ 102,460.80	$ 105,060.80	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,571.20	$ 141,003.20	$ 143,811.20	$ 146,660.80	$ 149,448.00	$ 152,276.80	$ 155,126.40
68C	Hourly	$ 48.32	$ 49.52	$ 50.77	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.47	$ 68.13	$ 69.48	$ 70.85	$ 72.20	$ 73.58	$ 74.93
	Appx. Bi-wkly	$ 3,865.60	$ 3,961.60	$ 4,061.60	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,317.60	$ 5,450.40	$ 5,558.40	$ 5,668.00	$ 5,776.00	$ 5,886.40	$ 5,994.40
	Appx. Monthly	$ 8,375.47	$ 8,583.47	$ 8,800.13	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,521.47	$ 11,809.20	$ 12,043.20	$ 12,280.67	$ 12,514.67	$ 12,753.87	$ 12,987.87
	Appx. Annual	$ 100,505.60	$ 103,001.60	$ 105,601.60	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,257.60	$ 141,710.40	$ 144,518.40	$ 147,368.00	$ 150,176.00	$ 153,046.40	$ 155,854.40
68T	Hourly	$ 47.47	$ 48.65	$ 49.88	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75							
	Appx. Bi-wkly	$ 3,797.60	$ 3,892.00	$ 3,990.40	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00							
	Appx. Monthly	$ 8,228.13	$ 8,432.67	$ 8,645.87	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00							
	Appx. Annual	$ 98,737.60	$ 101,192.00	$ 103,750.40	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00							
69	Hourly	$ 48.62	$ 49.84	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 66.97	$ 68.64	$ 70.03	$ 71.40	$ 72.80	$ 74.15	$ 75.51
	Appx. Bi-wkly	$ 3,889.60	$ 3,987.20	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,357.60	$ 5,491.20	$ 5,602.40	$ 5,712.00	$ 5,824.00	$ 5,932.00	$ 6,040.80
	Appx. Monthly	$ 8,427.47	$ 8,638.93	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,608.13	$ 11,897.60	$ 12,138.53	$ 12,376.00	$ 12,618.67	$ 12,852.67	$ 13,088.40
	Appx. Annual	$ 101,129.60	$ 103,667.20	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,297.60	$ 142,771.20	$ 145,662.40	$ 148,512.00	$ 151,424.00	$ 154,232.00	$ 157,060.80
Effective 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 07/25/2026

		Non-Longevity														Longevity				
Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16** 12 years	**Step 17** 15 years	**Step 18** 20 years	**Step 19** 25 years	**Step 20** 30 years
69A	Hourly	$ 49.24	$ 50.48	$ 51.74	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.17	$ 67.82	$ 69.52	$ 70.90	$ 72.28	$ 73.68	$ 75.06	$ 76.47
	Appx. Bi-wkly	$ 3,939.20	$ 4,038.40	$ 4,139.20	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,293.60	$ 5,425.60	$ 5,561.60	$ 5,672.00	$ 5,782.40	$ 5,894.40	$ 6,004.80	$ 6,117.60
	Appx. Monthly	$ 8,534.93	$ 8,749.87	$ 8,968.27	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,469.47	$ 11,755.47	$ 12,050.13	$ 12,289.33	$ 12,528.53	$ 12,771.20	$ 13,010.40	$ 13,254.80
	Appx. Annual	$ 102,419.20	$ 104,998.40	$ 107,619.20	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,633.60	$ 141,065.60	$ 144,601.60	$ 147,472.00	$ 150,342.40	$ 153,254.40	$ 156,124.80	$ 159,057.60
69C	Hourly	$ 49.49	$ 50.73	$ 51.98	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.49	$ 68.16	$ 69.86	$ 71.25	$ 72.64	$ 74.04	$ 75.44	$ 76.83
	Appx. Bi-wkly	$ 3,959.20	$ 4,058.40	$ 4,158.40	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,319.20	$ 5,452.80	$ 5,588.80	$ 5,700.00	$ 5,811.20	$ 5,923.20	$ 6,035.20	$ 6,146.40
	Appx. Monthly	$ 8,578.27	$ 8,793.20	$ 9,009.87	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,524.93	$ 11,814.40	$ 12,109.07	$ 12,350.00	$ 12,590.93	$ 12,833.60	$ 13,076.27	$ 13,317.20
	Appx. Annual	$ 102,939.20	$ 105,518.40	$ 108,118.40	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,299.20	$ 141,772.80	$ 145,308.80	$ 148,200.00	$ 151,091.20	$ 154,003.20	$ 156,915.20	$ 159,806.40
69T	Hourly	$ 48.62	$ 49.84	$ 51.11	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35							
	Appx. Bi-wkly	$ 3,889.60	$ 3,987.20	$ 4,088.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00							
	Appx. Monthly	$ 8,427.47	$ 8,638.93	$ 8,859.07	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33							
	Appx. Annual	$ 101,129.60	$ 103,667.20	$ 106,308.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00							
70	Hourly	$ 49.88	$ 51.16	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.67	$ 70.39	$ 71.80	$ 73.21	$ 74.63	$ 76.02	$ 77.45
	Appx. Bi-wkly	$ 3,990.40	$ 4,092.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,493.60	$ 5,631.20	$ 5,744.00	$ 5,856.80	$ 5,970.40	$ 6,081.60	$ 6,196.00
	Appx. Monthly	$ 8,645.87	$ 8,867.73	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,902.80	$ 12,200.93	$ 12,445.33	$ 12,689.73	$ 12,935.87	$ 13,176.80	$ 13,424.67
	Appx. Annual	$ 103,750.40	$ 106,412.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,833.60	$ 146,411.20	$ 149,344.00	$ 152,276.80	$ 155,230.40	$ 158,121.60	$ 161,096.00
70A	Hourly	$ 50.51	$ 51.77	$ 53.06	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.17	$ 67.84	$ 69.55	$ 71.29	$ 72.70	$ 74.12	$ 75.54	$ 76.99	$ 78.40
	Appx. Bi-wkly	$ 4,040.80	$ 4,141.60	$ 4,244.80	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,293.60	$ 5,427.20	$ 5,564.00	$ 5,703.20	$ 5,816.00	$ 5,929.60	$ 6,043.20	$ 6,159.20	$ 6,272.00
	Appx. Monthly	$ 8,755.07	$ 8,973.47	$ 9,197.07	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,469.47	$ 11,758.93	$ 12,055.33	$ 12,356.93	$ 12,601.33	$ 12,847.47	$ 13,093.60	$ 13,344.93	$ 13,589.33
	Appx. Annual	$ 105,060.80	$ 107,681.60	$ 110,364.80	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,633.60	$ 141,107.20	$ 144,664.00	$ 148,283.20	$ 151,216.00	$ 154,169.60	$ 157,123.20	$ 160,139.20	$ 163,072.00
70C	Hourly	$ 50.77	$ 52.04	$ 53.33	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.49	$ 68.18	$ 69.89	$ 71.64	$ 73.07	$ 74.48	$ 75.93	$ 77.35	$ 78.78
	Appx. Bi-wkly	$ 4,061.60	$ 4,163.20	$ 4,266.40	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,319.20	$ 5,454.40	$ 5,591.20	$ 5,731.20	$ 5,845.60	$ 5,958.40	$ 6,074.40	$ 6,188.00	$ 6,302.40
	Appx. Monthly	$ 8,800.13	$ 9,020.27	$ 9,243.87	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,524.93	$ 11,817.87	$ 12,114.27	$ 12,417.60	$ 12,665.47	$ 12,909.87	$ 13,161.20	$ 13,407.33	$ 13,655.20
	Appx. Annual	$ 105,601.60	$ 108,243.20	$ 110,926.40	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,299.20	$ 141,814.40	$ 145,371.20	$ 149,011.20	$ 151,985.60	$ 154,918.40	$ 157,934.40	$ 160,888.00	$ 163,862.40
70T	Hourly	$ 49.88	$ 51.16	$ 52.42	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00							
	Appx. Bi-wkly	$ 3,990.40	$ 4,092.80	$ 4,193.60	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00							
	Appx. Monthly	$ 8,645.87	$ 8,867.73	$ 9,086.13	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33							
	Appx. Annual	$ 103,750.40	$ 106,412.80	$ 109,033.60	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00							
71	Hourly	$ 51.07	$ 52.34	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.65	$ 70.38	$ 72.14	$ 73.58	$ 75.00	$ 76.44	$ 77.90	$ 79.34
	Appx. Bi-wkly	$ 4,085.60	$ 4,187.20	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,492.00	$ 5,630.40	$ 5,771.20	$ 5,886.40	$ 6,000.00	$ 6,115.20	$ 6,232.00	$ 6,347.20
	Appx. Monthly	$ 8,852.13	$ 9,072.27	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,899.33	$ 12,199.20	$ 12,504.27	$ 12,753.87	$ 13,000.00	$ 13,249.60	$ 13,502.67	$ 13,752.27
	Appx. Annual	$ 106,225.60	$ 108,867.20	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,792.00	$ 146,390.40	$ 150,051.20	$ 153,046.40	$ 156,000.00	$ 158,995.20	$ 162,032.00	$ 165,027.20
71A	Hourly	$ 51.72	$ 52.98	$ 54.31	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.17	$ 67.84	$ 69.51	$ 71.25	$ 73.03	$ 74.47	$ 75.95	$ 77.42	$ 78.88	$ 80.33
	Appx. Bi-wkly	$ 4,137.60	$ 4,238.40	$ 4,344.80	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,293.60	$ 5,427.20	$ 5,560.80	$ 5,700.00	$ 5,842.40	$ 5,957.60	$ 6,076.00	$ 6,193.60	$ 6,310.40	$ 6,426.40
	Appx. Monthly	$ 8,964.80	$ 9,183.20	$ 9,413.73	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,469.47	$ 11,758.93	$ 12,048.40	$ 12,350.00	$ 12,658.53	$ 12,908.13	$ 13,164.67	$ 13,419.47	$ 13,672.53	$ 13,923.87
	Appx. Annual	$ 107,577.60	$ 110,198.40	$ 112,964.80	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,633.60	$ 141,107.20	$ 144,580.80	$ 148,200.00	$ 151,902.40	$ 154,897.60	$ 157,976.00	$ 161,033.60	$ 164,070.40	$ 167,086.40
Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16** 12 years	**Step 17** 15 years	**Step 18** 20 years	**Step 19** 25 years	**Step 20** 30 years
71C	Hourly	$ 51.95	$ 53.26	$ 54.57	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.49	$ 68.18	$ 69.86	$ 71.62	$ 73.41	$ 74.88	$ 76.34	$ 77.80	$ 79.27	$ 80.75
	Appx. Bi-wkly	$ 4,156.00	$ 4,260.80	$ 4,365.60	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,319.20	$ 5,454.40	$ 5,588.80	$ 5,729.60	$ 5,872.80	$ 5,990.40	$ 6,107.20	$ 6,224.00	$ 6,341.60	$ 6,460.00
	Appx. Monthly	$ 9,004.67	$ 9,231.73	$ 9,458.80	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,524.93	$ 11,817.87	$ 12,109.07	$ 12,414.13	$ 12,724.40	$ 12,979.20	$ 13,232.27	$ 13,485.33	$ 13,740.13	$ 13,996.67
	Appx. Annual	$ 108,056.00	$ 110,780.80	$ 113,505.60	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,299.20	$ 141,814.40	$ 145,308.80	$ 148,969.60	$ 152,692.80	$ 155,750.40	$ 158,787.20	$ 161,824.00	$ 164,881.60	$ 167,960.00
71T	Hourly	$ 51.07	$ 52.34	$ 53.63	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.65							
	Appx. Bi-wkly	$ 4,085.60	$ 4,187.20	$ 4,290.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,492.00							
	Appx. Monthly	$ 8,852.13	$ 9,072.27	$ 9,295.87	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,899.33							
	Appx. Annual	$ 106,225.60	$ 108,867.20	$ 111,550.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,792.00							
72	Hourly	$ 52.39	$ 53.68	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.65	$ 70.38	$ 72.13	$ 73.93	$ 75.41	$ 76.88	$ 78.38	$ 79.86	$ 81.32
	Appx. Bi-wkly	$ 4,191.20	$ 4,294.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,492.00	$ 5,630.40	$ 5,770.40	$ 5,914.40	$ 6,032.80	$ 6,150.40	$ 6,270.40	$ 6,388.80	$ 6,505.60
	Appx. Monthly	$ 9,080.93	$ 9,304.53	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,899.33	$ 12,199.20	$ 12,502.53	$ 12,814.53	$ 13,071.07	$ 13,325.87	$ 13,585.87	$ 13,842.40	$ 14,095.47
	Appx. Annual	$ 108,971.20	$ 111,654.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,792.00	$ 146,390.40	$ 150,030.40	$ 153,774.40	$ 156,852.80	$ 159,910.40	$ 163,030.40	$ 166,108.80	$ 169,145.60
72A	Hourly	$ 53.03	$ 54.34	$ 55.72	$ 57.05	$ 58.42	$ 59.95	$ 61.45	$ 62.94	$ 64.53	$ 66.17	$ 67.84	$ 69.51	$ 71.25	$ 73.04	$ 74.87	$ 76.37	$ 77.86	$ 79.35	$ 80.85	$ 82.33
	Appx. Bi-wkly	$ 4,242.40	$ 4,347.20	$ 4,457.60	$ 4,564.00	$ 4,673.60	$ 4,796.00	$ 4,916.00	$ 5,035.20	$ 5,162.40	$ 5,293.60	$ 5,427.20	$ 5,560.80	$ 5,700.00	$ 5,843.20	$ 5,989.60	$ 6,109.60	$ 6,228.80	$ 6,348.00	$ 6,468.00	$ 6,586.40
	Appx. Monthly	$ 9,191.87	$ 9,418.93	$ 9,658.13	$ 9,888.67	$ 10,126.13	$ 10,391.33	$ 10,651.33	$ 10,909.60	$ 11,185.20	$ 11,469.47	$ 11,758.93	$ 12,048.40	$ 12,350.00	$ 12,660.27	$ 12,977.47	$ 13,237.47	$ 13,495.73	$ 13,754.00	$ 14,014.00	$ 14,270.53
	Appx. Annual	$ 110,302.40	$ 113,027.20	$ 115,897.60	$ 118,664.00	$ 121,513.60	$ 124,696.00	$ 127,816.00	$ 130,915.20	$ 134,222.40	$ 137,633.60	$ 141,107.20	$ 144,580.80	$ 148,200.00	$ 151,923.20	$ 155,729.60	$ 158,849.60	$ 161,948.80	$ 165,048.00	$ 168,168.00	$ 171,246.40
72C	Hourly	$ 53.30	$ 54.66	$ 55.98	$ 57.32	$ 58.71	$ 60.22	$ 61.75	$ 63.25	$ 64.84	$ 66.49	$ 68.18	$ 69.86	$ 71.62	$ 73.41	$ 75.25	$ 76.73	$ 78.24	$ 79.73	$ 81.23	$ 82.75
	Appx. Bi-wkly	$ 4,264.00	$ 4,372.80	$ 4,478.40	$ 4,585.60	$ 4,696.80	$ 4,817.60	$ 4,940.00	$ 5,060.00	$ 5,187.20	$ 5,319.20	$ 5,454.40	$ 5,588.80	$ 5,729.60	$ 5,872.80	$ 6,020.00	$ 6,138.40	$ 6,259.20	$ 6,378.40	$ 6,498.40	$ 6,620.00
	Appx. Monthly	$ 9,238.67	$ 9,474.40	$ 9,703.20	$ 9,935.47	$ 10,176.40	$ 10,438.13	$ 10,703.33	$ 10,963.33	$ 11,238.93	$ 11,524.93	$ 11,817.87	$ 12,109.07	$ 12,414.13	$ 12,724.40	$ 13,043.33	$ 13,299.87	$ 13,561.60	$ 13,819.87	$ 14,079.87	$ 14,343.33
	Appx. Annual	$ 110,864.00	$ 113,692.80	$ 116,438.40	$ 119,225.60	$ 122,116.80	$ 125,257.60	$ 128,440.00	$ 131,560.00	$ 134,867.20	$ 138,299.20	$ 141,814.40	$ 145,308.80	$ 148,969.60	$ 152,692.80	$ 156,520.00	$ 159,598.40	$ 162,739.20	$ 165,838.40	$ 168,958.40	$ 172,120.00
72T	Hourly	$ 52.39	$ 53.68	$ 55.04	$ 56.33	$ 57.72	$ 59.20	$ 60.70	$ 62.18	$ 63.75	$ 65.35	$ 67.00	$ 68.65	$ 70.38							
	Appx. Bi-wkly	$ 4,191.20	$ 4,294.40	$ 4,403.20	$ 4,506.40	$ 4,617.60	$ 4,736.00	$ 4,856.00	$ 4,974.40	$ 5,100.00	$ 5,228.00	$ 5,360.00	$ 5,492.00	$ 5,630.40							
	Appx. Monthly	$ 9,080.93	$ 9,304.53	$ 9,540.27	$ 9,763.87	$ 10,004.80	$ 10,261.33	$ 10,521.33	$ 10,777.87	$ 11,050.00	$ 11,327.33	$ 11,613.33	$ 11,899.33	$ 12,199.20							
	Appx. Annual	$ 108,971.20	$ 111,654.40	$ 114,483.20	$ 117,166.40	$ 120,057.60	$ 123,136.00	$ 126,256.00	$ 129,334.40	$ 132,600.00	$ 135,928.00	$ 139,360.00	$ 142,792.00	$ 146,390.40							
73	Hourly	$ 53.68	$ 55.04	$ 56.41	$ 57.78	$ 59.16	$ 60.70	$ 62.21	$ 63.74	$ 65.33	$ 66.97	$ 68.67	$ 70.38	$ 72.13	$ 73.93	$ 75.78	$ 77.27	$ 78.80	$ 80.33	$ 81.83	$ 83.33
	Appx. Bi-wkly	$ 4,294.40	$ 4,403.20	$ 4,512.80	$ 4,622.40	$ 4,732.80	$ 4,856.00	$ 4,976.80	$ 5,099.20	$ 5,226.40	$ 5,357.60	$ 5,493.60	$ 5,630.40	$ 5,770.40	$ 5,914.40	$ 6,062.40	$ 6,181.60	$ 6,304.00	$ 6,426.40	$ 6,546.40	$ 6,666.40
	Appx. Monthly	$ 9,304.53	$ 9,540.27	$ 9,777.73	$ 10,015.20	$ 10,254.40	$ 10,521.33	$ 10,783.07	$ 11,048.27	$ 11,323.87	$ 11,608.13	$ 11,902.80	$ 12,199.20	$ 12,502.53	$ 12,814.53	$ 13,135.20	$ 13,393.47	$ 13,658.67	$ 13,923.87	$ 14,183.87	$ 14,443.87
	Appx. Annual	$ 111,654.40	$ 114,483.20	$ 117,332.80	$ 120,182.40	$ 123,052.80	$ 126,256.00	$ 129,396.80	$ 132,579.20	$ 135,886.40	$ 139,297.60	$ 142,833.60	$ 146,390.40	$ 150,030.40	$ 153,774.40	$ 157,622.40	$ 160,721.60	$ 163,904.00	$ 167,086.40	$ 170,206.40	$ 173,326.40
73A	Hourly	$ 54.35	$ 55.72	$ 57.10	$ 58.47	$ 59.89	$ 61.45	$ 62.98	$ 64.51	$ 66.14	$ 67.80	$ 69.56	$ 71.25	$ 73.04	$ 74.86	$ 76.73	$ 78.27	$ 79.79	$ 81.32	$ 82.85	$ 84.38
	Appx. Bi-wkly	$ 4,348.00	$ 4,457.60	$ 4,568.00	$ 4,677.60	$ 4,791.20	$ 4,916.00	$ 5,038.40	$ 5,160.80	$ 5,291.20	$ 5,424.00	$ 5,564.80	$ 5,700.00	$ 5,843.20	$ 5,988.80	$ 6,138.40	$ 6,261.60	$ 6,383.20	$ 6,505.60	$ 6,628.00	$ 6,750.40
	Appx. Monthly	$ 9,420.67	$ 9,658.13	$ 9,897.33	$ 10,134.80	$ 10,380.93	$ 10,651.33	$ 10,916.53	$ 11,181.73	$ 11,464.27	$ 11,752.00	$ 12,057.07	$ 12,350.00	$ 12,660.27	$ 12,975.73	$ 13,299.87	$ 13,566.80	$ 13,830.27	$ 14,095.47	$ 14,360.67	$ 14,625.87
	Appx. Annual	$ 113,048.00	$ 115,897.60	$ 118,768.00	$ 121,617.60	$ 124,571.20	$ 127,816.00	$ 130,998.40	$ 134,180.80	$ 137,571.20	$ 141,024.00	$ 144,684.80	$ 148,200.00	$ 151,923.20	$ 155,708.80	$ 159,598.40	$ 162,801.60	$ 165,963.20	$ 169,145.60	$ 172,328.00	$ 175,510.40
Effective 7/25/2026		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16** 12 years	**Step 17** 15 years	**Step 18** 20 years	**Step 19** 25 years	**Step 20** 30 years

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APPENDIX C – SALARY SCHEDULES

NURSES SUPERVISORY & MANAGEMENT UNIT SALARY TABLES – EFFECTIVE 07/25/2026

		Non-Longevity														Longevity				
Effective 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years
73C	Hourly	$ 54.66	$ 55.98	$ 57.38	$ 58.77	$ 60.18	$ 61.75	$ 63.28	$ 64.82	$ 66.47	$ 68.16	$ 69.89	$ 71.62	$ 73.41	$ 75.23	$ 77.11	$ 78.63	$ 80.18	$ 81.70	$ 83.27	$ 84.80
	Appx. Bi-wkly	$ 4,372.80	$ 4,478.40	$ 4,590.40	$ 4,701.60	$ 4,814.40	$ 4,940.00	$ 5,062.40	$ 5,185.60	$ 5,317.60	$ 5,452.80	$ 5,591.20	$ 5,729.60	$ 5,872.80	$ 6,018.40	$ 6,168.80	$ 6,290.40	$ 6,414.40	$ 6,536.00	$ 6,661.60	$ 6,784.00
	Appx. Monthly	$ 9,474.40	$ 9,703.20	$ 9,945.87	$ 10,186.80	$ 10,431.20	$ 10,703.33	$ 10,968.53	$ 11,235.47	$ 11,521.47	$ 11,814.40	$ 12,114.27	$ 12,414.13	$ 12,724.40	$ 13,039.87	$ 13,365.73	$ 13,629.20	$ 13,897.87	$ 14,161.33	$ 14,433.47	$ 14,698.67
	Appx. Annual	$ 113,692.80	$ 116,438.40	$ 119,350.40	$ 122,241.60	$ 125,174.40	$ 128,440.00	$ 131,622.40	$ 134,825.60	$ 138,257.60	$ 141,772.80	$ 145,371.20	$ 148,969.60	$ 152,692.80	$ 156,478.40	$ 160,388.80	$ 163,550.40	$ 166,774.40	$ 169,936.00	$ 173,201.60	$ 176,384.00
73T	Hourly	$ 53.68	$ 55.04	$ 56.41	$ 57.78	$ 59.16	$ 60.70	$ 62.21	$ 63.74	$ 65.33	$ 66.97	$ 68.67	$ 70.38	$ 72.13							
	Appx. Bi-wkly	$ 4,294.40	$ 4,403.20	$ 4,512.80	$ 4,622.40	$ 4,732.80	$ 4,856.00	$ 4,976.80	$ 5,099.20	$ 5,226.40	$ 5,357.60	$ 5,493.60	$ 5,630.40	$ 5,770.40							
	Appx. Monthly	$ 9,304.53	$ 9,540.27	$ 9,777.73	$ 10,015.20	$ 10,254.40	$ 10,521.33	$ 10,783.07	$ 11,048.27	$ 11,323.87	$ 11,608.13	$ 11,902.80	$ 12,199.20	$ 12,502.53							
	Appx. Annual	$ 111,654.40	$ 114,483.20	$ 117,332.80	$ 120,182.40	$ 123,052.80	$ 126,256.00	$ 129,396.80	$ 132,579.20	$ 135,886.40	$ 139,297.60	$ 142,833.60	$ 146,390.40	$ 150,030.40							
74	Hourly	$ 55.03	$ 56.41	$ 57.82	$ 59.23	$ 60.66	$ 62.21	$ 63.77	$ 65.33	$ 66.96	$ 68.65	$ 70.39	$ 72.14	$ 73.94	$ 75.78	$ 77.67	$ 79.21	$ 80.79	$ 82.33	$ 83.85	$ 85.42
	Appx. Bi-wkly	$ 4,402.40	$ 4,512.80	$ 4,625.60	$ 4,738.40	$ 4,852.80	$ 4,976.80	$ 5,101.60	$ 5,226.40	$ 5,356.80	$ 5,492.00	$ 5,631.20	$ 5,771.20	$ 5,915.20	$ 6,062.40	$ 6,213.60	$ 6,336.80	$ 6,463.20	$ 6,586.40	$ 6,708.00	$ 6,833.60
	Appx. Monthly	$ 9,538.53	$ 9,777.73	$ 10,022.13	$ 10,266.53	$ 10,514.40	$ 10,783.07	$ 11,053.47	$ 11,323.87	$ 11,606.40	$ 11,899.33	$ 12,200.93	$ 12,504.27	$ 12,816.27	$ 13,135.20	$ 13,462.80	$ 13,729.73	$ 14,003.60	$ 14,270.53	$ 14,534.00	$ 14,806.13
	Appx. Annual	$ 114,462.40	$ 117,332.80	$ 120,265.60	$ 123,198.40	$ 126,172.80	$ 129,396.80	$ 132,641.60	$ 135,886.40	$ 139,276.80	$ 142,792.00	$ 146,411.20	$ 150,051.20	$ 153,795.20	$ 157,622.40	$ 161,553.60	$ 164,756.80	$ 168,043.20	$ 171,246.40	$ 174,408.00	$ 177,673.60
74A	Hourly	$ 55.24	$ 56.63	$ 58.03	$ 59.48	$ 60.97	$ 62.50	$ 64.04	$ 65.67	$ 67.31	$ 68.97	$ 70.71	$ 72.48	$ 74.27	$ 76.14	$ 78.04	$ 79.62	$ 81.17	$ 82.74	$ 84.31	$ 85.85
	Appx. Bi-wkly	$ 4,419.20	$ 4,530.40	$ 4,642.40	$ 4,758.40	$ 4,877.60	$ 5,000.00	$ 5,123.20	$ 5,253.60	$ 5,384.80	$ 5,517.60	$ 5,656.80	$ 5,798.40	$ 5,941.60	$ 6,091.20	$ 6,243.20	$ 6,369.60	$ 6,493.60	$ 6,619.20	$ 6,744.80	$ 6,868.00
	Appx. Monthly	$ 9,574.93	$ 9,815.87	$ 10,058.53	$ 10,309.87	$ 10,568.13	$ 10,833.33	$ 11,100.27	$ 11,382.80	$ 11,667.07	$ 11,954.80	$ 12,256.40	$ 12,563.20	$ 12,873.47	$ 13,197.60	$ 13,526.93	$ 13,800.80	$ 14,069.47	$ 14,341.60	$ 14,613.73	$ 14,880.67
	Appx. Annual	$ 114,899.20	$ 117,790.40	$ 120,702.40	$ 123,718.40	$ 126,817.60	$ 130,000.00	$ 133,203.20	$ 136,593.60	$ 140,004.80	$ 143,457.60	$ 147,076.80	$ 150,758.40	$ 154,481.60	$ 158,371.20	$ 162,323.20	$ 165,609.60	$ 168,833.60	$ 172,099.20	$ 175,364.80	$ 178,568.00
74B	Hourly	$ 55.86	$ 57.27	$ 58.68	$ 60.11	$ 61.53	$ 63.14	$ 64.70	$ 66.29	$ 67.96	$ 69.69	$ 71.45	$ 73.19	$ 75.03	$ 76.94	$ 78.86	$ 80.43	$ 82.01	$ 83.59	$ 85.16	$ 86.72
	Appx. Bi-wkly	$ 4,468.80	$ 4,581.60	$ 4,694.40	$ 4,808.80	$ 4,922.40	$ 5,051.20	$ 5,176.00	$ 5,303.20	$ 5,436.80	$ 5,575.20	$ 5,716.00	$ 5,855.20	$ 6,002.40	$ 6,155.20	$ 6,308.80	$ 6,434.40	$ 6,560.80	$ 6,687.20	$ 6,812.80	$ 6,937.60
	Appx. Monthly	$ 9,682.40	$ 9,926.80	$ 10,171.20	$ 10,419.07	$ 10,665.20	$ 10,944.27	$ 11,214.67	$ 11,490.27	$ 11,779.73	$ 12,079.60	$ 12,384.67	$ 12,686.27	$ 13,005.20	$ 13,336.27	$ 13,669.07	$ 13,941.20	$ 14,215.07	$ 14,488.93	$ 14,761.07	$ 15,031.47
	Appx. Annual	$ 116,188.80	$ 119,121.60	$ 122,054.40	$ 125,028.80	$ 127,982.40	$ 131,331.20	$ 134,576.00	$ 137,883.20	$ 141,356.80	$ 144,955.20	$ 148,616.00	$ 152,235.20	$ 156,062.40	$ 160,035.20	$ 164,028.80	$ 167,294.40	$ 170,580.80	$ 173,867.20	$ 177,132.80	$ 180,377.60
75B	Hourly	$ 56.49	$ 58.28	$ 59.71	$ 61.16	$ 62.63	$ 64.26	$ 65.85	$ 67.44	$ 69.14	$ 70.89	$ 72.70	$ 74.51	$ 76.36	$ 78.26	$ 80.22	$ 81.81	$ 83.44	$ 85.05	$ 86.63	$ 88.25
	Appx. Bi-wkly	$ 4,519.20	$ 4,662.40	$ 4,776.80	$ 4,892.80	$ 5,010.40	$ 5,140.80	$ 5,268.00	$ 5,395.20	$ 5,531.20	$ 5,671.20	$ 5,816.00	$ 5,960.80	$ 6,108.80	$ 6,260.80	$ 6,417.60	$ 6,544.80	$ 6,675.20	$ 6,804.00	$ 6,930.40	$ 7,060.00
	Appx. Monthly	$ 9,791.60	$ 10,101.87	$ 10,349.73	$ 10,601.07	$ 10,855.87	$ 11,138.40	$ 11,414.00	$ 11,689.60	$ 11,984.27	$ 12,287.60	$ 12,601.33	$ 12,915.07	$ 13,235.73	$ 13,565.07	$ 13,904.80	$ 14,180.40	$ 14,462.93	$ 14,742.00	$ 15,015.87	$ 15,296.67
	Appx. Annual	$ 117,499.20	$ 121,222.40	$ 124,196.80	$ 127,212.80	$ 130,270.40	$ 133,660.80	$ 136,968.00	$ 140,275.20	$ 143,811.20	$ 147,451.20	$ 151,216.00	$ 154,980.80	$ 158,828.80	$ 162,780.80	$ 166,857.60	$ 170,164.80	$ 173,555.20	$ 176,904.00	$ 180,190.40	$ 183,560.00
77C	Hourly	$ 60.54	$ 62.05	$ 63.61	$ 65.20	$ 66.85	$ 68.53	$ 70.22	$ 71.99	$ 73.78	$ 75.63	$ 77.53	$ 79.49	$ 81.46	$ 83.48	$ 85.57	$ 87.28	$ 89.02	$ 90.71	$ 92.44	$ 94.15
	Appx. Bi-wkly	$ 4,843.20	$ 4,964.00	$ 5,088.80	$ 5,216.00	$ 5,348.00	$ 5,482.40	$ 5,617.60	$ 5,759.20	$ 5,902.40	$ 6,050.40	$ 6,202.40	$ 6,359.20	$ 6,516.80	$ 6,678.40	$ 6,845.60	$ 6,982.40	$ 7,121.60	$ 7,256.80	$ 7,395.20	$ 7,532.00
	Appx. Monthly	$ 10,493.60	$ 10,755.33	$ 11,025.73	$ 11,301.33	$ 11,587.33	$ 11,878.53	$ 12,171.47	$ 12,478.27	$ 12,788.53	$ 13,109.20	$ 13,438.53	$ 13,778.27	$ 14,119.73	$ 14,469.87	$ 14,832.13	$ 15,128.53	$ 15,430.13	$ 15,723.07	$ 16,022.93	$ 16,319.33
	Appx. Annual	$ 125,923.20	$ 129,064.00	$ 132,308.80	$ 135,616.00	$ 139,048.00	$ 142,542.40	$ 146,057.60	$ 149,739.20	$ 153,462.40	$ 157,310.40	$ 161,262.40	$ 165,339.20	$ 169,436.80	$ 173,638.40	$ 177,985.60	$ 181,542.40	$ 185,161.60	$ 188,676.80	$ 192,275.20	$ 195,832.00
80	Hourly	$ 62.95	$ 65.10	$ 66.72	$ 68.33	$ 70.05	$ 71.80	$ 73.55	$ 75.39	$ 77.32	$ 79.24	$ 81.23	$ 83.25	$ 85.38	$ 87.49	$ 89.68	$ 91.45	$ 93.24	$ 95.04	$ 96.84	$ 98.63
	Appx. Bi-wkly	$ 5,036.00	$ 5,208.00	$ 5,337.60	$ 5,466.40	$ 5,604.00	$ 5,744.00	$ 5,884.00	$ 6,031.20	$ 6,185.60	$ 6,339.20	$ 6,498.40	$ 6,660.00	$ 6,830.40	$ 6,999.20	$ 7,174.40	$ 7,316.00	$ 7,459.20	$ 7,603.20	$ 7,747.20	$ 7,890.40
	Appx. Monthly	$ 10,911.33	$ 11,284.00	$ 11,564.80	$ 11,843.87	$ 12,142.00	$ 12,445.33	$ 12,748.67	$ 13,067.60	$ 13,402.13	$ 13,734.93	$ 14,079.87	$ 14,430.00	$ 14,799.20	$ 15,164.93	$ 15,544.53	$ 15,851.33	$ 16,161.60	$ 16,473.60	$ 16,785.60	$ 17,095.87
	Appx. Annual	$ 130,936.00	$ 135,408.00	$ 138,777.60	$ 142,126.40	$ 145,704.00	$ 149,344.00	$ 152,984.00	$ 156,811.20	$ 160,825.60	$ 164,819.20	$ 168,958.40	$ 173,160.00	$ 177,590.40	$ 181,979.20	$ 186,534.40	$ 190,216.00	$ 193,939.20	$ 197,683.20	$ 201,427.20	$ 205,150.40

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APPENDIX C – SALARY SCHEDULES

PSYCHIATRIST SALARY TABLES

Range Eff. Pay Period Following Board Approval		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1.50% Across the Board Increase									
P4	Hourly	163.36	167.25	171.55	175.93	179.71	184.84	189.45	194.18
	Appx. Bi-wkly	13,068.80	13,380.00	13,724.00	14,074.40	14,376.80	14,787.20	15,156.00	15,534.40
	Appx. Monthly	28,315.73	28,990.00	29,735.33	30,494.53	31,149.73	32,038.93	32,838.00	33,657.87
	Appx. Annual	339,788.80	347,880.00	356,824.00	365,934.40	373,796.80	384,467.20	394,056.00	403,894.40

Range Eff. 2/24/2024		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
2.00% Across the Board Increase									
P4	Hourly	166.63	170.60	174.98	179.45	183.30	188.54	193.24	198.06
	Appx. Bi-wkly	13,330.40	13,648.00	13,998.40	14,356.00	14,664.00	15,083.20	15,459.20	15,844.80
	Appx. Monthly	28,882.53	29,570.67	30,329.87	31,104.67	31,772.00	32,680.27	33,494.93	34,330.40
	Appx. Annual	346,590.40	354,848.00	363,958.40	373,256.00	381,264.00	392,163.20	401,939.20	411,964.80

Range Eff. 2/22/2025		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
3.00% Across the Board Increase									
P4	Hourly	171.63	175.72	180.23	184.83	188.80	194.20	199.04	204.00
	Appx. Bi-wkly	13,730.40	14,057.60	14,418.40	14,786.40	15,104.00	15,536.00	15,923.20	16,320.00
	Appx. Monthly	29,749.20	30,458.13	31,239.87	32,037.20	32,725.33	33,661.33	34,500.27	35,360.00
	Appx. Annual	356,990.40	365,497.60	374,878.40	384,446.40	392,704.00	403,936.00	414,003.20	424,320.00

Range Eff. 2/21/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
3.00% Across the Board Increase									
P4	Hourly	176.78	180.99	185.64	190.37	194.46	200.03	205.01	210.12
	Appx. Bi-wkly	14,142.40	14,479.20	14,851.20	15,229.60	15,556.80	16,002.40	16,400.80	16,809.60
	Appx. Monthly	30,641.87	31,371.60	32,177.60	32,997.47	33,706.40	34,671.87	35,535.07	36,420.80
	Appx. Annual	367,702.40	376,459.20	386,131.20	395,969.60	404,476.80	416,062.40	426,420.80	437,049.60

Range Eff. 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
2.5% New Top Step										
P4	Hourly	176.78	180.99	185.64	190.37	194.46	200.03	205.01	210.12	215.37
	Appx. Bi-wkly	14,142.40	14,479.20	14,851.20	15,229.60	15,556.80	16,002.40	16,400.80	16,809.60	17,229.60
	Appx. Monthly	30,641.87	31,371.60	32,177.60	32,997.47	33,706.40	34,671.87	35,535.07	36,420.80	37,330.80
	Appx. Annual	367,702.40	376,459.20	386,131.20	395,969.60	404,476.80	416,062.40	426,420.80	437,049.60	447,969.60

APPENDIX C – SALARY SCHEDULES

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PER DIEM SALARY TABLES

PER DIEM SALARY TABLES – EFFECTIVE PAY PERIOD FOLLOWING BOARD APPROVAL

Range Eff. Pay Period Following Board Approval			
1.50% Across the Board Increase			
Job Code	**Job Title**	**Less than 1,040 Service Hrs**	**1,040 Service Hrs or More**
03044	Per Diem Sterile Processing	$24.52	$25.14
15044	Per Diem Surgical Technician	$29.83	$30.57
19639	PerDiem-SpclProcRadiologicTech	$54.76	$56.22
18017	Per Diem - Radiologic Technologist	$47.43	$48.60
14019	Per Diem - Nuclear Med Tech	$54.76	$56.22
21013	Per Diem - Ultrasound Tech	$54.76	$56.22
16395	PD-Occupation Therapy Assistant	$39.00	$39.97
16396	Per Diem - Phys Therapy Assistant	$39.00	$39.97
16394	Per Diem - Security Tech	$24.68	$25.28
16393	Per Diem - Phlebotomist	$23.53	$24.11
18185	Per Diem - RespiratoryCarePrctnr	$46.25	$47.40
03343	ARMC House Supervisor - Per Diem	$63.02	$64.58
03337	Per Diem - Patient Care Assistant	$22.50	$23.42
12154	Lic Vocational Nurse-Per Diem	$33.08	
19201	Dialysis Technician Per Diem	$25.48	$26.12
03046	Telemetry Technician - Per Diem	$24.52	$26.31

PER DIEM SALARY TABLES – EFFECTIVE 02/24/2024

Range Eff. 2/24/2024			
2.00% Across the Board Increase			
Job Code	**Job Title**	**Less than 1,040 Service Hrs**	**1,040 Service Hrs or More**
03044	Per Diem Sterile Processing	$25.01	$25.64
15044	Per Diem Surgical Technician	$30.43	$31.18
19639	PerDiem-SpclProcRadiologicTech	$55.86	$57.34
18017	Per Diem - Radiologic Technologist	$48.38	$49.57
14019	Per Diem - Nuclear Med Tech	$55.86	$57.34
21013	Per Diem - Ultrasound Tech	$55.86	$57.34
16395	PD-Occupation Therapy Assistant	$39.78	$40.77
16396	Per Diem - Phys Therapy Assistant	$39.78	$40.77
16394	Per Diem - Security Tech	$25.17	$25.79
16393	Per Diem - Phlebotomist	$24.00	$24.59
18185	Per Diem - RespiratoryCarePrctnr	$47.18	$48.35
03343	ARMC House Supervisor - Per Diem	$64.28	$65.87
03337	Per Diem - Patient Care Assistant	$22.95	$23.89
12154	Lic Vocational Nurse-Per Diem	$33.74	
19201	Dialysis Technician Per Diem	$25.99	$26.64
03046	Telemetry Technician - Per Diem	$25.01	$26.84

APPENDIX C – SALARY SCHEDULES

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PER DIEM SALARY TABLES – EFFECTIVE 02/22/2025

Range Eff. 2/22/2025			
3.00% Across the Board Increase			
Job Code	**Job Title**	**Less than 1,040 Service Hrs**	**1,040 Service Hrs or More**
03044	Per Diem Sterile Processing	$25.76	$26.41
15044	Per Diem Surgical Technician	$31.34	$32.12
19639	PerDiem-SpclProcRadiologicTech	$57.54	$59.06
18017	Per Diem - Radiologic Technologist	$49.83	$51.06
14019	Per Diem - Nuclear Med Tech	$57.54	$59.06
21013	Per Diem - Ultrasound Tech	$57.54	$59.06
16395	PD-Occupation Therapy Assistant	$40.97	$41.99
16396	Per Diem - Phys Therapy Assistant	$40.97	$41.99
16394	Per Diem - Security Tech	$25.93	$26.56
16393	Per Diem - Phlebotomist	$24.72	$25.33
18185	Per Diem - RespiratoryCarePrctnr	$48.60	$49.80
03343	ARMC House Supervisor - Per Diem	$66.21	$67.85
03337	Per Diem - Patient Care Assistant	$23.64	$24.61
12154	Lic Vocational Nurse-Per Diem	$34.75	
19201	Dialysis Technician Per Diem	$26.77	$27.44
03046	Telemetry Technician - Per Diem	$25.76	$27.65

PER DIEM SALARY TABLES – EFFECTIVE 02/21/2026

Range Eff. 2/21/2026			
3.00% Across the Board Increase			
Job Code	**Job Title**	**Less than 1,040 Service Hrs**	**1,040 Service Hrs or More**
03044	Per Diem Sterile Processing	$26.53	$27.20
15044	Per Diem Surgical Technician	$32.28	$33.08
19639	PerDiem-SpclProcRadiologicTech	$59.27	$60.83
18017	Per Diem - Radiologic Technologist	$51.32	$52.59
14019	Per Diem - Nuclear Med Tech	$59.27	$60.83
21013	Per Diem - Ultrasound Tech	$59.27	$60.83
16395	PD-Occupation Therapy Assistant	$42.20	$43.25
16396	Per Diem - Phys Therapy Assistant	$42.20	$43.25
16394	Per Diem - Security Tech	$26.71	$27.36
16393	Per Diem - Phlebotomist	$25.46	$26.09
18185	Per Diem - RespiratoryCarePrctnr	$50.06	$51.29
03343	ARMC House Supervisor - Per Diem	$68.20	$69.89
03337	Per Diem - Patient Care Assistant	$24.35	$25.35
12154	Lic Vocational Nurse-Per Diem	$35.79	
19201	Dialysis Technician Per Diem	$27.57	$28.26
03046	Telemetry Technician - Per Diem	$26.53	$28.48

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APPENDIX C – SALARY SCHEDULES

CONTRACT SALARY TABLES

Range Eff. Pay Period Following Board Approval													
1.50% Across the Board Increase		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	
27007	Contract Respiratory Care Practitioner	$ 33.69	$ 34.54	$ 35.38	$ 36.24	$ 37.14	$ 38.04	$ 39.00	$ 39.97	$ 40.98	$ 41.99	$ 43.04	
27177	Contract Ultrasounds Tech	$ 41.99	$ 43.05	$ 44.08	$ 45.13	$ 46.23	$ 47.39	$ 48.57	$ 49.79	$ 51.03	$ 52.32	$ 53.61	
27277	Contract Radiological Tech	$ 35.56	$ 36.42	$ 37.33	$ 38.24	$ 39.19	$ 40.16	$ 41.13	$ 42.15	$ 43.22	$ 44.28	$ 45.40	
26996	Contract Special Procedures Rad Tech	$ 41.99	$ 43.05	$ 44.08	$ 45.13	$ 46.23	$ 47.39	$ 48.57	$ 49.79	$ 51.03	$ 52.32	$ 53.61	

Range Eff. 2/24/2024													
2.00% Across the Board Increase		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	
27007	Contract Respiratory Care Practitioner	$ 34.36	$ 35.23	$ 36.09	$ 36.96	$ 37.88	$ 38.80	$ 39.78	$ 40.77	$ 41.80	$ 42.83	$ 43.90	
27177	Contract Ultrasounds Tech	$ 42.83	$ 43.91	$ 44.96	$ 46.03	$ 47.15	$ 48.34	$ 49.54	$ 50.79	$ 52.05	$ 53.37	$ 54.68	
27277	Contract Radiological Tech	$ 36.27	$ 37.15	$ 38.08	$ 39.00	$ 39.97	$ 40.96	$ 41.95	$ 42.99	$ 44.08	$ 45.17	$ 46.31	
26996	Contract Special Procedures Rad Tech	$ 42.83	$ 43.91	$ 44.96	$ 46.03	$ 47.15	$ 48.34	$ 49.54	$ 50.79	$ 52.05	$ 53.37	$ 54.68	

Range Eff. 7/27/2024													
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	
27007	Contract Respiratory Care Practitioner*	$ 35.22	$ 36.11	$ 36.99	$ 37.88	$ 38.83	$ 39.77	$ 40.77	$ 41.79	$ 42.85	$ 43.90	$ 45.00	
27177	Contract Ultrasounds Tech	$ 42.83	$ 43.91	$ 44.96	$ 46.03	$ 47.15	$ 48.34	$ 49.54	$ 50.79	$ 52.05	$ 53.37	$ 54.68	
27277	Contract Radiological Tech	$ 36.27	$ 37.15	$ 38.08	$ 39.00	$ 39.97	$ 40.96	$ 41.95	$ 42.99	$ 44.08	$ 45.17	$ 46.31	
26996	Contract Special Procedures Rad Tech	$ 42.83	$ 43.91	$ 44.96	$ 46.03	$ 47.15	$ 48.34	$ 49.54	$ 50.79	$ 52.05	$ 53.37	$ 54.68	

**2.5% Equity Adjustment*

Range Eff. 2/22/2025													
3.00% Across the Board Increase		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	
27007	Contract Respiratory Care Practitioner	$ 36.28	$ 37.19	$ 38.10	$ 39.02	$ 39.99	$ 40.96	$ 41.99	$ 43.04	$ 44.14	$ 45.22	$ 46.35	
27177	Contract Ultrasounds Tech	$ 44.11	$ 45.23	$ 46.31	$ 47.41	$ 48.56	$ 49.79	$ 51.03	$ 52.31	$ 53.61	$ 54.97	$ 56.32	
27277	Contract Radiological Tech	$ 37.36	$ 38.26	$ 39.22	$ 40.17	$ 41.17	$ 42.19	$ 43.21	$ 44.28	$ 45.40	$ 46.53	$ 47.70	
26996	Contract Special Procedures Rad Tech	$ 44.11	$ 45.23	$ 46.31	$ 47.41	$ 48.56	$ 49.79	$ 51.03	$ 52.31	$ 53.61	$ 54.97	$ 56.32	

Range Eff. 2/21/2026													
3.00% Across the Board Increase		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	
27007	Contract Respiratory Care Practitioner	$ 37.37	$ 38.31	$ 39.24	$ 40.19	$ 41.19	$ 42.19	$ 43.25	$ 44.33	$ 45.46	$ 46.58	$ 47.74	
27177	Contract Ultrasounds Tech	$ 45.43	$ 46.59	$ 47.70	$ 48.83	$ 50.02	$ 51.28	$ 52.56	$ 53.88	$ 55.22	$ 56.62	$ 58.01	
27277	Contract Radiological Tech	$ 38.48	$ 39.41	$ 40.40	$ 41.38	$ 42.41	$ 43.46	$ 44.51	$ 45.61	$ 46.76	$ 47.93	$ 49.13	
26996	Contract Special Procedures Rad Tech	$ 45.43	$ 46.59	$ 47.70	$ 48.83	$ 50.02	$ 51.28	$ 52.56	$ 53.88	$ 55.22	$ 56.62	$ 58.01	

Range Eff. 7/25/2026														
2.5% New Top Step		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	
27007	Contract Respiratory Care Practitioner	$ 37.37	$ 38.31	$ 39.24	$ 40.19	$ 41.19	$ 42.19	$ 43.25	$ 44.33	$ 45.46	$ 46.58	$ 47.74	$ 48.93	
27177	Contract Ultrasounds Tech	$ 45.43	$ 46.59	$ 47.70	$ 48.83	$ 50.02	$ 51.28	$ 52.56	$ 53.88	$ 55.22	$ 56.62	$ 58.01	$ 59.46	
27277	Contract Radiological Tech	$ 38.48	$ 39.41	$ 40.40	$ 41.38	$ 42.41	$ 43.46	$ 44.51	$ 45.61	$ 46.76	$ 47.93	$ 49.13	$ 50.36	
26996	Contract Special Procedures Rad Tech	$ 45.43	$ 46.59	$ 47.70	$ 48.83	$ 50.02	$ 51.28	$ 52.56	$ 53.88	$ 55.22	$ 56.62	$ 58.01	$ 59.46	

APPENDIX D – LVN PER DIEM

PER DIEM LICENSED VOCATIONAL NURSES

TERMS AND CONDITIONS OF EMPLOYMENT

Unless otherwise specified in the MOU, provided below are the applicable terms and conditions of employment for employees in the Per Diem Licensed Vocational Nurse classification.

(a) The following Articles shall apply to employees in the classification of Per Diem Licensed Vocational Nurse, as applicable: Preamble; Recognition; Access to Personnel Records; Access to Work Locations; County Identification/Access Cards; County Management Rights; Direct Deposit; Disaster Service Workers; Employee Rights; Expense Reimbursement; Fitness for Duty; Full Understanding; Grievance Procedure (Except Section 11); Implementation; Labor-Management Task Force; Meal and Break Periods; Modified Agency Shop; Non-Discrimination; Obligation to Support; Pay Period; Payroll Adjustments; Payroll Deductions; Provisions of Law; Recruitment/Retention Salary Adjustment; Renegotiation; Salary Adjustments; Term; Time and Labor Reports; Use of Bulletin Boards; Use of County Resources; and Work Disruption.

(b) Wages. The hourly salary rate for Licensed Vocational Nurse—Per Diem is provided in Appendix C in this MOU. Licensed Vocational Nurse—Per Diem must possess a valid Licensed Vocational Nurse license issued by the State of California, one year of experience as a Licensed Vocational Nurse and Basic Life Support certification. Intravenous therapy and blood withdrawal certifications may be required depending on the area of assignment.

(c) Working on a Holiday. Per Diem Licensed Vocational Nurses shall be paid twice the base hourly rate for hours worked on the following holidays:

January 1	Last Monday in May
July 4	First Monday in September
November 11	Thanksgiving Day
Day after Thanksgiving	December 24
December 25	December 31

Holiday hours for the purpose of these holidays will begin with the night shift the day before the holiday and end with the evening shift of the day of the holiday. Time worked on these holidays shall be considered as hours worked for purposes of computing overtime.

(d) Overtime. Per Diem Licensed Vocational Nurses shall be paid at one and one-half times their regular rate of pay for hours worked in excess of forty (40) hours per work week or twelve (12) hours per day. Work week shall be defined as 12:01 a.m. each Saturday and end at 12:00 a.m. (midnight) the following Friday.

(e) Differentials.

(1) Evening and Night Shift Differentials. Employees assigned to a continuous or regularly recurring evening or night shift schedule shall receive additional shift differential over and above the established base rates of pay for all hours actually worked. Further, employees who provide relief work for other employees assigned to continuous or regularly recurring evening or night shift schedule shall receive shift differential compensation with prior approval of the appointing authority for all hours actually worked.

Employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar and twenty cents ($1.20) per hour over and above their base hourly rate for all hours actually worked. Effective August 10, 2024, employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar and thirty five cents ($1.35) per hour over and above their base hourly rate.

Employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and seventy cents ($1.70) per hour over and above their base hourly rate for all hours actually worked. Effective August 10, 2024, employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and eighty five cents ($1.85) per hour over and above their base hourly rate.

As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30-minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30-minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

When hours worked overlap more than one shift differential period, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 8:00 p.m. to 5:30 a.m. (i.e., a 9 hour shift with a 30-minute meal period). Since the majority of hours (i.e., 5.5 hours less the 30-minute meal period) are worked during the period of time covered by the Night Shift differential, the employee would receive the Night Shift differential (i.e., REG3) for all hours during that shift (i.e., 9 hours).

(2) Medical Support Weekend Differential. Per Diem Licensed Vocational Nurses assigned to hospital, mental, or correctional institutions, who are called into work on a weekend that the nurse was not pre-scheduled to work, shall be paid an additional three dollars and fifty cents ($3.50) per hour actually worked over and above their base hourly rate. Weekend for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend which the Per Diem Licensed Vocational Nurse was already pre-scheduled to work.

(3) Inpatient Assignment Compensation. Per Diem Licensed Vocational Nurses with a continuous work assignment in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center (i.e., the usual assignment where the employee performs his/her work duties) shall receive

inpatient assignment compensation in the amount of one dollar and fifty cents ($1.50) for each hour actually worked in this assignment.

(4) Detention Facility Differential. Per Diem Licensed Vocational Nurses who are regularly assigned to a detention facility (i.e., the usual assignment where the employee performs his/her work duties) shall receive a differential of one dollar ($1.00) per hour over and above their base hourly rate for all hours actually worked at the Detention Facility, up to eighty (80) hours per pay period.

(5) Dialysis Unit Differential. Per Diem Licensed Vocational Nurses assigned by the appointing authority to the Dialysis Unit at the Arrowhead Regional Medical Center shall receive a differential of one dollar and fifty ($1.50) per hour over and above their base hourly rate for all hours actually worked in the Dialysis Unit, up to eighty (80) hours per pay period.

(6) Bilingual Pay. Employees in positions designated by the appointing authority which require employees as a condition of employment to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent in translation skills by Human Resources to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by Human Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language; and Level 3 - technical skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be effective as follows: verbal skill level at sixty-two cents ($0.62) per hour, up to 80 hours per pay period, written skill level at sixty-nine cents ($0.69) per hour, up to 80 hours per pay period, and technical skill level at seventy-five cents ($0.75) per hour, up to 80 hours per pay period.

(f) Retirement.

(1) PST Deferred Compensation Plan. Per Diem Licensed Vocational Nurses are not eligible to participate in the County's defined benefit plan. Per Diem Licensed Vocational Nurses shall participate in the County's PST deferred compensation plan in lieu of participation in the defined benefit plan. Said employees shall contribute seven and one-half percent (7.5%) of the employee's biweekly base compensation. However, effective January 21, 2017, in consideration of employees not participating in the defined benefit plan employees shall be eligible for a county contribution to the PST Deferred Compensation Plan as provided in the chart below.

HOURS WORKED AS A PER DIEM – LVN SINCE THE EMPLOYEE'S MOST RECENT DATE OF HIRE IN THE CLASSIFICATION	COUNTY CONTRIBUTION	EMPLOYEE CONTRIBUTION
0 through 2,079 hours	No Contribution	7.50%
2,080 through 6,239 hours	1.00%	6.50%
6,240 through 14,559 hours	An additional 1.00% for a total of 2.00%	5.50%
14,560 through 20,799 hours	An additional 1.00% for a total of 3.00%	4.50%
20,800 or more hours	An additional 0.75% for a total of 3.75%	3.75%

Employees shall be eligible to begin receiving the applicable County contribution effective the pay period following the employee's completion of the required number of hours worked.

The employee's contributions to PST deferred compensation shall be automatically deducted from employee's earnings. Employees shall enroll in the plan on forms approved by the Employee Benefits and Services Division. This Section shall not apply to any employee who is otherwise covered by the County retirement system.

(2) Deferred Compensation. Per Diem Licensed Vocational Nurses may participate in the Section 457(b) deferred compensation plan administered by County, to the maximum extent provided by law, but shall not receive a County match.

(g) Unclassified Service. Per Diem Licensed Vocational Nurses are in the Unclassified Service, and therefore do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law. As such, the Personnel Rules shall not apply to employees in the Per Diem Licensed Vocational Nurse classification.

(h) Hours of Work. Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. This includes being available to work any minimum number of hours, days, and/or weekends established by the appointing authority.

(i) Dependent Care Assistance Plan. The purpose of the Section 125 Dependent Care Assistance Plan (DCAP) is to permit eligible Per Diem Licensed Vocational Nurses to make an election to pay for certain dependent care expenses with salary reduction from compensation contributed to the Plan before federal income tax is paid to the Internal Revenue Service ("Salary Reduction") in accordance with Sections 125 and 129 of the Internal Revenue Code (IRC) of 1986 and regulations issued pursuant thereto. DCAP shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law.

DCAP will be administered by the County's Human Resources Employee Benefits & Services Division consistent with said IRC Sections and the County's Dependent Care Assistance Plan Document.

Enrollment. Enrollment in the Plan is required every Plan Year and is limited to the annual open enrollment period or within sixty (60) calendar days following the date of becoming eligible due to a mid-year Change in Status event. Failure to submit a participation agreement within the time frame shall result in an election to not participate in the Plan.

Elections. Eligible Per Diem Nurses may contribute, on a pre-tax basis, each bi-weekly pay period, an amount up to the IRC annual maximum. DCAP contributions will be automatically deducted from the employee's pay warrant, or in the absence of sufficient earnings to cover the deduction, the employee will be offered the option to contribute by another method as provided by the DCAP Document. An employee election to participate shall be irrevocable for the remainder of the Plan Year. Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan Year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Dependent Care Assistance Plan Document.

Remaining Balances. Pursuant to IRC Section 125, any amounts remaining in the employee's account at the end of a Plan Year must be forfeited. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

(j) Sick Leave. Per Diem Licensed Vocational Nurses shall be provided paid Sick Leave as required by law. Paid sick leave is an insurance or protection to be granted in circumstances of adversity to promote the health of the employee. It is not an earned right to time off from work. Sick leave is the authorized absence from duty of an employee for the following purposes:

- Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. Family is defined as a child (biological, adopted, foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis regardless of age or dependency status); a biological, adoptive, or foster parent, stepparent, legal guardian of an employee or employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor; spouse, registered domestic partner; grandparent; grandchild; sibling; or any person designated by the employee at the time the employee requests paid sick days. An employee shall not identify more than one "designated person" as a family member in a 12-month period from the first date of designation.
- If the eligible employee is a victim of domestic violence, sexual assault, or stalking, for the purposes described in subdivision (c) of Section 230 and subdivision (a) of Section 230.1 of the California Labor Code.

Sick Leave for Bereavement – A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member of the employee's, as defined herein (except for a person "designated" by the employee for sick leave purposes), or any relative who resided with the employee.

Separation – No paid sick leave shall be used as vacation, cashed-out upon separation, termination, retirement, or other separation from employment.

Notice of Sickness – The employee shall provide reasonable advance notification of the need for paid sick leave if the leave is foreseeable. In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work (e.g., road crews), the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence and must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty. In other departments, the appointing authority or designee must be notified within one-half (1/2) hour after the start of the employee's scheduled tour of duty of a sickness on the first day of absence.

Minimum charge – The minimum charge against sick leave shall be no less than fifteen (15) minutes.

Compensation – Paid sick leave will be compensated at the employee's base hourly rate.

If the employee has different base hourly pay rates within ninety (90) days of using paid sick leave then the paid sick leave shall be compensated with a blended rate.

Review – Use of paid sick leave accrued pursuant to the terms of the California Healthy Workplaces, Healthy Families Act, is not subject to a requirement of a doctor's note or proof of illness, unless there is a reasonable belief of misuse.

Accrual – Employees shall accrue paid sick leave at a rate of one (1) hour per every thirty (30) hours worked. Employees will be eligible to use sick leave on the first day following the pay period after

ninety (90) days of employment, with a cap on annual usage of three (3) days or twenty-four (24) hours per year, whichever is greater. One year shall be calculated on a 12-month basis from the first date the employee is eligible to use paid sick leave.

The use of paid sick leave does not count toward the accrual for further sick leave or in the calculation for the purposes of overtime. Unused accrued sick leave shall carry over to the following year; however, the leave balance will be capped at six (6) days or 48 hours, whichever is greater.

(k) Bereavement Leave – Per Diem Licensed Vocational Nurses are entitled to a total of 5 days of unpaid bereavement leave. The bereavement leave shall be completed within three months of the date of death of the family member.

(l) Discipline Review Process. This section shall apply to all Per Diem Licensed Vocational Nurses who have completed more than 1,600 service hours in the classification.

Except as provided below, prior to terminating an employee, the Department Human Resources Business Partner shall meet with the employee to discuss the circumstances surrounding purported disciplinary matter.

Such meeting shall not be required in instances when the employee is immediately removed or when the disciplinary matter is based on serious misconduct of the employee (e.g., the employee has abused a patient or co-worker, the employee reports to work under the influence of alcohol and/or drugs, etc.).

An eligible Per Diem Licensed Vocational Nurse who is terminated from employment may have such termination reviewed according to the following process:

(1) Within fourteen (14) calendar days of the disciplinary action being presented to the Per Diem Licensed Vocational Nurse, the nurse may submit to the Human Resources Business Partner assigned to his/her department a written request to schedule a meeting to discuss the termination. Within five (5) working days of this meeting, the Human Resources Business Partner shall give the nurse his/her decision.

(2) If a mutually acceptable solution has not been reached, the Per Diem Licensed Vocational Nurse shall submit a written request to review the termination to the Department Head within five (5) working days of notice from the Human Resources Business Partner. The Department Head or Designee shall meet with the Per Diem Licensed Vocational Nurse and/or representative to discuss the termination. Within ten (10) working days of the meeting with the Per Diem Licensed Vocational Nurse, the Department Head shall provide the nurse his/her decision. Such notification shall be rendered in writing to the nurse and representative.

(3) If a mutually acceptable solution has not been reached with the Department Head, the Per Diem Licensed Vocational Nurse may submit a written request to review the termination to the Human Resources Director within five (5) working days of notice from the Department Head. The Human Resources Director shall meet with the Per Diem Licensed Vocational Nurse and/or representative to discuss the termination.

Following a review of the written request, the Human Resources Director shall have full and final authority to mutually resolve the discipline review process with the employee/employee's representative within ten (10) working days of the meeting with the Per Diem Licensed Vocational

Nurse. Such notification shall be rendered in writing to the nurse and representative.

Termination actions taken as a result of a Per Diem Licensed Vocational Nurse's failure to meet the minimum commitment level and/or maintain required licensure and certification(s) are specifically excluded from the Discipline Review Process. Additionally, a Per Diem Licensed Vocational Nurse who is called off may not have the call-off reviewed pursuant to Discipline Review Process.

Nothing herein is intended, nor shall it be construed, to confer regular status or civil service rights and protections, pursuant to the Personnel Rules, to Per Diem Licensed Vocational Nurses. It is expressly understood that Per Diem Licensed Vocational Nurses are and shall remain in the unclassified service. The employee(s) may represent themselves, or may be represented by an authorized Teamsters Representative and/or an Authorized Employee Representative. This representation may commence at any step in the Discipline Review Process.

(m) Low Census. At the sole discretion of the County, Per Diem Licensed Vocational Nurses may be called off without pay at any time if it is determined that the patient census is such that their services are not immediately necessary. A Per Diem Licensed Vocational Nurse who the Department does not attempt to notify of a call-off prior to the beginning of a scheduled shift and who reports for work, will be provided a minimum of two (2) hours of work. This minimum guarantee shall not apply if the Department has attempted to contact the Per Diem Licensed Vocational Nurse prior to the beginning of the shift.

(n) Closed Examinations. Per Diem Licensed Vocational Nurses shall be eligible to participate in the closed examination process. For the purposes of this Section (n), a closed examination shall be an examination that is limited to a particular agency or department.

(o) Data. On an annual basis the County shall provide, upon the request of Teamsters, the total number of hours worked for each Per Diem Licensed Vocational Nurse.

APPENDIX E – CONTRACT RCP II

SIDE LETTER AGREEMENT

RESPIRATORY CARE PRACTITIONERS

CONTRACT RESPIRATORY CARE PRACTITIONER IIS

(a) Description. Contract Respiratory Care Practitioner II's shall supplement regular Respiratory Care Practitioners, and provide employees in Contract positions with a different pay and benefit structure. Contract Respiratory Care Practitioner II's are eligible for limited benefits, and shall participate in the SBCERA general retirement system provided the employee meets the applicable participation terms specified by law and SBCERA bylaws.

Arrowhead Regional Medical Center shall have the authority and responsibility, independent of the merit system, to do the direct hiring of Contract Respiratory Care Practitioner II's, subject to Board of Supervisors approval. They shall remain in the unclassified service, and as such, the Personnel Rules shall not apply to Contract Respiratory Care Practitioner II's. Additionally, they do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law.

(b) Memorandum of Understanding. The County and Teamsters agree that the following Articles/Sections of the MOU shall apply to Contract Respiratory Care Practitioner II's, as applicable: Recognition; Access to Personnel Records; Access to Work Locations; Accidental Death and Dismemberment; Bilingual Compensation; County Identification/Access Cards; Call-Back Compensation, County Management Rights; Definitions; Dependent Care Assistance Plan; Direct Deposit; Disaster Service Workers; Employee Rights; Expense Reimbursement; Fitness for Duty; Full Understanding; Implementation; Labor-Management Task Force; Life Insurance; Meal and Break Periods; Medical Support Shift Differential; Medical Support Weekend Differential; Modified Agency Shop; Non-Discrimination; Obligation to Support; On-Call Compensation; Overtime; Pay Period; Payroll Adjustments; Payroll Deductions; Provisions of Law; Recruitment/Retention Salary Adjustment; Salary Adjustments; Section 125 Premium Conversion Plan; Time and Labor Reports; Use of Bulletin Boards; Use of County Resources; and Work Disruption.

(c) Grievance. The County and Teamsters agree that Contract Respiratory Care Practitioner II's shall be eligible to utilize the Grievance Procedure of the MOU (Except Section 11) to grieve matters governed by Section 2 above (except County Management Rights and Non-Discrimination) and those terms provided in Section 4(i) - 4(x) below (except (x) Discipline Review Process). Any dispute which may arise between parties involving the application, meaning, or interpretation of subjects solely governed by the employee's individual employment contract shall not be grievable (e.g., Conflict of Interest, Required Licensure and Certifications, Evidence of Eligibility to Work, etc.).

(d) Contract Terms. The following terms (i) – (x) shall be the minimum standard terms to be included in an individual employment contract with a Contract Respiratory Care Practitioner II. Should the contract terms between a Contract Respiratory Care Practitioner II and the County be inconsistent with the terms set forth in (i) – (x) below, the terms set forth in this Section (4)(i) – (4)(x) shall govern. Where there may be an unintended conflict between the applicable terms of the MOU as set forth in

Section (2) above and the terms outlined in a Contract Respiratory Care Practitioner II's individual employment contract, the applicable MOU terms set forth in Section (2) shall govern.

(1) Salary Rate. The hourly salary rates for Contract Respiratory Care Practitioner IIs are provided in Appendix C in this MOU. Contractor's hourly rate of pay shall not be less than the minimum rates (step 1) or exceed the maximum rates (step 11) in the applicable salary tables in Appendix C. Upon approval of the Department Director, Contractor shall be eligible to receive an approximate 2.5% step advancement at the beginning of the pay period following the pay period in which the employee completes 1,040 service hours based on meets standards work performance, not to exceed the maximum rate.

(2) Longevity Differential. Contractor shall be eligible for longevity pay above the base rate of pay, as indicated below, based on total hours of completed continuous service with the County, either as a Contract Respiratory Care Practitioner II or a regular Respiratory Care Practitioner. The Longevity Differential shall be paid on all paid hours, up to an employee's standard hours, and shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED CONTINUOUS SERVICE	COMPENSATION
20,800 Continuous Service Hours (10 years)	1.0%
31,200 Continuous Service Hours (15 years)	3.0%

For purposes of longevity pay only, a year of completed County service is defined as 2,080 continuous service hours with the County.

(3) Respiratory Critical Care Differential. Contract Respiratory Care Practitioner II's who have completed at least 8,320 hours of continuous service as a Respiratory Care Practitioner II and/or a Contract Respiratory Care Practitioner II with the County, possess and maintain qualifications as determined by the Department required to provide care to patients in two of the following three specialties, and who make themselves available to work in those units, shall receive a differential of five percent (5.00%) above their base hourly rate for all hours actually worked (i.e., REG hours), up to their standard hours per pay period:

Adult Mechanical ventilation via high frequency ventilation,
Trauma / Emergency Room, or
Neonatal Intensive Care

This differential shall sunset on September 22, 2023.

(4) Hours of Work. Contractor shall be required to work during such hours as necessary to carry out the duties of his/her position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. Contractor's regularly scheduled workweek shall be established by the Department Director or his/her designee. The Department Director or his/her designee may modify or change the number of hours in a standard day, schedule, or shift to meet the needs of the service. Contractor shall not work in excess of his/her shift or in excess of forty (40) hours a work period without prior approval from the Department Director or his/her designee. The Department Director or his/her

designee may direct Contractor to work fewer hours than assigned per scheduled shift due to lower workload.

Further, the Department Director, or his/her designee may cancel any scheduled shift assigned to Contractor prior to the beginning of said shift.

(5) Working on a Holiday. In lieu of any County-paid holidays, Contractor shall receive double time compensation for working on the actual, not observed, day of the following County holidays:

January 1	Second Monday in October
Third Monday in January	November 11
Third Monday in February	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
June 19	December 24
July 4	December 25
First Monday in September	December 31

(6) Sick Leave. Contractor shall be provided paid sick Leave as required by law. Paid sick leave is an insurance or protection to be granted in circumstances of adversity to promote the health of the employee. It is not an earned right to time off from work. Sick leave is the authorized absence from duty of an employee for the following purposes:

- Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. Family is defined as a child (biological, adopted, foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis regardless of age or dependency status); a biological, adoptive, or foster parent, stepparent, legal guardian of an employee or employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor; spouse, registered domestic partner; grandparent; grandchild; sibling; or any person designated by the employee at the time the employee requests paid sick days. An employee shall not identify more than one "designated person" as a family member in a 12-month period from the first date of designation.

- If the eligible employee is a victim of domestic violence, sexual assault, or stalking, for the purposes described in subdivision (c) of Section 230 and subdivision (a) of Section 230.1 of the California Labor Code.

Sick Leave for Bereavement – A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member of the employee's, as defined herein (except for a person "designated" by the employee for sick leave purposes), or any relative who resided with the employee.

Separation – No paid sick leave shall be used as vacation, cashed-out upon separation, termination, retirement, or other separation from employment.

Notice of Sickness – The employee shall provide reasonable advance notification of the need for paid sick leave if the leave is foreseeable. In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one

or more other employees shortly after reporting to work (e.g., road crews), the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence and must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty. In other departments, the appointing authority or designee must be notified within one-half (1/2) hour after the start of the employee's scheduled tour of duty of a sickness on the first day of absence.

Minimum charge – The minimum charge against sick leave shall be no less than fifteen (15) minutes.

Compensation – Paid sick leave will be compensated at the employee's base hourly rate.

Review – Use of paid sick leave accrued pursuant to the terms of the California Healthy Workplaces, Healthy Families Act, is not subject to a requirement of a doctor's note or proof of illness, unless there is a reasonable belief of misuse.

Accrual – Employees shall accrue paid sick leave at a rate of one (1) hour per every thirty (30) hours worked (i.e., REG hours). Employees will be eligible to use sick leave on the first day following the pay period after ninety (90) days of employment, with a cap on annual usage of three (3) days or twenty-four (24) hours per year, whichever is greater. One year shall be calculated on a 12-month basis from the first date the employee is eligible to use paid sick leave.

The use of paid sick leave does not count toward the accrual for further sick leave or in the calculation for the purposes of overtime. Unused accrued sick leave shall carry over to the following year; however, the leave balance will be capped at six (6) days or 48 hours, whichever is greater.

(7) Bereavement Leave – Contracts are entitled up to a total of 5 days of unpaid bereavement leave. The bereavement leave shall be completed within three months of the date of death of the family member.

(8) Retirement. Contractor's participation in the general retirement system shall be in accordance with the applicable terms of the County Employees Retirement Law of 1937, the California Public Employees' Pension Reform Act of 2013 (Gov't Code section 7522 et seq.), and the By-Laws and other requirements of the San Bernardino County Employees Retirement Association. If Contractor does not meet the applicable conditions for participation in the general retirement system Contractor shall, in lieu of participation in the County retirement system, participate in the County's PST Deferred Compensation Plan.

(9) Deferred Compensation. Contractor shall be eligible to participate in the County's 457(b) Salary Savings Plan as per the Plan document, but shall not receive a County match.

(10) Medical and Dental Coverage. If Contractor is regularly scheduled to work and regularly works a minimum of forty-one (41) hours per pay period, Contractor is eligible to enroll in the medical and dental plan offered by the County or the medical and dental plan offered by the Trust. Contractor may elect to participate in or terminate such coverage at the time of initial hire and during standard open enrollment periods as determined by the County. Contractor shall not receive any benefit to offset the cost of health plan premiums charged to Contractor.

(11) Discipline Review Process. This section shall apply to all Contract Respiratory Care Practitioner II's who have completed more than 1,872 service hours in the classification.

Except as provided below, prior to terminating an employee, the Department Human Resources Business Partner shall meet with the employee to discuss the circumstances surrounding purported disciplinary matter.

Such meeting shall not be required in instances when the employee is immediately removed or when the disciplinary matter is based on serious misconduct of the employee (e.g., the employee has abused a patient or co-worker, the employee reports to work under the influence of alcohol and/or drugs, etc.).

An eligible Contract Respiratory Care Practitioner II who is terminated from employment may have such termination reviewed according to the following process:

(i) Within fourteen (14) calendar days of the termination being presented to the Contract Respiratory Care Practitioner II, the employee may submit to the Human Resources Business Partner assigned to his/her department a written request to schedule a meeting to discuss the termination. Within five (5) working days of this meeting, the Human Resources Business Partner shall give the employee his/her response.

(ii) If a mutually acceptable solution has not been reached, the Contract Respiratory Care Practitioner II shall submit a written request to review the termination to the Department Head, or designee, within five (5) working days of notice from the Human Resources Business Partner. The Department Head, or designee, shall meet with the Contract Respiratory Care Practitioner II and/or representative to discuss the termination. Within ten (10) working days of the meeting with the Contract Respiratory Care Practitioner II, the Department Head, or designee, shall provide the employee his/her response. Such notification shall be rendered in writing to the employee and representative.

(iii) If a mutually acceptable solution has not been reached with the Department Head, or designee, Teamsters may submit a written request to mediate the termination.

Termination actions taken as a result of a Contract Respiratory Care Practitioner II's failure to maintain required licensure and certification(s) are specifically excluded from the Discipline Review Process. Additionally, a Contract Respiratory Care Practitioner II who is called off may not have the call-off reviewed pursuant to Discipline Review Process.

Nothing herein is intended, nor shall it be construed, to confer regular status or civil service rights and protections, pursuant to the Personnel Rules, to Contract Respiratory Care Practitioner IIs. It is expressly understood that Contract Respiratory Care Practitioner IIs are and shall remain in the unclassified service. The employee(s) may represent themselves through Step (b) of this Discipline Review Process, or may be represented by an authorized Teamsters Representative and/or an Authorized Employee Representative. This representation may commence at any step in the Discipline Review Process.

(12) Miscellaneous Terms. Nothing herein is intended to preclude the inclusion of other terms into the employment contract with a Contract Respiratory Care Practitioner II provided, however, that such additional terms shall not be considered part of the MOU or subject to the Grievance Procedure. Such additional terms may be, but are not limited to, the following: Conflict of Interest, Use of County Vehicle, and Evidence of Eligibility to Work.

(13)Unclassified Service. The County and Teamsters agree that Contract Respiratory Care Practitioner II's will not attain regular status in the Contract position. Contract Respiratory Care Practitioner II's are in the Unclassified Service, and therefore do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law. As such, the Personnel Rules shall not apply to Contract Respiratory Care Practitioner II's.

(14)Closed Examinations. The County and Teamsters agree that Contract Respiratory Care Practitioner II's shall be eligible to participate in any closed examination process. For the purposes of this Section (7), a closed examination shall be an examination that is limited to a particular agency or department.

(15)Bilingual Pay. Employees in positions designated by the appointing authority which require employees as a condition of employment to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent in translation skills by Human Resources to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by Human Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language; and Level 3 - technical skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be effective as follows: verbal skill level at sixty-two cents ($0.62) per hour, up to 80 hours per pay period, written skill level at sixty-nine cents ($0.69) per hour, up to 80 hours per pay period, and technical skill level at seventy-five cents ($0.75) per hour, up to 80 hours per pay period.

APPENDIX F – MEDICAL IMAGING

SECTION A – CONTRACT ULTRASOUND TECHNOLOGISTS, CONTRACT RADIOLOGICAL TECHNOLOGISTS, AND CONTRACT SPECIAL PROCEDURES RADIOLOGICAL TECHNOLOGISTS

(a) Description. Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists shall supplement regular Ultrasound Technologists, Radiological Technologists, and Special Procedures Radiological Technologists, and provide employees in Contract positions with a different pay and benefit structure. Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists are eligible for limited benefits, and shall participate in the SBCERA general retirement system provided the employee meets the applicable participation terms specified by law and SBCERA bylaws.

Arrowhead Regional Medical Center shall have the authority and responsibility, independent of the merit system, to do the direct hiring of Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists, subject to Board of Supervisors approval. They shall remain in the unclassified service, and as such, the Personnel Rules shall not apply to Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists. Additionally, they do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law.

(b) Memorandum of Understanding. The County and Teamsters agree that the following Articles/Sections of the MOU shall apply to Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists, as applicable: Recognition; Access to Personnel Records; Access to Work Locations; Accidental Death and Dismemberment; Bilingual Compensation; County Identification/Access Cards; County Management Rights; Definitions; Dependent Care Assistance Plan; Direct Deposit; Disaster Service Workers; Employee Rights; Expense Reimbursement; Fitness for Duty; Full Understanding; Implementation; Labor- Management Task Force; Meal and Break Periods; Evening and Night Shift Differentials; Modified Agency Shop; Non-Discrimination; Obligation to Support; Overtime; Pay Period; Payroll Adjustments; Payroll Deductions; Provisions of Law; Recruitment/Retention Salary Adjustment; Return to Work Compensation; Salary Adjustments; Section 125 Premium Conversion Plan; Time and Labor Reports; Use of Bulletin Boards; Use of County Resources; and Work Disruption.

(c) Grievance. The County and Teamsters agree that Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists shall be eligible to utilize the Grievance Procedure of the MOU (Except Section 11) to grieve matters governed by Section 2 above (except County Management Rights and Non-Discrimination) and those terms provided in Section 4(i) - 4(ix) below. Any dispute which may arise between parties involving the application, meaning, or interpretation of subjects solely governed by the employee's individual employment contract shall not be grievable (e.g., Conflict of Interest, Required Licensure and Certifications, Evidence of Eligibility to Work, etc.).

(d) Contract Terms. The following terms (i) – (ix) shall be the minimum standard terms to be included in an individual employment contract with a Contract Ultrasound Technologist, Contract Radiological Technologist, and Contract Special Procedures Radiological Technologist. Should the contract terms

between a Contract Ultrasound Technologist, Contract Radiological Technologist, or Contract Special Procedures Radiological Technologist and the County be inconsistent with the terms set forth in (i) – (ix) below, the terms set forth in this Section (4)(i) – (4)(ix) shall govern. Where there may be an unintended conflict between the applicable terms of the MOU as set forth in Section (2) above and the terms outlined in a Contract Ultrasound Technologists, Contract Radiological Technologists, or Contract Special Procedures Radiological Technologists individual employment contract, the applicable MOU terms set forth in Section (2) shall govern.

(1) Salary Rate. The hourly salary rates for Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists are provided in Appendix C of this MOU. Contractor's hourly rate of pay shall not be less than the minimum rates (step 1) or exceed the maximum rates (step 11) in the applicable salary tables in Appendix C. Upon approval of the Department Director, Contractor shall be eligible to receive an approximate 2.5% step advancement at the beginning of the pay period following the pay period in which the employee completes 1,040 service hours based on meets standards work performance, not to exceed the maximum rate.

(2) Longevity Differential. Contractor shall be eligible for longevity pay above the base rate of pay, as indicated below, based on total hours of completed continuous service with the County, as a Contract Ultrasound Technologist, Contract Radiological Technologist, or Contract Special Procedures Radiological Technologist or a regular Ultrasound Technologist, Radiological Technologist, or Special Procedures Radiological Technologist. The Longevity Differential shall be paid on all paid hours, up to an employee's standard hours, and shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED CONTINUOUS SERVICE	COMPENSATION
20,800 Continuous Service Hours (10 years)	1.0%
31,200 Continuous Service Hours (15 years)	3.0%

For purposes of longevity pay, a year of completed County service is defined as 2,080 continuous service hours with the County.

(3) Medical Imaging Specialty Differential. Contract Special Procedures Radiological Technologists who possess and maintain licenses/certifications and competencies required to provide care to patients in multiple medical imaging areas, and who make themselves available to work in those areas, shall receive a differential of five percent (5.00%) above their base hourly rate for all hours actually worked (i.e., REG hours), up to their standard hours per pay period. All technologists must perform X-rays as assigned and two or more of the following specialty areas to be eligible: CT, MRI, Cath Lab, or Angio.

(4) Bilingual Pay. Employees in positions designated by the appointing authority which require employees as a condition of employment to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent in translation skills by Human Resources to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by Human

Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language; and Level 3 - technical skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be effective as follows: verbal skill level at sixty-two cents ($0.62) per hour, up to 80 hours per pay period, written skill level at sixty-nine cents ($0.69) per hour, up to 80 hours per pay period, and technical skill level at seventy-five cents ($0.75) per hour, up to 80 hours per pay period.

(5) Medical Support Weekend Differential. Employees assigned to hospital, mental, or correctional institutions, who are called into work on a weekend that the employee was not pre-scheduled to work, shall be paid an additional three dollars and fifty cents ($3.50) per hour actually worked over and above their base hourly rate. Weekend for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend which the employee was already pre-scheduled to work.

Employees who receive the Medical Support Weekend differential are not eligible to receive other shift differentials (e.g., Evening and Night Shift differentials) for hours worked during the weekend shift.

(6) Hours of Work. Contractor shall be required to work during such hours as necessary to carry out the duties of his/her position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. Contractor's regularly scheduled workweek shall be established by the Department Director or his/her designee. The Department Director or his/her designee may modify or change the number of hours in a standard day, schedule, or shift to meet the needs of the service. Contractor shall not work in excess of his/her shift or in excess of forty (40) hours a work period without prior approval from the Department Director or his/her designee. The Department Director or his/her designee may direct Contractor to work fewer hours than assigned per scheduled shift due to lower workload.

Further, the Department Director, or his/her designee may cancel any scheduled shift assigned to Contractor prior to the beginning of said shift.

(7) Working on a Holiday. In lieu of any County-paid holidays, Contractor shall receive double time compensation for working on the actual, not observed, day of the following County holidays:

January 1	Second Monday in October
Third Monday in January	November 11
Third Monday in February	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
June 19	December 24
July 4	December 25
First Monday in September	December 31

(8) Sick Leave. Contractor shall be provided paid sick leave as required by law. Paid sick leave is an insurance or protection to be granted in circumstances of adversity to promote the health of the employee. It is not an earned right to time off from work. Sick leave is the authorized absence from duty of an employee for the following purposes:

- Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. Family is defined as a child (biological, adopted, foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis regardless of age or dependency status); a biological, adoptive, or foster parent, stepparent, legal guardian of an employee or employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor; spouse, registered domestic partner; grandparent; grandchild; sibling; or any person designated by the employee at the time the employee requests paid sick days. An employee shall not identify more than one "designated person" as a family member in a 12-month period from the first date of designation.
- If the eligible employee is a victim of domestic violence, sexual assault, or stalking, for the purposes described in subdivision (c) of Section 230 and subdivision (a) of Section 230.1 of the California Labor Code.

Sick Leave for Bereavement – A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member of the employee's, as defined herein (except for a person "designated" by the employee for sick leave purposes), or any relative who resided with the employee.

Separation – No paid sick leave shall be used as vacation, cashed-out upon separation, termination, retirement, or other separation from employment.

Notice of Sickness – The employee shall provide reasonable advance notification of the need for paid sick leave if the leave is foreseeable. In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work (e.g., road crews), the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence and must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty. In other departments, the appointing authority or designee must be notified within one-half (1/2) hour after the start of the employee's scheduled tour of duty of a sickness on the first day of absence.

Minimum charge – The minimum charge against sick leave shall be no less than fifteen (15) minutes.

Compensation – Paid sick leave will be compensated at the employee's base hourly rate.

Review – Use of paid sick leave accrued pursuant to the terms of the California Healthy Workplaces, Healthy Families Act, is not subject to a requirement of a doctor's note or proof of illness, unless there is a reasonable belief of misuse.

Accrual – Employees shall accrue paid sick leave at a rate of one (1) hour per every thirty (30) hours worked (i.e., REG hours). Employees will be eligible to use sick leave on the first day following the pay period after ninety (90) days of employment, with a cap on annual usage of three (3) days or twenty-four (24) hours per year, whichever is greater. One year shall be calculated on a 12-month basis from the first date the employee is eligible to use paid sick leave.

The use of paid sick leave does not count toward the accrual for further sick leave or in the calculation for the purposes of overtime. Unused accrued sick leave shall carry over to the

following year; however, the leave balance will be capped at six (6) days or 48 hours, whichever is greater.

(9) Bereavement Leave – Contractors are entitled up to a total of 5 days of unpaid bereavement leave. The bereavement leave shall be completed within three months of the date of death of the family member.

(10) Retirement. Contractor's participation in the general retirement system shall be in accordance with the applicable terms of the County Employees Retirement Law of 1937, the California Public Employees' Pension Reform Act of 2013 (Gov't Code section 7522 et seq.), and the By-Laws and other requirements of the San Bernardino County Employees Retirement Association. If Contractor does not meet the applicable conditions for participation in the general retirement system Contractor shall, in lieu of participation in the County retirement system, participate in the County's PST Deferred Compensation Plan.

(11) Deferred Compensation. Contractor shall be eligible to participate in the County's 457(b) Salary Savings Plan as per the Plan document, but shall not receive a County match.

(12) Medical and Dental Coverage. If Contractor is regularly scheduled to work and regularly works a minimum of forty-one (41) hours per pay period, Contractor is eligible to enroll in a medical and dental plan offered by either the County or by Teamsters Local 1932 through the Trust. Contractor may elect to participate in or terminate such coverage at the time of initial hire and during standard open enrollment periods as determined by the County. Contractor shall not receive any benefit to offset the cost of health plan premiums charged to Contractor.

(13) Supplemental Life Insurance. If Contractor is regularly scheduled to work and regularly works a minimum of forty-one (41) hours per pay period and has completed thirteen (13) pay periods of employment, Contractor shall be eligible to purchase supplemental term life insurance.

(e) Miscellaneous Terms. Nothing herein is intended to preclude the inclusion of other terms into the employment contract with a Contract Ultrasound Technologist, Contract Radiological Technologist, or Contract Special Procedures Radiological Technologist provided, however, that such additional terms shall not be considered part of the MOU or subject to the Grievance Procedure. Such additional terms may be, but are not limited to, the following: Conflict of Interest, Use of County Vehicle, and Evidence of Eligibility to Work.

(f) Unclassified Service. The County and Teamsters agree that Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists will not attain regular status in the Contract position. Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists are in the Unclassified Service, and therefore do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law. As such, the Personnel Rules shall not apply to Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures RadiologicalTechnologists.

(g) Closed Examinations. The County and Teamsters agree that Contract Ultrasound Technologists, Contract Radiological Technologists, and Contract Special Procedures Radiological Technologists shall be eligible to participate in any closed examination process. For the purposes of this Section, a closed examination shall be an examination that is limited to a particular agency or department.

SECTION B – QUARTERLY REVIEW

At the request of Teamsters, the County agrees to meet on quarterly basis to review recruitment, retention, and/or hiring issues (including contract to regular) in Medical Imaging. The parties shall also discuss the conversion of positions (e.g., contract to regular, contract to per diem, etc.)

SECTION C – PER DIEM ANNUAL HOURS REVIEW

Following the creation of the Per Diem Medical Imaging classifications, the County shall, upon Teamsters' request, provide Teamsters the annual hours worked for any Per Diem Medical Imaging employees.

APPENDIX G – PER DIEM TEAMSTERS

TERMS AND CONDITIONS OF EMPLOYMENT OF THE

CLASSIFICATIONS LISTED IN SUB-SECTION B WAGES BELOW:

Unless otherwise specified in the MOU, provided below are the applicable terms and conditions of employment for employees in the Per Diem classifications covered by this Appendix H.

(a) The following Articles shall apply to employees in the Per Diem classifications covered by this Appendix H, as applicable: Recognition; Access to Personnel Records; Access to Work Locations; Arrowhead Regional Medical Center (ARMC) Critical On-Call Compensation; Call-Back Compensation; County Identification/Access Cards; County Management Rights; Definitions; Direct Deposit; Disaster Service Workers; Employee Rights; Expense Reimbursement; Fitness for Duty; Full Understanding; Grievance Procedure (Except Section 11) to grieve only those matters governed by this section (a) (except County Management Rights and Non-Discrimination); Implementation; Labor-Management Task Force; Meal and Break Periods; Modified Agency Shop; Non Discrimination; Obligation to Support; On-Call Compensation; Pay Period; Payroll Adjustments; Payroll Deductions; Provisions of Law; Recruitment/Retention Salary Adjustment; Renegotiation; Salary Adjustments; Term; Time and Labor Reports; Use of Bulletin Boards; Use of County Resources; and Work Disruption.

(b) Wages. The hourly salary rates for the Per Diem classifications listed below are provided in Appendix C of this MOU.

Per Diem Classification List
Per Diem - Sterile Processing Technician
Per Diem - Surgical Technician
Per Diem - Special Procedures Radiologic Technologist
Per Diem - Radiologic Technologist
Per Diem - Nuclear Medicine Technologist
Per Diem - Ultrasound Technologist
Per Diem - Occupational Therapy Assistant
Per Diem - Physical Therapy Assistant
Per Diem - Security Officer
Per Diem – Phlebotomist
Per Diem - Respiratory Care Practitioner
ARMC House Supervisor - Per Diem Telemetry Technician – Per Diem Licensed Vocation Nurse – Per Diem Dialysis Technician – Per Diem Per Diem – Patient Care Assistant

Employees who have previous County service in the corresponding contract and/or regular classification shall have all such County service hours credited for the purposes of meeting the 1,040 service hour requirement to be assigned to the higher hourly salary rate. For example, a newly hired Per Diem Radiological Technologist has 4,160 service hours with the County as a regular Radiological Technologist. Because the employee has at least 1,040 service hours with the County as a Radiological

Technologist, the employee shall be hired at the rate of $48.60 (rate effective upon Board approval of this MOU – see Appendix C). Additionally, employees hired into one of the above classifications who have been employed by a private/public hospital in a comparable classification for at least one year shall be eligible for hire into the 1,040 service hour or more hourly rate.

(c) Working on a Holiday. Per Diem employees covered by this Appendix H shall be paid twice the base hourly rate for hours worked on the following holidays:

January 1	Last Monday in May
July 4	First Monday in September
November 11	Thanksgiving Day
Day after Thanksgiving	December 24
December 25	December 31

Holiday hours for the purpose of these holidays will begin with the night shift the day before the holiday and end with the evening shift of the day of the holiday. Time worked on these holidays shall be considered as hours worked for purposes of computing overtime.

(d) Overtime. Per Diem employees covered by this Appendix H shall be paid at one and one-half times their regular rate of pay for hours worked in excess of forty (40) hours per work week or twelve (12) hours per day. Work week shall be defined as 12:01 a.m. each Saturday and end at 12:00 a.m. (midnight) the following Friday.

(e) Differentials.

(1) Evening and Night Shift Differentials. Employees covered by this Appendix H, except the ARMC House Supervisor Per Diem, assigned to a continuous or regularly recurring evening or night shift schedule shall receive additional shift differential over and above the established base rates of pay for all hours actually worked. Further, employees who provide relief work for other employees assigned to continuous or regularly recurring evening or night shift schedule shall receive shift differential compensation with prior approval of the appointing authority for all hours actually worked.

Employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar and twenty cents ($1.20) per hour over and above their base hourly rate for all hours actually worked. Effective August 10, 2024, employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar and thirty five cents ($1.35) per hour over and above their base hourly rate.

Employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and seventy cents ($1.70) per hour over and above their base hourly rate for all hours actually worked. Effective August 10, 2024, employees who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and eighty five cents ($1.85) per hour over and above their base hourly rate for all hours actually worked.

As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30-minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30-minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

When hours worked overlap more than one shift differential period, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 8:00 p.m. to 5:30 a.m. (i.e., a 9 hour shift with a 30-minute meal period). Since the majority of hours (i.e., 5.5 hours less the 30-minute meal period) are worked during the period of time covered by the Night Shift differential, the employee would receive the Night Shift differential (i.e., REG3) for all hours during that shift (i.e., 9 hours).

(2) Medical Support Shift Differentials. Per Diem Respiratory Care Practitioners and ARMC House Supervisor Per Diems assigned to hospital, mental, or correctional institutions who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 6:00 p.m. and 12:00 a.m. (midnight), shall receive two dollars ($2.00) per hour over and above their base hourly rate for all hours actually worked.

Per Diem Respiratory Care Practitioners who work the majority of shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive three dollars and thirty five cents ($3.35) per hour over and above their base hourly rate for all hours actually worked.

Employees in the classification of ARMC House Supervisor Per Diem who work the majority shift, including at least four (4) hours with or without intervening meal time, between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive three dollars and fifty cents ($3.50) per hour over and above their base hourly rate for all hours actually worked.

Employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

When hours worked overlap more than one shift differential period, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 8:00 p.m. to 5:30 a.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 5.5 hours less the 30 minute meal period) are worked during the period of time covered by the Night Shift differential, the employee would receive the Night Shift differential (i.e., REG3) for all hours during that shift (i.e., 9 hours).

(3) Medical Support Weekend Differential. Per Diem Respiratory Care Practitioners and Per Diem Patient Care Assistants assigned to hospital, mental, or correctional institutions, who are called into work on a weekend that the employee was not pre-scheduled to work, shall be paid an additional three dollars and fifty cents ($3.50) per hour actually worked over and above their base

hourly rate. Weekend for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend which the Per Diem employee was already pre-scheduled to work.

ARMC House Supervisor Per Diems assigned to hospital, mental, or correctional institutions, who are called into work on a weekend that the employee was not pre-scheduled to work, shall be paid an additional four dollars and fifty cents ($4.50) per hour actually worked over and above their base hourly rate. Weekend for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend which the Per Diem employee was already pre-scheduled to work.

(4) Inpatient Assignment Compensation. Per Diem Occupational Therapy Assistants, Per Diem Patient Care Assistant and Per Diem Occupational Therapist Assistant with a continuous work assignment in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center (i.e., the usual assignment where the employee performs his/her work duties) shall receive inpatient assignment compensation in the amount of one dollar and fifty cents ($1.50) for each hour actually worked in this assignment.

(5) Advanced Cardiac Life Support Certification. ARMC House Supervisor Per Diems who possess and maintain an Advanced Life Support Cardiac Certification (ACLS) shall be eligible to receive the ACLS Certification Differential. The Differential shall be three dollars ($3.00) per hours for all hours actually worked.

(6) Medical Imaging Specialty Differential. Per Diem Special Procedures Radiological Technologists who possess and maintain licenses/certifications and competencies required to provide care to patients in multiple medical imaging areas, and who make themselves available to work in those areas, shall receive a differential of five percent (5.00%) above their base hourly rate for all hours actually worked (i.e., REG hours), up to their standard hours per pay period. All technologists must perform X-rays as assigned and two or more of the following specialty areas to be eligible: CT, MRI, IR, Cath Lab, or Angio.

(7) Respiratory Critical Care Differential. Per Diem Respiratory Care Practitioners who have completed at least 8,320 hours of continuous service as a Per Diem Respiratory Care Practitioner, Contract Respiratory Care Practitioner II, and/or Contract Respiratory Care Practitioner II with the County, possess and maintain qualifications as determined by the Department required to provide care to patients in two of the following three specialties, and who make themselves available to work in those units, shall receive a differential of five percent (5.00%) above their base hourly rate for all hours actually worked (i.e., REG hours), up to their standard hours per pay period:

Adult Mechanical ventilation via high frequency ventilation,
Trauma/Emergency Room, or
Neonatal Intensive Care

This differential shall sunset on September 22, 2023.

(8) Bilingual Pay. Employees in positions designated by the appointing authority which require employees as a condition of employment to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as

competent in translation skills by Human Resources to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by Human Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language; and Level 3 - technical skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be effective as follows: verbal skill level at sixty-two cents ($0.62) per hour, up to 80 hours per pay period, written skill level at sixty-nine cents ($0.69) per hour, up to 80 hours per pay period, and technical skill level at seventy-five cents ($0.75) per hour, up to 80 hours per pay period.

(f) Retirement.

(1) PST Deferred Compensation Plan. Per Diem employees covered by this Appendix H are not eligible to participate in the County's defined benefit plan. Per Diem employees covered by this Appendix H shall participate in the County's PST deferred compensation plan in lieu of participation in the defined benefit plan. Said employees shall contribute seven and one-half percent (7.5%) of the employee's biweekly base compensation.

(2) Deferred Compensation. Per Diem employees covered by this Appendix H may participate in the Section 457(b) deferred compensation plan administered by County, to the maximum extent provided by law, but shall not receive a County match.

(3) Unclassified Service. Per Diem employees covered by this Appendix H are in the Unclassified Service, and therefore do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law. As such, the Personnel Rules shall not apply to employees in the Per Diem classifications covered by this Appendix H.

(g) Hours of Work. Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. This includes being available to work any minimum number of hours, days, and/or weekends established by the appointing authority.

(h) Dependent Care Assistance Plan. The purpose of the Section 125 Dependent Care Assistance Plan (DCAP) is to permit eligible Per Diem employees covered by this Appendix H to make an election to pay for certain dependent care expenses with salary reduction from compensation contributed to the Plan before federal income tax is paid to the Internal Revenue Service ("Salary Reduction") in accordance with Sections 125 and 129 of the Internal Revenue Code (IRC) of 1986 and regulations issued pursuant thereto. DCAP shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law.

DCAP will be administered by the County's Human Resources Employee Benefits & Services Division consistent with said IRC Sections and the County's Dependent Care Assistance Plan Document.

Enrollment. Enrollment in the Plan is required every Plan Year and is limited to the annual open enrollment period or within sixty (60) calendar days following the date of becoming eligible due to a mid-year Change in Status event. Failure to submit a participation agreement within the time frame shall result in an election to not participate in the Plan.

Elections. Eligible Per Diem employees may contribute, on a pre-tax basis, each bi-weekly pay period, an amount up to the IRC annual maximum. DCAP contributions will be automatically deducted from the employee's pay warrant, or in the absence of sufficient earnings to cover the deduction, the employee will be offered the option to contribute by another method as provided by the DCAP Document. An employee election to participate shall be irrevocable for the remainder of the Plan Year. Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan Year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Dependent Care Assistance Plan Document.

Remaining Balances. Pursuant to IRC Section 125, any amounts remaining in the employee's account at the end of a Plan Year must be forfeited. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

(i) Sick Leave. Per Diem employees covered by this Appendix H shall be provided paid Sick Leave as required by law. Paid sick leave is an insurance or protection to be granted in circumstances of adversity to promote the health of the employee. It is not an earned right to time off from work. Sick leave is the authorized absence from duty of an employee for the following purposes:

- Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. Family is defined as a child (biological, adopted, foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis regardless of age or dependency status); a biological, adoptive, or foster parent, stepparent, legal guardian of an employee or employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor; spouse, registered domestic partner; grandparent; grandchild; sibling; or any person designated by the employee at the time the employee requests paid sick leave. An employee shall not identify more than one "designated person" as a family member in a 12-month period from the first date of designation.
- If the eligible employee is a victim of domestic violence, sexual assault, or stalking, for the purposes described in subdivision (c) of Section 230 and subdivision (a) of Section 230.1 of the California Labor Code.

Sick Leave for Bereavement – A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member of the employee's as defined herein (except for a person "designated" by the employee for sick leave purposes), or any relative who resided with the employee.

Separation – No paid sick leave shall be used as vacation, cashed-out upon separation, termination, retirement, or other separation from employment.

Notice of Sickness – The employee shall provide reasonable advance notification of the need for paid sick leave if the leave is foreseeable. In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work (e.g., road crews), the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence and must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty. In other departments, the appointing authority or designee must be notified within one-half (1/2) hour after the start of the employee's scheduled tour of duty of a sickness on the first day of absence.

Minimum charge – The minimum charge against sick leave shall be no less than fifteen (15) minutes.

Compensation – Paid sick leave will be compensated at the employee's base hourly rate.

Review – Use of paid sick leave accrued pursuant to the terms of the California Healthy Workplaces, Healthy Families Act, is not subject to a requirement of a doctor's note or proof of illness, unless there is a reasonable belief of misuse.

Accrual – Employees shall accrue paid sick leave at a rate of one (1) hour per every thirty (30) hours worked. Employees will be eligible to use sick leave on the first day following the pay period after ninety (90) days of employment, with a cap on annual usage of three (3) days or twenty-four (24) hours per year, whichever is greater. One year shall be calculated on a 12-month basis from the first date the employee is eligible to use paid sick leave.

The use of paid sick leave does not count toward the accrual for further sick leave or in the calculation for the purposes of overtime. Unused accrued sick leave shall carry over to the following year; however, the leave balance will be capped at six (6) days or 48 hours, whichever is greater.

(j) Bereavement Leave – Per Diem employees are entitled to a total of 5 days of unpaid bereavement leave. The bereavement leave shall be completed within three months of the date of death of the family member.

(k) Low Census. At the sole discretion of the County, Per Diem employees covered by this Appendix H may be called off without pay at any time if it is determined that the patient census is such that their services are not immediately necessary.

(l) Closed Examinations. Per Diem employees covered by this Appendix H shall be eligible to participate in the closed examination process. For the purposes of this Section (l), a closed examination shall be an examination that is limited to a particular agency or department.

APPENDIX H – MBO CLASSIFICATION LIST

JOB CODE	UNIT	CLASSIFICATION TITLE
01140	CLT	Air Conditioning Mechanic
01227	TI	Animal License Checker I
01228	TI	Animal License Checker II
01231	ADM	Appraiser I
01232	ADM	Appraiser II
01233	ADM	Appraiser III
01230	ADM	Appraiser Trainee
03274	MGT	ARMC Social Services Manager
01401	SUP	Assistant Director of Respiratory Care Services
19183	NRS	Assistant Unit Manager I
19184	NRS	Assistant Unit Manager I Specialty Care
19185	NRS	Assistant Unit Manager I Specialty Critical Care
19186	NRS	Assistant Unit Manager II
19187	NRS	Assistant Unit Manager II - Specialty Critical Care
02055	TI	Building Construction Inspector
02060	TI	Building Inspector I
02065	TI	Building Inspector II
02066	TI	Building Inspector III
01682	ADM	Business Systems Analyst I
01683	ADM	Business Systems Analyst II
01684	ADM	Business Systems Analyst III
01681	ADM	Business Systems Analyst Trainee
02102	TI	Buyer I
02103	TI	Buyer II
02105	ADM	Buyer III
01071	ADM	Capital Improvement Project Manager I
01072	ADM	Capital Improvement Project Manager II
01073	ADM	Capital Improvement Project Manager III
13115	NRS	Case Management Supervisor
03271	MGT	Child Welfare Services Manager
19152	SUP	Clinic Operations Supervisor
19151	NRS	Clinic Supervisor-Public Health
19188	NRS	Clinic Unit Manager - ARMC
19148	NRS	Clinical Director I
19149	NRS	Clinical Director II
12018	MGT	Clinical Laboratory Services Manager
10020	TI	Code Enforcement Officer I
10021	TI	Code Enforcement Officer II
10022	TI	Code Enforcement Officer III

APPENDIX H – MBO CLASSIFICATION LIST

JOB CODE	UNIT	CLASSIFICATION TITLE
10011	SUP	Code Enforcement Supervisor
03381	TI	Communications Technician I
03382	TI	Communications Technician II
03384	TI	Communications Technician III
03425	TI	Computer Operator I
03430	TI	Computer Operator II
03435	TI	Computer Operator III
03470	CLT	Cook
03555	MGT	Custodial Services Chief
03560	CLT	Custodian
13123	NRS	DBH - Nurse Manager
19009	ADM	Department Risk Control Specialist
04375	MGT	Director of Respiratory Care Services
04905	NRS	Education Services Supervisor
05070	CLT	Electrician
05110	TI	Eligibility Worker I
05115	TI	Eligibility Worker II
05116	TI	Eligibility Worker III
05120	TI	Eligibility Worker Supervisor
17001	MGT	Engineering Manager
05137	TI	Engineering Technician II
05138	TI	Engineering Technician III
05140	TI	Engineering Technician IV
05142	TI	Engineering Technician V
13086	MGT	Environmental Services Manager
05191	CLT	Equipment Operator
05188	CLT	Equipment Operator I
01122	TI	Fire Hazard Abatement Officer
06050	CLK	Fiscal Assistant
06111	CLT	Food Service Worker
07030	CLT	General Maintenance Mechanic
13106	TI	Health Information Coder I
13107	TI	Health Information Coder II
13112	SUP	Health Information Management Supervisor
19052	SUP	Hospital Security Supervisor I
08077	SUP	Hospital Security Supervisor II
14017	NRS	House Supervisor
12051	ADM	Land Use Services Coordinator
12060	TI	Land Use Technician
19837	SUP	Land Use Technician Supervisor

APPENDIX H – MBO CLASSIFICATION LIST

JOB CODE	UNIT	CLASSIFICATION TITLE
12050	TI	Land Use Technician Trainee
03561	CLT	Lead Custodian
06066	CLK	Lead Legal Document Classifier
06064	TI	Legal Document Classifier I
06065	CLK	Legal Document Classifier II
12118	TI	Liability Claims Representative I
12119	TI	Liability Claims Representative II
12120	TI	Liability Claims Representative III
12155	TI	Licensed Vocational Nurse I
12159	TI	Licensed Vocational Nurse I - Corrections
12156	TI	Licensed Vocational Nurse II
12157	TI	Licensed Vocational Nurse II - Corrections
12180	CLT	Locksmith
13013	CLT	Maintenance and Construction Worker I
13014	CLT	Maintenance and Construction Worker II
13130	SUP	Mental Health Clinic Supervisor
14018	TI	Nuclear Medicine Technologist
14040	NRS	Nurse Practitioner III
14014	NRS	Nurse Supervisor
15015	TI	Occupational Therapy Assistant
14045	CLT	Patient Care Assistant
16364	TI	Phlebotomist
16363	TI	Phlebotomist Trainee
16156	TI	Physical Therapist Assistant
16177	ADM	Planner I
16178	ADM	Planner II
16179	ADM	Planner III
16176	ADM	Planner Trainee
16180	MGT	Planning Manager
03524	MGT	Program Manager, Code Enforcement
16320	ADM	Programmer Analyst I
16321	ADM	Programmer Analyst II
16322	ADM	Programmer Analyst III
16315	TI	Programmer I
16316	TI	Programmer II
16317	TI	Programmer III
19356	NRS	Public Health Nurse Manager
18013	TI	Radiologic Technologist I
18014	TI	Radiologic Technologist II
18015	TI	Radiologic Technologist III

APPENDIX H – MBO CLASSIFICATION LIST

JOB CODE	UNIT	CLASSIFICATION TITLE
18012	MGT	Radiology Manager
18011	SUP	Radiology Supervisor
18057	TI	Records Technician
06067	SUP	Records Technician Supervisor I
18059	SUP	Records Technician Supervisor II
18056	TI	Records Technician Trainee
18060	SUP	Regional Building Inspector Supervisor
18082	MGT	Rehabilitation Services Manager
18119	ADM	Respiratory Care Practitioner
18118	ADM	Respiratory Care Practitioner I
18123	ADM	Respiratory Therapist
19003	SUP	Risk Control Officer
01601	ADM	SAP Functional Analyst I
01602	ADM	SAP Functional Analyst II
01603	SUP	SAP Team Leader
01604	ADM	SAP Technical Analyst I
01605	ADM	SAP Technical Analyst II
19050	TI	Security Officer I
05193	CLT	Senior Equipment Operator
12052	TI	Senior Land Use Technician
18058	TI	Senior Records Technician
19477	TI	Sheriff's Communications Dispatcher I
19476	TI	Sheriff's Communications Dispatcher I Trainee
19479	TI	Sheriff's Communications Dispatcher II
19478	TI	Sheriff's Communications Dispatcher II Trainee
19481	TI	Sheriff's Communications Dispatcher III
19538	NRS	Sheriff's Nurse Supervisor I
19539	NRS	Sheriff's Nurse Supervisor II
19530	CLK	Sheriff's Records Clerk
19489	SUP	Sheriff's Supervising Communications Dispatcher
19637	TI	Special Procedures Radiologic Technologist II
19638	TI	Special Procedures Radiologic Technologist III
03043	MGT	Sterile Processing Manager
03040	TI	Sterile Processing Technician I
03041	TI	Sterile Processing Technician II
19706	CLT	Storekeeper
19775	SUP	Supervising Bio-Med Equipment Technician
02104	SUP	Supervising Buyer
03079	SUP	Supervising Child Support Attorney
19862	NRS	Supervising Correctional Nurse I

APPENDIX H – MBO CLASSIFICATION LIST

JOB CODE	UNIT	CLASSIFICATION TITLE
19864	NRS	Supervising Correctional Nurse II
19817	SUP	Supervising Custodian
19819	SUP	Supervising Deputy District Attorney
19818	SUP	Supervising Deputy Public Administrator
19821	SUP	Supervising Deputy Public Defender
04192	SUP	Supervising Deputy Public Guardian
19834	ADM	Supervising District Appraiser
17000	SUP	Supervising Engineer
19866	SUP	Supervising Liability Claims Representative
16365	SUP	Supervising Phlebotomist
19835	SUP	Supervising Planner
19355	NRS	Supervising Public Health Nurse
18083	SUP	Supervising Rehabilitation Therapist
19900	SUP	Supervising Respiratory Care Practitioner
03275	SUP	Supervising Social Service Practitioner
03045	SUP	Supervising Sterile Processing Technician
19916	SUP	Supervising Title Transfer Technician I
19917	SUP	Supervising Title Transfer Technician II
19922	SUP	Supervising Utilization Review Technician
19921	SUP	Supervising Workers Compensation Adjuster
15034	TI	Surgical Technician
19935	SUP	Survey Party Chief
19960	ADM	Systems Support Analyst I
19965	ADM	Systems Support Analyst II
19970	ADM	Systems Support Analyst III
03042	TI	Telemetry Technician
20025	TI	Title Transfer Technician I
20030	TI	Title Transfer Technician II
21004	TI	Ultrasound Technologist I
21006	TI	Ultrasound Technologist II
21007	TI	Ultrasound Technologist III
19181	NRS	Unit Manager
23102	TI	Workers Compensation Adjuster I
23104	TI	Workers Compensation Adjuster II
23106	TI	Workers Compensation Adjuster III
23198	ADM	Workforce Development Specialist

APPENDIX I – NURSES SUPERVISORY & MANAGEMENT UNIT CLINICAL LADDER

The parties commit to the joint establishment of a Clinical Ladder. To that end, within the term of the contract of the MOU, the parties agree to meet, as part of a labor management committee, to research, discuss, and establish a clinical ladder. The committee will include representatives from ARMC, Human Resources, the Teamsters' labor representative and at least three (3) Teamsters' appointed employees in the represented unit.

APPENDIX J – CLINICAL LADDER FOR RESPIRATORY CARE PRACTITIONERS

SECTION 1 – GENERAL PROVISIONS

(a) The County shall establish a Clinical Ladder Program (the Program) for full-time employees in the Respiratory Therapist, Respiratory Care Practitioner, Contract Respiratory Care Practitioner, Pulmonary Function Specialist, Supervising Respiratory Care Practitioner, and Assistant Director of Respiratory Care Services classifications (collectively RCP) assigned to the Arrowhead Regional Medical Center's.

(b) The Program will provide an opportunity to earn additional compensation as they progress up the clinical ladder and continue to advance and develop their clinical knowledge and skills while providing direct patient care.

(c) Participation in the Program is voluntary.

SECTION 2 – PROGRAM LEVELS

RCPs will have the opportunity to progress through the following four levels:

- Level 1
- Level 2
- Level 3
- Level 4

See Section 7 for a summary of each level.

SECTION 3 – ENTERING THE PROGRAM

(a) Eligible employees who are interested in participating in the Program and have received a "Meets Job Standards" or above Work Performance Evaluation (WPE) in the last 12 months may submit a program application along with all appropriate documentation to the RCP Clinical Ladder Review Committee (the Committee).

(b) Eligible employees shall be eligible to apply to the Program after they receive their first "Meets Job Standards" or above WPE by submitting a program application and all appropriate documentation to the Committee.

(c) Eligible employees who are accepted into the Program shall be placed at the appropriate level on the clinical ladder based on their years of work experience, education, state and national credentials, competencies, certificates, continuing education units, and organizational contributions as outlined in Section 7. The number of employees needed at each level in the Respiratory Therapy Unit shall also be considered by the Committee when determining the level of placement of each employee.

(d) Once accepted into the Program, the employee shall maintain a portfolio. The purpose of the portfolio is to track performance requirements needed to remain in the Program at the current level and to advance to the next level.

SECTION 4 – PROGRESSING AND REMAINING IN THE PROGRAM

(a) To Remain in the Program at Current Level:

(1) Employees in the Program who wish to remain in the Program shall submit their portfolios to the Committee on a semi-annual basis.

(2) The Committee will review portfolios semi-annually to determine each employee's continued eligibility in the Program. Committee reviews shall be scheduled during the months of April and October.

(3) If the Committee determines that an employee has met all performance requirements for his/her level, the employee shall continue at that level in the Program.

(4) If the Committee determines that an employee has not met one or more of the performance requirements (e.g., earning less than 6 credits per year toward a qualifying bachelor's degree or not completing enough annual organizational contributions), the employee shall have until the next semi-annual review period (i.e., approximately 6 months) to complete needed requirements while maintaining his or her current level. However, an employee shall be paid the lower level differential while he/she completes necessary requirements, provided all requirements of the lower level are met. If all requirements are met by the next semi-annual review period, the employee shall resume receiving the higher-level differential the first day of the pay period after Human Resources approves reinstatement of the higher-level differential. If an employee does not complete requirements by the next semi-annual review period, the employee shall return to the next lower level of the Program, provided all requirements of lower level are met, and will need to reapply to advance to the next level as provided in Section 4 (b).

Example 1: During the April 2022 semi-annual review, the Committee determines that a Level-3 employee did not perform all annual organizational contributions required to remain at Level 3. The Committee notifies the employee of the specific organizational contributions needed to remain at Level 3. The employee has until the next semi-annual review in October 2022 to complete the necessary organizational contributions. In the meantime, the employee will remain at Level 3, but will receive the Level 2 differential of 2.5%, provided all requirements of Level 2 are met. The employee completes all required organizational contributions by October 2022 and submits an updated portfolio to the Committee for review. The Committee determines that all requirements have been met and forwards a recommendation to maintain the employee at Level 3 to Human Resources, who then approves this recommendation. The employee resumes the Level 3 differential of 5% the first pay period following Human Resources approval.

Example 2: Same scenario as in Example 1 except an employee does not meet required annual organizational contribution by October 2022. In this instance, the employee will return to Level 2 and continue receiving the Level 2 differential (2.5%). By the next review period in April 2023, the employee meets all Level 3 requirements. The employee will submit his/her portfolio and request advancement to Level 3 as provided in Section 4 (b) of this article.

(5) If at any time during the year, an employee is aware that he or she is not meeting a performance requirement (e.g., failed to obtain required certification) of his or her current level, the employee shall notify the Associate Hospital Administrator (AHA) responsible for Respiratory Care immediately. The employee shall have until the next semi-annual review period to complete requirements while maintaining his or her current level. However, the employee shall be paid the lower level differential while he/she completes necessary requirements, provided all

requirements of the lower level are met. If all requirements are met by the next semi-annual review period, the employee shall resume receiving the higher-level differential the first day of the pay period after Human Resources approves reinstatement of the higher-level differential. If an employee does not complete requirements by the next semi-annual review period, the employee shall return to the next lower level of the Program, provided all requirements of lower level are met, and will need to reapply to advance to the next level as provided in Section 4 (b).

(6) In situations where an employee receives a differential that he or she is not eligible to receive (i.e., employee is not meeting requirement for such differential), said employee shall be obliged to repay by payroll recovery the amount the employee was not eligible to receive. Repayments shall be administered in the same manner as "overpayments" as provided in the Payroll Adjustments article.

Example: A Level 4 employee fails to renew his/her certification that is required at Level 4 of the Program. The employee does not report the lapse of certification to the AHA and continues to receive the Level 4 differential of 7.5%. During the October review, the Committee discovers that the employee has not had a valid certification for six pay periods. As such, the employee should have been receiving the Level 3 differential of 5% instead of the Level 4 differential of 7.5% for the six pay periods that the employee did not have the required certification. The Committee then notifies the employee of the missing requirement and notifies Human Resources to begin the recovery process of 2.5% (i.e., the difference between 7.5% and 5%) of base salary that was overpaid for six pay periods.

(b) Progressing to a Higher Level:

(1) Employees on Levels 1 through 3 who have met the performance requirements for the next level of the Program and wish to advance to the next level shall submit an application and portfolio to the Committee for their review and consideration for advancement.

(2) The Committee will review all applications to advance to the next level on a semi-annual basis. Committee reviews shall be scheduled during the months of April and October.

(3) If the Committee determines that an employee has met all performance requirements to progress to the next level, and there is a need for an employee at such level, the employee will begin at the next higher level and receive the corresponding differential effective the first pay period of the month following the semi-annual review.

(4) Example: In March 2022, an employee at Level 2 has obtained 4 years of work experience as an RCP in an acute care hospital setting and has met all other performance requirements to advance to Level 3. The employee will then submit to the Committee his or her portfolio with an application asking to advance to Level 3. The Committee will review this application during the next semi-annual review in April 2022. If the Committee determines that the employee has met all Level 3 requirements, he/she shall begin receiving the Level 3 pay differential effective the first pay period in May.

(5) Special Provision: All employees at Level 1 of the Program shall prepare to advance to Level 2 and submit an application for advancement by their third complete year of qualified work experience as an RCP. If an employee does not meet the performance requirements for Level 2 after 3 years of completed work experience, the employee shall be disenrolled from the Program.

SECTION 5 – DIFFERENTIAL PAY FOR RESPIRATORY CARE PRACTITIONER LEVELS 2 THROUGH 4

The County shall establish the following differentials for employees at Levels 2 through 4 of the Clinical Ladder:

(a) Level 2 Differential – Eligible employees who meet and maintain all Level 2 performance requirements (e.g., continuing enrollment in qualifying bachelor's program, renewing certifications/state credentials if necessary, performing required organizational contributions) of the Program's Clinical Ladder as provided in Section 7 and as determined by the Committee on a semi-annual basis shall receive a differential of two and one-half percent (2.5%) above their base hourly rate for all paid hours, up to their standard hours per pay period.

(b) Level 3 Differential –

(1) Eligible employees who meet and maintain all Level 3 performance requirements (e.g., continuing enrollment in qualifying bachelor's program, renewing certifications/state credentials if necessary, performing required organizational contributions) of the Program's Clinical Ladder as provided in Section 7 and as determined by the Committee on a semi-annual basis shall receive a differential of five percent (5%) above their base hourly rate for all paid hours, up to their standard hours per pay period.

(2) Effective upon board approval but no earlier than September 23, 2023, this 5% Level 3 differential will replace the current 5% Respiratory Critical Care Differential. Once additional performance requirements are completed, the employee shall submit an application along with any other supporting documentation to apply for the Program and receive the Level 3 5% differential.

(c) Level 4 Differential – Eligible employees who meet and maintain all Level 4 performance requirements (e.g., continuing enrollment in qualifying bachelor's program, renewing certifications/national credentials if necessary, performing required organizational contributions) of the Program's Clinical Ladder as provided in Section 7 and as determined by the Committee on a semi-annual basis shall receive a differential of seven and one-half percent (7.5%) above their base hourly rate for all paid hours, up to their standard hours per pay period.

The Respiratory Care Practitioner Level 2, 3, and 4 Differentials in Section 5 are not cumulative. Effective upon board approval but no earlier than September 23, 2023, the Clinical Levels differential will replace the current 5% Respiratory Critical Care Differential.

Employees shall not receive differentials in Section 5 (a), (b), and (c) during a leave of more than two full pay periods (e.g., sick, vacation for sick leave purposes, etc.).

SECTION 6 – RCP CLINICAL LADDER REVIEW COMMITTEE

(a) The County established an RCP Clinical Ladder Review Committee that will be responsible for the following:

(1) Reviewing all documentation (i.e., application, portfolio, and other relevant documentation) submitted by the employee for admission into the Program and to advance to a higher level in the Program, and

(2) Determining and recommending RCP's admission and advancement in the Program.

(b) The Committee shall consist of the Associate Hospital Administrator responsible for Respiratory Care, Director of Respiratory Care Services or the Assistant Director of Respiratory Care Services, one Supervising Respiratory Care Practitioner, two Respiratory Care Practitioner IIs (at least one must be Contract) who are participating in the Program, and a representative from Human Resources.

(c) All Committee recommendations to admit an employee into the Program or to advance an employee to a higher level are subject to the review and approval of the ARMC Chief Executive Officer or his/her designee.

(d) Recommendations made by the Committee with respect to advancing a level, maintaining the employee's current level, or being moved down a level are not subject to appeal (e.g., grievance). However, if the employee disagrees with the determination of the Committee, the employee may submit supporting information/documentation for consideration by the Committee.

(e) Meeting frequency: The Committee shall meet semi-annually in the months of April and October.

Clinical Ladder for Respiratory Care Practitioners

	Base Pay + Differential	Work Experience	Education Level *Options 1-4 available for Levels 2-4*	Quarterly CEUs	National Credentials	Competency/ Certifications	Annual Organization Contributions
Clinical Ladder Level 4	Salary + **7.5%** Differential **$$$$**	6 Years	**Option 1:** Bachelor's Degree in Respiratory Care; or Bachelor of Science degree in any chemical, physical, or biological science or medical technology. **Option 2:** Completed credits (see below) towards Respiratory Care Bachelor's Degree or Bachelor of Science degree in any chemical, physical, or biological science or medical technology AND continued enrollment in bachelor's program earning at least 6 credits per year. Level 2: 6 credits; Level 3: 12 credits; Level 4: 18 Credits **Option 3:** Earned CEUs (see below) above what is required for license.	5 per quarter	Registered Respiratory Therapist (RRT) **AND** maintain one (1) of the following National Credentials/Certifications: • Certified Pulmonary Function Technologist (CPFT) or Registered Pulmonary Function Technologist (RPFT) • RRT-Adult Critical Care Specialty (ACCS) • RRT-Neonatal & Pediatric Specialist (NPS) • Sleep Disorder Specialist (SDS)	In addition to Level 3, must have <u>one</u> of the following: • Bronchoscopy • Nitric Oxide Vasoreactivity • Endo-bronchial Ultrasound Assist • Percutaneous Tracheostomy Assist • Endotracheal Intubation	Precepts in all Competent Areas **AND** Participates/performs <u>two</u> of the following: • Case presentation for Respiratory Department (one per year) • Hold Education Class/Event for other disciplines at ARMC • Completion of Asthma Educator program • Completion of COPD Educator program **AND** RCA *if asked to participate AND/OR FMEA*
Clinical Ladder Level 3	Salary + **5%** Differential **$$$**	4 years	Level 2: 6 credits; Level 3: 12 credits; Level 4: 18 Credits **Option 3:** Earned CEUs (see below) above what is required for license.	5 per quarter	Registered Respiratory Therapist (RRT)	In addition to Level 1, must have <u>two</u> of the following: • Emergency/Trauma or ACLS & PALS (Advanced Cardiac Life Support) • NICU or NRP • Adult Mechanical high frequency ventilation	Precepts in all Competent Areas **AND** Participates/performs in <u>one</u> of the following: • Case presentation for Respiratory Department (one per year) • Hold Education/Class/Event for other disciplines at ARMC **AND** RCA *if asked to participate AND/OR FMEA*
Clinical Ladder Level 2	Salary + **2.5%** Differential **$$**	2 years	Level 2: 5 CEUs; Level 3: 10 CEUs; Level 4: N/A **Option 4:** National Credentials Level 2: 1 Credential; Level 3: 2 Credentials; Level 4: N/A	4 per quarter	Registered Respiratory Therapist (RRT)	In addition to Level I, must have <u>one</u> of the following: • Emergency/Trauma or ACLS & PALS (Advanced Cardiac Life Support) • NICU or NRP • Adult Mechanical high frequency ventilation	Participates/performs <u>two</u> 2 of the following: • Precepts in Floor & ICU Areas • Quality improvement activities • Shared governance activities • Patient Education Materials • Unit Practice Counsel **AND** RCA *if asked to participate AND/OR FMEA*
Clinical Ladder Level 1 ENTRY	Salary **$**	No work experience	Associates Degree in Respiratory Care *RCPs licensed prior to Associate Degree requirement will not require a degree*	N/A	Registered Respiratory Therapist (RRT)	Obtain the following competencies/certs: • Floor care (med surge/telemetry) • Basic Life Support (BLS)	Participates in the following: Failure Mode and Effect Analysis (FMEA) **AND/OR** Root Cause Analysis (RCA) *if asked to participate*

For ALL Levels:

- **Work Performance**: Must be Overall Meets Standards; No below standards in the same category in successive WPE's
- **State Credential**: Respiratory Care Practitioner licensed issued by CA Respiratory Care Board

*Failure to maintain attributes in each category will result in a reduction of level.

APPENDIX K – TUITION LOAN REPAYMENT

The parties agree to discuss establishing a tuition loan repayment program, at the request of Teamsters, Local 1932 or the County, for regular employees assigned to the Respiratory Therapy Unit during the term of this MOU.

APPENDIX L – CONTRACT HVP HOME BASE CHILD AND FAMILY SUPPORT WORKER

(a) Description. Contract HVP Home Base Child and Family Support Workers are only eligible for the wages, benefits, and other applicable terms and conditions as provided herein.

The Preschool Services Department shall have the authority and responsibility, independent of the merit system, to do the direct hiring of Contract HVP Home Base Child and Family Support Workers, subject to Board of Supervisors approval. They shall remain in the unclassified service, and as such, the Personnel Rules shall not apply to Contract HVP Home Base Child and Family Support Workers. Additionally, they do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law.

(b) Memorandum of Understanding. The County and Teamsters agree that the following Articles/Sections of the MOU shall apply to Contract HVP Home Base Child and Family Support Workers, as applicable: Recognition; Access to Personnel Records; Access to Work Locations; County Identification/Access Cards; County Management Rights; Definitions; Direct Deposit; Disaster Service Workers; Employee Rights; Fitness for Duty; Full Understanding; Implementation; Labor-Management Task Force; Meal and Break Periods; Membership Dues Deductions; Non-Discrimination; Obligation to Support; Pay Period; Payroll Deductions; Provisions of Law; Section 125 Premium Conversion Plan; Time and Labor Reports; Use of Bulletin Boards; Use of County Resources; and Work Disruption.

(c) Grievance. The County and Teamsters agree that Contract HVP Home Base Child and Family Support Workers shall be eligible to utilize the Grievance Procedure of the MOU (Except Section 11) to grieve matters governed by Section (b) above (except County Management Rights and Non-Discrimination) and those terms provided in Section (d)(1) – (d)(9) below. Any dispute which may arise between parties involving the application, meaning, or interpretation of subjects solely governed by the employee's individual employment contract shall not be grievable (e.g., Conflict of Interest, Evidence of Eligibility to Work, etc.).

(d) Contract Terms. The following terms (1) – (9) shall be the minimum standard terms to be included in an individual employment contract with a Contract HVP Home Base Child and Family Support Worker. Should the contract terms between a Contract HVP Home Base Child and Family Support Worker and the County be inconsistent with the terms set forth in (1) – (9) below, the terms set forth in this Section (d)(1) – (d)(9) shall govern. Where there may be an unintended conflict between the applicable terms of the MOU as set forth in Section (b) above and the terms outlined in a Contract HVP Home Base Child and Family Support Workers individual employment contract, the applicable MOU terms set forth in Section (b) shall govern.

(1) Salary Rate and Advancements. Contractor shall receive the salary rate as provided in his/her employment contract and any salary increases as provided in his/her employment contract.

(2) Overtime. Contractor shall receive Overtime as provided in his/her employment contract.

(3) Bilingual Compensation. Contractor shall be eligible for Bilingual Compensation as provided in his/her employment contract.

(4) Expense Reimbursement. Contractor shall be eligible to receive Expense Reimbursements as provided in his/her employment contract.

(5) Leave Provisions. Contractor shall receive Leave as provided in his/her employment contract.

(6) Deferred Compensation. Contractor shall be eligible to participate in the County Deferred Compensation Plan as provided in his/her employment contract.

(7) Medical and Dental Coverage and Premium Subsidies. Contractor shall participate in the County's or Teamsters Local 1932's medical and dental plans as provided in his/her employment contract and the MOU, and receive a medical and/or dental subsidy as provided in his/her employment contract.

(8) Project Compensation. Contractor shall be eligible for Project Compensation as provided in his/her employment contract.

(9) Accidental Death and Dismemberment; Dependent Care Assistant Plan; Flexible Spending Account; Retirement Plan; Short Term Disability Insurance; Life Insurance; and Vision Care Insurance. Contractor shall be eligible for the Accidental Death and Dismemberment, Dependent Care Assistant Plan, Flexible Spending Account, Retirement Plan, Short Term Disability Insurance, Life Insurance, and Vision Care Insurance benefits as provided in his/her employment contract.

(10) Hours of Work. Contractor tour of duty shall be as provided in his/her employment contract.

(e) Miscellaneous Terms. Nothing herein is intended to preclude the inclusion of other terms into the employment contract with a Contract HVP Home Base Child and Family Support Worker provided, however, that such additional terms shall not be considered part of the MOU or subject to the Grievance Procedure. Such additional terms may be, but are not limited to, the following: Benefits upon termination, Certification Requirement, Conflict of Interest, Use of County Vehicle, and Evidence of Eligibility to Work.

(f) Unclassified Service. The County and Teamsters agree that Contract HVP Home Base Child and Family Support Workers will not attain regular status in the Contract position. Contract HVP Home Base Child and Family Support Workers are in the Unclassified Service, and therefore do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law. As such, the Personnel Rules shall not apply to Contract HVP Home Base Child and Family Support Workers.

(g) Term. The term of this appendix shall coincide with the term of the HVP grant.

APPENDIX M – CONTRACT FATHERHOOD FIRE

(a) Description. Contracts under this appendix are only eligible for the wages, benefits, and other applicable terms and conditions as provided herein.

The following classifications are covered under this appendix:

- Contract Fatherhood Fire Quality Assurance Technician II
- Contract Fatherhood Fire Program Supervisor
- Contract Fatherhood Fire Program Generalist Case Worker Manager
- Contract Fatherhood Fire Program General Case Worker Facilitator
- Contract Fatherhood Fire Office Assistant II
- Contract Fatherhood Fire Accountant II

The Preschool Services Department shall have the authority and responsibility, independent of the merit system, to do the direct hiring of these classifications subject to Board of Supervisors approval. They shall remain in the unclassified service, and as such, the Personnel Rules shall not apply to them. Additionally, they do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law.

(b) Memorandum of Understanding. The County and Teamsters agree that the following Articles/Sections of the MOU shall apply to covered employees, as applicable: Recognition; Access to Personnel Records; Access to Work Locations; County Identification/Access Cards; County Management Rights; Definitions; Dependent Care Assistance Plan; Direct Deposit; Disaster Service Workers; Employee Rights; Fitness for Duty; Full Understanding; Implementation; Labor-Management Task Force; Meal and Break Periods; Membership Dues Deductions; Non-Discrimination; Obligation to Support; Pay Period; Payroll Deductions; Provisions of Law; Section 125 Premium Conversion Plan; Time and Labor Reports; Use of Bulletin Boards; Use of County Resources; and Work Disruption.

(c) Grievance. The County and Teamsters agree that covered Contractors shall be eligible to utilize the Grievance Procedure of the MOU (Except Section 11) to grieve matters governed by Section (b) above (except County Management Rights and Non-Discrimination) and those terms provided in Section (d)(1) – (d)(9) below. Any dispute which may arise between parties involving the application, meaning, or interpretation of subjects solely governed by the employee's individual employment contract shall not be grievable (e.g., Conflict of Interest, Evidence of Eligibility to Work, etc.).

(d) Contract Terms. The following terms (1) – (9) shall be the minimum standard terms to be included in an individual employment contract with a Contractors. Should the contract terms between a Contractor and the County be inconsistent with the terms set forth in (1) – (9) below, the terms set forth in this Section (d)(1) – (d)(9) shall govern. Where there may be an unintended conflict between the applicable terms of the MOU as set forth in Section (b) above and the terms outlined in a covered contract employee individual employment contract, the applicable MOU terms set forth in Section (b) shall govern.

(1) Salary Rate and Advancements. Contractor shall receive the salary rate as provided in his/her employment contract and any salary increases as provided in his/her employment contract.

(2) Overtime. Contractor shall receive Overtime as provided in his/her employment contract.

(3) Bilingual Compensation. Contractor shall be eligible for Bilingual Compensation as provided in his/her employment contract.

(4) Expense Reimbursement. Contractor shall be eligible to receive Expense Reimbursements as provided in his/her employment contract.

(5) Leave Provisions. Contractor shall receive Leave as provided in his/her employment contract.

(6) Deferred Compensation. Contractor shall be eligible to participate in the County Deferred Compensation Plan as provided in his/her employment contract.

(7) Medical and Dental Coverage and Premium Subsidies. Contractor shall participate in the County's or Teamsters Local 1932's medical and dental plans as provided in his/her employment contract and the MOU, and receive a medical and/or dental subsidy as provided in his/her employment contract.

(8) Project Compensation. Contractor shall be eligible for Project Compensation as provided in his/her employment contract.

(9) Accidental Death and Dismemberment; Dependent Care Assistant Plan; Flexible Spending Account; Retirement Plan; Short Term Disability Insurance; Life Insurance; and Vision Care Insurance. Contractor shall be eligible for the Accidental Death and Dismemberment, Dependent Care Assistant Plan, Flexible Spending Account, Retirement Plan, Short Term Disability Insurance, Life Insurance, and Vision Care Insurance benefits as provided in his/her employment contract.

(10) Hours of Work. Contractor tour of duty shall be as provided in his/her employment contract.

(e) Miscellaneous Terms. Nothing herein is intended to preclude the inclusion of other terms into the employment contract with a Contractor provided, however, that such additional terms shall not be considered part of the MOU or subject to the Grievance Procedure. Such additional terms may be, but are not limited to, the following: Benefits upon termination, Certification Requirement, Conflict of Interest, Use of County Vehicle, and Evidence of Eligibility to Work.

(f) Unclassified Service. The County and Teamsters agree that Contract HVP Home Base Child and Family Support Workers will not attain regular status in the Contract position. Contract HVP Home Base Child and Family Support Workers are in the Unclassified Service, and therefore do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law. As such, the Personnel Rules shall not apply to Contract HVP Home Base Child and Family Support Workers.

(g) Term. The term of this appendix shall coincide with the term of the HVP grant.