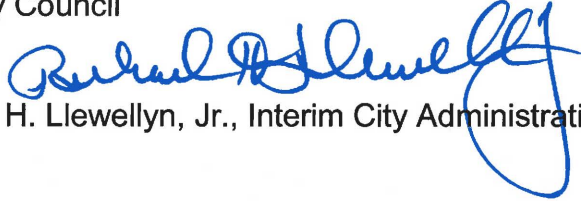


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 6, 2017

To: The City Council

From: Richard H. Llewellyn, Jr., Interim City Administrative Officer



Subject: **MEMORANDA OF UNDERSTANDING AMENDMENTS FOR THE ENGINEERS AND ARCHITECTS ASSOCIATION (MOUS 1, 19, 20 & 21)**

Recommendation

It is recommended that the Council approve the Amendments attached hereto containing recommended salary adjustments for classifications represented by the Engineers and Architects Association (EAA) as specified on the attached chart.

Summary

In accordance with a March 31, 2016, Letter of Agreement approved and included with the EAA MOUs, tentative agreement has been reached with EAA on salary and pay grade adjustments to a number of classifications in MOUs 1, 19, 20 and 21. The general purpose of the recommended adjustments is to mitigate recruitment and retention issues, and ensure pay equity between similar classifications. The process included hearing directly from employees in the classifications, from representatives of the impacted departments, and performing an analysis of like positions in other departments and jurisdictions. In total, approximately 524 employees in 20 classifications will see an adjustment ranging from the inclusion of an on-call bonus to a pensionable salary adjustment. Adjustments are effective beginning June 25, 2017, for FY 2017-18.

Fiscal Impact

The full cost of the adjustments including pension costs is approximately \$955,200. Of the total amount, approximately 45% will directly impact the general fund, and the balance will be covered by special or proprietary funding.

Attachment

RHL:MHA:EAG:0717131

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 19
REGARDING THE ENGINEERS AND ARCHITECTS SUPERVISORY TECHNICAL
UNIT (MOU 19)**

**THIS AMENDMENT NO. 1 to the 2013-2019 Supervisory Technical Unit
Memorandum of Understanding No 1 is made and entered into this
9th day of June, 2017**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

**ENGINEERS AND ARCHITECTS ASSOCIATION
(HEREINAFTER "EAA" OR "UNION")**

JULY 2, 2013 – JUNE 22, 2019

Add to **Appendix E** – Salaries Operative June 25, 2017, amending the following classifications and salaries:

Class Code	Title	Range	Step 1	Step 15
7214-1	Geographic Info Systems Supr I	3722	\$77,715	\$113,608
7214-2	Geographic Info Systems Supr II	4029	\$84,125	\$122,983

Add to **Appendix E** – Salaries Operative June 25, 2017, amending the following classifications and salaries:

Class Code	Title	Range	Step 1	Step 15
7211-0	Geographic Info Systems Chief	4351	\$90,848	\$132,796

Add to **Appendix F** – Salaries Operative June 24, 2018, amending the following classifications and salaries:

Class Code	Title	Range	Step 1	Step 15
7214-1	Geographic Info Systems Supr I	3805	\$79,448	\$116,115
7214-2	Geographic Info Systems Supr II	4120	\$86,025	\$125,760

Add to **Appendix F** – Salaries Operative June 24, 2018, amending the following classifications and salaries:

Class Code	Title	Range	Step 1	Step 15
7211-0	Geographic Info Systems Chief	4449	\$92,895	\$135,782

Amend language in Salary Note 5 to recognize and compensate for State and POST Certifications.

Current language reads as follows:

Note 5: Persons in the classifications of Senior Environmental Compliance Inspectors, Code 4293, and Chief Environmental Compliance Inspectors, Code 4289, employed by the Bureau of Sanitation, Watershed Protection Division who are designated to conduct emergency response activities

related to hazardous materials/waste incidents occurring in the public right-of-way (including, but not limited to, oil spills, chemical spills, sanitary sewage spills and abandoned hazardous waste) that could potentially affect any receiving waters, or public health and safety, shall receive a daily bonus of \$16.00 for each day so assigned to this duty. Effective June 29, 2014, if a Senior Environmental Compliance Inspector, Code 4293 or Chief Environmental Compliance Inspector, Code 4289 has completed probation in the classification and is POST certified and assigned to the duties noted above; the employee shall receive a daily bonus of \$30.00 for each day so assigned in lieu of the \$16.00 for non-post certified inspectors.

Language in Salary Note 5 shall be amended to read as follows effective June 25, 2017:

- Note 5: Senior Environmental Compliance Inspectors (Code 4290) and Chief Environmental Compliance Inspectors I & II (Code 4289-1/2) employed by the Bureau of Sanitation, and regularly assigned to the Watershed Protection Division who are designated to conduct emergency response activities related to hazardous materials/waste incidents occurring in the public right-of-way (including, but not limited to, oil spills, chemical spills, sanitary sewage spills and abandoned hazardous waste) that could potentially affect any receiving waters, or public health and safety, shall receive additional compensation when meeting the criteria identified below.
- A. Possession of a valid Hazardous Materials Technician and/or Specialist and/or Incident Commander Certificate issued by the State of California, an ECI shall receive additional pensionable compensation of \$150.00 biweekly.
 - B. Possession a valid Certificate from the State of California (as listed in A. above) AND a current POST certificate under 830.7 (J) PC (Illegal Dumping Enforcement Officer), AND passes a background check pursuant to Government Code Section 1029, shall be eligible to receive additional pensionable compensation of \$150.00 biweekly for a total of \$300.
 - C. When possessing a valid Certificate from the State of California (as listed in A. and B. above) AND a current POST certificate issued under PC 830.7 (J) PC (Illegal Dumping Enforcement Officer), AND passes a background check pursuant to Government Code Section 1029 and when regularly assigned to perform Public Right-of-Way Enforcement (LAMC 56.11), shall be eligible to receive additional pensionable compensation of \$150.00 for a total amount of \$450. (\$450 is the maximum amount payable under this provision.)

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2015-2018 MOU No. 19 shall remain in full force and effect during the term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No 1 to MOU No. 19, the day, month and year written below.

FOR THE UNION:

FOR MANAGEMENT:



Bill Violante
Acting Executive Director

Richard H. Llewellyn, Jr.
Interim City Administrative Officer

6/6/17
Date

6/5/17
Date



Gonzalo Barriga
President, Board of Governors

6/6/17
Date

APPROVED AS TO FORM:

APPROVED AS TO FORM:



Office of the City Attorney

6-9-17
Date

Appendix E

MOU 19

Operative on June 25, 2017

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
7226-0	CH CREATIVE SVCS DIV	4671	\$ 97,530 -- \$ 142,568
4289-2	CH ENV COMP INSPECT II	5093	\$ 106,341 -- \$ 155,493
4289-1	CH ENV COMP INSPECTOR I	4326	\$ 90,326 -- \$ 132,066
4275-0	CH TRANSP INVESTIGATOR	3551	\$ 74,144 -- \$ 108,408
7944-0	CITY PLANNER	4086	\$ 85,315 -- \$ 124,758
7211-0	GEOG INFO SYS CHIEF	4351	\$ 90,848 -- \$ 132,796
7214-1	GEOG INFO SYS SUPVR I	3722	\$ 77,715 -- \$ 113,608
7214-2	GEOG INFO SYS SUPVR II	4029	\$ 84,125 -- \$ 122,983
7935-1	GRAPHICS SUPERVISOR I	3870	\$ 80,805 -- \$ 118,159
7935-2	GRAPHICS SUPERVISOR II	4086	\$ 85,315 -- \$ 124,758
7302-0	HAZARD MATL PROGRAM MGR	4553	\$ 95,066 -- \$ 138,998
1564-1	IMPROV ASSESSOR SUPV I	3205	\$ 66,920 -- \$ 97,822
1564-2	IMPROV ASSESSOR SUPV II	3859	\$ 80,575 -- \$ 117,784
1411-1	INFO SYS OPER MGR I	3441	\$ 71,848 -- \$ 105,068
1411-2	INFO SYS OPER MGR II	3733	\$ 77,945 -- \$ 113,963
1411-3	INFO SYS OPER MGR III	4046	\$ 84,480 -- \$ 123,484
7219-0	PR CIVIL ENGR DRAF TEC	3182	\$ 66,440 -- \$ 97,133
7297-0	PR CONSTR INSPECTOR	4230	\$ 88,322 -- \$ 129,142
1158-1	PR FINGPRT ID EXPERT I	2721	\$ 56,814 -- \$ 83,081
1158-2	PR FINGPRT ID EXPERT II	3038	\$ 63,433 -- \$ 92,728
2203-0	PR FORENSIC PRINT SPC	4565	\$ 95,317 -- \$ 139,394
4226-0	PR INSPECTOR	4230	\$ 88,322 -- \$ 129,142
1794-0	PR PHOTOGRAPHER	3829	\$ 79,949 -- \$ 116,865
7947-0	SR CITY PLANNER	4812	\$ 100,474 -- \$ 146,890
3347-0	SR CONSTR ESTIMATOR	3859	\$ 80,575 -- \$ 117,784
1139-1	SR DATA PROCESS TECH I	2505	\$ 52,304 -- \$ 76,462
1139-2	SR DATA PROCESS TECH II	2879	\$ 60,113 -- \$ 87,883
4293-0	SR ENV COMPLIANCE INSP	3422	\$ 71,451 -- \$ 104,462
3231-0	SR EXAMR QUESTD DOCUMTS	4688	\$ 97,885 -- \$ 143,111
2201-0	SR FORENSIC PRINT SPEC	4118	\$ 85,983 -- \$ 125,697
1795-1	SR PHOTOGRAPHER I	3098	\$ 64,686 -- \$ 94,586
1795-2	SR PHOTOGRAPHER II	3271	\$ 68,298 -- \$ 99,869
1961-0	SR REAL ESTATE OFFICER	3992	\$ 83,352 -- \$ 121,876
7288-0	SR SURVEY SUPERVISOR	4870	\$ 101,685 -- \$ 148,686
2481-1	SUPVSG TRANS PLANNR I	4314	\$ 90,076 -- \$ 131,711
2481-2	SUPVSG TRANS PLANNR II	5065	\$ 105,757 -- \$ 154,595
7287-0	SURVEY SUPERVISOR	4284	\$ 89,449 -- \$ 130,771

Appendix E - Salary Tables

MOU 19

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2505	\$ 25.05	\$ 25.74	\$ 26.45	\$ 27.18	\$ 27.92	\$ 28.69	\$ 29.48	\$ 30.29	\$ 31.12	\$ 31.98	\$ 32.86	\$ 33.76	\$ 34.69	\$ 35.64	\$ 36.62
BW		\$ 2,004.00	\$ 2,059.20	\$ 2,116.00	\$ 2,174.40	\$ 2,233.60	\$ 2,295.20	\$ 2,358.40	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,628.80	\$ 2,700.80	\$ 2,775.20	\$ 2,851.20	\$ 2,929.60
YR		\$ 52,304	\$ 53,745	\$ 55,228	\$ 56,752	\$ 58,297	\$ 59,905	\$ 61,554	\$ 63,246	\$ 64,979	\$ 66,774	\$ 68,612	\$ 70,491	\$ 72,433	\$ 74,416	\$ 76,463
HR	2721	\$ 27.21	\$ 27.96	\$ 28.73	\$ 29.52	\$ 30.33	\$ 31.16	\$ 32.02	\$ 32.90	\$ 33.81	\$ 34.74	\$ 35.70	\$ 36.68	\$ 37.69	\$ 38.73	\$ 39.79
BW		\$ 2,176.80	\$ 2,236.80	\$ 2,298.40	\$ 2,361.60	\$ 2,426.40	\$ 2,492.80	\$ 2,561.60	\$ 2,632.00	\$ 2,704.80	\$ 2,779.20	\$ 2,856.00	\$ 2,934.40	\$ 3,015.20	\$ 3,098.40	\$ 3,183.20
YR		\$ 56,814	\$ 58,380	\$ 59,988	\$ 61,638	\$ 63,329	\$ 65,062	\$ 66,858	\$ 68,695	\$ 70,595	\$ 72,537	\$ 74,542	\$ 76,588	\$ 78,697	\$ 80,868	\$ 83,082
HR	2879	\$ 28.79	\$ 29.58	\$ 30.40	\$ 31.24	\$ 32.09	\$ 32.97	\$ 33.88	\$ 34.81	\$ 35.77	\$ 36.75	\$ 37.76	\$ 38.80	\$ 39.87	\$ 40.97	\$ 42.09
BW		\$ 2,303.20	\$ 2,366.40	\$ 2,432.00	\$ 2,499.20	\$ 2,567.20	\$ 2,637.60	\$ 2,710.40	\$ 2,784.80	\$ 2,861.60	\$ 2,940.00	\$ 3,020.80	\$ 3,104.00	\$ 3,189.60	\$ 3,277.60	\$ 3,367.20
YR		\$ 60,114	\$ 61,763	\$ 63,475	\$ 65,229	\$ 67,004	\$ 68,841	\$ 70,741	\$ 72,683	\$ 74,688	\$ 76,734	\$ 78,843	\$ 81,014	\$ 83,249	\$ 85,545	\$ 87,884
HR	3038	\$ 30.38	\$ 31.22	\$ 32.07	\$ 32.95	\$ 33.86	\$ 34.79	\$ 35.75	\$ 36.73	\$ 37.74	\$ 38.78	\$ 39.84	\$ 40.94	\$ 42.06	\$ 43.22	\$ 44.41
BW		\$ 2,430.40	\$ 2,497.60	\$ 2,565.60	\$ 2,636.00	\$ 2,708.80	\$ 2,783.20	\$ 2,860.00	\$ 2,938.40	\$ 3,019.20	\$ 3,102.40	\$ 3,187.20	\$ 3,275.20	\$ 3,364.80	\$ 3,457.60	\$ 3,552.80
YR		\$ 63,433	\$ 65,187	\$ 66,962	\$ 68,800	\$ 70,700	\$ 72,642	\$ 74,646	\$ 76,692	\$ 78,801	\$ 80,973	\$ 83,186	\$ 85,483	\$ 87,821	\$ 90,243	\$ 92,728
HR	3098	\$ 30.98	\$ 31.83	\$ 32.71	\$ 33.61	\$ 34.53	\$ 35.48	\$ 36.46	\$ 37.46	\$ 38.49	\$ 39.55	\$ 40.64	\$ 41.76	\$ 42.91	\$ 44.09	\$ 45.30
BW		\$ 2,478.40	\$ 2,546.40	\$ 2,616.80	\$ 2,688.80	\$ 2,762.40	\$ 2,838.40	\$ 2,916.80	\$ 2,996.80	\$ 3,079.20	\$ 3,164.00	\$ 3,251.20	\$ 3,340.80	\$ 3,432.80	\$ 3,527.20	\$ 3,624.00
YR		\$ 64,686	\$ 66,461	\$ 68,298	\$ 70,178	\$ 72,099	\$ 74,082	\$ 76,128	\$ 78,216	\$ 80,367	\$ 82,580	\$ 84,856	\$ 87,195	\$ 89,596	\$ 92,060	\$ 94,586
HR	3182	\$ 31.82	\$ 32.70	\$ 33.59	\$ 34.51	\$ 35.46	\$ 36.44	\$ 37.44	\$ 38.47	\$ 39.53	\$ 40.62	\$ 41.73	\$ 42.88	\$ 44.06	\$ 45.27	\$ 46.52
BW		\$ 2,545.60	\$ 2,616.00	\$ 2,687.20	\$ 2,760.80	\$ 2,836.80	\$ 2,915.20	\$ 2,995.20	\$ 3,077.60	\$ 3,162.40	\$ 3,249.60	\$ 3,338.40	\$ 3,430.40	\$ 3,524.80	\$ 3,621.60	\$ 3,721.60
YR		\$ 66,440	\$ 68,278	\$ 70,136	\$ 72,057	\$ 74,040	\$ 76,087	\$ 78,175	\$ 80,325	\$ 82,539	\$ 84,815	\$ 87,132	\$ 89,533	\$ 91,997	\$ 94,524	\$ 97,134
HR	3205	\$ 32.05	\$ 32.93	\$ 33.84	\$ 34.77	\$ 35.73	\$ 36.71	\$ 37.72	\$ 38.76	\$ 39.82	\$ 40.92	\$ 42.04	\$ 43.20	\$ 44.38	\$ 45.60	\$ 46.85
BW		\$ 2,564.00	\$ 2,634.40	\$ 2,707.20	\$ 2,781.60	\$ 2,858.40	\$ 2,936.80	\$ 3,017.60	\$ 3,100.80	\$ 3,185.60	\$ 3,273.60	\$ 3,363.20	\$ 3,456.00	\$ 3,550.40	\$ 3,648.00	\$ 3,748.00
YR		\$ 66,920	\$ 68,758	\$ 70,658	\$ 72,600	\$ 74,604	\$ 76,650	\$ 78,759	\$ 80,931	\$ 83,144	\$ 85,441	\$ 87,780	\$ 90,202	\$ 92,665	\$ 95,213	\$ 97,823
HR	3271	\$ 32.71	\$ 33.61	\$ 34.53	\$ 35.48	\$ 36.46	\$ 37.46	\$ 38.49	\$ 39.55	\$ 40.64	\$ 41.76	\$ 42.91	\$ 44.09	\$ 45.30	\$ 46.55	\$ 47.83
BW		\$ 2,616.80	\$ 2,688.80	\$ 2,762.40	\$ 2,838.40	\$ 2,916.80	\$ 2,996.80	\$ 3,079.20	\$ 3,164.00	\$ 3,251.20	\$ 3,340.80	\$ 3,432.80	\$ 3,527.20	\$ 3,624.00	\$ 3,724.00	\$ 3,826.40
YR		\$ 68,298	\$ 70,178	\$ 72,099	\$ 74,082	\$ 76,128	\$ 78,216	\$ 80,367	\$ 82,580	\$ 84,856	\$ 87,195	\$ 89,596	\$ 92,060	\$ 94,586	\$ 97,196	\$ 99,869

Appendix E - Salary Tables

MOU 19

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3422	\$ 34.22	\$ 35.16	\$ 36.13	\$ 37.12	\$ 38.14	\$ 39.19	\$ 40.27	\$ 41.38	\$ 42.52	\$ 43.69	\$ 44.89	\$ 46.12	\$ 47.39	\$ 48.69	\$ 50.03
BW		\$ 2,737.60	\$ 2,812.80	\$ 2,890.40	\$ 2,969.60	\$ 3,051.20	\$ 3,135.20	\$ 3,221.60	\$ 3,310.40	\$ 3,401.60	\$ 3,495.20	\$ 3,591.20	\$ 3,689.60	\$ 3,791.20	\$ 3,895.20	\$ 4,002.40
YR		\$ 71,451	\$ 73,414	\$ 75,439	\$ 77,507	\$ 79,636	\$ 81,829	\$ 84,084	\$ 86,401	\$ 88,782	\$ 91,225	\$ 93,730	\$ 96,299	\$ 98,950	\$ 101,665	\$ 104,463
HR	3441	\$ 34.41	\$ 35.36	\$ 36.33	\$ 37.33	\$ 38.36	\$ 39.41	\$ 40.50	\$ 41.61	\$ 42.76	\$ 43.94	\$ 45.14	\$ 46.38	\$ 47.66	\$ 48.97	\$ 50.32
BW		\$ 2,752.80	\$ 2,828.80	\$ 2,906.40	\$ 2,986.40	\$ 3,068.80	\$ 3,152.80	\$ 3,240.00	\$ 3,328.80	\$ 3,420.80	\$ 3,515.20	\$ 3,611.20	\$ 3,710.40	\$ 3,812.80	\$ 3,917.60	\$ 4,025.60
YR		\$ 71,848	\$ 73,832	\$ 75,857	\$ 77,945	\$ 80,096	\$ 82,288	\$ 84,564	\$ 86,882	\$ 89,283	\$ 91,747	\$ 94,252	\$ 96,841	\$ 99,514	\$ 102,249	\$ 105,068
HR	3551	\$ 35.51	\$ 36.49	\$ 37.49	\$ 38.52	\$ 39.58	\$ 40.67	\$ 41.79	\$ 42.94	\$ 44.12	\$ 45.33	\$ 46.58	\$ 47.86	\$ 49.18	\$ 50.53	\$ 51.92
BW		\$ 2,840.80	\$ 2,919.20	\$ 2,999.20	\$ 3,081.60	\$ 3,166.40	\$ 3,253.60	\$ 3,343.20	\$ 3,435.20	\$ 3,529.60	\$ 3,626.40	\$ 3,726.40	\$ 3,828.80	\$ 3,934.40	\$ 4,042.40	\$ 4,153.60
YR		\$ 74,145	\$ 76,191	\$ 78,279	\$ 80,430	\$ 82,643	\$ 84,919	\$ 87,258	\$ 89,659	\$ 92,123	\$ 94,649	\$ 97,259	\$ 99,932	\$ 102,688	\$ 105,507	\$ 108,409
HR	3722	\$ 37.22	\$ 38.24	\$ 39.30	\$ 40.38	\$ 41.49	\$ 42.63	\$ 43.80	\$ 45.00	\$ 46.24	\$ 47.51	\$ 48.82	\$ 50.16	\$ 51.54	\$ 52.96	\$ 54.41
BW		\$ 2,977.60	\$ 3,059.20	\$ 3,144.00	\$ 3,230.40	\$ 3,319.20	\$ 3,410.40	\$ 3,504.00	\$ 3,600.00	\$ 3,699.20	\$ 3,800.80	\$ 3,905.60	\$ 4,012.80	\$ 4,123.20	\$ 4,236.80	\$ 4,352.80
YR		\$ 77,715	\$ 79,845	\$ 82,058	\$ 84,313	\$ 86,631	\$ 89,011	\$ 91,454	\$ 93,960	\$ 96,549	\$ 99,201	\$ 101,936	\$ 104,734	\$ 107,616	\$ 110,580	\$ 113,608
HR	3733	\$ 37.33	\$ 38.36	\$ 39.41	\$ 40.49	\$ 41.61	\$ 42.75	\$ 43.93	\$ 45.14	\$ 46.38	\$ 47.66	\$ 48.97	\$ 50.32	\$ 51.70	\$ 53.12	\$ 54.58
BW		\$ 2,986.40	\$ 3,068.80	\$ 3,152.80	\$ 3,239.20	\$ 3,328.80	\$ 3,420.00	\$ 3,514.40	\$ 3,611.20	\$ 3,710.40	\$ 3,812.80	\$ 3,917.60	\$ 4,025.60	\$ 4,136.00	\$ 4,249.60	\$ 4,366.40
YR		\$ 77,945	\$ 80,096	\$ 82,288	\$ 84,543	\$ 86,882	\$ 89,262	\$ 91,726	\$ 94,252	\$ 96,841	\$ 99,514	\$ 102,249	\$ 105,068	\$ 107,950	\$ 110,915	\$ 113,963
HR	3829	\$ 38.29	\$ 39.34	\$ 40.42	\$ 41.53	\$ 42.67	\$ 43.84	\$ 45.05	\$ 46.29	\$ 47.56	\$ 48.87	\$ 50.21	\$ 51.59	\$ 53.01	\$ 54.47	\$ 55.97
BW		\$ 3,063.20	\$ 3,147.20	\$ 3,233.60	\$ 3,322.40	\$ 3,413.60	\$ 3,507.20	\$ 3,604.00	\$ 3,703.20	\$ 3,804.80	\$ 3,909.60	\$ 4,016.80	\$ 4,127.20	\$ 4,240.80	\$ 4,357.60	\$ 4,477.60
YR		\$ 79,950	\$ 82,142	\$ 84,397	\$ 86,715	\$ 89,095	\$ 91,538	\$ 94,064	\$ 96,654	\$ 99,305	\$ 102,041	\$ 104,838	\$ 107,720	\$ 110,685	\$ 113,733	\$ 116,865
HR	3859	\$ 38.59	\$ 39.65	\$ 40.74	\$ 41.86	\$ 43.01	\$ 44.19	\$ 45.41	\$ 46.66	\$ 47.94	\$ 49.26	\$ 50.61	\$ 52.00	\$ 53.43	\$ 54.90	\$ 56.41
BW		\$ 3,087.20	\$ 3,172.00	\$ 3,259.20	\$ 3,348.80	\$ 3,440.80	\$ 3,535.20	\$ 3,632.80	\$ 3,732.80	\$ 3,835.20	\$ 3,940.80	\$ 4,048.80	\$ 4,160.00	\$ 4,274.40	\$ 4,392.00	\$ 4,512.80
YR		\$ 80,576	\$ 82,789	\$ 85,065	\$ 87,404	\$ 89,805	\$ 92,269	\$ 94,816	\$ 97,426	\$ 100,099	\$ 102,855	\$ 105,674	\$ 108,576	\$ 111,562	\$ 114,631	\$ 117,784
HR	3870	\$ 38.70	\$ 39.76	\$ 40.86	\$ 41.98	\$ 43.14	\$ 44.33	\$ 45.55	\$ 46.80	\$ 48.09	\$ 49.41	\$ 50.77	\$ 52.17	\$ 53.60	\$ 55.07	\$ 56.59
BW		\$ 3,096.00	\$ 3,180.80	\$ 3,268.80	\$ 3,358.40	\$ 3,451.20	\$ 3,546.40	\$ 3,644.00	\$ 3,744.00	\$ 3,847.20	\$ 3,952.80	\$ 4,061.60	\$ 4,173.60	\$ 4,288.00	\$ 4,405.60	\$ 4,527.20
YR		\$ 80,806	\$ 83,019	\$ 85,316	\$ 87,654	\$ 90,076	\$ 92,561	\$ 95,108	\$ 97,718	\$ 100,412	\$ 103,168	\$ 106,008	\$ 108,931	\$ 111,917	\$ 114,986	\$ 118,160

Appendix E - Salary Tables

MOU 19

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3992	\$ 39.92	\$ 41.02	\$ 42.15	\$ 43.31	\$ 44.50	\$ 45.72	\$ 46.98	\$ 48.27	\$ 49.60	\$ 50.96	\$ 52.37	\$ 53.81	\$ 55.29	\$ 56.81	\$ 58.37
BW		\$ 3,193.60	\$ 3,281.60	\$ 3,372.00	\$ 3,464.80	\$ 3,560.00	\$ 3,657.60	\$ 3,758.40	\$ 3,861.60	\$ 3,968.00	\$ 4,076.80	\$ 4,189.60	\$ 4,304.80	\$ 4,423.20	\$ 4,544.80	\$ 4,669.60
YR		\$ 83,353	\$ 85,650	\$ 88,009	\$ 90,431	\$ 92,916	\$ 95,463	\$ 98,094	\$ 100,788	\$ 103,565	\$ 106,404	\$ 109,349	\$ 112,355	\$ 115,446	\$ 118,619	\$ 121,877
HR	4029	\$ 40.29	\$ 41.40	\$ 42.54	\$ 43.71	\$ 44.91	\$ 46.15	\$ 47.41	\$ 48.71	\$ 50.05	\$ 51.43	\$ 52.84	\$ 54.29	\$ 55.79	\$ 57.32	\$ 58.90
BW		\$ 3,223.20	\$ 3,312.00	\$ 3,403.20	\$ 3,496.80	\$ 3,592.80	\$ 3,692.00	\$ 3,792.80	\$ 3,896.80	\$ 4,004.00	\$ 4,114.40	\$ 4,227.20	\$ 4,343.20	\$ 4,463.20	\$ 4,585.60	\$ 4,712.00
YR		\$ 84,126	\$ 86,443	\$ 88,824	\$ 91,266	\$ 93,772	\$ 96,361	\$ 98,992	\$ 101,706	\$ 104,504	\$ 107,386	\$ 110,330	\$ 113,358	\$ 116,490	\$ 119,684	\$ 122,983
HR	4046	\$ 40.46	\$ 41.57	\$ 42.72	\$ 43.89	\$ 45.10	\$ 46.34	\$ 47.61	\$ 48.92	\$ 50.26	\$ 51.64	\$ 53.06	\$ 54.52	\$ 56.02	\$ 57.56	\$ 59.14
BW		\$ 3,236.80	\$ 3,325.60	\$ 3,417.60	\$ 3,511.20	\$ 3,608.00	\$ 3,707.20	\$ 3,808.80	\$ 3,913.60	\$ 4,020.80	\$ 4,131.20	\$ 4,244.80	\$ 4,361.60	\$ 4,481.60	\$ 4,604.80	\$ 4,731.20
YR		\$ 84,480	\$ 86,798	\$ 89,199	\$ 91,642	\$ 94,169	\$ 96,758	\$ 99,410	\$ 102,145	\$ 104,943	\$ 107,824	\$ 110,789	\$ 113,838	\$ 116,970	\$ 120,185	\$ 123,484
HR	4086	\$ 40.86	\$ 41.98	\$ 43.14	\$ 44.33	\$ 45.55	\$ 46.80	\$ 48.09	\$ 49.41	\$ 50.77	\$ 52.17	\$ 53.60	\$ 55.07	\$ 56.59	\$ 58.15	\$ 59.75
BW		\$ 3,268.80	\$ 3,358.40	\$ 3,451.20	\$ 3,546.40	\$ 3,644.00	\$ 3,744.00	\$ 3,847.20	\$ 3,952.80	\$ 4,061.60	\$ 4,173.60	\$ 4,288.00	\$ 4,405.60	\$ 4,527.20	\$ 4,652.00	\$ 4,780.00
YR		\$ 85,316	\$ 87,654	\$ 90,076	\$ 92,561	\$ 95,108	\$ 97,718	\$ 100,412	\$ 103,168	\$ 106,008	\$ 108,931	\$ 111,917	\$ 114,986	\$ 118,160	\$ 121,417	\$ 124,758
HR	4118	\$ 41.18	\$ 42.31	\$ 43.48	\$ 44.68	\$ 45.90	\$ 47.16	\$ 48.46	\$ 49.79	\$ 51.16	\$ 52.57	\$ 54.01	\$ 55.50	\$ 57.02	\$ 58.59	\$ 60.20
BW		\$ 3,294.40	\$ 3,384.80	\$ 3,478.40	\$ 3,574.40	\$ 3,672.00	\$ 3,772.80	\$ 3,876.80	\$ 3,983.20	\$ 4,092.80	\$ 4,205.60	\$ 4,320.80	\$ 4,440.00	\$ 4,561.60	\$ 4,687.20	\$ 4,816.00
YR		\$ 85,984	\$ 88,343	\$ 90,786	\$ 93,292	\$ 95,839	\$ 98,470	\$ 101,184	\$ 103,962	\$ 106,822	\$ 109,766	\$ 112,773	\$ 115,884	\$ 119,058	\$ 122,336	\$ 125,698
HR	4230	\$ 42.30	\$ 43.46	\$ 44.66	\$ 45.89	\$ 47.15	\$ 48.45	\$ 49.78	\$ 51.15	\$ 52.56	\$ 54.01	\$ 55.49	\$ 57.02	\$ 58.58	\$ 60.19	\$ 61.85
BW		\$ 3,384.00	\$ 3,476.80	\$ 3,572.80	\$ 3,671.20	\$ 3,772.00	\$ 3,876.00	\$ 3,982.40	\$ 4,092.00	\$ 4,204.80	\$ 4,320.80	\$ 4,439.20	\$ 4,561.60	\$ 4,686.40	\$ 4,815.20	\$ 4,948.00
YR		\$ 88,322	\$ 90,744	\$ 93,250	\$ 95,818	\$ 98,449	\$ 101,164	\$ 103,941	\$ 106,801	\$ 109,745	\$ 112,773	\$ 115,863	\$ 119,058	\$ 122,315	\$ 125,677	\$ 129,143
HR	4284	\$ 42.84	\$ 44.02	\$ 45.23	\$ 46.47	\$ 47.75	\$ 49.06	\$ 50.41	\$ 51.80	\$ 53.22	\$ 54.68	\$ 56.19	\$ 57.74	\$ 59.32	\$ 60.95	\$ 62.63
BW		\$ 3,427.20	\$ 3,521.60	\$ 3,618.40	\$ 3,717.60	\$ 3,820.00	\$ 3,924.80	\$ 4,032.80	\$ 4,144.00	\$ 4,257.60	\$ 4,374.40	\$ 4,495.20	\$ 4,619.20	\$ 4,745.60	\$ 4,876.00	\$ 5,010.40
YR		\$ 89,450	\$ 91,914	\$ 94,440	\$ 97,029	\$ 99,702	\$ 102,437	\$ 105,256	\$ 108,158	\$ 111,123	\$ 114,172	\$ 117,325	\$ 120,561	\$ 123,860	\$ 127,264	\$ 130,771
HR	4314	\$ 43.14	\$ 44.33	\$ 45.55	\$ 46.80	\$ 48.09	\$ 49.41	\$ 50.77	\$ 52.17	\$ 53.60	\$ 55.07	\$ 56.59	\$ 58.15	\$ 59.75	\$ 61.39	\$ 63.08
BW		\$ 3,451.20	\$ 3,546.40	\$ 3,644.00	\$ 3,744.00	\$ 3,847.20	\$ 3,952.80	\$ 4,061.60	\$ 4,173.60	\$ 4,288.00	\$ 4,405.60	\$ 4,527.20	\$ 4,652.00	\$ 4,780.00	\$ 4,911.20	\$ 5,046.40
YR		\$ 90,076	\$ 92,561	\$ 95,108	\$ 97,718	\$ 100,412	\$ 103,168	\$ 106,008	\$ 108,931	\$ 111,917	\$ 114,986	\$ 118,160	\$ 121,417	\$ 124,758	\$ 128,182	\$ 131,711

Appendix E - Salary Tables

MOU 19

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	4326	\$ 43.26	\$ 44.45	\$ 45.67	\$ 46.93	\$ 48.22	\$ 49.55	\$ 50.91	\$ 52.31	\$ 53.75	\$ 55.23	\$ 56.75	\$ 58.31	\$ 59.91	\$ 61.56	\$ 63.25
BW		\$ 3,460.80	\$ 3,556.00	\$ 3,653.60	\$ 3,754.40	\$ 3,857.60	\$ 3,964.00	\$ 4,072.80	\$ 4,184.80	\$ 4,300.00	\$ 4,418.40	\$ 4,540.00	\$ 4,664.80	\$ 4,792.80	\$ 4,924.80	\$ 5,060.00
YR		\$ 90,327	\$ 92,812	\$ 95,359	\$ 97,990	\$ 100,683	\$ 103,460	\$ 106,300	\$ 109,223	\$ 112,230	\$ 115,320	\$ 118,494	\$ 121,751	\$ 125,092	\$ 128,537	\$ 132,066
HR	4351	\$ 43.51	\$ 44.71	\$ 45.94	\$ 47.20	\$ 48.50	\$ 49.83	\$ 51.20	\$ 52.61	\$ 54.05	\$ 55.54	\$ 57.06	\$ 58.63	\$ 60.24	\$ 61.90	\$ 63.60
BW		\$ 3,480.80	\$ 3,576.80	\$ 3,675.20	\$ 3,776.00	\$ 3,880.00	\$ 3,986.40	\$ 4,096.00	\$ 4,208.80	\$ 4,324.00	\$ 4,443.20	\$ 4,564.80	\$ 4,690.40	\$ 4,819.20	\$ 4,952.00	\$ 5,088.00
YR		\$ 90,849	\$ 93,354	\$ 95,923	\$ 98,554	\$ 101,268	\$ 104,045	\$ 106,906	\$ 109,850	\$ 112,856	\$ 115,968	\$ 119,141	\$ 122,419	\$ 125,781	\$ 129,247	\$ 132,797
HR	4553	\$ 45.53	\$ 46.78	\$ 48.07	\$ 49.39	\$ 50.75	\$ 52.15	\$ 53.58	\$ 55.05	\$ 56.57	\$ 58.13	\$ 59.72	\$ 61.36	\$ 63.05	\$ 64.78	\$ 66.57
BW		\$ 3,642.40	\$ 3,742.40	\$ 3,845.60	\$ 3,951.20	\$ 4,060.00	\$ 4,172.00	\$ 4,286.40	\$ 4,404.00	\$ 4,525.60	\$ 4,650.40	\$ 4,777.60	\$ 4,908.80	\$ 5,044.00	\$ 5,182.40	\$ 5,325.60
YR		\$ 95,067	\$ 97,677	\$ 100,370	\$ 103,126	\$ 105,966	\$ 108,889	\$ 111,875	\$ 114,944	\$ 118,118	\$ 121,375	\$ 124,695	\$ 128,120	\$ 131,648	\$ 135,261	\$ 138,998
HR	4565	\$ 45.65	\$ 46.91	\$ 48.20	\$ 49.53	\$ 50.89	\$ 52.29	\$ 53.73	\$ 55.21	\$ 56.73	\$ 58.29	\$ 59.89	\$ 61.54	\$ 63.23	\$ 64.97	\$ 66.76
BW		\$ 3,652.00	\$ 3,752.80	\$ 3,856.00	\$ 3,962.40	\$ 4,071.20	\$ 4,183.20	\$ 4,298.40	\$ 4,416.80	\$ 4,538.40	\$ 4,663.20	\$ 4,791.20	\$ 4,923.20	\$ 5,058.40	\$ 5,197.60	\$ 5,340.80
YR		\$ 95,317	\$ 97,948	\$ 100,642	\$ 103,419	\$ 106,258	\$ 109,182	\$ 112,188	\$ 115,278	\$ 118,452	\$ 121,710	\$ 125,050	\$ 128,496	\$ 132,024	\$ 135,657	\$ 139,395
HR	4671	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 52.06	\$ 53.49	\$ 54.96	\$ 56.47	\$ 58.02	\$ 59.62	\$ 61.25	\$ 62.93	\$ 64.67	\$ 66.45	\$ 68.28
BW		\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,164.80	\$ 4,279.20	\$ 4,396.80	\$ 4,517.60	\$ 4,641.60	\$ 4,769.60	\$ 4,900.00	\$ 5,034.40	\$ 5,173.60	\$ 5,316.00	\$ 5,462.40
YR		\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,799	\$ 108,701	\$ 111,687	\$ 114,756	\$ 117,909	\$ 121,146	\$ 124,487	\$ 127,890	\$ 131,398	\$ 135,031	\$ 138,748	\$ 142,569
HR	4688	\$ 46.88	\$ 48.17	\$ 49.49	\$ 50.85	\$ 52.25	\$ 53.69	\$ 55.16	\$ 56.68	\$ 58.24	\$ 59.84	\$ 61.49	\$ 63.18	\$ 64.92	\$ 66.71	\$ 68.54
BW		\$ 3,750.40	\$ 3,853.60	\$ 3,959.20	\$ 4,068.00	\$ 4,180.00	\$ 4,295.20	\$ 4,412.80	\$ 4,534.40	\$ 4,659.20	\$ 4,787.20	\$ 4,919.20	\$ 5,054.40	\$ 5,193.60	\$ 5,336.80	\$ 5,483.20
YR		\$ 97,885	\$ 100,579	\$ 103,335	\$ 106,175	\$ 109,098	\$ 112,105	\$ 115,174	\$ 118,348	\$ 121,605	\$ 124,946	\$ 128,391	\$ 131,920	\$ 135,553	\$ 139,290	\$ 143,112
HR	4812	\$ 48.12	\$ 49.44	\$ 50.80	\$ 52.20	\$ 53.63	\$ 55.10	\$ 56.62	\$ 58.18	\$ 59.78	\$ 61.42	\$ 63.11	\$ 64.85	\$ 66.63	\$ 68.46	\$ 70.35
BW		\$ 3,849.60	\$ 3,955.20	\$ 4,064.00	\$ 4,176.00	\$ 4,290.40	\$ 4,408.00	\$ 4,529.60	\$ 4,654.40	\$ 4,782.40	\$ 4,913.60	\$ 5,048.80	\$ 5,188.00	\$ 5,330.40	\$ 5,476.80	\$ 5,628.00
YR		\$ 100,475	\$ 103,231	\$ 106,070	\$ 108,994	\$ 111,979	\$ 115,049	\$ 118,223	\$ 121,480	\$ 124,821	\$ 128,245	\$ 131,774	\$ 135,407	\$ 139,123	\$ 142,944	\$ 146,891
HR	4870	\$ 48.70	\$ 50.04	\$ 51.42	\$ 52.83	\$ 54.29	\$ 55.78	\$ 57.32	\$ 58.90	\$ 60.52	\$ 62.18	\$ 63.89	\$ 65.65	\$ 67.45	\$ 69.30	\$ 71.21
BW		\$ 3,896.00	\$ 4,003.20	\$ 4,113.60	\$ 4,226.40	\$ 4,343.20	\$ 4,462.40	\$ 4,585.60	\$ 4,712.00	\$ 4,841.60	\$ 4,974.40	\$ 5,111.20	\$ 5,252.00	\$ 5,396.00	\$ 5,544.00	\$ 5,696.80
YR		\$ 101,686	\$ 104,484	\$ 107,365	\$ 110,309	\$ 113,358	\$ 116,469	\$ 119,684	\$ 122,983	\$ 126,366	\$ 129,832	\$ 133,402	\$ 137,077	\$ 140,836	\$ 144,698	\$ 148,686

Appendix E - Salary Tables

MOU 19

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	5065	\$ 50.65	\$ 52.04	\$ 53.47	\$ 54.94	\$ 56.45	\$ 58.00	\$ 59.60	\$ 61.24	\$ 62.92	\$ 64.65	\$ 66.43	\$ 68.26	\$ 70.13	\$ 72.06	\$ 74.04
BW		\$ 4,052.00	\$ 4,163.20	\$ 4,277.60	\$ 4,395.20	\$ 4,516.00	\$ 4,640.00	\$ 4,768.00	\$ 4,899.20	\$ 5,033.60	\$ 5,172.00	\$ 5,314.40	\$ 5,460.80	\$ 5,610.40	\$ 5,764.80	\$ 5,923.20
YR		\$ 105,757	\$ 108,660	\$ 111,645	\$ 114,715	\$ 117,868	\$ 121,104	\$ 124,445	\$ 127,869	\$ 131,377	\$ 134,989	\$ 138,706	\$ 142,527	\$ 146,431	\$ 150,461	\$ 154,596
HR	5093	\$ 50.93	\$ 52.33	\$ 53.77	\$ 55.25	\$ 56.77	\$ 58.33	\$ 59.94	\$ 61.59	\$ 63.28	\$ 65.02	\$ 66.81	\$ 68.65	\$ 70.54	\$ 72.48	\$ 74.47
BW		\$ 4,074.40	\$ 4,186.40	\$ 4,301.60	\$ 4,420.00	\$ 4,541.60	\$ 4,666.40	\$ 4,795.20	\$ 4,927.20	\$ 5,062.40	\$ 5,201.60	\$ 5,344.80	\$ 5,492.00	\$ 5,643.20	\$ 5,798.40	\$ 5,957.60
YR		\$ 106,342	\$ 109,265	\$ 112,272	\$ 115,362	\$ 118,536	\$ 121,793	\$ 125,155	\$ 128,600	\$ 132,129	\$ 135,762	\$ 139,499	\$ 143,341	\$ 147,288	\$ 151,338	\$ 155,493

**Appendix F
MOU 19**

Operative on June 24, 2018

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
7226-0	CH CREATIVE SVCS DIV	4776	\$ 99,722 -- \$ 145,784
4289-2	CH ENV COMP INSPECT II	5208	\$ 108,743 -- \$ 159,001
4289-1	CH ENV COMP INSPECTOR I	4424	\$ 92,373 -- \$ 135,030
4275-0	CH TRANSP INVESTIGATOR	3631	\$ 75,815 -- \$ 110,851
7944-0	CITY PLANNER	4178	\$ 87,236 -- \$ 127,555
7211-0	GEOG INFO SYS CHIEF	4449	\$ 92,895 -- \$ 135,782
7214-1	GEOG INFO SYS SUPVR I	3805	\$ 79,448 -- \$ 116,155
7214-2	GEOG INFO SYS SUPVR II	4120	\$ 86,025 -- \$ 125,760
7935-1	GRAPHICS SUPERVISOR I	3957	\$ 82,622 -- \$ 120,811
7935-2	GRAPHICS SUPERVISOR II	4178	\$ 87,236 -- \$ 127,555
7302-0	HAZARD MATL PROGRAM MGR	4657	\$ 97,238 -- \$ 142,192
1564-1	IMPROV ASSESSOR SUPV I	3275	\$ 68,382 -- \$ 100,015
1564-2	IMPROV ASSESSOR SUPV II	3946	\$ 82,392 -- \$ 120,456
1411-1	INFO SYS OPER MGR I	3519	\$ 73,476 -- \$ 107,427
1411-2	INFO SYS OPER MGR II	3818	\$ 79,719 -- \$ 116,573
1411-3	INFO SYS OPER MGR III	4137	\$ 86,380 -- \$ 126,303
7219-0	PR CIVIL ENGR DRAF TEC	3255	\$ 67,964 -- \$ 99,347
7297-0	PR CONSTR INSPECTOR	4325	\$ 90,306 -- \$ 132,045
1158-1	PR FINGPRT ID EXPERT I	2782	\$ 58,088 -- \$ 84,960
1158-2	PR FINGPRT ID EXPERT II	3106	\$ 64,853 -- \$ 94,816
2203-0	PR FORENSIC PRINT SPC	4671	\$ 97,530 -- \$ 142,568
4226-0	PR INSPECTOR	4325	\$ 90,306 -- \$ 132,045
1794-0	PR PHOTOGRAPHER	3916	\$ 81,766 -- \$ 119,496
7947-0	SR CITY PLANNER	4919	\$ 102,708 -- \$ 150,189
3347-0	SR CONSTR ESTIMATOR	3946	\$ 82,392 -- \$ 120,456
1139-1	SR DATA PROCESS TECH I	2561	\$ 53,473 -- \$ 78,174
1139-2	SR DATA PROCESS TECH II	2945	\$ 61,491 -- \$ 89,867
4293-0	SR ENV COMPLIANCE INSP	3500	\$ 73,080 -- \$ 106,842
3231-0	SR EXAMR QUESTD DOCUMTS	4794	\$ 100,098 -- \$ 146,347
2201-0	SR FORENSIC PRINT SPEC	4209	\$ 87,883 -- \$ 128,516
1795-1	SR PHOTOGRAPHER I	3168	\$ 66,147 -- \$ 96,757
1795-2	SR PHOTOGRAPHER II	3345	\$ 69,843 -- \$ 102,144
1961-0	SR REAL ESTATE OFFICER	4081	\$ 85,211 -- \$ 124,611
7288-0	SR SURVEY SUPERVISOR	4980	\$ 103,982 -- \$ 152,048
2481-1	SUPVSG TRANS PLANNR I	4411	\$ 92,101 -- \$ 134,676
2481-2	SUPVSG TRANS PLANNR II	5177	\$ 108,095 -- \$ 158,082
7287-0	SURVEY SUPERVISOR	4382	\$ 91,496 -- \$ 133,715

Appendix F - Salary Tables

MOU 19

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2561	\$ 25.61	\$ 26.31	\$ 27.04	\$ 27.78	\$ 28.55	\$ 29.34	\$ 30.14	\$ 30.97	\$ 31.82	\$ 32.70	\$ 33.59	\$ 34.51	\$ 35.46	\$ 36.44	\$ 37.44
BW		\$ 2,048.80	\$ 2,104.80	\$ 2,163.20	\$ 2,222.40	\$ 2,284.00	\$ 2,347.20	\$ 2,411.20	\$ 2,477.60	\$ 2,545.60	\$ 2,616.00	\$ 2,687.20	\$ 2,760.80	\$ 2,836.80	\$ 2,915.20	\$ 2,995.20
YR		\$ 53,474	\$ 54,935	\$ 56,460	\$ 58,005	\$ 59,612	\$ 61,262	\$ 62,932	\$ 64,665	\$ 66,440	\$ 68,278	\$ 70,136	\$ 72,057	\$ 74,040	\$ 76,087	\$ 78,175
HR	2782	\$ 27.82	\$ 28.59	\$ 29.37	\$ 30.18	\$ 31.01	\$ 31.86	\$ 32.74	\$ 33.64	\$ 34.57	\$ 35.52	\$ 36.50	\$ 37.50	\$ 38.54	\$ 39.60	\$ 40.69
BW		\$ 2,225.60	\$ 2,287.20	\$ 2,349.60	\$ 2,414.40	\$ 2,480.80	\$ 2,548.80	\$ 2,619.20	\$ 2,691.20	\$ 2,765.60	\$ 2,841.60	\$ 2,920.00	\$ 3,000.00	\$ 3,083.20	\$ 3,168.00	\$ 3,255.20
YR		\$ 58,088	\$ 59,696	\$ 61,325	\$ 63,016	\$ 64,749	\$ 66,524	\$ 68,361	\$ 70,240	\$ 72,182	\$ 74,166	\$ 76,212	\$ 78,300	\$ 80,472	\$ 82,685	\$ 84,961
HR	2945	\$ 29.45	\$ 30.26	\$ 31.09	\$ 31.94	\$ 32.82	\$ 33.72	\$ 34.65	\$ 35.60	\$ 36.58	\$ 37.59	\$ 38.62	\$ 39.68	\$ 40.77	\$ 41.89	\$ 43.04
BW		\$ 2,356.00	\$ 2,420.80	\$ 2,487.20	\$ 2,555.20	\$ 2,625.60	\$ 2,697.60	\$ 2,772.00	\$ 2,848.00	\$ 2,926.40	\$ 3,007.20	\$ 3,089.60	\$ 3,174.40	\$ 3,261.60	\$ 3,351.20	\$ 3,443.20
YR		\$ 61,492	\$ 63,183	\$ 64,916	\$ 66,691	\$ 68,528	\$ 70,407	\$ 72,349	\$ 74,333	\$ 76,379	\$ 78,488	\$ 80,639	\$ 82,852	\$ 85,128	\$ 87,466	\$ 89,868
HR	3106	\$ 31.06	\$ 31.91	\$ 32.79	\$ 33.69	\$ 34.62	\$ 35.57	\$ 36.55	\$ 37.56	\$ 38.59	\$ 39.65	\$ 40.74	\$ 41.86	\$ 43.01	\$ 44.19	\$ 45.41
BW		\$ 2,484.80	\$ 2,552.80	\$ 2,623.20	\$ 2,695.20	\$ 2,769.60	\$ 2,845.60	\$ 2,924.00	\$ 3,004.80	\$ 3,087.20	\$ 3,172.00	\$ 3,259.20	\$ 3,348.80	\$ 3,440.80	\$ 3,535.20	\$ 3,632.80
YR		\$ 64,853	\$ 66,628	\$ 68,466	\$ 70,345	\$ 72,287	\$ 74,270	\$ 76,316	\$ 78,425	\$ 80,576	\$ 82,789	\$ 85,065	\$ 87,404	\$ 89,805	\$ 92,269	\$ 94,816
HR	3168	\$ 31.68	\$ 32.55	\$ 33.45	\$ 34.37	\$ 35.32	\$ 36.29	\$ 37.29	\$ 38.32	\$ 39.37	\$ 40.45	\$ 41.57	\$ 42.71	\$ 43.89	\$ 45.10	\$ 46.34
BW		\$ 2,534.40	\$ 2,604.00	\$ 2,676.00	\$ 2,749.60	\$ 2,825.60	\$ 2,903.20	\$ 2,983.20	\$ 3,065.60	\$ 3,149.60	\$ 3,236.00	\$ 3,325.60	\$ 3,416.80	\$ 3,511.20	\$ 3,608.00	\$ 3,707.20
YR		\$ 66,148	\$ 67,964	\$ 69,844	\$ 71,765	\$ 73,748	\$ 75,774	\$ 77,862	\$ 80,012	\$ 82,205	\$ 84,460	\$ 86,798	\$ 89,178	\$ 91,642	\$ 94,169	\$ 96,758
HR	3255	\$ 32.55	\$ 33.45	\$ 34.36	\$ 35.30	\$ 36.28	\$ 37.28	\$ 38.30	\$ 39.35	\$ 40.44	\$ 41.55	\$ 42.69	\$ 43.86	\$ 45.07	\$ 46.31	\$ 47.58
BW		\$ 2,604.00	\$ 2,676.00	\$ 2,748.80	\$ 2,824.00	\$ 2,902.40	\$ 2,982.40	\$ 3,064.00	\$ 3,148.00	\$ 3,235.20	\$ 3,324.00	\$ 3,415.20	\$ 3,508.80	\$ 3,605.60	\$ 3,704.80	\$ 3,806.40
YR		\$ 67,964	\$ 69,844	\$ 71,744	\$ 73,706	\$ 75,753	\$ 77,841	\$ 79,970	\$ 82,163	\$ 84,439	\$ 86,756	\$ 89,137	\$ 91,580	\$ 94,106	\$ 96,695	\$ 99,347
HR	3275	\$ 32.75	\$ 33.65	\$ 34.58	\$ 35.53	\$ 36.51	\$ 37.51	\$ 38.55	\$ 39.61	\$ 40.70	\$ 41.82	\$ 42.97	\$ 44.15	\$ 45.37	\$ 46.62	\$ 47.90
BW		\$ 2,620.00	\$ 2,692.00	\$ 2,766.40	\$ 2,842.40	\$ 2,920.80	\$ 3,000.80	\$ 3,084.00	\$ 3,168.80	\$ 3,256.00	\$ 3,345.60	\$ 3,437.60	\$ 3,532.00	\$ 3,629.60	\$ 3,729.60	\$ 3,832.00
YR		\$ 68,382	\$ 70,261	\$ 72,203	\$ 74,187	\$ 76,233	\$ 78,321	\$ 80,492	\$ 82,706	\$ 84,982	\$ 87,320	\$ 89,721	\$ 92,185	\$ 94,733	\$ 97,343	\$ 100,015
HR	3345	\$ 33.45	\$ 34.37	\$ 35.32	\$ 36.29	\$ 37.29	\$ 38.32	\$ 39.37	\$ 40.45	\$ 41.57	\$ 42.71	\$ 43.89	\$ 45.10	\$ 46.34	\$ 47.61	\$ 48.92
BW		\$ 2,676.00	\$ 2,749.60	\$ 2,825.60	\$ 2,903.20	\$ 2,983.20	\$ 3,065.60	\$ 3,149.60	\$ 3,236.00	\$ 3,325.60	\$ 3,416.80	\$ 3,511.20	\$ 3,608.00	\$ 3,707.20	\$ 3,808.80	\$ 3,913.60
YR		\$ 69,844	\$ 71,765	\$ 73,748	\$ 75,774	\$ 77,862	\$ 80,012	\$ 82,205	\$ 84,460	\$ 86,798	\$ 89,178	\$ 91,642	\$ 94,169	\$ 96,758	\$ 99,410	\$ 102,145

Appendix F - Salary Tables

MOU 19

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3500	\$ 35.00	\$ 35.96	\$ 36.95	\$ 37.97	\$ 39.01	\$ 40.08	\$ 41.19	\$ 42.32	\$ 43.49	\$ 44.69	\$ 45.91	\$ 47.17	\$ 48.47	\$ 49.80	\$ 51.17
BW		\$ 2,800.00	\$ 2,876.80	\$ 2,956.00	\$ 3,037.60	\$ 3,120.80	\$ 3,206.40	\$ 3,295.20	\$ 3,385.60	\$ 3,479.20	\$ 3,575.20	\$ 3,672.80	\$ 3,773.60	\$ 3,877.60	\$ 3,984.00	\$ 4,093.60
YR		\$ 73,080	\$ 75,084	\$ 77,152	\$ 79,281	\$ 81,453	\$ 83,687	\$ 86,005	\$ 88,364	\$ 90,807	\$ 93,313	\$ 95,860	\$ 98,491	\$ 101,205	\$ 103,982	\$ 106,843
HR	3519	\$ 35.19	\$ 36.16	\$ 37.15	\$ 38.17	\$ 39.22	\$ 40.30	\$ 41.41	\$ 42.55	\$ 43.72	\$ 44.92	\$ 46.16	\$ 47.43	\$ 48.73	\$ 50.07	\$ 51.45
BW		\$ 2,815.20	\$ 2,892.80	\$ 2,972.00	\$ 3,053.60	\$ 3,137.60	\$ 3,224.00	\$ 3,312.80	\$ 3,404.00	\$ 3,497.60	\$ 3,593.60	\$ 3,692.80	\$ 3,794.40	\$ 3,898.40	\$ 4,005.60	\$ 4,116.00
YR		\$ 73,477	\$ 75,502	\$ 77,569	\$ 79,699	\$ 81,891	\$ 84,146	\$ 86,464	\$ 88,844	\$ 91,287	\$ 93,793	\$ 96,382	\$ 99,034	\$ 101,748	\$ 104,546	\$ 107,428
HR	3631	\$ 36.31	\$ 37.31	\$ 38.33	\$ 39.38	\$ 40.47	\$ 41.58	\$ 42.73	\$ 43.91	\$ 45.11	\$ 46.35	\$ 47.63	\$ 48.94	\$ 50.29	\$ 51.67	\$ 53.09
BW		\$ 2,904.80	\$ 2,984.80	\$ 3,066.40	\$ 3,150.40	\$ 3,237.60	\$ 3,326.40	\$ 3,418.40	\$ 3,512.80	\$ 3,608.80	\$ 3,708.00	\$ 3,810.40	\$ 3,915.20	\$ 4,023.20	\$ 4,133.60	\$ 4,247.20
YR		\$ 75,815	\$ 77,903	\$ 80,033	\$ 82,225	\$ 84,501	\$ 86,819	\$ 89,220	\$ 91,684	\$ 94,190	\$ 96,779	\$ 99,451	\$ 102,187	\$ 105,006	\$ 107,887	\$ 110,852
HR	3805	\$ 38.05	\$ 39.10	\$ 40.17	\$ 41.27	\$ 42.41	\$ 43.58	\$ 44.77	\$ 46.00	\$ 47.27	\$ 48.57	\$ 49.91	\$ 51.28	\$ 52.69	\$ 54.14	\$ 55.63
BW		\$ 3,044.00	\$ 3,128.00	\$ 3,213.60	\$ 3,301.60	\$ 3,392.80	\$ 3,486.40	\$ 3,581.60	\$ 3,680.00	\$ 3,781.60	\$ 3,885.60	\$ 3,992.80	\$ 4,102.40	\$ 4,215.20	\$ 4,331.20	\$ 4,450.40
YR		\$ 79,448	\$ 81,641	\$ 83,875	\$ 86,172	\$ 88,552	\$ 90,995	\$ 93,480	\$ 96,048	\$ 98,700	\$ 101,414	\$ 104,212	\$ 107,073	\$ 110,017	\$ 113,044	\$ 116,155
HR	3818	\$ 38.18	\$ 39.23	\$ 40.31	\$ 41.42	\$ 42.56	\$ 43.73	\$ 44.93	\$ 46.17	\$ 47.44	\$ 48.74	\$ 50.09	\$ 51.47	\$ 52.88	\$ 54.33	\$ 55.83
BW		\$ 3,054.40	\$ 3,138.40	\$ 3,224.80	\$ 3,313.60	\$ 3,404.80	\$ 3,498.40	\$ 3,594.40	\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,007.20	\$ 4,117.60	\$ 4,230.40	\$ 4,346.40	\$ 4,466.40
YR		\$ 79,720	\$ 81,912	\$ 84,167	\$ 86,485	\$ 88,865	\$ 91,308	\$ 93,814	\$ 96,403	\$ 99,055	\$ 101,769	\$ 104,588	\$ 107,469	\$ 110,413	\$ 113,441	\$ 116,573
HR	3916	\$ 39.16	\$ 40.24	\$ 41.34	\$ 42.48	\$ 43.64	\$ 44.84	\$ 46.07	\$ 47.34	\$ 48.64	\$ 49.98	\$ 51.35	\$ 52.76	\$ 54.21	\$ 55.70	\$ 57.23
BW		\$ 3,132.80	\$ 3,219.20	\$ 3,307.20	\$ 3,398.40	\$ 3,491.20	\$ 3,587.20	\$ 3,685.60	\$ 3,787.20	\$ 3,891.20	\$ 3,998.40	\$ 4,108.00	\$ 4,220.80	\$ 4,336.80	\$ 4,456.00	\$ 4,578.40
YR		\$ 81,766	\$ 84,021	\$ 86,318	\$ 88,698	\$ 91,120	\$ 93,626	\$ 96,194	\$ 98,846	\$ 101,560	\$ 104,358	\$ 107,219	\$ 110,163	\$ 113,190	\$ 116,302	\$ 119,496
HR	3946	\$ 39.46	\$ 40.55	\$ 41.66	\$ 42.81	\$ 43.98	\$ 45.19	\$ 46.43	\$ 47.71	\$ 49.02	\$ 50.37	\$ 51.75	\$ 53.17	\$ 54.64	\$ 56.14	\$ 57.69
BW		\$ 3,156.80	\$ 3,244.00	\$ 3,332.80	\$ 3,424.80	\$ 3,518.40	\$ 3,615.20	\$ 3,714.40	\$ 3,816.80	\$ 3,921.60	\$ 4,029.60	\$ 4,140.00	\$ 4,253.60	\$ 4,371.20	\$ 4,491.20	\$ 4,615.20
YR		\$ 82,392	\$ 84,668	\$ 86,986	\$ 89,387	\$ 91,830	\$ 94,357	\$ 96,946	\$ 99,618	\$ 102,354	\$ 105,173	\$ 108,054	\$ 111,019	\$ 114,088	\$ 117,220	\$ 120,457
HR	3957	\$ 39.57	\$ 40.66	\$ 41.78	\$ 42.93	\$ 44.11	\$ 45.32	\$ 46.57	\$ 47.85	\$ 49.17	\$ 50.52	\$ 51.91	\$ 53.34	\$ 54.80	\$ 56.31	\$ 57.86
BW		\$ 3,165.60	\$ 3,252.80	\$ 3,342.40	\$ 3,434.40	\$ 3,528.80	\$ 3,625.60	\$ 3,725.60	\$ 3,828.00	\$ 3,933.60	\$ 4,041.60	\$ 4,152.80	\$ 4,267.20	\$ 4,384.00	\$ 4,504.80	\$ 4,628.80
YR		\$ 82,622	\$ 84,898	\$ 87,237	\$ 89,638	\$ 92,102	\$ 94,628	\$ 97,238	\$ 99,911	\$ 102,667	\$ 105,486	\$ 108,388	\$ 111,374	\$ 114,422	\$ 117,575	\$ 120,812

Appendix F - Salary Tables

MOU 19

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	4081	\$ 40.81	\$ 41.93	\$ 43.09	\$ 44.27	\$ 45.49	\$ 46.74	\$ 48.03	\$ 49.35	\$ 50.71	\$ 52.10	\$ 53.54	\$ 55.01	\$ 56.53	\$ 58.08	\$ 59.68
BW		\$ 3,264.80	\$ 3,354.40	\$ 3,447.20	\$ 3,541.60	\$ 3,639.20	\$ 3,739.20	\$ 3,842.40	\$ 3,948.00	\$ 4,056.80	\$ 4,168.00	\$ 4,283.20	\$ 4,400.80	\$ 4,522.40	\$ 4,646.40	\$ 4,774.40
YR		\$ 85,211	\$ 87,550	\$ 89,972	\$ 92,436	\$ 94,983	\$ 97,593	\$ 100,287	\$ 103,043	\$ 105,882	\$ 108,785	\$ 111,792	\$ 114,861	\$ 118,035	\$ 121,271	\$ 124,612
HR	4120	\$ 41.20	\$ 42.33	\$ 43.50	\$ 44.70	\$ 45.93	\$ 47.19	\$ 48.49	\$ 49.82	\$ 51.19	\$ 52.60	\$ 54.04	\$ 55.53	\$ 57.05	\$ 58.62	\$ 60.23
BW		\$ 3,296.00	\$ 3,386.40	\$ 3,480.00	\$ 3,576.00	\$ 3,674.40	\$ 3,775.20	\$ 3,879.20	\$ 3,985.60	\$ 4,095.20	\$ 4,208.00	\$ 4,323.20	\$ 4,442.40	\$ 4,564.00	\$ 4,689.60	\$ 4,818.40
YR		\$ 86,026	\$ 88,385	\$ 90,828	\$ 93,334	\$ 95,902	\$ 98,533	\$ 101,247	\$ 104,024	\$ 106,885	\$ 109,829	\$ 112,836	\$ 115,947	\$ 119,120	\$ 122,399	\$ 125,760
HR	4137	\$ 41.37	\$ 42.51	\$ 43.68	\$ 44.88	\$ 46.12	\$ 47.39	\$ 48.69	\$ 50.03	\$ 51.40	\$ 52.81	\$ 54.27	\$ 55.76	\$ 57.30	\$ 58.88	\$ 60.49
BW		\$ 3,309.60	\$ 3,400.80	\$ 3,494.40	\$ 3,590.40	\$ 3,689.60	\$ 3,791.20	\$ 3,895.20	\$ 4,002.40	\$ 4,112.00	\$ 4,224.80	\$ 4,341.60	\$ 4,460.80	\$ 4,584.00	\$ 4,710.40	\$ 4,839.20
YR		\$ 86,381	\$ 88,761	\$ 91,204	\$ 93,709	\$ 96,299	\$ 98,950	\$ 101,665	\$ 104,463	\$ 107,323	\$ 110,267	\$ 113,316	\$ 116,427	\$ 119,642	\$ 122,941	\$ 126,303
HR	4178	\$ 41.78	\$ 42.93	\$ 44.11	\$ 45.32	\$ 46.57	\$ 47.85	\$ 49.17	\$ 50.52	\$ 51.91	\$ 53.34	\$ 54.80	\$ 56.31	\$ 57.86	\$ 59.45	\$ 61.09
BW		\$ 3,342.40	\$ 3,434.40	\$ 3,528.80	\$ 3,625.60	\$ 3,725.60	\$ 3,828.00	\$ 3,933.60	\$ 4,041.60	\$ 4,152.80	\$ 4,267.20	\$ 4,384.00	\$ 4,504.80	\$ 4,628.80	\$ 4,756.00	\$ 4,887.20
YR		\$ 87,237	\$ 89,638	\$ 92,102	\$ 94,628	\$ 97,238	\$ 99,911	\$ 102,667	\$ 105,486	\$ 108,388	\$ 111,374	\$ 114,422	\$ 117,575	\$ 120,812	\$ 124,132	\$ 127,556
HR	4209	\$ 42.09	\$ 43.25	\$ 44.44	\$ 45.66	\$ 46.92	\$ 48.21	\$ 49.54	\$ 50.90	\$ 52.30	\$ 53.74	\$ 55.22	\$ 56.74	\$ 58.30	\$ 59.90	\$ 61.55
BW		\$ 3,367.20	\$ 3,460.00	\$ 3,555.20	\$ 3,652.80	\$ 3,753.60	\$ 3,856.80	\$ 3,963.20	\$ 4,072.00	\$ 4,184.00	\$ 4,299.20	\$ 4,417.60	\$ 4,539.20	\$ 4,664.00	\$ 4,792.00	\$ 4,924.00
YR		\$ 87,884	\$ 90,306	\$ 92,791	\$ 95,338	\$ 97,969	\$ 100,662	\$ 103,440	\$ 106,279	\$ 109,202	\$ 112,209	\$ 115,299	\$ 118,473	\$ 121,730	\$ 125,071	\$ 128,516
HR	4325	\$ 43.25	\$ 44.44	\$ 45.66	\$ 46.92	\$ 48.21	\$ 49.54	\$ 50.90	\$ 52.30	\$ 53.74	\$ 55.22	\$ 56.74	\$ 58.30	\$ 59.90	\$ 61.55	\$ 63.24
BW		\$ 3,460.00	\$ 3,555.20	\$ 3,652.80	\$ 3,753.60	\$ 3,856.80	\$ 3,963.20	\$ 4,072.00	\$ 4,184.00	\$ 4,299.20	\$ 4,417.60	\$ 4,539.20	\$ 4,664.00	\$ 4,792.00	\$ 4,924.00	\$ 5,059.20
YR		\$ 90,306	\$ 92,791	\$ 95,338	\$ 97,969	\$ 100,662	\$ 103,440	\$ 106,279	\$ 109,202	\$ 112,209	\$ 115,299	\$ 118,473	\$ 121,730	\$ 125,071	\$ 128,516	\$ 132,045
HR	4382	\$ 43.82	\$ 45.03	\$ 46.26	\$ 47.53	\$ 48.84	\$ 50.18	\$ 51.56	\$ 52.98	\$ 54.43	\$ 55.93	\$ 57.46	\$ 59.04	\$ 60.66	\$ 62.33	\$ 64.04
BW		\$ 3,505.60	\$ 3,602.40	\$ 3,700.80	\$ 3,802.40	\$ 3,907.20	\$ 4,014.40	\$ 4,124.80	\$ 4,238.40	\$ 4,354.40	\$ 4,474.40	\$ 4,596.80	\$ 4,723.20	\$ 4,852.80	\$ 4,986.40	\$ 5,123.20
YR		\$ 91,496	\$ 94,023	\$ 96,591	\$ 99,243	\$ 101,978	\$ 104,776	\$ 107,657	\$ 110,622	\$ 113,650	\$ 116,782	\$ 119,976	\$ 123,276	\$ 126,658	\$ 130,145	\$ 133,716
HR	4411	\$ 44.11	\$ 45.32	\$ 46.57	\$ 47.85	\$ 49.17	\$ 50.52	\$ 51.91	\$ 53.34	\$ 54.80	\$ 56.31	\$ 57.86	\$ 59.45	\$ 61.09	\$ 62.77	\$ 64.50
BW		\$ 3,528.80	\$ 3,625.60	\$ 3,725.60	\$ 3,828.00	\$ 3,933.60	\$ 4,041.60	\$ 4,152.80	\$ 4,267.20	\$ 4,384.00	\$ 4,504.80	\$ 4,628.80	\$ 4,756.00	\$ 4,887.20	\$ 5,021.60	\$ 5,160.00
YR		\$ 92,102	\$ 94,628	\$ 97,238	\$ 99,911	\$ 102,667	\$ 105,486	\$ 108,388	\$ 111,374	\$ 114,422	\$ 117,575	\$ 120,812	\$ 124,132	\$ 127,556	\$ 131,064	\$ 134,676

Appendix F - Salary Tables

MOU 19

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	4424	\$ 44.24	\$ 45.46	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 52.06	\$ 53.49	\$ 54.96	\$ 56.47	\$ 58.02	\$ 59.62	\$ 61.25	\$ 62.93	\$ 64.67
BW		\$ 3,539.20	\$ 3,636.80	\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,164.80	\$ 4,279.20	\$ 4,396.80	\$ 4,517.60	\$ 4,641.60	\$ 4,769.60	\$ 4,900.00	\$ 5,034.40	\$ 5,173.60
YR		\$ 92,373	\$ 94,920	\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,799	\$ 108,701	\$ 111,687	\$ 114,756	\$ 117,909	\$ 121,146	\$ 124,487	\$ 127,890	\$ 131,398	\$ 135,031
HR	4449	\$ 44.49	\$ 45.71	\$ 46.97	\$ 48.26	\$ 49.59	\$ 50.95	\$ 52.35	\$ 53.79	\$ 55.27	\$ 56.79	\$ 58.35	\$ 59.95	\$ 61.60	\$ 63.29	\$ 65.03
BW		\$ 3,559.20	\$ 3,656.80	\$ 3,757.60	\$ 3,860.80	\$ 3,967.20	\$ 4,076.00	\$ 4,188.00	\$ 4,303.20	\$ 4,421.60	\$ 4,543.20	\$ 4,668.00	\$ 4,796.00	\$ 4,928.00	\$ 5,063.20	\$ 5,202.40
YR		\$ 92,895	\$ 95,442	\$ 98,073	\$ 100,767	\$ 103,544	\$ 106,384	\$ 109,307	\$ 112,314	\$ 115,404	\$ 118,578	\$ 121,835	\$ 125,176	\$ 128,621	\$ 132,150	\$ 135,783
HR	4657	\$ 46.57	\$ 47.85	\$ 49.17	\$ 50.52	\$ 51.91	\$ 53.34	\$ 54.80	\$ 56.31	\$ 57.86	\$ 59.45	\$ 61.09	\$ 62.77	\$ 64.50	\$ 66.27	\$ 68.10
BW		\$ 3,725.60	\$ 3,828.00	\$ 3,933.60	\$ 4,041.60	\$ 4,152.80	\$ 4,267.20	\$ 4,384.00	\$ 4,504.80	\$ 4,628.80	\$ 4,756.00	\$ 4,887.20	\$ 5,021.60	\$ 5,160.00	\$ 5,301.60	\$ 5,448.00
YR		\$ 97,238	\$ 99,911	\$ 102,667	\$ 105,486	\$ 108,388	\$ 111,374	\$ 114,422	\$ 117,575	\$ 120,812	\$ 124,132	\$ 127,556	\$ 131,064	\$ 134,676	\$ 138,372	\$ 142,193
HR	4671	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 52.06	\$ 53.49	\$ 54.96	\$ 56.47	\$ 58.02	\$ 59.62	\$ 61.25	\$ 62.93	\$ 64.67	\$ 66.45	\$ 68.28
BW		\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,164.80	\$ 4,279.20	\$ 4,396.80	\$ 4,517.60	\$ 4,641.60	\$ 4,769.60	\$ 4,900.00	\$ 5,034.40	\$ 5,173.60	\$ 5,316.00	\$ 5,462.40
YR		\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,799	\$ 108,701	\$ 111,687	\$ 114,756	\$ 117,909	\$ 121,146	\$ 124,487	\$ 127,890	\$ 131,398	\$ 135,031	\$ 138,748	\$ 142,569
HR	4776	\$ 47.76	\$ 49.07	\$ 50.42	\$ 51.81	\$ 53.23	\$ 54.69	\$ 56.20	\$ 57.75	\$ 59.33	\$ 60.96	\$ 62.64	\$ 64.36	\$ 66.13	\$ 67.95	\$ 69.82
BW		\$ 3,820.80	\$ 3,925.60	\$ 4,033.60	\$ 4,144.80	\$ 4,258.40	\$ 4,375.20	\$ 4,496.00	\$ 4,620.00	\$ 4,746.40	\$ 4,876.80	\$ 5,011.20	\$ 5,148.80	\$ 5,290.40	\$ 5,436.00	\$ 5,585.60
YR		\$ 99,723	\$ 102,458	\$ 105,277	\$ 108,179	\$ 111,144	\$ 114,193	\$ 117,346	\$ 120,582	\$ 123,881	\$ 127,284	\$ 130,792	\$ 134,384	\$ 138,079	\$ 141,880	\$ 145,784
HR	4794	\$ 47.94	\$ 49.26	\$ 50.61	\$ 52.00	\$ 53.43	\$ 54.90	\$ 56.41	\$ 57.96	\$ 59.56	\$ 61.20	\$ 62.88	\$ 64.61	\$ 66.39	\$ 68.22	\$ 70.09
BW		\$ 3,835.20	\$ 3,940.80	\$ 4,048.80	\$ 4,160.00	\$ 4,274.40	\$ 4,392.00	\$ 4,512.80	\$ 4,636.80	\$ 4,764.80	\$ 4,896.00	\$ 5,030.40	\$ 5,168.80	\$ 5,311.20	\$ 5,457.60	\$ 5,607.20
YR		\$ 100,099	\$ 102,855	\$ 105,674	\$ 108,576	\$ 111,562	\$ 114,631	\$ 117,784	\$ 121,020	\$ 124,361	\$ 127,786	\$ 131,293	\$ 134,906	\$ 138,622	\$ 142,443	\$ 146,348
HR	4919	\$ 49.19	\$ 50.54	\$ 51.93	\$ 53.36	\$ 54.83	\$ 56.34	\$ 57.89	\$ 59.48	\$ 61.12	\$ 62.80	\$ 64.53	\$ 66.30	\$ 68.13	\$ 70.00	\$ 71.93
BW		\$ 3,935.20	\$ 4,043.20	\$ 4,154.40	\$ 4,268.80	\$ 4,386.40	\$ 4,507.20	\$ 4,631.20	\$ 4,758.40	\$ 4,889.60	\$ 5,024.00	\$ 5,162.40	\$ 5,304.00	\$ 5,450.40	\$ 5,600.00	\$ 5,754.40
YR		\$ 102,709	\$ 105,528	\$ 108,430	\$ 111,416	\$ 114,485	\$ 117,638	\$ 120,874	\$ 124,194	\$ 127,619	\$ 131,126	\$ 134,739	\$ 138,434	\$ 142,255	\$ 146,160	\$ 150,190
HR	4980	\$ 49.80	\$ 51.17	\$ 52.58	\$ 54.03	\$ 55.51	\$ 57.04	\$ 58.61	\$ 60.22	\$ 61.88	\$ 63.58	\$ 65.33	\$ 67.13	\$ 68.97	\$ 70.87	\$ 72.82
BW		\$ 3,984.00	\$ 4,093.60	\$ 4,206.40	\$ 4,322.40	\$ 4,440.80	\$ 4,563.20	\$ 4,688.80	\$ 4,817.60	\$ 4,950.40	\$ 5,086.40	\$ 5,226.40	\$ 5,370.40	\$ 5,517.60	\$ 5,669.60	\$ 5,825.60
YR		\$ 103,982	\$ 106,843	\$ 109,787	\$ 112,815	\$ 115,905	\$ 119,100	\$ 122,378	\$ 125,739	\$ 129,205	\$ 132,755	\$ 136,409	\$ 140,167	\$ 144,009	\$ 147,977	\$ 152,048

Appendix F - Salary Tables

MOU 19

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	5177	\$ 51.77	\$ 53.19	\$ 54.66	\$ 56.16	\$ 57.71	\$ 59.30	\$ 60.93	\$ 62.61	\$ 64.33	\$ 66.10	\$ 67.92	\$ 69.79	\$ 71.71	\$ 73.68	\$ 75.71
BW		\$ 4,141.60	\$ 4,255.20	\$ 4,372.80	\$ 4,492.80	\$ 4,616.80	\$ 4,744.00	\$ 4,874.40	\$ 5,008.80	\$ 5,146.40	\$ 5,288.00	\$ 5,433.60	\$ 5,583.20	\$ 5,736.80	\$ 5,894.40	\$ 6,056.80
YR		\$ 108,096	\$ 111,061	\$ 114,130	\$ 117,262	\$ 120,498	\$ 123,818	\$ 127,222	\$ 130,730	\$ 134,321	\$ 138,017	\$ 141,817	\$ 145,722	\$ 149,730	\$ 153,844	\$ 158,082
HR	5208	\$ 52.08	\$ 53.51	\$ 54.98	\$ 56.49	\$ 58.05	\$ 59.65	\$ 61.29	\$ 62.98	\$ 64.71	\$ 66.49	\$ 68.32	\$ 70.20	\$ 72.13	\$ 74.11	\$ 76.15
BW		\$ 4,166.40	\$ 4,280.80	\$ 4,398.40	\$ 4,519.20	\$ 4,644.00	\$ 4,772.00	\$ 4,903.20	\$ 5,038.40	\$ 5,176.80	\$ 5,319.20	\$ 5,465.60	\$ 5,616.00	\$ 5,770.40	\$ 5,928.80	\$ 6,092.00
YR		\$ 108,743	\$ 111,729	\$ 114,798	\$ 117,951	\$ 121,208	\$ 124,549	\$ 127,974	\$ 131,502	\$ 135,114	\$ 138,831	\$ 142,652	\$ 146,578	\$ 150,607	\$ 154,742	\$ 159,001