

**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. 20  
REGARDING THE ENGINEERS AND ARCHITECTS ASSOCIATION SUPERVISORY  
ADMINISTRATIVE UNIT (MOU 20)**

**THIS AMENDMENT NO. 1 to the 2013-2019 Supervisory Administrative Unit  
Memorandum of Understanding No 1 is made and entered into this  
9<sup>th</sup> 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:

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
2423-1	Aquatic Facility Manager I	2294	\$47,898	\$70,052
2423-2	Aquatic Facility Manager II	2556	\$53,369	\$78,028
2423-3	Aquatic Facility Manager III	2846 (10)	\$75,877	\$86,902

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 8</b>	<b>Step 15</b>
2419-0	Aquatic Director	3027 (8)	\$76,420	\$92,414

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
2500-0	Community Program Director	3795	\$79,239	\$115,863

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
8502-1	Rehabilitation Project Coordinator I	4198	\$87,654	\$128,140
8502-2	Rehabilitation Project Coordinator II	4505	\$94,064	\$137,515

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
1777-0	Principal Workers Comp Analyst	4304	\$89,867	\$131,356

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
1769-1	Senior Workers Comp Analyst	3795	\$79,239	\$115,863

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
0558-0	Senior Legal Assistant	3220	\$67,233	\$98,323

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
2423-1	Aquatic Facility Manager I	2346	\$48,984	\$71,639
2423-2	Aquatic Facility Manager II	2614	\$54,580	\$79,803
2423-3	Aquatic Facility Manager III	2911 (10)	\$77,569	\$88,865

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 8</b>	<b>Step 15</b>
2419-0	Aquatic Director	3097 (8)	\$78,174	\$94,502

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
2500-0	Community Program Director	4031	\$84,167	\$123,066

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
8502-1	Rehabilitation Project Coordinator I	4292	\$89,616	\$131,022
8502-2	Rehabilitation Project Coordinator II	4606	\$96,173	\$140,605

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
1777-0	Principal Workers Comp Analyst	4400	\$91,872	\$134,321

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
1769-1	Senior Workers Comp Analyst	3881	\$81,035	\$118,473

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

<b>Class Code</b>	<b>Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 15</b>
0558-0	Senior Legal Assistant	3293	\$68,757	\$100,537

**Existing Salary Note 6 – Supervisory Administrative Unit – MOU 20**

**Note 6:** One person in the class of Emergency Management Coordinator, Code 1702, employed in the Emergency Management Department shall receive a non-pensionable daily bonus of \$25.00 when assigned to act as Duty Officer.

One other individual in the same classification may receive the same bonus when assigned by the Emergency Management Department as the backup Duty Officer. At no time shall more than two persons be assigned to receive this bonus as Duty Officer.

Amend the existing Salary Note 6 for clarification and to reflect negotiated changes to be operative in the Emergency Management Department effective June 25, 2017 as follows:

**Amended Salary Note 6 – Supervisory Administrative Unit – MOU 20**

The Emergency Management Department relies on employees in the classification and pay grade of Emergency Management Coordinator II (EMCII, Code 1702-2) to respond to incidents and address a variety of citywide issues during their non-work, i.e., off-duty hours. The Department employs four EMC IIs and assigns one as the primary off-duty point of contact and one as the back up to the primary during a seven consecutive-day period. The pattern repeats over the ensuing three weeks, whereby each of the four EMC IIs serves as the primary contact and the back up once over the course of one month. As the primary and back up, EMC IIs are placed on an on-call status, required to be available to perform job-related duties and tasks during their off-duty hours.

In recognition of the on-call nature of their work in the Emergency Management Department, no more than four employees in the classification of Emergency Management Coordinator II employed by the Emergency Management Department, shall be eligible to receive a pensionable flat-rate bonus of \$275.00 biweekly when they are regularly assigned as the Duty Officer or Back Up Duty Officer in the Emergency Management Department.

Any other employee employed in the Emergency Management Department in the classification and pay grade of Emergency Management Coordinator I or II (Codes 1702-1 or 1702-2) who does not receive the \$275.00 biweekly bonus and who is placed on-call for the purposes of responding to issues that arise during their off-duty hours shall be compensated a temporary, non-pensionable on-call daily bonus of \$25.00 for each day required to be on-call during off duty hours.

**For the purposes of computing the \$25.00 bonus, a day is defined as follows:**

<b>Computation of Daily \$25.00</b>	
<b>Definition of a Day</b>	<b>Example</b>
1. One 24-hour period; or	1. From 0000 hours to 2400 hours
2. The period of time between the end of an employee's regular shift and the beginning of the employee's next regular shift; or,	2. From 1700 hours (the end of an employee's regular shift) to 0800 hours (the beginning of an employee's next regular shift.)
3. The period of time between the end of an employee's regular shift and the start of the next day if the next day is one of the employee's regular days off.	3. From 1700 hours to 2400 hours on a Friday, assuming Saturday is the employee's regular day off.

This Salary Note supersedes the previous Salary Note providing a non-pensionable daily bonus of \$25.00 when an EMCII was assigned to act as Duty Officer and when another EMC II was assigned by the Emergency Management Department as the backup Duty officer.

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2015-2018 MOU No. 20 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. 20, the day, month and year written below.

FOR THE UNION:



Bill Violante  
Acting Executive Director

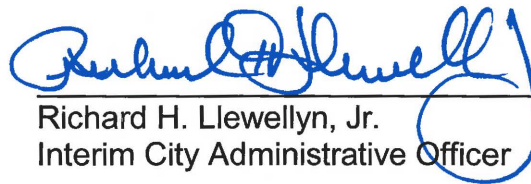
6/6/17  
Date



Gonzalo Barriga  
President, Board of Governors

6/6/17  
Date

FOR MANAGEMENT:



Richard H. Llewellyn, Jr.  
Interim City Administrative Officer

6/5/17  
Date

APPROVED AS TO FORM:



Office of the City Attorney

6-9-17  
Date

**Appendix E**

**MOU 20**

**Operative on June 25, 2017**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE</b>	<b>ANNUAL SALARY</b>
1119-1	ACCOUNTING REC SUPVR I	2592	\$ 54,120 -- \$ 79,156
1119-2	ACCOUNTING REC SUPVR II	3052	\$ 63,725 -- \$ 93,166
2419-0	AQUATIC DIRECTOR	3027 (8)	\$ 76,420 -- \$ 92,414
2423-1	AQUATIC FACILITY MGR I	2294	\$ 47,898 -- \$ 70,052
2423-2	AQUATIC FACILITY MGR II	2556	\$ 53,369 -- \$ 78,028
2423-3	AQUATIC FACILITY MGR III	2846 (10)	\$ 75,877 -- \$ 86,902
2478-1	ART CENTER DIRECTOR I	2609	\$ 54,475 -- \$ 79,636
2478-2	ART CENTER DIRECTOR II	3017	\$ 62,994 -- \$ 92,122
2478-3	ART CENTER DIRECTOR III	3749	\$ 78,279 -- \$ 114,443
2455-1	ARTS MANAGER I	2804	\$ 58,547 -- \$ 85,566
2455-2	ARTS MANAGER II	3303	\$ 68,966 -- \$ 100,829
2455-3	ARTS MANAGER III	3877	\$ 80,951 -- \$ 118,347
2397-0	BANNING RES MUSEUM DIR	3080	\$ 64,310 -- \$ 94,001
1203-0	BENEFITS SPECIALIST	2592	\$ 54,120 -- \$ 79,156
1253-0	CH CLERK	3096	\$ 64,644 -- \$ 94,482
0591-0	CH CLERK CITY ATTY	3096	\$ 64,644 -- \$ 94,482
1249-0	CH CLERK POLICE	3425	\$ 71,514 -- \$ 104,587
1249-2	CH CLERK POLICE II	3196	\$ 66,732 -- \$ 97,572
1466-0	CH COMMUNICATIONS OPER	2897	\$ 60,489 -- \$ 88,468
1180-0	CH DEMAND AUDITOR	3586	\$ 74,875 -- \$ 109,452
0548-0	CITY ATTY CH INVESTGTR	3435	\$ 71,722 -- \$ 104,838
0537-0	CITY ATTY SR ACCOUNTANT	3204	\$ 66,899 -- \$ 97,801
0539-0	CITY ATTY SR SYS ANL I	3848	\$ 80,346 -- \$ 117,512
0540-0	CITY ATTY SR SYS ANL II	4780	\$ 99,806 -- \$ 145,930
2500-0	COMNTY PROGRM DIRECTOR	3795	\$ 79,239 -- \$ 115,863
1434-0	DATA ENTRY SUPERVISOR	2174	\$ 45,393 -- \$ 66,377
1702-1	EMERGNCY MGT COORD I	3877	\$ 80,951 -- \$ 118,347
1702-2	EMERGNCY MGT COORD II	4800	\$ 100,224 -- \$ 146,556
9148-0	FINANCE ADMIN COORD	3881	\$ 81,035 -- \$ 118,473
1549-1	FINANCIAL ANALYST I	3288	\$ 68,653 -- \$ 100,370
1549-2	FINANCIAL ANALYST II	3783	\$ 78,989 -- \$ 115,487
1555-1	FISCAL SYSTEMS SPEC I	4118	\$ 85,983 -- \$ 125,697
1555-2	FISCAL SYSTEMS SPEC II	4808	\$ 100,391 -- \$ 146,765
2479-1	GOLF STARTER SUPVSR I	2233	\$ 46,625 -- \$ 68,173
2479-2	GOLF STARTER SUPVSR II	2761	\$ 57,649 -- \$ 84,292
2459-0	JUNIOR ARTS CENTER DIR	3754	\$ 78,383 -- \$ 114,568
1125-1	MAIL & MESSGER SUPVR I	2233	\$ 46,625 -- \$ 68,173
1125-2	MAIL & MESSGER SUPVR II	2486	\$ 51,907 -- \$ 75,898
2402-0	MARINE AQUAR EXH DIR	3098	\$ 64,686 -- \$ 94,586
2403-0	MARINE AQUAR PROG DIR	3098	\$ 64,686 -- \$ 94,586
2404-0	MARINE AQUARIUM ADMNSTR	4074	\$ 85,065 -- \$ 124,361
2407-0	MARITIME MUSEUM CURATOR	2481	\$ 51,803 -- \$ 75,731
2406-0	MARITIME MUSEUM DIR	3082	\$ 64,352 -- \$ 94,064
1120-0	MEDICAL RECORDS SUPVR	2763	\$ 57,691 -- \$ 84,334
2426-0	PARK SERVICES SUPVR	3098	\$ 64,686 -- \$ 94,586



**Appendix E  
MOU 20**

**Operative on June 25, 2017**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE</b>	<b>ANNUAL SALARY</b>
9130-0	PARKING SYSTEMS COORD	4808	\$ 100,391 -- \$ 146,765
1170-1	PAYROLL SUPERVISOR I	2979	\$ 62,201 -- \$ 90,911
1170-2	PAYROLL SUPERVISOR II	3178	\$ 66,356 -- \$ 96,966
2449-0	PERFORM ARTS DIRECTOR	3666	\$ 76,546 -- \$ 111,916
2430-1	PERFORM ARTS PRG CRD I	2471	\$ 51,594 -- \$ 75,439
2430-2	PERFORM ARTS PRG CRD II	2917	\$ 60,906 -- \$ 89,032
1129-0	PERS RECORDS SUPV	2763	\$ 57,691 -- \$ 84,334
1525-1	PR ACCOUNTANT I	3728	\$ 77,840 -- \$ 113,816
1525-2	PR ACCOUNTANT II	3933	\$ 82,121 -- \$ 120,039
9176-0	PR ADMIN ASSISTANT	2797	\$ 58,401 -- \$ 85,420
1201-0	PR CLERK	2592	\$ 54,120 -- \$ 79,156
0589-0	PR CLERK CITY ATTY I	2621	\$ 54,726 -- \$ 80,012
0578-0	PR CLERK CITY ATTY II	3096	\$ 64,644 -- \$ 94,482
1171-0	PR CLERK PERSONNEL	2599	\$ 54,267 -- \$ 79,364
1152-1	PR CLERK POLICE I	2599	\$ 54,267 -- \$ 79,364
1152-2	PR CLERK POLICE II	2897	\$ 60,489 -- \$ 88,468
1152-3	PR CLERK POLICE III	2628	\$ 54,872 -- \$ 80,220
1458-0	PR COMMUNICATIONS OPER	2749	\$ 57,399 -- \$ 83,895
2424-0	PR PARK SVCS ATTENDANT	2615	\$ 54,601 -- \$ 79,845
1786-0	PR PUBLIC RELATIONS REP	3190	\$ 66,607 -- \$ 97,363
1524-0	PR TAX AUDITOR	4305	\$ 89,888 -- \$ 131,397
1195-0	PR TAX COMPLIANCE OFCR	4094	\$ 85,482 -- \$ 124,966
1193-0	PR TELLER	3052	\$ 63,725 -- \$ 93,166
1777-0	PR WORKERS COMP ANALYST	4304	\$ 89,867 -- \$ 131,356
1852-0	PROCUREMENT SUPERVISOR	3881	\$ 81,035 -- \$ 118,473
2460-0	RECREATION SUPERVISOR	3098	\$ 64,686 -- \$ 94,586
8502-1	REHAB PROJECT COORD I	4198	\$ 87,654 -- \$ 128,140
8502-2	REHAB PROJECT COORD II	4505	\$ 94,064 -- \$ 137,515
3163-1	REPROGRAPHICS SUPVR I	2287	\$ 47,752 -- \$ 69,822
3163-2	REPROGRAPHICS SUPVR II	2858	\$ 59,675 -- \$ 87,257
1727-0	SAFETY ENGINEER	4079	\$ 85,169 -- \$ 124,507
1523-1	SR ACCOUNTANT I	2995	\$ 62,535 -- \$ 91,391
1523-2	SR ACCOUNTANT II	3241	\$ 67,672 -- \$ 98,950
1518-0	SR AUDITOR	3484	\$ 72,745 -- \$ 106,362
1467-1	SR COMMUN OPERATOR I	2471	\$ 51,594 -- \$ 75,439
1467-2	SR COMMUN OPERATOR II	2609	\$ 54,475 -- \$ 79,636
2241-0	SR CRIME & INTEL ANLST	3881	\$ 81,035 -- \$ 118,473
1200-0	SR DEPUTY TREASURER	3632	\$ 75,836 -- \$ 110,914
8517-1	SR HSG INVESTIGATOR I	3881	\$ 81,035 -- \$ 118,473
8517-2	SR HSG INVESTIGATOR II	4807	\$ 100,370 -- \$ 146,744
0558-0	SR LEGAL ASSISTANT	3220	\$ 67,233 -- \$ 98,323
1187-0	SR LEGISLATIVE ASSISTANT	4807	\$ 100,370 -- \$ 146,744
9171-1	SR MGMT ANALYST I	3881	\$ 81,035 -- \$ 118,473
9171-2	SR MGMT ANALYST II	4807	\$ 100,370 -- \$ 146,744
2422-0	SR PARK SERVICES ATTND	2233	\$ 46,625 -- \$ 68,173

Appendix E  
MOU 20

Operative on June 25, 2017

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
2209-1	SR POLICE SERV REP I	3261	\$ 68,089 -- \$ 99,576
2209-2	SR POLICE SERV REP II	3616	\$ 75,502 -- \$ 110,413
1538-0	SR PROJECT COORDINATOR	3656	\$ 76,337 -- \$ 111,582
1597-1	SR SYSTEMS ANALYST I	3887	\$ 81,160 -- \$ 118,661
1597-2	SR SYSTEMS ANALYST II	4808	\$ 100,391 -- \$ 146,765
1519-0	SR TAX AUDITOR	3894	\$ 81,306 -- \$ 118,869
7282-0	SR TRAFFIC CHECKER	2171	\$ 45,330 -- \$ 66,273
6405-0	SR TRANSIT ANALYST	3881	\$ 81,035 -- \$ 118,473
1769-0	SR WORKERS COMP ANALYST	3795	\$ 79,239 -- \$ 115,863

**Appendix E - Salary Tables**

**MOU 20**

**Operative on June 25, 2017**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2171	\$ 21.71	\$ 22.31	\$ 22.92	\$ 23.55	\$ 24.20	\$ 24.87	\$ 25.55	\$ 26.25	\$ 26.97	\$ 27.71	\$ 28.47	\$ 29.25	\$ 30.06	\$ 30.89	\$ 31.74
BW		\$ 1,736.80	\$ 1,784.80	\$ 1,833.60	\$ 1,884.00	\$ 1,936.00	\$ 1,989.60	\$ 2,044.00	\$ 2,100.00	\$ 2,157.60	\$ 2,216.80	\$ 2,277.60	\$ 2,340.00	\$ 2,404.80	\$ 2,471.20	\$ 2,539.20
YR		\$ 45,330	\$ 46,583	\$ 47,857	\$ 49,172	\$ 50,530	\$ 51,929	\$ 53,348	\$ 54,810	\$ 56,313	\$ 57,858	\$ 59,445	\$ 61,074	\$ 62,765	\$ 64,498	\$ 66,273
HR	2174	\$ 21.74	\$ 22.34	\$ 22.95	\$ 23.58	\$ 24.23	\$ 24.90	\$ 25.58	\$ 26.28	\$ 27.01	\$ 27.75	\$ 28.52	\$ 29.30	\$ 30.11	\$ 30.94	\$ 31.79
BW		\$ 1,739.20	\$ 1,787.20	\$ 1,836.00	\$ 1,886.40	\$ 1,938.40	\$ 1,992.00	\$ 2,046.40	\$ 2,102.40	\$ 2,160.80	\$ 2,220.00	\$ 2,281.60	\$ 2,344.00	\$ 2,408.80	\$ 2,475.20	\$ 2,543.20
YR		\$ 45,393	\$ 46,646	\$ 47,920	\$ 49,235	\$ 50,592	\$ 51,991	\$ 53,411	\$ 54,873	\$ 56,397	\$ 57,942	\$ 59,550	\$ 61,178	\$ 62,870	\$ 64,603	\$ 66,378
HR	2233	\$ 22.33	\$ 22.94	\$ 23.58	\$ 24.23	\$ 24.89	\$ 25.57	\$ 26.28	\$ 27.00	\$ 27.75	\$ 28.51	\$ 29.30	\$ 30.11	\$ 30.93	\$ 31.78	\$ 32.65
BW		\$ 1,786.40	\$ 1,835.20	\$ 1,886.40	\$ 1,938.40	\$ 1,991.20	\$ 2,045.60	\$ 2,102.40	\$ 2,160.00	\$ 2,220.00	\$ 2,280.80	\$ 2,344.00	\$ 2,408.80	\$ 2,474.40	\$ 2,542.40	\$ 2,612.00
YR		\$ 46,625	\$ 47,899	\$ 49,235	\$ 50,592	\$ 51,970	\$ 53,390	\$ 54,873	\$ 56,376	\$ 57,942	\$ 59,529	\$ 61,178	\$ 62,870	\$ 64,582	\$ 66,357	\$ 68,173
HR	2287	\$ 22.87	\$ 23.50	\$ 24.15	\$ 24.81	\$ 25.50	\$ 26.20	\$ 26.92	\$ 27.66	\$ 28.42	\$ 29.20	\$ 30.00	\$ 30.83	\$ 31.67	\$ 32.54	\$ 33.44
BW		\$ 1,829.60	\$ 1,880.00	\$ 1,932.00	\$ 1,984.80	\$ 2,040.00	\$ 2,096.00	\$ 2,153.60	\$ 2,212.80	\$ 2,273.60	\$ 2,336.00	\$ 2,400.00	\$ 2,466.40	\$ 2,533.60	\$ 2,603.20	\$ 2,675.20
YR		\$ 47,753	\$ 49,068	\$ 50,425	\$ 51,803	\$ 53,244	\$ 54,706	\$ 56,209	\$ 57,754	\$ 59,341	\$ 60,970	\$ 62,640	\$ 64,373	\$ 66,127	\$ 67,944	\$ 69,823
HR	2294	\$ 22.94	\$ 23.57	\$ 24.22	\$ 24.89	\$ 25.57	\$ 26.27	\$ 27.00	\$ 27.74	\$ 28.51	\$ 29.29	\$ 30.10	\$ 30.93	\$ 31.78	\$ 32.65	\$ 33.55
BW		\$ 1,835.20	\$ 1,885.60	\$ 1,937.60	\$ 1,991.20	\$ 2,045.60	\$ 2,101.60	\$ 2,160.00	\$ 2,219.20	\$ 2,280.80	\$ 2,343.20	\$ 2,408.00	\$ 2,474.40	\$ 2,542.40	\$ 2,612.00	\$ 2,684.00
YR		\$ 47,899	\$ 49,214	\$ 50,571	\$ 51,970	\$ 53,390	\$ 54,852	\$ 56,376	\$ 57,921	\$ 59,529	\$ 61,158	\$ 62,849	\$ 64,582	\$ 66,357	\$ 68,173	\$ 70,052
HR	2471	\$ 24.71	\$ 25.39	\$ 26.09	\$ 26.81	\$ 27.54	\$ 28.30	\$ 29.08	\$ 29.88	\$ 30.70	\$ 31.54	\$ 32.41	\$ 33.30	\$ 34.22	\$ 35.16	\$ 36.13
BW		\$ 1,976.80	\$ 2,031.20	\$ 2,087.20	\$ 2,144.80	\$ 2,203.20	\$ 2,264.00	\$ 2,326.40	\$ 2,390.40	\$ 2,456.00	\$ 2,523.20	\$ 2,592.80	\$ 2,664.00	\$ 2,737.60	\$ 2,812.80	\$ 2,890.40
YR		\$ 51,594	\$ 53,014	\$ 54,476	\$ 55,979	\$ 57,504	\$ 59,090	\$ 60,719	\$ 62,389	\$ 64,102	\$ 65,856	\$ 67,672	\$ 69,530	\$ 71,451	\$ 73,414	\$ 75,439
HR	2481	\$ 24.81	\$ 25.49	\$ 26.19	\$ 26.91	\$ 27.65	\$ 28.41	\$ 29.19	\$ 29.99	\$ 30.82	\$ 31.67	\$ 32.54	\$ 33.43	\$ 34.35	\$ 35.29	\$ 36.27
BW		\$ 1,984.80	\$ 2,039.20	\$ 2,095.20	\$ 2,152.80	\$ 2,212.00	\$ 2,272.80	\$ 2,335.20	\$ 2,399.20	\$ 2,465.60	\$ 2,533.60	\$ 2,603.20	\$ 2,674.40	\$ 2,748.00	\$ 2,823.20	\$ 2,901.60
YR		\$ 51,803	\$ 53,223	\$ 54,685	\$ 56,188	\$ 57,733	\$ 59,320	\$ 60,949	\$ 62,619	\$ 64,352	\$ 66,127	\$ 67,944	\$ 69,802	\$ 71,723	\$ 73,686	\$ 75,732
HR	2486	\$ 24.86	\$ 25.54	\$ 26.25	\$ 26.97	\$ 27.71	\$ 28.47	\$ 29.26	\$ 30.06	\$ 30.89	\$ 31.74	\$ 32.61	\$ 33.51	\$ 34.43	\$ 35.38	\$ 36.35
BW		\$ 1,988.80	\$ 2,043.20	\$ 2,100.00	\$ 2,157.60	\$ 2,216.80	\$ 2,277.60	\$ 2,340.80	\$ 2,404.80	\$ 2,471.20	\$ 2,539.20	\$ 2,608.80	\$ 2,680.80	\$ 2,754.40	\$ 2,830.40	\$ 2,908.00
YR		\$ 51,908	\$ 53,328	\$ 54,810	\$ 56,313	\$ 57,858	\$ 59,445	\$ 61,095	\$ 62,765	\$ 64,498	\$ 66,273	\$ 68,090	\$ 69,969	\$ 71,890	\$ 73,873	\$ 75,899

**Appendix E - Salary Tables**

**MOU 20**

**Operative on June 25, 2017**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2556	\$ 25.56	\$ 26.26	\$ 26.99	\$ 27.73	\$ 28.49	\$ 29.27	\$ 30.08	\$ 30.91	\$ 31.76	\$ 32.63	\$ 33.53	\$ 34.45	\$ 35.40	\$ 36.37	\$ 37.37
BW		\$ 2,044.80	\$ 2,100.80	\$ 2,159.20	\$ 2,218.40	\$ 2,279.20	\$ 2,341.60	\$ 2,406.40	\$ 2,472.80	\$ 2,540.80	\$ 2,610.40	\$ 2,682.40	\$ 2,756.00	\$ 2,832.00	\$ 2,909.60	\$ 2,989.60
YR		\$ 53,369	\$ 54,831	\$ 56,355	\$ 57,900	\$ 59,487	\$ 61,116	\$ 62,807	\$ 64,540	\$ 66,315	\$ 68,131	\$ 70,011	\$ 71,932	\$ 73,915	\$ 75,941	\$ 78,029
HR	2592	\$ 25.92	\$ 26.63	\$ 27.37	\$ 28.12	\$ 28.90	\$ 29.69	\$ 30.51	\$ 31.35	\$ 32.21	\$ 33.10	\$ 34.01	\$ 34.95	\$ 35.91	\$ 36.90	\$ 37.91
BW		\$ 2,073.60	\$ 2,130.40	\$ 2,189.60	\$ 2,249.60	\$ 2,312.00	\$ 2,375.20	\$ 2,440.80	\$ 2,508.00	\$ 2,576.80	\$ 2,648.00	\$ 2,720.80	\$ 2,796.00	\$ 2,872.80	\$ 2,952.00	\$ 3,032.80
YR		\$ 54,121	\$ 55,603	\$ 57,149	\$ 58,715	\$ 60,343	\$ 61,993	\$ 63,705	\$ 65,459	\$ 67,254	\$ 69,113	\$ 71,013	\$ 72,976	\$ 74,980	\$ 77,047	\$ 79,156
HR	2599	\$ 25.99	\$ 26.70	\$ 27.44	\$ 28.19	\$ 28.97	\$ 29.77	\$ 30.59	\$ 31.43	\$ 32.30	\$ 33.19	\$ 34.10	\$ 35.04	\$ 36.00	\$ 36.99	\$ 38.01
BW		\$ 2,079.20	\$ 2,136.00	\$ 2,195.20	\$ 2,255.20	\$ 2,317.60	\$ 2,381.60	\$ 2,447.20	\$ 2,514.40	\$ 2,584.00	\$ 2,655.20	\$ 2,728.00	\$ 2,803.20	\$ 2,880.00	\$ 2,959.20	\$ 3,040.80
YR		\$ 54,267	\$ 55,750	\$ 57,295	\$ 58,861	\$ 60,489	\$ 62,160	\$ 63,872	\$ 65,626	\$ 67,442	\$ 69,301	\$ 71,201	\$ 73,164	\$ 75,168	\$ 77,235	\$ 79,365
HR	2609	\$ 26.09	\$ 26.81	\$ 27.54	\$ 28.30	\$ 29.08	\$ 29.88	\$ 30.70	\$ 31.54	\$ 32.41	\$ 33.30	\$ 34.22	\$ 35.16	\$ 36.13	\$ 37.12	\$ 38.14
BW		\$ 2,087.20	\$ 2,144.80	\$ 2,203.20	\$ 2,264.00	\$ 2,326.40	\$ 2,390.40	\$ 2,456.00	\$ 2,523.20	\$ 2,592.80	\$ 2,664.00	\$ 2,737.60	\$ 2,812.80	\$ 2,890.40	\$ 2,969.60	\$ 3,051.20
YR		\$ 54,476	\$ 55,979	\$ 57,504	\$ 59,090	\$ 60,719	\$ 62,389	\$ 64,102	\$ 65,856	\$ 67,672	\$ 69,530	\$ 71,451	\$ 73,414	\$ 75,439	\$ 77,507	\$ 79,636
HR	2615	\$ 26.15	\$ 26.87	\$ 27.61	\$ 28.37	\$ 29.15	\$ 29.95	\$ 30.78	\$ 31.63	\$ 32.50	\$ 33.39	\$ 34.31	\$ 35.25	\$ 36.22	\$ 37.22	\$ 38.24
BW		\$ 2,092.00	\$ 2,149.60	\$ 2,208.80	\$ 2,269.60	\$ 2,332.00	\$ 2,396.00	\$ 2,462.40	\$ 2,530.40	\$ 2,600.00	\$ 2,671.20	\$ 2,744.80	\$ 2,820.00	\$ 2,897.60	\$ 2,977.60	\$ 3,059.20
YR		\$ 54,601	\$ 56,105	\$ 57,650	\$ 59,237	\$ 60,865	\$ 62,536	\$ 64,269	\$ 66,043	\$ 67,860	\$ 69,718	\$ 71,639	\$ 73,602	\$ 75,627	\$ 77,715	\$ 79,845
HR	2621	\$ 26.21	\$ 26.93	\$ 27.67	\$ 28.43	\$ 29.21	\$ 30.01	\$ 30.84	\$ 31.69	\$ 32.56	\$ 33.46	\$ 34.38	\$ 35.33	\$ 36.30	\$ 37.30	\$ 38.32
BW		\$ 2,096.80	\$ 2,154.40	\$ 2,213.60	\$ 2,274.40	\$ 2,336.80	\$ 2,400.80	\$ 2,467.20	\$ 2,535.20	\$ 2,604.80	\$ 2,676.80	\$ 2,750.40	\$ 2,826.40	\$ 2,904.00	\$ 2,984.00	\$ 3,065.60
YR		\$ 54,726	\$ 56,230	\$ 57,775	\$ 59,362	\$ 60,990	\$ 62,661	\$ 64,394	\$ 66,169	\$ 67,985	\$ 69,864	\$ 71,785	\$ 73,769	\$ 75,794	\$ 77,882	\$ 80,012
HR	2628	\$ 26.28	\$ 27.00	\$ 27.75	\$ 28.51	\$ 29.30	\$ 30.11	\$ 30.93	\$ 31.78	\$ 32.65	\$ 33.55	\$ 34.47	\$ 35.42	\$ 36.39	\$ 37.39	\$ 38.42
BW		\$ 2,102.40	\$ 2,160.00	\$ 2,220.00	\$ 2,280.80	\$ 2,344.00	\$ 2,408.80	\$ 2,474.40	\$ 2,542.40	\$ 2,612.00	\$ 2,684.00	\$ 2,757.60	\$ 2,833.60	\$ 2,911.20	\$ 2,991.20	\$ 3,073.60
YR		\$ 54,873	\$ 56,376	\$ 57,942	\$ 59,529	\$ 61,178	\$ 62,870	\$ 64,582	\$ 66,357	\$ 68,173	\$ 70,052	\$ 71,973	\$ 73,957	\$ 75,982	\$ 78,070	\$ 80,221
HR	2749	\$ 27.49	\$ 28.25	\$ 29.02	\$ 29.82	\$ 30.64	\$ 31.48	\$ 32.35	\$ 33.24	\$ 34.15	\$ 35.09	\$ 36.05	\$ 37.04	\$ 38.06	\$ 39.11	\$ 40.18
BW		\$ 2,199.20	\$ 2,260.00	\$ 2,321.60	\$ 2,385.60	\$ 2,451.20	\$ 2,518.40	\$ 2,588.00	\$ 2,659.20	\$ 2,732.00	\$ 2,807.20	\$ 2,884.00	\$ 2,963.20	\$ 3,044.80	\$ 3,128.80	\$ 3,214.40
YR		\$ 57,399	\$ 58,986	\$ 60,594	\$ 62,264	\$ 63,976	\$ 65,730	\$ 67,547	\$ 69,405	\$ 71,305	\$ 73,268	\$ 75,272	\$ 77,340	\$ 79,469	\$ 81,662	\$ 83,896

**Appendix E - Salary Tables**

**MOU 20**

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2761	\$ 27.61	\$ 28.37	\$ 29.15	\$ 29.95	\$ 30.78	\$ 31.63	\$ 32.50	\$ 33.39	\$ 34.31	\$ 35.25	\$ 36.22	\$ 37.22	\$ 38.24	\$ 39.29	\$ 40.37
BW		\$ 2,208.80	\$ 2,269.60	\$ 2,332.00	\$ 2,396.00	\$ 2,462.40	\$ 2,530.40	\$ 2,600.00	\$ 2,671.20	\$ 2,744.80	\$ 2,820.00	\$ 2,897.60	\$ 2,977.60	\$ 3,059.20	\$ 3,143.20	\$ 3,229.60
YR		\$ 57,650	\$ 59,237	\$ 60,865	\$ 62,536	\$ 64,269	\$ 66,043	\$ 67,860	\$ 69,718	\$ 71,639	\$ 73,602	\$ 75,627	\$ 77,715	\$ 79,845	\$ 82,038	\$ 84,293
HR	2763	\$ 27.63	\$ 28.39	\$ 29.17	\$ 29.97	\$ 30.80	\$ 31.65	\$ 32.52	\$ 33.41	\$ 34.33	\$ 35.27	\$ 36.24	\$ 37.24	\$ 38.26	\$ 39.31	\$ 40.39
BW		\$ 2,210.40	\$ 2,271.20	\$ 2,333.60	\$ 2,397.60	\$ 2,464.00	\$ 2,532.00	\$ 2,601.60	\$ 2,672.80	\$ 2,746.40	\$ 2,821.60	\$ 2,899.20	\$ 2,979.20	\$ 3,060.80	\$ 3,144.80	\$ 3,231.20
YR		\$ 57,691	\$ 59,278	\$ 60,907	\$ 62,577	\$ 64,310	\$ 66,085	\$ 67,902	\$ 69,760	\$ 71,681	\$ 73,644	\$ 75,669	\$ 77,757	\$ 79,887	\$ 82,079	\$ 84,334
HR	2797	\$ 27.97	\$ 28.74	\$ 29.53	\$ 30.34	\$ 31.18	\$ 32.04	\$ 32.92	\$ 33.83	\$ 34.76	\$ 35.72	\$ 36.70	\$ 37.71	\$ 38.75	\$ 39.82	\$ 40.91
BW		\$ 2,237.60	\$ 2,299.20	\$ 2,362.40	\$ 2,427.20	\$ 2,494.40	\$ 2,563.20	\$ 2,633.60	\$ 2,706.40	\$ 2,780.80	\$ 2,857.60	\$ 2,936.00	\$ 3,016.80	\$ 3,100.00	\$ 3,185.60	\$ 3,272.80
YR		\$ 58,401	\$ 60,009	\$ 61,659	\$ 63,350	\$ 65,104	\$ 66,900	\$ 68,737	\$ 70,637	\$ 72,579	\$ 74,583	\$ 76,630	\$ 78,738	\$ 80,910	\$ 83,144	\$ 85,420
HR	2804	\$ 28.04	\$ 28.81	\$ 29.60	\$ 30.41	\$ 31.25	\$ 32.11	\$ 32.99	\$ 33.90	\$ 34.83	\$ 35.79	\$ 36.77	\$ 37.78	\$ 38.82	\$ 39.89	\$ 40.98
BW		\$ 2,243.20	\$ 2,304.80	\$ 2,368.00	\$ 2,432.80	\$ 2,500.00	\$ 2,568.80	\$ 2,639.20	\$ 2,712.00	\$ 2,786.40	\$ 2,863.20	\$ 2,941.60	\$ 3,022.40	\$ 3,105.60	\$ 3,191.20	\$ 3,278.40
YR		\$ 58,548	\$ 60,155	\$ 61,805	\$ 63,496	\$ 65,250	\$ 67,046	\$ 68,883	\$ 70,783	\$ 72,725	\$ 74,730	\$ 76,776	\$ 78,885	\$ 81,056	\$ 83,290	\$ 85,566
HR	2846	\$ 28.46	\$ 29.24	\$ 30.05	\$ 30.88	\$ 31.73	\$ 32.60	\$ 33.50	\$ 34.42	\$ 35.37	\$ 36.34	\$ 37.34	\$ 38.37	\$ 39.42	\$ 40.50	\$ 41.62
BW		\$ 2,276.80	\$ 2,339.20	\$ 2,404.00	\$ 2,470.40	\$ 2,538.40	\$ 2,608.00	\$ 2,680.00	\$ 2,753.60	\$ 2,829.60	\$ 2,907.20	\$ 2,987.20	\$ 3,069.60	\$ 3,153.60	\$ 3,240.00	\$ 3,329.60
YR		\$ 59,424	\$ 61,053	\$ 62,744	\$ 64,477	\$ 66,252	\$ 68,069	\$ 69,948	\$ 71,869	\$ 73,853	\$ 75,878	\$ 77,966	\$ 80,117	\$ 82,309	\$ 84,564	\$ 86,903
HR	2858	\$ 28.58	\$ 29.37	\$ 30.17	\$ 31.00	\$ 31.85	\$ 32.73	\$ 33.63	\$ 34.55	\$ 35.51	\$ 36.49	\$ 37.49	\$ 38.52	\$ 39.58	\$ 40.67	\$ 41.79
BW		\$ 2,286.40	\$ 2,349.60	\$ 2,413.60	\$ 2,480.00	\$ 2,548.00	\$ 2,618.40	\$ 2,690.40	\$ 2,764.00	\$ 2,840.80	\$ 2,919.20	\$ 2,999.20	\$ 3,081.60	\$ 3,166.40	\$ 3,253.60	\$ 3,343.20
YR		\$ 59,675	\$ 61,325	\$ 62,995	\$ 64,728	\$ 66,503	\$ 68,340	\$ 70,219	\$ 72,140	\$ 74,145	\$ 76,191	\$ 78,279	\$ 80,430	\$ 82,643	\$ 84,919	\$ 87,258
HR	2897	\$ 28.97	\$ 29.77	\$ 30.59	\$ 31.43	\$ 32.30	\$ 33.19	\$ 34.10	\$ 35.04	\$ 36.00	\$ 36.99	\$ 38.01	\$ 39.06	\$ 40.13	\$ 41.23	\$ 42.37
BW		\$ 2,317.60	\$ 2,381.60	\$ 2,447.20	\$ 2,514.40	\$ 2,584.00	\$ 2,655.20	\$ 2,728.00	\$ 2,803.20	\$ 2,880.00	\$ 2,959.20	\$ 3,040.80	\$ 3,124.80	\$ 3,210.40	\$ 3,298.40	\$ 3,389.60
YR		\$ 60,489	\$ 62,160	\$ 63,872	\$ 65,626	\$ 67,442	\$ 69,301	\$ 71,201	\$ 73,164	\$ 75,168	\$ 77,235	\$ 79,365	\$ 81,557	\$ 83,791	\$ 86,088	\$ 88,469
HR	2917	\$ 29.17	\$ 29.97	\$ 30.80	\$ 31.65	\$ 32.52	\$ 33.41	\$ 34.33	\$ 35.27	\$ 36.24	\$ 37.24	\$ 38.26	\$ 39.31	\$ 40.39	\$ 41.50	\$ 42.64
BW		\$ 2,333.60	\$ 2,397.60	\$ 2,464.00	\$ 2,532.00	\$ 2,601.60	\$ 2,672.80	\$ 2,746.40	\$ 2,821.60	\$ 2,899.20	\$ 2,979.20	\$ 3,060.80	\$ 3,144.80	\$ 3,231.20	\$ 3,320.00	\$ 3,411.20
YR		\$ 60,907	\$ 62,577	\$ 64,310	\$ 66,085	\$ 67,902	\$ 69,760	\$ 71,681	\$ 73,644	\$ 75,669	\$ 77,757	\$ 79,887	\$ 82,079	\$ 84,334	\$ 86,652	\$ 89,032

**Appendix E - Salary Tables**

**MOU 20**

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2979	\$ 29.79	\$ 30.61	\$ 31.45	\$ 32.31	\$ 33.20	\$ 34.11	\$ 35.05	\$ 36.01	\$ 37.00	\$ 38.02	\$ 39.06	\$ 40.13	\$ 41.24	\$ 42.37	\$ 43.54
BW		\$ 2,383.20	\$ 2,448.80	\$ 2,516.00	\$ 2,584.80	\$ 2,656.00	\$ 2,728.80	\$ 2,804.00	\$ 2,880.80	\$ 2,960.00	\$ 3,041.60	\$ 3,124.80	\$ 3,210.40	\$ 3,299.20	\$ 3,389.60	\$ 3,483.20
YR		\$ 62,202	\$ 63,914	\$ 65,668	\$ 67,463	\$ 69,322	\$ 71,222	\$ 73,184	\$ 75,189	\$ 77,256	\$ 79,386	\$ 81,557	\$ 83,791	\$ 86,109	\$ 88,469	\$ 90,912
HR	2995	\$ 29.95	\$ 30.77	\$ 31.62	\$ 32.49	\$ 33.38	\$ 34.30	\$ 35.24	\$ 36.21	\$ 37.20	\$ 38.22	\$ 39.27	\$ 40.35	\$ 41.46	\$ 42.60	\$ 43.77
BW		\$ 2,396.00	\$ 2,461.60	\$ 2,529.60	\$ 2,599.20	\$ 2,670.40	\$ 2,744.00	\$ 2,819.20	\$ 2,896.80	\$ 2,976.00	\$ 3,057.60	\$ 3,141.60	\$ 3,228.00	\$ 3,316.80	\$ 3,408.00	\$ 3,501.60
YR		\$ 62,536	\$ 64,248	\$ 66,023	\$ 67,839	\$ 69,697	\$ 71,618	\$ 73,581	\$ 75,606	\$ 77,674	\$ 79,803	\$ 81,996	\$ 84,251	\$ 86,568	\$ 88,949	\$ 91,392
HR	3017	\$ 30.17	\$ 31.00	\$ 31.85	\$ 32.73	\$ 33.63	\$ 34.55	\$ 35.51	\$ 36.49	\$ 37.49	\$ 38.52	\$ 39.58	\$ 40.67	\$ 41.79	\$ 42.94	\$ 44.12
BW		\$ 2,413.60	\$ 2,480.00	\$ 2,548.00	\$ 2,618.40	\$ 2,690.40	\$ 2,764.00	\$ 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
YR		\$ 62,995	\$ 64,728	\$ 66,503	\$ 68,340	\$ 70,219	\$ 72,140	\$ 74,145	\$ 76,191	\$ 78,279	\$ 80,430	\$ 82,643	\$ 84,919	\$ 87,258	\$ 89,659	\$ 92,123
HR	3027	\$ 30.27	\$ 31.10	\$ 31.96	\$ 32.84	\$ 33.74	\$ 34.67	\$ 35.62	\$ 36.60	\$ 37.61	\$ 38.64	\$ 39.71	\$ 40.80	\$ 41.92	\$ 43.07	\$ 44.26
BW		\$ 2,421.60	\$ 2,488.00	\$ 2,556.80	\$ 2,627.20	\$ 2,699.20	\$ 2,773.60	\$ 2,849.60	\$ 2,928.00	\$ 3,008.80	\$ 3,091.20	\$ 3,176.80	\$ 3,264.00	\$ 3,353.60	\$ 3,445.60	\$ 3,540.80
YR		\$ 63,204	\$ 64,937	\$ 66,732	\$ 68,570	\$ 70,449	\$ 72,391	\$ 74,375	\$ 76,421	\$ 78,530	\$ 80,680	\$ 82,914	\$ 85,190	\$ 87,529	\$ 89,930	\$ 92,415
HR	3052	\$ 30.52	\$ 31.36	\$ 32.22	\$ 33.11	\$ 34.02	\$ 34.96	\$ 35.92	\$ 36.91	\$ 37.92	\$ 38.96	\$ 40.03	\$ 41.13	\$ 42.26	\$ 43.42	\$ 44.62
BW		\$ 2,441.60	\$ 2,508.80	\$ 2,577.60	\$ 2,648.80	\$ 2,721.60	\$ 2,796.80	\$ 2,873.60	\$ 2,952.80	\$ 3,033.60	\$ 3,116.80	\$ 3,202.40	\$ 3,290.40	\$ 3,380.80	\$ 3,473.60	\$ 3,569.60
YR		\$ 63,726	\$ 65,480	\$ 67,275	\$ 69,134	\$ 71,034	\$ 72,996	\$ 75,001	\$ 77,068	\$ 79,177	\$ 81,348	\$ 83,583	\$ 85,879	\$ 88,239	\$ 90,661	\$ 93,167
HR	3080	\$ 30.80	\$ 31.65	\$ 32.52	\$ 33.41	\$ 34.33	\$ 35.27	\$ 36.24	\$ 37.24	\$ 38.26	\$ 39.31	\$ 40.39	\$ 41.50	\$ 42.64	\$ 43.81	\$ 45.02
BW		\$ 2,464.00	\$ 2,532.00	\$ 2,601.60	\$ 2,672.80	\$ 2,746.40	\$ 2,821.60	\$ 2,899.20	\$ 2,979.20	\$ 3,060.80	\$ 3,144.80	\$ 3,231.20	\$ 3,320.00	\$ 3,411.20	\$ 3,504.80	\$ 3,601.60
YR		\$ 64,310	\$ 66,085	\$ 67,902	\$ 69,760	\$ 71,681	\$ 73,644	\$ 75,669	\$ 77,757	\$ 79,887	\$ 82,079	\$ 84,334	\$ 86,652	\$ 89,032	\$ 91,475	\$ 94,002
HR	3082	\$ 30.82	\$ 31.67	\$ 32.54	\$ 33.43	\$ 34.35	\$ 35.29	\$ 36.27	\$ 37.27	\$ 38.29	\$ 39.34	\$ 40.42	\$ 41.53	\$ 42.67	\$ 43.84	\$ 45.05
BW		\$ 2,465.60	\$ 2,533.60	\$ 2,603.20	\$ 2,674.40	\$ 2,748.00	\$ 2,823.20	\$ 2,901.60	\$ 2,981.60	\$ 3,063.20	\$ 3,147.20	\$ 3,233.60	\$ 3,322.40	\$ 3,413.60	\$ 3,507.20	\$ 3,604.00
YR		\$ 64,352	\$ 66,127	\$ 67,944	\$ 69,802	\$ 71,723	\$ 73,686	\$ 75,732	\$ 77,820	\$ 79,950	\$ 82,142	\$ 84,397	\$ 86,715	\$ 89,095	\$ 91,538	\$ 94,064
HR	3096	\$ 30.96	\$ 31.81	\$ 32.69	\$ 33.59	\$ 34.51	\$ 35.46	\$ 36.43	\$ 37.43	\$ 38.46	\$ 39.52	\$ 40.60	\$ 41.72	\$ 42.86	\$ 44.04	\$ 45.25
BW		\$ 2,476.80	\$ 2,544.80	\$ 2,615.20	\$ 2,687.20	\$ 2,760.80	\$ 2,836.80	\$ 2,914.40	\$ 2,994.40	\$ 3,076.80	\$ 3,161.60	\$ 3,248.00	\$ 3,337.60	\$ 3,428.80	\$ 3,523.20	\$ 3,620.00
YR		\$ 64,644	\$ 66,419	\$ 68,257	\$ 70,136	\$ 72,057	\$ 74,040	\$ 76,066	\$ 78,154	\$ 80,304	\$ 82,518	\$ 84,773	\$ 87,111	\$ 89,492	\$ 91,956	\$ 94,482

Appendix E - Salary Tables

MOU 20

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
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	3178	\$ 31.78	\$ 32.65	\$ 33.55	\$ 34.47	\$ 35.42	\$ 36.39	\$ 37.39	\$ 38.42	\$ 39.47	\$ 40.56	\$ 41.67	\$ 42.82	\$ 43.99	\$ 45.20	\$ 46.44
BW		\$ 2,542.40	\$ 2,612.00	\$ 2,684.00	\$ 2,757.60	\$ 2,833.60	\$ 2,911.20	\$ 2,991.20	\$ 3,073.60	\$ 3,157.60	\$ 3,244.80	\$ 3,333.60	\$ 3,425.60	\$ 3,519.20	\$ 3,616.00	\$ 3,715.20
YR		\$ 66,357	\$ 68,173	\$ 70,052	\$ 71,973	\$ 73,957	\$ 75,982	\$ 78,070	\$ 80,221	\$ 82,413	\$ 84,689	\$ 87,007	\$ 89,408	\$ 91,851	\$ 94,378	\$ 96,967
HR	3190	\$ 31.90	\$ 32.78	\$ 33.68	\$ 34.61	\$ 35.56	\$ 36.54	\$ 37.54	\$ 38.57	\$ 39.63	\$ 40.72	\$ 41.84	\$ 42.99	\$ 44.17	\$ 45.38	\$ 46.63
BW		\$ 2,552.00	\$ 2,622.40	\$ 2,694.40	\$ 2,768.80	\$ 2,844.80	\$ 2,923.20	\$ 3,003.20	\$ 3,085.60	\$ 3,170.40	\$ 3,257.60	\$ 3,347.20	\$ 3,439.20	\$ 3,533.60	\$ 3,630.40	\$ 3,730.40
YR		\$ 66,607	\$ 68,445	\$ 70,324	\$ 72,266	\$ 74,249	\$ 76,296	\$ 78,384	\$ 80,534	\$ 82,747	\$ 85,023	\$ 87,362	\$ 89,763	\$ 92,227	\$ 94,753	\$ 97,363
HR	3196	\$ 31.96	\$ 32.84	\$ 33.74	\$ 34.67	\$ 35.62	\$ 36.60	\$ 37.61	\$ 38.64	\$ 39.71	\$ 40.80	\$ 41.92	\$ 43.07	\$ 44.26	\$ 45.48	\$ 46.73
BW		\$ 2,556.80	\$ 2,627.20	\$ 2,699.20	\$ 2,773.60	\$ 2,849.60	\$ 2,928.00	\$ 3,008.80	\$ 3,091.20	\$ 3,176.80	\$ 3,264.00	\$ 3,353.60	\$ 3,445.60	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40
YR		\$ 66,732	\$ 68,570	\$ 70,449	\$ 72,391	\$ 74,375	\$ 76,421	\$ 78,530	\$ 80,680	\$ 82,914	\$ 85,190	\$ 87,529	\$ 89,930	\$ 92,415	\$ 94,962	\$ 97,572
HR	3204	\$ 32.04	\$ 32.92	\$ 33.83	\$ 34.76	\$ 35.72	\$ 36.70	\$ 37.71	\$ 38.75	\$ 39.81	\$ 40.90	\$ 42.03	\$ 43.19	\$ 44.37	\$ 45.59	\$ 46.84
BW		\$ 2,563.20	\$ 2,633.60	\$ 2,706.40	\$ 2,780.80	\$ 2,857.60	\$ 2,936.00	\$ 3,016.80	\$ 3,100.00	\$ 3,184.80	\$ 3,272.00	\$ 3,362.40	\$ 3,455.20	\$ 3,549.60	\$ 3,647.20	\$ 3,747.20
YR		\$ 66,900	\$ 68,737	\$ 70,637	\$ 72,579	\$ 74,583	\$ 76,630	\$ 78,738	\$ 80,910	\$ 83,123	\$ 85,399	\$ 87,759	\$ 90,181	\$ 92,645	\$ 95,192	\$ 97,802
HR	3220	\$ 32.20	\$ 33.09	\$ 34.00	\$ 34.94	\$ 35.90	\$ 36.89	\$ 37.90	\$ 38.94	\$ 40.01	\$ 41.11	\$ 42.24	\$ 43.40	\$ 44.60	\$ 45.83	\$ 47.09
BW		\$ 2,576.00	\$ 2,647.20	\$ 2,720.00	\$ 2,795.20	\$ 2,872.00	\$ 2,951.20	\$ 3,032.00	\$ 3,115.20	\$ 3,200.80	\$ 3,288.80	\$ 3,379.20	\$ 3,472.00	\$ 3,568.00	\$ 3,666.40	\$ 3,767.20
YR		\$ 67,234	\$ 69,092	\$ 70,992	\$ 72,955	\$ 74,959	\$ 77,026	\$ 79,135	\$ 81,307	\$ 83,541	\$ 85,838	\$ 88,197	\$ 90,619	\$ 93,125	\$ 95,693	\$ 98,324
HR	3241	\$ 32.41	\$ 33.30	\$ 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
BW		\$ 2,592.80	\$ 2,664.00	\$ 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
YR		\$ 67,672	\$ 69,530	\$ 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
HR	3261	\$ 32.61	\$ 33.51	\$ 34.43	\$ 35.38	\$ 36.35	\$ 37.35	\$ 38.38	\$ 39.44	\$ 40.52	\$ 41.63	\$ 42.78	\$ 43.96	\$ 45.17	\$ 46.41	\$ 47.69
BW		\$ 2,608.80	\$ 2,680.80	\$ 2,754.40	\$ 2,830.40	\$ 2,908.00	\$ 2,988.00	\$ 3,070.40	\$ 3,155.20	\$ 3,241.60	\$ 3,330.40	\$ 3,422.40	\$ 3,516.80	\$ 3,613.60	\$ 3,712.80	\$ 3,815.20
YR		\$ 68,090	\$ 69,969	\$ 71,890	\$ 73,873	\$ 75,899	\$ 77,987	\$ 80,137	\$ 82,351	\$ 84,606	\$ 86,923	\$ 89,325	\$ 91,788	\$ 94,315	\$ 96,904	\$ 99,577

**Appendix E - Salary Tables**

**MOU 20**

**Operative on June 25, 2017**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3288	\$ 32.88	\$ 33.78	\$ 34.71	\$ 35.66	\$ 36.65	\$ 37.66	\$ 38.69	\$ 39.75	\$ 40.85	\$ 41.97	\$ 43.13	\$ 44.32	\$ 45.53	\$ 46.78	\$ 48.07
BW		\$ 2,630.40	\$ 2,702.40	\$ 2,776.80	\$ 2,852.80	\$ 2,932.00	\$ 3,012.80	\$ 3,095.20	\$ 3,180.00	\$ 3,268.00	\$ 3,357.60	\$ 3,450.40	\$ 3,545.60	\$ 3,642.40	\$ 3,742.40	\$ 3,845.60
YR		\$ 68,653	\$ 70,533	\$ 72,474	\$ 74,458	\$ 76,525	\$ 78,634	\$ 80,785	\$ 82,998	\$ 85,295	\$ 87,633	\$ 90,055	\$ 92,540	\$ 95,067	\$ 97,677	\$ 100,370
HR	3303	\$ 33.03	\$ 33.94	\$ 34.87	\$ 35.83	\$ 36.81	\$ 37.82	\$ 38.86	\$ 39.93	\$ 41.03	\$ 42.16	\$ 43.32	\$ 44.51	\$ 45.74	\$ 47.00	\$ 48.29
BW		\$ 2,642.40	\$ 2,715.20	\$ 2,789.60	\$ 2,866.40	\$ 2,944.80	\$ 3,025.60	\$ 3,108.80	\$ 3,194.40	\$ 3,282.40	\$ 3,372.80	\$ 3,465.60	\$ 3,560.80	\$ 3,659.20	\$ 3,760.00	\$ 3,863.20
YR		\$ 68,967	\$ 70,867	\$ 72,809	\$ 74,813	\$ 76,859	\$ 78,968	\$ 81,140	\$ 83,374	\$ 85,671	\$ 88,030	\$ 90,452	\$ 92,937	\$ 95,505	\$ 98,136	\$ 100,830
HR	3425	\$ 34.25	\$ 35.19	\$ 36.16	\$ 37.15	\$ 38.18	\$ 39.23	\$ 40.31	\$ 41.42	\$ 42.56	\$ 43.73	\$ 44.93	\$ 46.17	\$ 47.44	\$ 48.74	\$ 50.09
BW		\$ 2,740.00	\$ 2,815.20	\$ 2,892.80	\$ 2,972.00	\$ 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
YR		\$ 71,514	\$ 73,477	\$ 75,502	\$ 77,569	\$ 79,720	\$ 81,912	\$ 84,167	\$ 86,485	\$ 88,865	\$ 91,308	\$ 93,814	\$ 96,403	\$ 99,055	\$ 101,769	\$ 104,588
HR	3435	\$ 34.35	\$ 35.29	\$ 36.27	\$ 37.27	\$ 38.29	\$ 39.34	\$ 40.42	\$ 41.53	\$ 42.67	\$ 43.84	\$ 45.05	\$ 46.29	\$ 47.56	\$ 48.87	\$ 50.21
BW		\$ 2,748.00	\$ 2,823.20	\$ 2,901.60	\$ 2,981.60	\$ 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
YR		\$ 71,723	\$ 73,686	\$ 75,732	\$ 77,820	\$ 79,950	\$ 82,142	\$ 84,397	\$ 86,715	\$ 89,095	\$ 91,538	\$ 94,064	\$ 96,654	\$ 99,305	\$ 102,041	\$ 104,838
HR	3484	\$ 34.84	\$ 35.80	\$ 36.78	\$ 37.79	\$ 38.83	\$ 39.90	\$ 41.00	\$ 42.13	\$ 43.29	\$ 44.48	\$ 45.70	\$ 46.96	\$ 48.25	\$ 49.58	\$ 50.94
BW		\$ 2,787.20	\$ 2,864.00	\$ 2,942.40	\$ 3,023.20	\$ 3,106.40	\$ 3,192.00	\$ 3,280.00	\$ 3,370.40	\$ 3,463.20	\$ 3,558.40	\$ 3,656.00	\$ 3,756.80	\$ 3,860.00	\$ 3,966.40	\$ 4,075.20
YR		\$ 72,746	\$ 74,750	\$ 76,797	\$ 78,906	\$ 81,077	\$ 83,311	\$ 85,608	\$ 87,967	\$ 90,390	\$ 92,874	\$ 95,422	\$ 98,052	\$ 100,746	\$ 103,523	\$ 106,363
HR	3586	\$ 35.86	\$ 36.85	\$ 37.86	\$ 38.90	\$ 39.97	\$ 41.07	\$ 42.20	\$ 43.36	\$ 44.55	\$ 45.78	\$ 47.03	\$ 48.32	\$ 49.65	\$ 51.02	\$ 52.42
BW		\$ 2,868.80	\$ 2,948.00	\$ 3,028.80	\$ 3,112.00	\$ 3,197.60	\$ 3,285.60	\$ 3,376.00	\$ 3,468.80	\$ 3,564.00	\$ 3,662.40	\$ 3,762.40	\$ 3,865.60	\$ 3,972.00	\$ 4,081.60	\$ 4,193.60
YR		\$ 74,876	\$ 76,943	\$ 79,052	\$ 81,223	\$ 83,457	\$ 85,754	\$ 88,114	\$ 90,536	\$ 93,020	\$ 95,589	\$ 98,199	\$ 100,892	\$ 103,669	\$ 106,530	\$ 109,453
HR	3616	\$ 36.16	\$ 37.15	\$ 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
BW		\$ 2,892.80	\$ 2,972.00	\$ 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
YR		\$ 75,502	\$ 77,569	\$ 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
HR	3632	\$ 36.32	\$ 37.32	\$ 38.35	\$ 39.40	\$ 40.49	\$ 41.60	\$ 42.75	\$ 43.93	\$ 45.13	\$ 46.37	\$ 47.65	\$ 48.96	\$ 50.31	\$ 51.69	\$ 53.12
BW		\$ 2,905.60	\$ 2,985.60	\$ 3,068.00	\$ 3,152.00	\$ 3,239.20	\$ 3,328.00	\$ 3,420.00	\$ 3,514.40	\$ 3,610.40	\$ 3,709.60	\$ 3,812.00	\$ 3,916.80	\$ 4,024.80	\$ 4,135.20	\$ 4,249.60
YR		\$ 75,836	\$ 77,924	\$ 80,075	\$ 82,267	\$ 84,543	\$ 86,861	\$ 89,262	\$ 91,726	\$ 94,231	\$ 96,821	\$ 99,493	\$ 102,228	\$ 105,047	\$ 107,929	\$ 110,915



**Appendix E - Salary Tables**

**MOU 20**

**Operative on June 25, 2017**

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
HR	3656	\$ 36.56	\$ 37.57	\$ 38.60	\$ 39.66	\$ 40.75	\$ 41.87	\$ 43.02	\$ 44.20	\$ 45.42	\$ 46.67	\$ 47.95	\$ 49.27	\$ 50.62	\$ 52.01	\$ 53.44
BW		\$ 2,924.80	\$ 3,005.60	\$ 3,088.00	\$ 3,172.80	\$ 3,260.00	\$ 3,349.60	\$ 3,441.60	\$ 3,536.00	\$ 3,633.60	\$ 3,733.60	\$ 3,836.00	\$ 3,941.60	\$ 4,049.60	\$ 4,160.80	\$ 4,275.20
YR		\$ 76,337	\$ 78,446	\$ 80,597	\$ 82,810	\$ 85,086	\$ 87,425	\$ 89,826	\$ 92,290	\$ 94,837	\$ 97,447	\$ 100,120	\$ 102,876	\$ 105,695	\$ 108,597	\$ 111,583
HR	3666	\$ 36.66	\$ 37.67	\$ 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
BW		\$ 2,932.80	\$ 3,013.60	\$ 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
YR		\$ 76,546	\$ 78,655	\$ 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
HR	3728	\$ 37.28	\$ 38.31	\$ 39.36	\$ 40.44	\$ 41.55	\$ 42.69	\$ 43.87	\$ 45.08	\$ 46.32	\$ 47.59	\$ 48.90	\$ 50.24	\$ 51.63	\$ 53.05	\$ 54.51
BW		\$ 2,982.40	\$ 3,064.80	\$ 3,148.80	\$ 3,235.20	\$ 3,324.00	\$ 3,415.20	\$ 3,509.60	\$ 3,606.40	\$ 3,705.60	\$ 3,807.20	\$ 3,912.00	\$ 4,019.20	\$ 4,130.40	\$ 4,244.00	\$ 4,360.80
YR		\$ 77,841	\$ 79,991	\$ 82,184	\$ 84,439	\$ 86,756	\$ 89,137	\$ 91,601	\$ 94,127	\$ 96,716	\$ 99,368	\$ 102,103	\$ 104,901	\$ 107,803	\$ 110,768	\$ 113,817
HR	3749	\$ 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	\$ 53.35	\$ 54.81
BW		\$ 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	\$ 4,268.00	\$ 4,384.80
YR		\$ 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	\$ 111,395	\$ 114,443
HR	3754	\$ 37.54	\$ 38.57	\$ 39.63	\$ 40.72	\$ 41.84	\$ 42.99	\$ 44.17	\$ 45.38	\$ 46.63	\$ 47.91	\$ 49.23	\$ 50.58	\$ 51.97	\$ 53.40	\$ 54.87
BW		\$ 3,003.20	\$ 3,085.60	\$ 3,170.40	\$ 3,257.60	\$ 3,347.20	\$ 3,439.20	\$ 3,533.60	\$ 3,630.40	\$ 3,730.40	\$ 3,832.80	\$ 3,938.40	\$ 4,046.40	\$ 4,157.60	\$ 4,272.00	\$ 4,389.60
YR		\$ 78,384	\$ 80,534	\$ 82,747	\$ 85,023	\$ 87,362	\$ 89,763	\$ 92,227	\$ 94,753	\$ 97,363	\$ 100,036	\$ 102,792	\$ 105,611	\$ 108,513	\$ 111,499	\$ 114,569
HR	3783	\$ 37.83	\$ 38.87	\$ 39.94	\$ 41.04	\$ 42.17	\$ 43.33	\$ 44.52	\$ 45.74	\$ 47.00	\$ 48.29	\$ 49.62	\$ 50.98	\$ 52.39	\$ 53.83	\$ 55.31
BW		\$ 3,026.40	\$ 3,109.60	\$ 3,195.20	\$ 3,283.20	\$ 3,373.60	\$ 3,466.40	\$ 3,561.60	\$ 3,659.20	\$ 3,760.00	\$ 3,863.20	\$ 3,969.60	\$ 4,078.40	\$ 4,191.20	\$ 4,306.40	\$ 4,424.80
YR		\$ 78,989	\$ 81,161	\$ 83,395	\$ 85,692	\$ 88,051	\$ 90,473	\$ 92,958	\$ 95,505	\$ 98,136	\$ 100,830	\$ 103,607	\$ 106,446	\$ 109,390	\$ 112,397	\$ 115,487
HR	3795	\$ 37.95	\$ 38.99	\$ 40.07	\$ 41.17	\$ 42.30	\$ 43.46	\$ 44.66	\$ 45.89	\$ 47.15	\$ 48.45	\$ 49.78	\$ 51.15	\$ 52.56	\$ 54.01	\$ 55.49
BW		\$ 3,036.00	\$ 3,119.20	\$ 3,205.60	\$ 3,293.60	\$ 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
YR		\$ 79,240	\$ 81,411	\$ 83,666	\$ 85,963	\$ 88,322	\$ 90,744	\$ 93,250	\$ 95,818	\$ 98,449	\$ 101,164	\$ 103,941	\$ 106,801	\$ 109,745	\$ 112,773	\$ 115,863
HR	3848	\$ 38.48	\$ 39.54	\$ 40.63	\$ 41.75	\$ 42.90	\$ 44.08	\$ 45.29	\$ 46.54	\$ 47.82	\$ 49.14	\$ 50.49	\$ 51.88	\$ 53.31	\$ 54.78	\$ 56.28
BW		\$ 3,078.40	\$ 3,163.20	\$ 3,250.40	\$ 3,340.00	\$ 3,432.00	\$ 3,526.40	\$ 3,623.20	\$ 3,723.20	\$ 3,825.60	\$ 3,931.20	\$ 4,039.20	\$ 4,150.40	\$ 4,264.80	\$ 4,382.40	\$ 4,502.40
YR		\$ 80,346	\$ 82,560	\$ 84,835	\$ 87,174	\$ 89,575	\$ 92,039	\$ 94,566	\$ 97,176	\$ 99,848	\$ 102,604	\$ 105,423	\$ 108,325	\$ 111,311	\$ 114,381	\$ 117,513

**Appendix E - Salary Tables**

**MOU 20**

**Operative on June 25, 2017**

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
HR	3877	\$ 38.77	\$ 39.84	\$ 40.93	\$ 42.06	\$ 43.21	\$ 44.40	\$ 45.62	\$ 46.87	\$ 48.16	\$ 49.48	\$ 50.85	\$ 52.25	\$ 53.69	\$ 55.17	\$ 56.68
BW		\$ 3,101.60	\$ 3,187.20	\$ 3,274.40	\$ 3,364.80	\$ 3,456.80	\$ 3,552.00	\$ 3,649.60	\$ 3,749.60	\$ 3,852.80	\$ 3,958.40	\$ 4,068.00	\$ 4,180.00	\$ 4,295.20	\$ 4,413.60	\$ 4,534.40
YR		\$ 80,952	\$ 83,186	\$ 85,462	\$ 87,821	\$ 90,222	\$ 92,707	\$ 95,255	\$ 97,865	\$ 100,558	\$ 103,314	\$ 106,175	\$ 109,098	\$ 112,105	\$ 115,195	\$ 118,348
HR	3881	\$ 38.81	\$ 39.88	\$ 40.97	\$ 42.10	\$ 43.25	\$ 44.44	\$ 45.66	\$ 46.92	\$ 48.21	\$ 49.54	\$ 50.90	\$ 52.30	\$ 53.74	\$ 55.22	\$ 56.74
BW		\$ 3,104.80	\$ 3,190.40	\$ 3,277.60	\$ 3,368.00	\$ 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
YR		\$ 81,035	\$ 83,269	\$ 85,545	\$ 87,905	\$ 90,306	\$ 92,791	\$ 95,338	\$ 97,969	\$ 100,662	\$ 103,440	\$ 106,279	\$ 109,202	\$ 112,209	\$ 115,299	\$ 118,473
HR	3887	\$ 38.87	\$ 39.94	\$ 41.04	\$ 42.17	\$ 43.33	\$ 44.52	\$ 45.75	\$ 47.01	\$ 48.30	\$ 49.63	\$ 50.99	\$ 52.39	\$ 53.83	\$ 55.31	\$ 56.83
BW		\$ 3,109.60	\$ 3,195.20	\$ 3,283.20	\$ 3,373.60	\$ 3,466.40	\$ 3,561.60	\$ 3,660.00	\$ 3,760.80	\$ 3,864.00	\$ 3,970.40	\$ 4,079.20	\$ 4,191.20	\$ 4,306.40	\$ 4,424.80	\$ 4,546.40
YR		\$ 81,161	\$ 83,395	\$ 85,692	\$ 88,051	\$ 90,473	\$ 92,958	\$ 95,526	\$ 98,157	\$ 100,850	\$ 103,627	\$ 106,467	\$ 109,390	\$ 112,397	\$ 115,487	\$ 118,661
HR	3894	\$ 38.94	\$ 40.01	\$ 41.11	\$ 42.24	\$ 43.40	\$ 44.59	\$ 45.82	\$ 47.08	\$ 48.37	\$ 49.70	\$ 51.07	\$ 52.47	\$ 53.92	\$ 55.40	\$ 56.93
BW		\$ 3,115.20	\$ 3,200.80	\$ 3,288.80	\$ 3,379.20	\$ 3,472.00	\$ 3,567.20	\$ 3,665.60	\$ 3,766.40	\$ 3,869.60	\$ 3,976.00	\$ 4,085.60	\$ 4,197.60	\$ 4,313.60	\$ 4,432.00	\$ 4,554.40
YR		\$ 81,307	\$ 83,541	\$ 85,838	\$ 88,197	\$ 90,619	\$ 93,104	\$ 95,672	\$ 98,303	\$ 100,997	\$ 103,774	\$ 106,634	\$ 109,557	\$ 112,585	\$ 115,675	\$ 118,870
HR	3933	\$ 39.33	\$ 40.41	\$ 41.52	\$ 42.66	\$ 43.83	\$ 45.04	\$ 46.27	\$ 47.54	\$ 48.85	\$ 50.19	\$ 51.57	\$ 52.99	\$ 54.45	\$ 55.95	\$ 57.49
BW		\$ 3,146.40	\$ 3,232.80	\$ 3,321.60	\$ 3,412.80	\$ 3,506.40	\$ 3,603.20	\$ 3,701.60	\$ 3,803.20	\$ 3,908.00	\$ 4,015.20	\$ 4,125.60	\$ 4,239.20	\$ 4,356.00	\$ 4,476.00	\$ 4,599.20
YR		\$ 82,121	\$ 84,376	\$ 86,694	\$ 89,074	\$ 91,517	\$ 94,044	\$ 96,612	\$ 99,264	\$ 101,999	\$ 104,797	\$ 107,678	\$ 110,643	\$ 113,692	\$ 116,824	\$ 120,039
HR	4074	\$ 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	\$ 57.96	\$ 59.56
BW		\$ 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	\$ 4,636.80	\$ 4,764.80
YR		\$ 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	\$ 121,020	\$ 124,361
HR	4079	\$ 40.79	\$ 41.91	\$ 43.06	\$ 44.24	\$ 45.46	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 52.06	\$ 53.50	\$ 54.97	\$ 56.48	\$ 58.03	\$ 59.63
BW		\$ 3,263.20	\$ 3,352.80	\$ 3,444.80	\$ 3,539.20	\$ 3,636.80	\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,164.80	\$ 4,280.00	\$ 4,397.60	\$ 4,518.40	\$ 4,642.40	\$ 4,770.40
YR		\$ 85,170	\$ 87,508	\$ 89,909	\$ 92,373	\$ 94,920	\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,799	\$ 108,701	\$ 111,708	\$ 114,777	\$ 117,930	\$ 121,167	\$ 124,507
HR	4094	\$ 40.94	\$ 42.07	\$ 43.22	\$ 44.41	\$ 45.63	\$ 46.88	\$ 48.17	\$ 49.49	\$ 50.86	\$ 52.26	\$ 53.70	\$ 55.18	\$ 56.69	\$ 58.25	\$ 59.85
BW		\$ 3,275.20	\$ 3,365.60	\$ 3,457.60	\$ 3,552.80	\$ 3,650.40	\$ 3,750.40	\$ 3,853.60	\$ 3,959.20	\$ 4,068.80	\$ 4,180.80	\$ 4,296.00	\$ 4,414.40	\$ 4,535.20	\$ 4,660.00	\$ 4,788.00
YR		\$ 85,483	\$ 87,842	\$ 90,243	\$ 92,728	\$ 95,275	\$ 97,885	\$ 100,579	\$ 103,335	\$ 106,196	\$ 109,119	\$ 112,126	\$ 115,216	\$ 118,369	\$ 121,626	\$ 124,967

**Appendix E - Salary Tables**

**MOU 20**

**Operative on June 25, 2017**

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
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	4198	\$ 41.98	\$ 43.13	\$ 44.32	\$ 45.54	\$ 46.79	\$ 48.08	\$ 49.40	\$ 50.76	\$ 52.15	\$ 53.58	\$ 55.06	\$ 56.57	\$ 58.13	\$ 59.73	\$ 61.37
BW		\$ 3,358.40	\$ 3,450.40	\$ 3,545.60	\$ 3,643.20	\$ 3,743.20	\$ 3,846.40	\$ 3,952.00	\$ 4,060.80	\$ 4,172.00	\$ 4,286.40	\$ 4,404.80	\$ 4,525.60	\$ 4,650.40	\$ 4,778.40	\$ 4,909.60
YR		\$ 87,654	\$ 90,055	\$ 92,540	\$ 95,088	\$ 97,698	\$ 100,391	\$ 103,147	\$ 105,987	\$ 108,889	\$ 111,875	\$ 114,965	\$ 118,118	\$ 121,375	\$ 124,716	\$ 128,141
HR	4304	\$ 43.04	\$ 44.22	\$ 45.44	\$ 46.69	\$ 47.97	\$ 49.29	\$ 50.64	\$ 52.03	\$ 53.46	\$ 54.93	\$ 56.44	\$ 57.99	\$ 59.59	\$ 61.23	\$ 62.91
BW		\$ 3,443.20	\$ 3,537.60	\$ 3,635.20	\$ 3,735.20	\$ 3,837.60	\$ 3,943.20	\$ 4,051.20	\$ 4,162.40	\$ 4,276.80	\$ 4,394.40	\$ 4,515.20	\$ 4,639.20	\$ 4,767.20	\$ 4,898.40	\$ 5,032.80
YR		\$ 89,868	\$ 92,331	\$ 94,879	\$ 97,489	\$ 100,161	\$ 102,918	\$ 105,736	\$ 108,639	\$ 111,624	\$ 114,694	\$ 117,847	\$ 121,083	\$ 124,424	\$ 127,848	\$ 131,356
HR	4305	\$ 43.05	\$ 44.23	\$ 45.45	\$ 46.70	\$ 47.98	\$ 49.30	\$ 50.66	\$ 52.05	\$ 53.48	\$ 54.95	\$ 56.46	\$ 58.01	\$ 59.61	\$ 61.25	\$ 62.93
BW		\$ 3,444.00	\$ 3,538.40	\$ 3,636.00	\$ 3,736.00	\$ 3,838.40	\$ 3,944.00	\$ 4,052.80	\$ 4,164.00	\$ 4,278.40	\$ 4,396.00	\$ 4,516.80	\$ 4,640.80	\$ 4,768.80	\$ 4,900.00	\$ 5,034.40
YR		\$ 89,888	\$ 92,352	\$ 94,900	\$ 97,510	\$ 100,182	\$ 102,938	\$ 105,778	\$ 108,680	\$ 111,666	\$ 114,736	\$ 117,888	\$ 121,125	\$ 124,466	\$ 127,890	\$ 131,398
HR	4505	\$ 45.05	\$ 46.29	\$ 47.56	\$ 48.87	\$ 50.21	\$ 51.59	\$ 53.01	\$ 54.47	\$ 55.97	\$ 57.51	\$ 59.09	\$ 60.71	\$ 62.38	\$ 64.10	\$ 65.86
BW		\$ 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	\$ 4,600.80	\$ 4,727.20	\$ 4,856.80	\$ 4,990.40	\$ 5,128.00	\$ 5,268.80
YR		\$ 94,064	\$ 96,654	\$ 99,305	\$ 102,041	\$ 104,838	\$ 107,720	\$ 110,685	\$ 113,733	\$ 116,865	\$ 120,081	\$ 123,380	\$ 126,762	\$ 130,249	\$ 133,841	\$ 137,516
HR	4780	\$ 47.80	\$ 49.11	\$ 50.47	\$ 51.86	\$ 53.28	\$ 54.75	\$ 56.25	\$ 57.80	\$ 59.39	\$ 61.02	\$ 62.70	\$ 64.42	\$ 66.20	\$ 68.02	\$ 69.89
BW		\$ 3,824.00	\$ 3,928.80	\$ 4,037.60	\$ 4,148.80	\$ 4,262.40	\$ 4,380.00	\$ 4,500.00	\$ 4,624.00	\$ 4,751.20	\$ 4,881.60	\$ 5,016.00	\$ 5,153.60	\$ 5,296.00	\$ 5,441.60	\$ 5,591.20
YR		\$ 99,806	\$ 102,542	\$ 105,381	\$ 108,284	\$ 111,249	\$ 114,318	\$ 117,450	\$ 120,686	\$ 124,006	\$ 127,410	\$ 130,918	\$ 134,509	\$ 138,226	\$ 142,026	\$ 145,930
HR	4800	\$ 48.00	\$ 49.32	\$ 50.68	\$ 52.07	\$ 53.51	\$ 54.98	\$ 56.49	\$ 58.04	\$ 59.64	\$ 61.28	\$ 62.97	\$ 64.70	\$ 66.48	\$ 68.31	\$ 70.19
BW		\$ 3,840.00	\$ 3,945.60	\$ 4,054.40	\$ 4,165.60	\$ 4,280.80	\$ 4,398.40	\$ 4,519.20	\$ 4,643.20	\$ 4,771.20	\$ 4,902.40	\$ 5,037.60	\$ 5,176.00	\$ 5,318.40	\$ 5,464.80	\$ 5,615.20
YR		\$ 100,224	\$ 102,980	\$ 105,820	\$ 108,722	\$ 111,729	\$ 114,798	\$ 117,951	\$ 121,188	\$ 124,528	\$ 127,953	\$ 131,481	\$ 135,094	\$ 138,810	\$ 142,631	\$ 146,557
HR	4807	\$ 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	\$ 68.40	\$ 70.28
BW		\$ 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	\$ 5,472.00	\$ 5,622.40
YR		\$ 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	\$ 142,819	\$ 146,745

**Appendix E - Salary Tables**

**MOU 20**

**Operative on June 25, 2017**

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
HR		\$ 48.08	\$ 49.40	\$ 50.76	\$ 52.16	\$ 53.59	\$ 55.06	\$ 56.58	\$ 58.14	\$ 59.73	\$ 61.37	\$ 63.06	\$ 64.79	\$ 66.58	\$ 68.41	\$ 70.29
BW	4808	\$ 3,846.40	\$ 3,952.00	\$ 4,060.80	\$ 4,172.80	\$ 4,287.20	\$ 4,404.80	\$ 4,526.40	\$ 4,651.20	\$ 4,778.40	\$ 4,909.60	\$ 5,044.80	\$ 5,183.20	\$ 5,326.40	\$ 5,472.80	\$ 5,623.20
YR		\$ 100,391	\$ 103,147	\$ 105,987	\$ 108,910	\$ 111,896	\$ 114,965	\$ 118,139	\$ 121,396	\$ 124,716	\$ 128,141	\$ 131,669	\$ 135,282	\$ 139,019	\$ 142,840	\$ 146,766

**Appendix F  
MOU 20**

**Operative on June 24, 2018**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE</b>	<b>ANNUAL SALARY</b>
1119-1	ACCOUNTING REC SUPVR I	2650	\$ 55,332 -- \$ 80,930
1119-2	ACCOUNTING REC SUPVR II	3120	\$ 65,145 -- \$ 95,254
2419-0	AQUATIC DIRECTOR	3097 (8)	\$ 78,174 -- \$ 94,502
2423-1	AQUATIC FACILITY MGR I	2346	\$ 48,984 -- \$ 71,639
2423-2	AQUATIC FACILITY MGR II	2614	\$ 54,580 -- \$ 79,803
2423-3	AQUATIC FACILITY MGR III	2911 (10)	\$ 77,569 -- \$ 88,865
2478-1	ART CENTER DIRECTOR I	2667	\$ 55,686 -- \$ 81,432
2478-2	ART CENTER DIRECTOR II	3085	\$ 64,414 -- \$ 94,189
2478-3	ART CENTER DIRECTOR III	3833	\$ 80,033 -- \$ 117,032
2455-1	ARTS MANAGER I	2866	\$ 59,842 -- \$ 87,508
2455-2	ARTS MANAGER II	3377	\$ 70,511 -- \$ 103,105
2455-3	ARTS MANAGER III	3965	\$ 82,789 -- \$ 121,020
2397-0	BANNING RES MUSEUM DIR	3148	\$ 65,730 -- \$ 96,110
1203-0	BENEFITS SPECIALIST	2650	\$ 55,332 -- \$ 80,930
1253-0	CH CLERK	3166	\$ 66,106 -- \$ 96,653
0591-0	CH CLERK CITY ATTY	3166	\$ 66,106 -- \$ 96,653
1249-0	CH CLERK POLICE	3504	\$ 73,163 -- \$ 106,968
1249-2	CH CLERK POLICE II	3270	\$ 68,277 -- \$ 99,764
1466-0	CH COMMUNICATIONS OPER	2964	\$ 61,888 -- \$ 90,452
1180-0	CH DEMAND AUDITOR	3666	\$ 76,546 -- \$ 111,916
0548-0	CITY ATTY CH INVESTGTR	3512	\$ 73,330 -- \$ 107,197
0537-0	CITY ATTY SR ACCOUNTANT	3274	\$ 68,361 -- \$ 99,994
0539-0	CITY ATTY SR SYS ANL I	3936	\$ 82,183 -- \$ 120,164
0540-0	CITY ATTY SR SYS ANL II	4888	\$ 102,061 -- \$ 149,271
2500-0	COMNTY PROGRM DIRECTOR	4031	\$ 84,167 -- \$ 123,066
1434-0	DATA ENTRY SUPERVISOR	2223	\$ 46,416 -- \$ 67,880
1702-1	EMERGNCY MGT COORD I	3965	\$ 82,789 -- \$ 121,020
1702-2	EMERGNCY MGT COORD II	4909	\$ 102,499 -- \$ 149,855
9148-0	FINANCE ADMIN COORD	3969	\$ 82,872 -- \$ 121,145
1549-1	FINANCIAL ANALYST I	3361	\$ 70,177 -- \$ 102,625
1549-2	FINANCIAL ANALYST II	3867	\$ 80,742 -- \$ 118,076
1555-1	FISCAL SYSTEMS SPEC I	4209	\$ 87,883 -- \$ 128,516
1555-2	FISCAL SYSTEMS SPEC II	4917	\$ 102,666 -- \$ 150,127
2479-1	GOLF STARTER SUPVSR I	2284	\$ 47,689 -- \$ 69,697
2479-2	GOLF STARTER SUPVSR II	2825	\$ 58,986 -- \$ 86,255
2459-0	JUNIOR ARTS CENTER DIR	3837	\$ 80,116 -- \$ 117,136
1125-1	MAIL & MESSGER SUPVR I	2284	\$ 47,689 -- \$ 69,697
1125-2	MAIL & MESSGER SUPVR II	2542	\$ 53,076 -- \$ 77,610
2402-0	MARINE AQUAR EXH DIR	3168	\$ 66,147 -- \$ 96,757
2403-0	MARINE AQUAR PROG DIR	3168	\$ 66,147 -- \$ 96,757
2404-0	MARINE AQUARIUM ADMNSTR	4166	\$ 86,986 -- \$ 127,180
2407-0	MARITIME MUSEUM CURATOR	2537	\$ 52,972 -- \$ 77,443
2406-0	MARITIME MUSEUM DIR	3151	\$ 65,792 -- \$ 96,194
1120-0	MEDICAL RECORDS SUPVR	2825	\$ 58,986 -- \$ 86,255
2426-0	PARK SERVICES SUPVR	3168	\$ 66,147 -- \$ 96,757

**Appendix F  
MOU 20**

**Operative on June 24, 2018**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE</b>	<b>ANNUAL SALARY</b>
9130-0	PARKING SYSTEMS COORD	4917	\$ 102,666 -- \$ 150,127
1170-1	PAYROLL SUPERVISOR I	3045	\$ 63,579 -- \$ 92,957
1170-2	PAYROLL SUPERVISOR II	3248	\$ 67,818 -- \$ 99,159
2449-0	PERFORM ARTS DIRECTOR	3749	\$ 78,279 -- \$ 114,443
2430-1	PERFORM ARTS PRG CRD I	2526	\$ 52,742 -- \$ 77,130
2430-2	PERFORM ARTS PRG CRD II	2982	\$ 62,264 -- \$ 91,036
1129-0	PERS RECORDS SUPV	2825	\$ 58,986 -- \$ 86,255
1525-1	PR ACCOUNTANT I	3813	\$ 79,615 -- \$ 116,385
1525-2	PR ACCOUNTANT II	4020	\$ 83,937 -- \$ 122,732
9176-0	PR ADMIN ASSISTANT	2861	\$ 59,737 -- \$ 87,341
1201-0	PR CLERK	2650	\$ 55,332 -- \$ 80,930
0589-0	PR CLERK CITY ATTY I	2680	\$ 55,958 -- \$ 81,828
0578-0	PR CLERK CITY ATTY II	3166	\$ 66,106 -- \$ 96,653
1171-0	PR CLERK PERSONNEL	2660	\$ 55,540 -- \$ 81,202
1152-1	PR CLERK POLICE I	2660	\$ 55,540 -- \$ 81,202
1152-2	PR CLERK POLICE II	2964	\$ 61,888 -- \$ 90,452
1152-3	PR CLERK POLICE III	2688	\$ 56,125 -- \$ 82,058
1458-0	PR COMMUNICATIONS OPER	2810	\$ 58,672 -- \$ 85,795
2424-0	PR PARK SVCS ATTENDANT	2676	\$ 55,874 -- \$ 81,703
1786-0	PR PUBLIC RELATIONS REP	3261	\$ 68,089 -- \$ 99,576
1524-0	PR TAX AUDITOR	4402	\$ 91,913 -- \$ 134,383
1195-0	PR TAX COMPLIANCE OFCR	4187	\$ 87,424 -- \$ 127,785
1193-0	PR TELLER	3120	\$ 65,145 -- \$ 95,254
1777-0	PR WORKERS COMP ANALYST	4400	\$ 91,872 -- \$ 134,321
1852-0	PROCUREMENT SUPERVISOR	3969	\$ 82,872 -- \$ 121,145
2460-0	RECREATION SUPERVISOR	3168	\$ 66,147 -- \$ 96,757
8502-1	REHAB PROJECT COORD I	4292	\$ 89,616 -- \$ 131,022
8502-2	REHAB PROJECT COORD II	4606	\$ 96,173 -- \$ 140,605
3163-1	REPROGRAPHICS SUPVR I	2339	\$ 48,838 -- \$ 71,388
3163-2	REPROGRAPHICS SUPVR II	2922	\$ 61,011 -- \$ 89,220
1727-0	SAFETY ENGINEER	4170	\$ 87,069 -- \$ 127,305
1523-1	SR ACCOUNTANT I	3061	\$ 63,913 -- \$ 93,438
1523-2	SR ACCOUNTANT II	3315	\$ 69,217 -- \$ 101,205
1518-0	SR AUDITOR	3562	\$ 74,374 -- \$ 108,763
1467-1	SR COMMUN OPERATOR I	2526	\$ 52,742 -- \$ 77,130
1467-2	SR COMMUN OPERATOR II	2667	\$ 55,686 -- \$ 81,432
2241-0	SR CRIME & INTEL ANLST	3969	\$ 82,872 -- \$ 121,145
1200-0	SR DEPUTY TREASURER	3715	\$ 77,569 -- \$ 113,420
8517-1	SR HSG INVESTIGATOR I	3969	\$ 82,872 -- \$ 121,145
8517-2	SR HSG INVESTIGATOR II	4917	\$ 102,666 -- \$ 150,127
0558-0	SR LEGAL ASSISTANT	3293	\$ 68,757 -- \$ 100,537
1187-0	SR LEGISLATIVE ASSISTANT	4917	\$ 102,666 -- \$ 150,127
9171-1	SR MGMT ANALYST I	3969	\$ 82,872 -- \$ 121,145
9171-2	SR MGMT ANALYST II	4917	\$ 102,666 -- \$ 150,127
2422-0	SR PARK SERVICES ATTND	2284	\$ 47,689 -- \$ 69,697

**Appendix F  
MOU 20**

**Operative on June 24, 2018**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE</b>	<b>ANNUAL SALARY</b>
2209-1	SR POLICE SERV REP I	3336	\$ 69,655 -- \$ 101,831
2209-2	SR POLICE SERV REP II	3698	\$ 77,214 -- \$ 112,898
1538-0	SR PROJECT COORDINATOR	3738	\$ 78,049 -- \$ 114,088
1597-1	SR SYSTEMS ANALYST I	3974	\$ 82,977 -- \$ 121,333
1597-2	SR SYSTEMS ANALYST II	4917	\$ 102,666 -- \$ 150,127
1519-0	SR TAX AUDITOR	3983	\$ 83,165 -- \$ 121,563
7282-0	SR TRAFFIC CHECKER	2219	\$ 46,332 -- \$ 67,755
6405-0	SR TRANSIT ANALYST	3969	\$ 82,872 -- \$ 121,145
1769-0	SR WORKERS COMP ANALYST	3881	\$ 81,035 -- \$ 118,473

**Appendix F - Salary Tables**

**MOU 20**

**Operative on June 24, 2018**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2219	\$ 22.19	\$ 22.80	\$ 23.43	\$ 24.07	\$ 24.74	\$ 25.42	\$ 26.12	\$ 26.84	\$ 27.58	\$ 28.34	\$ 29.12	\$ 29.92	\$ 30.74	\$ 31.59	\$ 32.45
BW		\$ 1,775.20	\$ 1,824.00	\$ 1,874.40	\$ 1,925.60	\$ 1,979.20	\$ 2,033.60	\$ 2,089.60	\$ 2,147.20	\$ 2,206.40	\$ 2,267.20	\$ 2,329.60	\$ 2,393.60	\$ 2,459.20	\$ 2,527.20	\$ 2,596.00
YR		\$ 46,333	\$ 47,606	\$ 48,922	\$ 50,258	\$ 51,657	\$ 53,077	\$ 54,539	\$ 56,042	\$ 57,587	\$ 59,174	\$ 60,803	\$ 62,473	\$ 64,185	\$ 65,960	\$ 67,756
HR	2223	\$ 22.23	\$ 22.84	\$ 23.47	\$ 24.12	\$ 24.78	\$ 25.46	\$ 26.16	\$ 26.88	\$ 27.62	\$ 28.38	\$ 29.16	\$ 29.96	\$ 30.79	\$ 31.64	\$ 32.51
BW		\$ 1,778.40	\$ 1,827.20	\$ 1,877.60	\$ 1,929.60	\$ 1,982.40	\$ 2,036.80	\$ 2,092.80	\$ 2,150.40	\$ 2,209.60	\$ 2,270.40	\$ 2,332.80	\$ 2,396.80	\$ 2,463.20	\$ 2,531.20	\$ 2,600.80
YR		\$ 46,416	\$ 47,690	\$ 49,005	\$ 50,363	\$ 51,741	\$ 53,160	\$ 54,622	\$ 56,125	\$ 57,671	\$ 59,257	\$ 60,886	\$ 62,556	\$ 64,290	\$ 66,064	\$ 67,881
HR	2284	\$ 22.84	\$ 23.47	\$ 24.11	\$ 24.77	\$ 25.45	\$ 26.15	\$ 26.87	\$ 27.61	\$ 28.37	\$ 29.15	\$ 29.95	\$ 30.77	\$ 31.62	\$ 32.49	\$ 33.38
BW		\$ 1,827.20	\$ 1,877.60	\$ 1,928.80	\$ 1,981.60	\$ 2,036.00	\$ 2,092.00	\$ 2,149.60	\$ 2,208.80	\$ 2,269.60	\$ 2,332.00	\$ 2,396.00	\$ 2,461.60	\$ 2,529.60	\$ 2,599.20	\$ 2,670.40
YR		\$ 47,690	\$ 49,005	\$ 50,342	\$ 51,720	\$ 53,140	\$ 54,601	\$ 56,105	\$ 57,650	\$ 59,237	\$ 60,865	\$ 62,536	\$ 64,248	\$ 66,023	\$ 67,839	\$ 69,697
HR	2339	\$ 23.39	\$ 24.03	\$ 24.69	\$ 25.37	\$ 26.07	\$ 26.79	\$ 27.52	\$ 28.28	\$ 29.05	\$ 29.85	\$ 30.67	\$ 31.51	\$ 32.38	\$ 33.27	\$ 34.19
BW		\$ 1,871.20	\$ 1,922.40	\$ 1,975.20	\$ 2,029.60	\$ 2,085.60	\$ 2,143.20	\$ 2,201.60	\$ 2,262.40	\$ 2,324.00	\$ 2,388.00	\$ 2,453.60	\$ 2,520.80	\$ 2,590.40	\$ 2,661.60	\$ 2,735.20
YR		\$ 48,838	\$ 50,175	\$ 51,553	\$ 52,973	\$ 54,434	\$ 55,938	\$ 57,462	\$ 59,049	\$ 60,656	\$ 62,327	\$ 64,039	\$ 65,793	\$ 67,609	\$ 69,468	\$ 71,389
HR	2346	\$ 23.46	\$ 24.11	\$ 24.77	\$ 25.45	\$ 26.15	\$ 26.87	\$ 27.61	\$ 28.37	\$ 29.15	\$ 29.95	\$ 30.78	\$ 31.63	\$ 32.50	\$ 33.39	\$ 34.31
BW		\$ 1,876.80	\$ 1,928.80	\$ 1,981.60	\$ 2,036.00	\$ 2,092.00	\$ 2,149.60	\$ 2,208.80	\$ 2,269.60	\$ 2,332.00	\$ 2,396.00	\$ 2,462.40	\$ 2,530.40	\$ 2,600.00	\$ 2,671.20	\$ 2,744.80
YR		\$ 48,984	\$ 50,342	\$ 51,720	\$ 53,140	\$ 54,601	\$ 56,105	\$ 57,650	\$ 59,237	\$ 60,865	\$ 62,536	\$ 64,269	\$ 66,043	\$ 67,860	\$ 69,718	\$ 71,639
HR	2526	\$ 25.26	\$ 25.95	\$ 26.67	\$ 27.40	\$ 28.16	\$ 28.93	\$ 29.73	\$ 30.55	\$ 31.39	\$ 32.25	\$ 33.14	\$ 34.05	\$ 34.99	\$ 35.95	\$ 36.94
BW		\$ 2,020.80	\$ 2,076.00	\$ 2,133.60	\$ 2,192.00	\$ 2,252.80	\$ 2,314.40	\$ 2,378.40	\$ 2,444.00	\$ 2,511.20	\$ 2,580.00	\$ 2,651.20	\$ 2,724.00	\$ 2,799.20	\$ 2,876.00	\$ 2,955.20
YR		\$ 52,743	\$ 54,184	\$ 55,687	\$ 57,211	\$ 58,798	\$ 60,406	\$ 62,076	\$ 63,788	\$ 65,542	\$ 67,338	\$ 69,196	\$ 71,096	\$ 73,059	\$ 75,064	\$ 77,131
HR	2537	\$ 25.37	\$ 26.07	\$ 26.78	\$ 27.52	\$ 28.27	\$ 29.05	\$ 29.85	\$ 30.67	\$ 31.51	\$ 32.38	\$ 33.27	\$ 34.18	\$ 35.13	\$ 36.10	\$ 37.09
BW		\$ 2,029.60	\$ 2,085.60	\$ 2,142.40	\$ 2,201.60	\$ 2,261.60	\$ 2,324.00	\$ 2,388.00	\$ 2,453.60	\$ 2,520.80	\$ 2,590.40	\$ 2,661.60	\$ 2,734.40	\$ 2,810.40	\$ 2,888.00	\$ 2,967.20
YR		\$ 52,973	\$ 54,434	\$ 55,917	\$ 57,462	\$ 59,028	\$ 60,656	\$ 62,327	\$ 64,039	\$ 65,793	\$ 67,609	\$ 69,468	\$ 71,368	\$ 73,351	\$ 75,377	\$ 77,444
HR	2542	\$ 25.42	\$ 26.12	\$ 26.84	\$ 27.58	\$ 28.34	\$ 29.12	\$ 29.92	\$ 30.74	\$ 31.59	\$ 32.46	\$ 33.35	\$ 34.27	\$ 35.21	\$ 36.18	\$ 37.17
BW		\$ 2,033.60	\$ 2,089.60	\$ 2,147.20	\$ 2,206.40	\$ 2,267.20	\$ 2,329.60	\$ 2,393.60	\$ 2,459.20	\$ 2,527.20	\$ 2,596.80	\$ 2,668.00	\$ 2,741.60	\$ 2,816.80	\$ 2,894.40	\$ 2,973.60
YR		\$ 53,077	\$ 54,539	\$ 56,042	\$ 57,587	\$ 59,174	\$ 60,803	\$ 62,473	\$ 64,185	\$ 65,960	\$ 67,776	\$ 69,635	\$ 71,556	\$ 73,518	\$ 75,544	\$ 77,611



**Appendix F - Salary Tables**

**MOU 20**

**Operative on June 24, 2018**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2614	\$ 26.14	\$ 26.86	\$ 27.60	\$ 28.36	\$ 29.14	\$ 29.94	\$ 30.76	\$ 31.61	\$ 32.48	\$ 33.37	\$ 34.29	\$ 35.23	\$ 36.20	\$ 37.20	\$ 38.22
BW		\$ 2,091.20	\$ 2,148.80	\$ 2,208.00	\$ 2,268.80	\$ 2,331.20	\$ 2,395.20	\$ 2,460.80	\$ 2,528.80	\$ 2,598.40	\$ 2,669.60	\$ 2,743.20	\$ 2,818.40	\$ 2,896.00	\$ 2,976.00	\$ 3,057.60
YR		\$ 54,580	\$ 56,084	\$ 57,629	\$ 59,216	\$ 60,844	\$ 62,515	\$ 64,227	\$ 66,002	\$ 67,818	\$ 69,677	\$ 71,598	\$ 73,560	\$ 75,586	\$ 77,674	\$ 79,803
HR	2650	\$ 26.50	\$ 27.23	\$ 27.98	\$ 28.75	\$ 29.54	\$ 30.35	\$ 31.19	\$ 32.05	\$ 32.93	\$ 33.84	\$ 34.77	\$ 35.73	\$ 36.71	\$ 37.72	\$ 38.76
BW		\$ 2,120.00	\$ 2,178.40	\$ 2,238.40	\$ 2,300.00	\$ 2,363.20	\$ 2,428.00	\$ 2,495.20	\$ 2,564.00	\$ 2,634.40	\$ 2,707.20	\$ 2,781.60	\$ 2,858.40	\$ 2,936.80	\$ 3,017.60	\$ 3,100.80
YR		\$ 55,332	\$ 56,856	\$ 58,422	\$ 60,030	\$ 61,680	\$ 63,371	\$ 65,125	\$ 66,920	\$ 68,758	\$ 70,658	\$ 72,600	\$ 74,604	\$ 76,650	\$ 78,759	\$ 80,931
HR	2660	\$ 26.60	\$ 27.33	\$ 28.08	\$ 28.85	\$ 29.65	\$ 30.47	\$ 31.30	\$ 32.16	\$ 33.05	\$ 33.96	\$ 34.89	\$ 35.85	\$ 36.84	\$ 37.85	\$ 38.89
BW		\$ 2,128.00	\$ 2,186.40	\$ 2,246.40	\$ 2,308.00	\$ 2,372.00	\$ 2,437.60	\$ 2,504.00	\$ 2,572.80	\$ 2,644.00	\$ 2,716.80	\$ 2,791.20	\$ 2,868.00	\$ 2,947.20	\$ 3,028.00	\$ 3,111.20
YR		\$ 55,541	\$ 57,065	\$ 58,631	\$ 60,239	\$ 61,909	\$ 63,621	\$ 65,354	\$ 67,150	\$ 69,008	\$ 70,908	\$ 72,850	\$ 74,855	\$ 76,922	\$ 79,031	\$ 81,202
HR	2667	\$ 26.67	\$ 27.40	\$ 28.16	\$ 28.93	\$ 29.73	\$ 30.55	\$ 31.39	\$ 32.25	\$ 33.14	\$ 34.05	\$ 34.99	\$ 35.95	\$ 36.94	\$ 37.96	\$ 39.00
BW		\$ 2,133.60	\$ 2,192.00	\$ 2,252.80	\$ 2,314.40	\$ 2,378.40	\$ 2,444.00	\$ 2,511.20	\$ 2,580.00	\$ 2,651.20	\$ 2,724.00	\$ 2,799.20	\$ 2,876.00	\$ 2,955.20	\$ 3,036.80	\$ 3,120.00
YR		\$ 55,687	\$ 57,211	\$ 58,798	\$ 60,406	\$ 62,076	\$ 63,788	\$ 65,542	\$ 67,338	\$ 69,196	\$ 71,096	\$ 73,059	\$ 75,064	\$ 77,131	\$ 79,260	\$ 81,432
HR	2676	\$ 26.76	\$ 27.50	\$ 28.25	\$ 29.03	\$ 29.83	\$ 30.65	\$ 31.49	\$ 32.36	\$ 33.25	\$ 34.16	\$ 35.10	\$ 36.07	\$ 37.06	\$ 38.08	\$ 39.13
BW		\$ 2,140.80	\$ 2,200.00	\$ 2,260.00	\$ 2,322.40	\$ 2,386.40	\$ 2,452.00	\$ 2,519.20	\$ 2,588.80	\$ 2,660.00	\$ 2,732.80	\$ 2,808.00	\$ 2,885.60	\$ 2,964.80	\$ 3,046.40	\$ 3,130.40
YR		\$ 55,875	\$ 57,420	\$ 58,986	\$ 60,615	\$ 62,285	\$ 63,997	\$ 65,751	\$ 67,568	\$ 69,426	\$ 71,326	\$ 73,289	\$ 75,314	\$ 77,381	\$ 79,511	\$ 81,703
HR	2680	\$ 26.80	\$ 27.54	\$ 28.29	\$ 29.07	\$ 29.87	\$ 30.69	\$ 31.54	\$ 32.41	\$ 33.30	\$ 34.22	\$ 35.16	\$ 36.13	\$ 37.12	\$ 38.14	\$ 39.19
BW		\$ 2,144.00	\$ 2,203.20	\$ 2,263.20	\$ 2,325.60	\$ 2,389.60	\$ 2,455.20	\$ 2,523.20	\$ 2,592.80	\$ 2,664.00	\$ 2,737.60	\$ 2,812.80	\$ 2,890.40	\$ 2,969.60	\$ 3,051.20	\$ 3,135.20
YR		\$ 55,958	\$ 57,504	\$ 59,070	\$ 60,698	\$ 62,369	\$ 64,081	\$ 65,856	\$ 67,672	\$ 69,530	\$ 71,451	\$ 73,414	\$ 75,439	\$ 77,507	\$ 79,636	\$ 81,829
HR	2688	\$ 26.88	\$ 27.62	\$ 28.38	\$ 29.16	\$ 29.96	\$ 30.78	\$ 31.63	\$ 32.50	\$ 33.39	\$ 34.31	\$ 35.25	\$ 36.22	\$ 37.22	\$ 38.24	\$ 39.30
BW		\$ 2,150.40	\$ 2,209.60	\$ 2,270.40	\$ 2,332.80	\$ 2,396.80	\$ 2,462.40	\$ 2,530.40	\$ 2,600.00	\$ 2,671.20	\$ 2,744.80	\$ 2,820.00	\$ 2,897.60	\$ 2,977.60	\$ 3,059.20	\$ 3,144.00
YR		\$ 56,125	\$ 57,671	\$ 59,257	\$ 60,886	\$ 62,556	\$ 64,269	\$ 66,043	\$ 67,860	\$ 69,718	\$ 71,639	\$ 73,602	\$ 75,627	\$ 77,715	\$ 79,845	\$ 82,058
HR	2810	\$ 28.10	\$ 28.87	\$ 29.67	\$ 30.49	\$ 31.32	\$ 32.18	\$ 33.07	\$ 33.98	\$ 34.91	\$ 35.87	\$ 36.86	\$ 37.87	\$ 38.92	\$ 39.99	\$ 41.09
BW		\$ 2,248.00	\$ 2,309.60	\$ 2,373.60	\$ 2,439.20	\$ 2,505.60	\$ 2,574.40	\$ 2,645.60	\$ 2,718.40	\$ 2,792.80	\$ 2,869.60	\$ 2,948.80	\$ 3,029.60	\$ 3,113.60	\$ 3,199.20	\$ 3,287.20
YR		\$ 58,673	\$ 60,281	\$ 61,951	\$ 63,663	\$ 65,396	\$ 67,192	\$ 69,050	\$ 70,950	\$ 72,892	\$ 74,897	\$ 76,964	\$ 79,073	\$ 81,265	\$ 83,499	\$ 85,796

**Appendix F - Salary Tables**

**MOU 20**

**Operative on June 24, 2018**

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
HR	2825	\$ 28.25	\$ 29.03	\$ 29.83	\$ 30.65	\$ 31.49	\$ 32.36	\$ 33.25	\$ 34.16	\$ 35.10	\$ 36.07	\$ 37.06	\$ 38.08	\$ 39.13	\$ 40.21	\$ 41.31
BW		\$ 2,260.00	\$ 2,322.40	\$ 2,386.40	\$ 2,452.00	\$ 2,519.20	\$ 2,588.80	\$ 2,660.00	\$ 2,732.80	\$ 2,808.00	\$ 2,885.60	\$ 2,964.80	\$ 3,046.40	\$ 3,130.40	\$ 3,216.80	\$ 3,304.80
YR		\$ 58,986	\$ 60,615	\$ 62,285	\$ 63,997	\$ 65,751	\$ 67,568	\$ 69,426	\$ 71,326	\$ 73,289	\$ 75,314	\$ 77,381	\$ 79,511	\$ 81,703	\$ 83,958	\$ 86,255
HR	2861	\$ 28.61	\$ 29.40	\$ 30.21	\$ 31.04	\$ 31.89	\$ 32.77	\$ 33.67	\$ 34.60	\$ 35.55	\$ 36.53	\$ 37.53	\$ 38.56	\$ 39.62	\$ 40.71	\$ 41.83
BW		\$ 2,288.80	\$ 2,352.00	\$ 2,416.80	\$ 2,483.20	\$ 2,551.20	\$ 2,621.60	\$ 2,693.60	\$ 2,768.00	\$ 2,844.00	\$ 2,922.40	\$ 3,002.40	\$ 3,084.80	\$ 3,169.60	\$ 3,256.80	\$ 3,346.40
YR		\$ 59,738	\$ 61,387	\$ 63,078	\$ 64,812	\$ 66,586	\$ 68,424	\$ 70,303	\$ 72,245	\$ 74,228	\$ 76,275	\$ 78,363	\$ 80,513	\$ 82,727	\$ 85,002	\$ 87,341
HR	2866	\$ 28.66	\$ 29.45	\$ 30.26	\$ 31.09	\$ 31.95	\$ 32.83	\$ 33.73	\$ 34.66	\$ 35.61	\$ 36.59	\$ 37.60	\$ 38.63	\$ 39.70	\$ 40.79	\$ 41.91
BW		\$ 2,292.80	\$ 2,356.00	\$ 2,420.80	\$ 2,487.20	\$ 2,556.00	\$ 2,626.40	\$ 2,698.40	\$ 2,772.80	\$ 2,848.80	\$ 2,927.20	\$ 3,008.00	\$ 3,090.40	\$ 3,176.00	\$ 3,263.20	\$ 3,352.80
YR		\$ 59,842	\$ 61,492	\$ 63,183	\$ 64,916	\$ 66,712	\$ 68,549	\$ 70,428	\$ 72,370	\$ 74,354	\$ 76,400	\$ 78,509	\$ 80,659	\$ 82,894	\$ 85,170	\$ 87,508
HR	2911	\$ 29.11	\$ 29.91	\$ 30.73	\$ 31.58	\$ 32.44	\$ 33.33	\$ 34.25	\$ 35.19	\$ 36.16	\$ 37.15	\$ 38.18	\$ 39.23	\$ 40.31	\$ 41.42	\$ 42.56
BW		\$ 2,328.80	\$ 2,392.80	\$ 2,458.40	\$ 2,526.40	\$ 2,595.20	\$ 2,666.40	\$ 2,740.00	\$ 2,815.20	\$ 2,892.80	\$ 2,972.00	\$ 3,054.40	\$ 3,138.40	\$ 3,224.80	\$ 3,313.60	\$ 3,404.80
YR		\$ 60,782	\$ 62,452	\$ 64,164	\$ 65,939	\$ 67,735	\$ 69,593	\$ 71,514	\$ 73,477	\$ 75,502	\$ 77,569	\$ 79,720	\$ 81,912	\$ 84,167	\$ 86,485	\$ 88,865
HR	2922	\$ 29.22	\$ 30.02	\$ 30.85	\$ 31.70	\$ 32.57	\$ 33.47	\$ 34.39	\$ 35.34	\$ 36.31	\$ 37.31	\$ 38.33	\$ 39.38	\$ 40.47	\$ 41.58	\$ 42.73
BW		\$ 2,337.60	\$ 2,401.60	\$ 2,468.00	\$ 2,536.00	\$ 2,605.60	\$ 2,677.60	\$ 2,751.20	\$ 2,827.20	\$ 2,904.80	\$ 2,984.80	\$ 3,066.40	\$ 3,150.40	\$ 3,237.60	\$ 3,326.40	\$ 3,418.40
YR		\$ 61,011	\$ 62,682	\$ 64,415	\$ 66,190	\$ 68,006	\$ 69,885	\$ 71,806	\$ 73,790	\$ 75,815	\$ 77,903	\$ 80,033	\$ 82,225	\$ 84,501	\$ 86,819	\$ 89,220
HR	2964	\$ 29.64	\$ 30.46	\$ 31.29	\$ 32.15	\$ 33.03	\$ 33.94	\$ 34.87	\$ 35.83	\$ 36.81	\$ 37.82	\$ 38.86	\$ 39.93	\$ 41.03	\$ 42.16	\$ 43.32
BW		\$ 2,371.20	\$ 2,436.80	\$ 2,503.20	\$ 2,572.00	\$ 2,642.40	\$ 2,715.20	\$ 2,789.60	\$ 2,866.40	\$ 2,944.80	\$ 3,025.60	\$ 3,108.80	\$ 3,194.40	\$ 3,282.40	\$ 3,372.80	\$ 3,465.60
YR		\$ 61,888	\$ 63,600	\$ 65,334	\$ 67,129	\$ 68,967	\$ 70,867	\$ 72,809	\$ 74,813	\$ 76,859	\$ 78,968	\$ 81,140	\$ 83,374	\$ 85,671	\$ 88,030	\$ 90,452
HR	2982	\$ 29.82	\$ 30.64	\$ 31.48	\$ 32.35	\$ 33.24	\$ 34.15	\$ 35.09	\$ 36.05	\$ 37.05	\$ 38.07	\$ 39.12	\$ 40.20	\$ 41.30	\$ 42.44	\$ 43.60
BW		\$ 2,385.60	\$ 2,451.20	\$ 2,518.40	\$ 2,588.00	\$ 2,659.20	\$ 2,732.00	\$ 2,807.20	\$ 2,884.00	\$ 2,964.00	\$ 3,045.60	\$ 3,129.60	\$ 3,216.00	\$ 3,304.00	\$ 3,395.20	\$ 3,488.00
YR		\$ 62,264	\$ 63,976	\$ 65,730	\$ 67,547	\$ 69,405	\$ 71,305	\$ 73,268	\$ 75,272	\$ 77,360	\$ 79,490	\$ 81,683	\$ 83,938	\$ 86,234	\$ 88,615	\$ 91,037
HR	3045	\$ 30.45	\$ 31.29	\$ 32.15	\$ 33.03	\$ 33.94	\$ 34.87	\$ 35.83	\$ 36.82	\$ 37.83	\$ 38.87	\$ 39.94	\$ 41.04	\$ 42.17	\$ 43.33	\$ 44.52
BW		\$ 2,436.00	\$ 2,503.20	\$ 2,572.00	\$ 2,642.40	\$ 2,715.20	\$ 2,789.60	\$ 2,866.40	\$ 2,945.60	\$ 3,026.40	\$ 3,109.60	\$ 3,195.20	\$ 3,283.20	\$ 3,373.60	\$ 3,466.40	\$ 3,561.60
YR		\$ 63,580	\$ 65,334	\$ 67,129	\$ 68,967	\$ 70,867	\$ 72,809	\$ 74,813	\$ 76,880	\$ 78,989	\$ 81,161	\$ 83,395	\$ 85,692	\$ 88,051	\$ 90,473	\$ 92,958

**Appendix F - Salary Tables**

**MOU 20**

**Operative on June 24, 2018**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3061	\$ 30.61	\$ 31.45	\$ 32.32	\$ 33.21	\$ 34.12	\$ 35.06	\$ 36.02	\$ 37.01	\$ 38.03	\$ 39.08	\$ 40.15	\$ 41.25	\$ 42.39	\$ 43.56	\$ 44.75
BW		\$ 2,448.80	\$ 2,516.00	\$ 2,585.60	\$ 2,656.80	\$ 2,729.60	\$ 2,804.80	\$ 2,881.60	\$ 2,960.80	\$ 3,042.40	\$ 3,126.40	\$ 3,212.00	\$ 3,300.00	\$ 3,391.20	\$ 3,484.80	\$ 3,580.00
YR		\$ 63,914	\$ 65,668	\$ 67,484	\$ 69,342	\$ 71,243	\$ 73,205	\$ 75,210	\$ 77,277	\$ 79,407	\$ 81,599	\$ 83,833	\$ 86,130	\$ 88,510	\$ 90,953	\$ 93,438
HR	3085	\$ 30.85	\$ 31.70	\$ 32.57	\$ 33.47	\$ 34.39	\$ 35.34	\$ 36.31	\$ 37.31	\$ 38.33	\$ 39.38	\$ 40.47	\$ 41.58	\$ 42.73	\$ 43.91	\$ 45.11
BW		\$ 2,468.00	\$ 2,536.00	\$ 2,605.60	\$ 2,677.60	\$ 2,751.20	\$ 2,827.20	\$ 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
YR		\$ 64,415	\$ 66,190	\$ 68,006	\$ 69,885	\$ 71,806	\$ 73,790	\$ 75,815	\$ 77,903	\$ 80,033	\$ 82,225	\$ 84,501	\$ 86,819	\$ 89,220	\$ 91,684	\$ 94,190
HR	3097	\$ 30.97	\$ 31.82	\$ 32.70	\$ 33.60	\$ 34.52	\$ 35.47	\$ 36.44	\$ 37.44	\$ 38.47	\$ 39.53	\$ 40.61	\$ 41.73	\$ 42.87	\$ 44.05	\$ 45.26
BW		\$ 2,477.60	\$ 2,545.60	\$ 2,616.00	\$ 2,688.00	\$ 2,761.60	\$ 2,837.60	\$ 2,915.20	\$ 2,995.20	\$ 3,077.60	\$ 3,162.40	\$ 3,248.80	\$ 3,338.40	\$ 3,429.60	\$ 3,524.00	\$ 3,620.80
YR		\$ 64,665	\$ 66,440	\$ 68,278	\$ 70,157	\$ 72,078	\$ 74,061	\$ 76,087	\$ 78,175	\$ 80,325	\$ 82,539	\$ 84,794	\$ 87,132	\$ 89,513	\$ 91,976	\$ 94,503
HR	3120	\$ 31.20	\$ 32.06	\$ 32.94	\$ 33.85	\$ 34.78	\$ 35.74	\$ 36.72	\$ 37.73	\$ 38.77	\$ 39.84	\$ 40.93	\$ 42.06	\$ 43.21	\$ 44.40	\$ 45.62
BW		\$ 2,496.00	\$ 2,564.80	\$ 2,635.20	\$ 2,708.00	\$ 2,782.40	\$ 2,859.20	\$ 2,937.60	\$ 3,018.40	\$ 3,101.60	\$ 3,187.20	\$ 3,274.40	\$ 3,364.80	\$ 3,456.80	\$ 3,552.00	\$ 3,649.60
YR		\$ 65,146	\$ 66,941	\$ 68,779	\$ 70,679	\$ 72,621	\$ 74,625	\$ 76,671	\$ 78,780	\$ 80,952	\$ 83,186	\$ 85,462	\$ 87,821	\$ 90,222	\$ 92,707	\$ 95,255
HR	3148	\$ 31.48	\$ 32.35	\$ 33.24	\$ 34.15	\$ 35.09	\$ 36.05	\$ 37.05	\$ 38.07	\$ 39.12	\$ 40.20	\$ 41.30	\$ 42.44	\$ 43.60	\$ 44.80	\$ 46.03
BW		\$ 2,518.40	\$ 2,588.00	\$ 2,659.20	\$ 2,732.00	\$ 2,807.20	\$ 2,884.00	\$ 2,964.00	\$ 3,045.60	\$ 3,129.60	\$ 3,216.00	\$ 3,304.00	\$ 3,395.20	\$ 3,488.00	\$ 3,584.00	\$ 3,682.40
YR		\$ 65,730	\$ 67,547	\$ 69,405	\$ 71,305	\$ 73,268	\$ 75,272	\$ 77,360	\$ 79,490	\$ 81,683	\$ 83,938	\$ 86,234	\$ 88,615	\$ 91,037	\$ 93,542	\$ 96,111
HR	3151	\$ 31.51	\$ 32.38	\$ 33.27	\$ 34.18	\$ 35.13	\$ 36.10	\$ 37.09	\$ 38.11	\$ 39.16	\$ 40.24	\$ 41.34	\$ 42.48	\$ 43.64	\$ 44.84	\$ 46.07
BW		\$ 2,520.80	\$ 2,590.40	\$ 2,661.60	\$ 2,734.40	\$ 2,810.40	\$ 2,888.00	\$ 2,967.20	\$ 3,048.80	\$ 3,132.80	\$ 3,219.20	\$ 3,307.20	\$ 3,398.40	\$ 3,491.20	\$ 3,587.20	\$ 3,685.60
YR		\$ 65,793	\$ 67,609	\$ 69,468	\$ 71,368	\$ 73,351	\$ 75,377	\$ 77,444	\$ 79,574	\$ 81,766	\$ 84,021	\$ 86,318	\$ 88,698	\$ 91,120	\$ 93,626	\$ 96,194
HR	3166	\$ 31.66	\$ 32.53	\$ 33.43	\$ 34.35	\$ 35.29	\$ 36.26	\$ 37.26	\$ 38.28	\$ 39.34	\$ 40.42	\$ 41.53	\$ 42.67	\$ 43.85	\$ 45.06	\$ 46.29
BW		\$ 2,532.80	\$ 2,602.40	\$ 2,674.40	\$ 2,748.00	\$ 2,823.20	\$ 2,900.80	\$ 2,980.80	\$ 3,062.40	\$ 3,147.20	\$ 3,233.60	\$ 3,322.40	\$ 3,413.60	\$ 3,508.00	\$ 3,604.80	\$ 3,703.20
YR		\$ 66,106	\$ 67,923	\$ 69,802	\$ 71,723	\$ 73,686	\$ 75,711	\$ 77,799	\$ 79,929	\$ 82,142	\$ 84,397	\$ 86,715	\$ 89,095	\$ 91,559	\$ 94,085	\$ 96,654
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

**Appendix F - Salary Tables**

**MOU 20**

**Operative on June 24, 2018**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3248	\$ 32.48	\$ 33.37	\$ 34.29	\$ 35.23	\$ 36.20	\$ 37.20	\$ 38.22	\$ 39.27	\$ 40.35	\$ 41.46	\$ 42.60	\$ 43.77	\$ 44.98	\$ 46.22	\$ 47.49
BW		\$ 2,598.40	\$ 2,669.60	\$ 2,743.20	\$ 2,818.40	\$ 2,896.00	\$ 2,976.00	\$ 3,057.60	\$ 3,141.60	\$ 3,228.00	\$ 3,316.80	\$ 3,408.00	\$ 3,501.60	\$ 3,598.40	\$ 3,697.60	\$ 3,799.20
YR		\$ 67,818	\$ 69,677	\$ 71,598	\$ 73,560	\$ 75,586	\$ 77,674	\$ 79,803	\$ 81,996	\$ 84,251	\$ 86,568	\$ 88,949	\$ 91,392	\$ 93,918	\$ 96,507	\$ 99,159
HR	3261	\$ 32.61	\$ 33.51	\$ 34.43	\$ 35.38	\$ 36.35	\$ 37.35	\$ 38.38	\$ 39.44	\$ 40.52	\$ 41.63	\$ 42.78	\$ 43.96	\$ 45.17	\$ 46.41	\$ 47.69
BW		\$ 2,608.80	\$ 2,680.80	\$ 2,754.40	\$ 2,830.40	\$ 2,908.00	\$ 2,988.00	\$ 3,070.40	\$ 3,155.20	\$ 3,241.60	\$ 3,330.40	\$ 3,422.40	\$ 3,516.80	\$ 3,613.60	\$ 3,712.80	\$ 3,815.20
YR		\$ 68,090	\$ 69,969	\$ 71,890	\$ 73,873	\$ 75,899	\$ 77,987	\$ 80,137	\$ 82,351	\$ 84,606	\$ 86,923	\$ 89,325	\$ 91,788	\$ 94,315	\$ 96,904	\$ 99,577
HR	3270	\$ 32.70	\$ 33.60	\$ 34.52	\$ 35.47	\$ 36.44	\$ 37.44	\$ 38.47	\$ 39.53	\$ 40.61	\$ 41.73	\$ 42.87	\$ 44.05	\$ 45.26	\$ 46.50	\$ 47.78
BW		\$ 2,616.00	\$ 2,688.00	\$ 2,761.60	\$ 2,837.60	\$ 2,915.20	\$ 2,995.20	\$ 3,077.60	\$ 3,162.40	\$ 3,248.80	\$ 3,338.40	\$ 3,429.60	\$ 3,524.00	\$ 3,620.80	\$ 3,720.00	\$ 3,822.40
YR		\$ 68,278	\$ 70,157	\$ 72,078	\$ 74,061	\$ 76,087	\$ 78,175	\$ 80,325	\$ 82,539	\$ 84,794	\$ 87,132	\$ 89,513	\$ 91,976	\$ 94,503	\$ 97,092	\$ 99,765
HR	3274	\$ 32.74	\$ 33.64	\$ 34.57	\$ 35.52	\$ 36.50	\$ 37.50	\$ 38.54	\$ 39.60	\$ 40.69	\$ 41.81	\$ 42.96	\$ 44.14	\$ 45.36	\$ 46.61	\$ 47.89
BW		\$ 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	\$ 3,344.80	\$ 3,436.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80	\$ 3,831.20
YR		\$ 68,361	\$ 70,240	\$ 72,182	\$ 74,166	\$ 76,212	\$ 78,300	\$ 80,472	\$ 82,685	\$ 84,961	\$ 87,299	\$ 89,700	\$ 92,164	\$ 94,712	\$ 97,322	\$ 99,994
HR	3293	\$ 32.93	\$ 33.84	\$ 34.77	\$ 35.73	\$ 36.71	\$ 37.72	\$ 38.76	\$ 39.83	\$ 40.92	\$ 42.05	\$ 43.20	\$ 44.39	\$ 45.61	\$ 46.86	\$ 48.15
BW		\$ 2,634.40	\$ 2,707.20	\$ 2,781.60	\$ 2,858.40	\$ 2,936.80	\$ 3,017.60	\$ 3,100.80	\$ 3,186.40	\$ 3,273.60	\$ 3,364.00	\$ 3,456.00	\$ 3,551.20	\$ 3,648.80	\$ 3,748.80	\$ 3,852.00
YR		\$ 68,758	\$ 70,658	\$ 72,600	\$ 74,604	\$ 76,650	\$ 78,759	\$ 80,931	\$ 83,165	\$ 85,441	\$ 87,800	\$ 90,202	\$ 92,686	\$ 95,234	\$ 97,844	\$ 100,537
HR	3315	\$ 33.15	\$ 34.06	\$ 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
BW		\$ 2,652.00	\$ 2,724.80	\$ 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
YR		\$ 69,217	\$ 71,117	\$ 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
HR	3336	\$ 33.36	\$ 34.28	\$ 35.22	\$ 36.19	\$ 37.18	\$ 38.20	\$ 39.25	\$ 40.33	\$ 41.44	\$ 42.58	\$ 43.75	\$ 44.95	\$ 46.19	\$ 47.46	\$ 48.77
BW		\$ 2,668.80	\$ 2,742.40	\$ 2,817.60	\$ 2,895.20	\$ 2,974.40	\$ 3,056.00	\$ 3,140.00	\$ 3,226.40	\$ 3,315.20	\$ 3,406.40	\$ 3,500.00	\$ 3,596.00	\$ 3,695.20	\$ 3,796.80	\$ 3,901.60
YR		\$ 69,656	\$ 71,577	\$ 73,539	\$ 75,565	\$ 77,632	\$ 79,762	\$ 81,954	\$ 84,209	\$ 86,527	\$ 88,907	\$ 91,350	\$ 93,856	\$ 96,445	\$ 99,096	\$ 101,832
HR	3361	\$ 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	\$ 49.15
BW		\$ 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	\$ 3,932.00
YR		\$ 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	\$ 102,625

**Appendix F - Salary Tables**

**MOU 20**

**Operative on June 24, 2018**

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
HR	3377	\$ 33.77	\$ 34.70	\$ 35.65	\$ 36.63	\$ 37.64	\$ 38.68	\$ 39.74	\$ 40.83	\$ 41.96	\$ 43.11	\$ 44.30	\$ 45.52	\$ 46.77	\$ 48.06	\$ 49.38
BW		\$ 2,701.60	\$ 2,776.00	\$ 2,852.00	\$ 2,930.40	\$ 3,011.20	\$ 3,094.40	\$ 3,179.20	\$ 3,266.40	\$ 3,356.80	\$ 3,448.80	\$ 3,544.00	\$ 3,641.60	\$ 3,741.60	\$ 3,844.80	\$ 3,950.40
YR		\$ 70,512	\$ 72,454	\$ 74,437	\$ 76,483	\$ 78,592	\$ 80,764	\$ 82,977	\$ 85,253	\$ 87,612	\$ 90,014	\$ 92,498	\$ 95,046	\$ 97,656	\$ 100,349	\$ 103,105
HR	3504	\$ 35.04	\$ 36.00	\$ 36.99	\$ 38.01	\$ 39.05	\$ 40.12	\$ 41.23	\$ 42.36	\$ 43.53	\$ 44.73	\$ 45.96	\$ 47.22	\$ 48.52	\$ 49.85	\$ 51.23
BW		\$ 2,803.20	\$ 2,880.00	\$ 2,959.20	\$ 3,040.80	\$ 3,124.00	\$ 3,209.60	\$ 3,298.40	\$ 3,388.80	\$ 3,482.40	\$ 3,578.40	\$ 3,676.80	\$ 3,777.60	\$ 3,881.60	\$ 3,988.00	\$ 4,098.40
YR		\$ 73,164	\$ 75,168	\$ 77,235	\$ 79,365	\$ 81,536	\$ 83,771	\$ 86,088	\$ 88,448	\$ 90,891	\$ 93,396	\$ 95,964	\$ 98,595	\$ 101,310	\$ 104,087	\$ 106,968
HR	3512	\$ 35.12	\$ 36.09	\$ 37.08	\$ 38.10	\$ 39.15	\$ 40.23	\$ 41.33	\$ 42.47	\$ 43.63	\$ 44.83	\$ 46.06	\$ 47.33	\$ 48.63	\$ 49.97	\$ 51.34
BW		\$ 2,809.60	\$ 2,887.20	\$ 2,966.40	\$ 3,048.00	\$ 3,132.00	\$ 3,218.40	\$ 3,306.40	\$ 3,397.60	\$ 3,490.40	\$ 3,586.40	\$ 3,684.80	\$ 3,786.40	\$ 3,890.40	\$ 3,997.60	\$ 4,107.20
YR		\$ 73,331	\$ 75,356	\$ 77,423	\$ 79,553	\$ 81,745	\$ 84,000	\$ 86,297	\$ 88,677	\$ 91,099	\$ 93,605	\$ 96,173	\$ 98,825	\$ 101,539	\$ 104,337	\$ 107,198
HR	3562	\$ 35.62	\$ 36.60	\$ 37.61	\$ 38.64	\$ 39.71	\$ 40.80	\$ 41.92	\$ 43.07	\$ 44.26	\$ 45.48	\$ 46.73	\$ 48.02	\$ 49.34	\$ 50.70	\$ 52.09
BW		\$ 2,849.60	\$ 2,928.00	\$ 3,008.80	\$ 3,091.20	\$ 3,176.80	\$ 3,264.00	\$ 3,353.60	\$ 3,445.60	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60	\$ 3,947.20	\$ 4,056.00	\$ 4,167.20
YR		\$ 74,375	\$ 76,421	\$ 78,530	\$ 80,680	\$ 82,914	\$ 85,190	\$ 87,529	\$ 89,930	\$ 92,415	\$ 94,962	\$ 97,572	\$ 100,266	\$ 103,022	\$ 105,862	\$ 108,764
HR	3666	\$ 36.66	\$ 37.67	\$ 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
BW		\$ 2,932.80	\$ 3,013.60	\$ 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
YR		\$ 76,546	\$ 78,655	\$ 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
HR	3698	\$ 36.98	\$ 38.00	\$ 39.04	\$ 40.11	\$ 41.22	\$ 42.35	\$ 43.52	\$ 44.72	\$ 45.95	\$ 47.21	\$ 48.51	\$ 49.84	\$ 51.21	\$ 52.62	\$ 54.07
BW		\$ 2,958.40	\$ 3,040.00	\$ 3,123.20	\$ 3,208.80	\$ 3,297.60	\$ 3,388.00	\$ 3,481.60	\$ 3,577.60	\$ 3,676.00	\$ 3,776.80	\$ 3,880.80	\$ 3,987.20	\$ 4,096.80	\$ 4,209.60	\$ 4,325.60
YR		\$ 77,214	\$ 79,344	\$ 81,516	\$ 83,750	\$ 86,067	\$ 88,427	\$ 90,870	\$ 93,375	\$ 95,944	\$ 98,574	\$ 101,289	\$ 104,066	\$ 106,926	\$ 109,871	\$ 112,898
HR	3715	\$ 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	\$ 52.86	\$ 54.32
BW		\$ 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	\$ 4,228.80	\$ 4,345.60
YR		\$ 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	\$ 110,372	\$ 113,420
HR	3738	\$ 37.38	\$ 38.41	\$ 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
BW		\$ 2,990.40	\$ 3,072.80	\$ 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
YR		\$ 78,049	\$ 80,200	\$ 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

**Appendix F - Salary Tables**

**MOU 20**

**Operative on June 24, 2018**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3749	\$ 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	\$ 53.35	\$ 54.81
BW		\$ 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	\$ 4,268.00	\$ 4,384.80
YR		\$ 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	\$ 111,395	\$ 114,443
HR	3813	\$ 38.13	\$ 39.18	\$ 40.26	\$ 41.37	\$ 42.50	\$ 43.67	\$ 44.87	\$ 46.10	\$ 47.37	\$ 48.67	\$ 50.01	\$ 51.39	\$ 52.80	\$ 54.25	\$ 55.74
BW		\$ 3,050.40	\$ 3,134.40	\$ 3,220.80	\$ 3,309.60	\$ 3,400.00	\$ 3,493.60	\$ 3,589.60	\$ 3,688.00	\$ 3,789.60	\$ 3,893.60	\$ 4,000.80	\$ 4,111.20	\$ 4,224.00	\$ 4,340.00	\$ 4,459.20
YR		\$ 79,615	\$ 81,808	\$ 84,063	\$ 86,381	\$ 88,740	\$ 91,183	\$ 93,689	\$ 96,257	\$ 98,909	\$ 101,623	\$ 104,421	\$ 107,302	\$ 110,246	\$ 113,274	\$ 116,385
HR	3833	\$ 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	\$ 54.55	\$ 56.05
BW		\$ 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	\$ 4,364.00	\$ 4,484.00
YR		\$ 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	\$ 113,900	\$ 117,032
HR	3837	\$ 38.37	\$ 39.43	\$ 40.51	\$ 41.62	\$ 42.77	\$ 43.95	\$ 45.15	\$ 46.39	\$ 47.67	\$ 48.98	\$ 50.33	\$ 51.71	\$ 53.14	\$ 54.60	\$ 56.10
BW		\$ 3,069.60	\$ 3,154.40	\$ 3,240.80	\$ 3,329.60	\$ 3,421.60	\$ 3,516.00	\$ 3,612.00	\$ 3,711.20	\$ 3,813.60	\$ 3,918.40	\$ 4,026.40	\$ 4,136.80	\$ 4,251.20	\$ 4,368.00	\$ 4,488.00
YR		\$ 80,117	\$ 82,330	\$ 84,585	\$ 86,903	\$ 89,304	\$ 91,768	\$ 94,273	\$ 96,862	\$ 99,535	\$ 102,270	\$ 105,089	\$ 107,970	\$ 110,956	\$ 114,005	\$ 117,137
HR	3867	\$ 38.67	\$ 39.73	\$ 40.83	\$ 41.95	\$ 43.11	\$ 44.30	\$ 45.51	\$ 46.76	\$ 48.05	\$ 49.37	\$ 50.73	\$ 52.13	\$ 53.56	\$ 55.03	\$ 56.55
BW		\$ 3,093.60	\$ 3,178.40	\$ 3,266.40	\$ 3,356.00	\$ 3,448.80	\$ 3,544.00	\$ 3,640.80	\$ 3,740.80	\$ 3,844.00	\$ 3,949.60	\$ 4,058.40	\$ 4,170.40	\$ 4,284.80	\$ 4,402.40	\$ 4,524.00
YR		\$ 80,743	\$ 82,956	\$ 85,253	\$ 87,592	\$ 90,014	\$ 92,498	\$ 95,025	\$ 97,635	\$ 100,328	\$ 103,085	\$ 105,924	\$ 108,847	\$ 111,833	\$ 114,903	\$ 118,076
HR	3881	\$ 38.81	\$ 39.88	\$ 40.97	\$ 42.10	\$ 43.25	\$ 44.44	\$ 45.66	\$ 46.92	\$ 48.21	\$ 49.54	\$ 50.90	\$ 52.30	\$ 53.74	\$ 55.22	\$ 56.74
BW		\$ 3,104.80	\$ 3,190.40	\$ 3,277.60	\$ 3,368.00	\$ 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
YR		\$ 81,035	\$ 83,269	\$ 85,545	\$ 87,905	\$ 90,306	\$ 92,791	\$ 95,338	\$ 97,969	\$ 100,662	\$ 103,440	\$ 106,279	\$ 109,202	\$ 112,209	\$ 115,299	\$ 118,473
HR	3936	\$ 39.36	\$ 40.44	\$ 41.55	\$ 42.69	\$ 43.87	\$ 45.08	\$ 46.32	\$ 47.59	\$ 48.90	\$ 50.24	\$ 51.63	\$ 53.05	\$ 54.51	\$ 56.01	\$ 57.55
BW		\$ 3,148.80	\$ 3,235.20	\$ 3,324.00	\$ 3,415.20	\$ 3,509.60	\$ 3,606.40	\$ 3,705.60	\$ 3,807.20	\$ 3,912.00	\$ 4,019.20	\$ 4,130.40	\$ 4,244.00	\$ 4,360.80	\$ 4,480.80	\$ 4,604.00
YR		\$ 82,184	\$ 84,439	\$ 86,756	\$ 89,137	\$ 91,601	\$ 94,127	\$ 96,716	\$ 99,368	\$ 102,103	\$ 104,901	\$ 107,803	\$ 110,768	\$ 113,817	\$ 116,949	\$ 120,164
HR	3965	\$ 39.65	\$ 40.74	\$ 41.86	\$ 43.01	\$ 44.19	\$ 45.41	\$ 46.65	\$ 47.93	\$ 49.25	\$ 50.60	\$ 52.00	\$ 53.43	\$ 54.90	\$ 56.41	\$ 57.96
BW		\$ 3,172.00	\$ 3,259.20	\$ 3,348.80	\$ 3,440.80	\$ 3,535.20	\$ 3,632.80	\$ 3,732.00	\$ 3,834.40	\$ 3,940.00	\$ 4,048.00	\$ 4,160.00	\$ 4,274.40	\$ 4,392.00	\$ 4,512.80	\$ 4,636.80
YR		\$ 82,789	\$ 85,065	\$ 87,404	\$ 89,805	\$ 92,269	\$ 94,816	\$ 97,405	\$ 100,078	\$ 102,834	\$ 105,653	\$ 108,576	\$ 111,562	\$ 114,631	\$ 117,784	\$ 121,020

**Appendix F - Salary Tables**

**MOU 20**

**Operative on June 24, 2018**

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
HR	3969	\$ 39.69	\$ 40.78	\$ 41.90	\$ 43.05	\$ 44.24	\$ 45.46	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 52.06	\$ 53.49	\$ 54.96	\$ 56.47	\$ 58.02
BW		\$ 3,175.20	\$ 3,262.40	\$ 3,352.00	\$ 3,444.00	\$ 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
YR		\$ 82,873	\$ 85,149	\$ 87,487	\$ 89,888	\$ 92,373	\$ 94,920	\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,799	\$ 108,701	\$ 111,687	\$ 114,756	\$ 117,909	\$ 121,146
HR	3974	\$ 39.74	\$ 40.83	\$ 41.96	\$ 43.11	\$ 44.30	\$ 45.52	\$ 46.77	\$ 48.06	\$ 49.38	\$ 50.74	\$ 52.13	\$ 53.56	\$ 55.04	\$ 56.55	\$ 58.11
BW		\$ 3,179.20	\$ 3,266.40	\$ 3,356.80	\$ 3,448.80	\$ 3,544.00	\$ 3,641.60	\$ 3,741.60	\$ 3,844.80	\$ 3,950.40	\$ 4,059.20	\$ 4,170.40	\$ 4,284.80	\$ 4,403.20	\$ 4,524.00	\$ 4,648.80
YR		\$ 82,977	\$ 85,253	\$ 87,612	\$ 90,014	\$ 92,498	\$ 95,046	\$ 97,656	\$ 100,349	\$ 103,105	\$ 105,945	\$ 108,847	\$ 111,833	\$ 114,924	\$ 118,076	\$ 121,334
HR	3983	\$ 39.83	\$ 40.93	\$ 42.05	\$ 43.21	\$ 44.39	\$ 45.61	\$ 46.87	\$ 48.16	\$ 49.48	\$ 50.84	\$ 52.24	\$ 53.68	\$ 55.15	\$ 56.67	\$ 58.22
BW		\$ 3,186.40	\$ 3,274.40	\$ 3,364.00	\$ 3,456.80	\$ 3,551.20	\$ 3,648.80	\$ 3,749.60	\$ 3,852.80	\$ 3,958.40	\$ 4,067.20	\$ 4,179.20	\$ 4,294.40	\$ 4,412.00	\$ 4,533.60	\$ 4,657.60
YR		\$ 83,165	\$ 85,462	\$ 87,800	\$ 90,222	\$ 92,686	\$ 95,234	\$ 97,865	\$ 100,558	\$ 103,314	\$ 106,154	\$ 109,077	\$ 112,084	\$ 115,153	\$ 118,327	\$ 121,563
HR	4020	\$ 40.20	\$ 41.31	\$ 42.44	\$ 43.61	\$ 44.81	\$ 46.04	\$ 47.31	\$ 48.61	\$ 49.95	\$ 51.32	\$ 52.74	\$ 54.19	\$ 55.68	\$ 57.21	\$ 58.78
BW		\$ 3,216.00	\$ 3,304.80	\$ 3,395.20	\$ 3,488.80	\$ 3,584.80	\$ 3,683.20	\$ 3,784.80	\$ 3,888.80	\$ 3,996.00	\$ 4,105.60	\$ 4,219.20	\$ 4,335.20	\$ 4,454.40	\$ 4,576.80	\$ 4,702.40
YR		\$ 83,938	\$ 86,255	\$ 88,615	\$ 91,058	\$ 93,563	\$ 96,132	\$ 98,783	\$ 101,498	\$ 104,296	\$ 107,156	\$ 110,121	\$ 113,149	\$ 116,260	\$ 119,454	\$ 122,733
HR	4031	\$ 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	\$ 57.37	\$ 58.94
BW		\$ 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	\$ 4,589.60	\$ 4,715.20
YR		\$ 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	\$ 119,789	\$ 123,067
HR	4166	\$ 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	\$ 59.28	\$ 60.91
BW		\$ 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	\$ 4,742.40	\$ 4,872.80
YR		\$ 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	\$ 123,777	\$ 127,180
HR	4170	\$ 41.70	\$ 42.85	\$ 44.03	\$ 45.24	\$ 46.48	\$ 47.76	\$ 49.07	\$ 50.42	\$ 51.81	\$ 53.23	\$ 54.70	\$ 56.20	\$ 57.75	\$ 59.34	\$ 60.97
BW		\$ 3,336.00	\$ 3,428.00	\$ 3,522.40	\$ 3,619.20	\$ 3,718.40	\$ 3,820.80	\$ 3,925.60	\$ 4,033.60	\$ 4,144.80	\$ 4,258.40	\$ 4,376.00	\$ 4,496.00	\$ 4,620.00	\$ 4,747.20	\$ 4,877.60
YR		\$ 87,070	\$ 89,471	\$ 91,935	\$ 94,461	\$ 97,050	\$ 99,723	\$ 102,458	\$ 105,277	\$ 108,179	\$ 111,144	\$ 114,214	\$ 117,346	\$ 120,582	\$ 123,902	\$ 127,305
HR	4187	\$ 41.87	\$ 43.02	\$ 44.20	\$ 45.42	\$ 46.66	\$ 47.94	\$ 49.26	\$ 50.61	\$ 52.01	\$ 53.44	\$ 54.91	\$ 56.42	\$ 57.97	\$ 59.56	\$ 61.20
BW		\$ 3,349.60	\$ 3,441.60	\$ 3,536.00	\$ 3,633.60	\$ 3,732.80	\$ 3,835.20	\$ 3,940.80	\$ 4,048.80	\$ 4,160.80	\$ 4,275.20	\$ 4,392.80	\$ 4,513.60	\$ 4,637.60	\$ 4,764.80	\$ 4,896.00
YR		\$ 87,425	\$ 89,826	\$ 92,290	\$ 94,837	\$ 97,426	\$ 100,099	\$ 102,855	\$ 105,674	\$ 108,597	\$ 111,583	\$ 114,652	\$ 117,805	\$ 121,041	\$ 124,361	\$ 127,786

**Appendix F - Salary Tables**

**MOU 20**

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
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	4292	\$ 42.92	\$ 44.10	\$ 45.31	\$ 46.56	\$ 47.84	\$ 49.16	\$ 50.51	\$ 51.90	\$ 53.33	\$ 54.80	\$ 56.30	\$ 57.85	\$ 59.44	\$ 61.07	\$ 62.75
BW		\$ 3,433.60	\$ 3,528.00	\$ 3,624.80	\$ 3,724.80	\$ 3,827.20	\$ 3,932.80	\$ 4,040.80	\$ 4,152.00	\$ 4,266.40	\$ 4,384.00	\$ 4,504.00	\$ 4,628.00	\$ 4,755.20	\$ 4,885.60	\$ 5,020.00
YR		\$ 89,617	\$ 92,081	\$ 94,607	\$ 97,217	\$ 99,890	\$ 102,646	\$ 105,465	\$ 108,367	\$ 111,353	\$ 114,422	\$ 117,554	\$ 120,791	\$ 124,111	\$ 127,514	\$ 131,022
HR	4400	\$ 44.00	\$ 45.21	\$ 46.45	\$ 47.73	\$ 49.04	\$ 50.39	\$ 51.77	\$ 53.19	\$ 54.66	\$ 56.16	\$ 57.71	\$ 59.30	\$ 60.93	\$ 62.61	\$ 64.33
BW		\$ 3,520.00	\$ 3,616.80	\$ 3,716.00	\$ 3,818.40	\$ 3,923.20	\$ 4,031.20	\$ 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
YR		\$ 91,872	\$ 94,398	\$ 96,988	\$ 99,660	\$ 102,396	\$ 105,214	\$ 108,096	\$ 111,061	\$ 114,130	\$ 117,262	\$ 120,498	\$ 123,818	\$ 127,222	\$ 130,730	\$ 134,321
HR	4402	\$ 44.02	\$ 45.23	\$ 46.47	\$ 47.75	\$ 49.06	\$ 50.41	\$ 51.80	\$ 53.22	\$ 54.69	\$ 56.19	\$ 57.74	\$ 59.33	\$ 60.96	\$ 62.64	\$ 64.36
BW		\$ 3,521.60	\$ 3,618.40	\$ 3,717.60	\$ 3,820.00	\$ 3,924.80	\$ 4,032.80	\$ 4,144.00	\$ 4,257.60	\$ 4,375.20	\$ 4,495.20	\$ 4,619.20	\$ 4,746.40	\$ 4,876.80	\$ 5,011.20	\$ 5,148.80
YR		\$ 91,914	\$ 94,440	\$ 97,029	\$ 99,702	\$ 102,437	\$ 105,256	\$ 108,158	\$ 111,123	\$ 114,193	\$ 117,325	\$ 120,561	\$ 123,881	\$ 127,284	\$ 130,792	\$ 134,384
HR	4606	\$ 46.06	\$ 47.33	\$ 48.63	\$ 49.97	\$ 51.34	\$ 52.75	\$ 54.20	\$ 55.69	\$ 57.22	\$ 58.79	\$ 60.41	\$ 62.07	\$ 63.78	\$ 65.53	\$ 67.34
BW		\$ 3,684.80	\$ 3,786.40	\$ 3,890.40	\$ 3,997.60	\$ 4,107.20	\$ 4,220.00	\$ 4,336.00	\$ 4,455.20	\$ 4,577.60	\$ 4,703.20	\$ 4,832.80	\$ 4,965.60	\$ 5,102.40	\$ 5,242.40	\$ 5,387.20
YR		\$ 96,173	\$ 98,825	\$ 101,539	\$ 104,337	\$ 107,198	\$ 110,142	\$ 113,170	\$ 116,281	\$ 119,475	\$ 122,754	\$ 126,136	\$ 129,602	\$ 133,173	\$ 136,827	\$ 140,606
HR	4888	\$ 48.88	\$ 50.22	\$ 51.61	\$ 53.03	\$ 54.49	\$ 55.99	\$ 57.53	\$ 59.11	\$ 60.74	\$ 62.41	\$ 64.13	\$ 65.89	\$ 67.71	\$ 69.57	\$ 71.49
BW		\$ 3,910.40	\$ 4,017.60	\$ 4,128.80	\$ 4,242.40	\$ 4,359.20	\$ 4,479.20	\$ 4,602.40	\$ 4,728.80	\$ 4,859.20	\$ 4,992.80	\$ 5,130.40	\$ 5,271.20	\$ 5,416.80	\$ 5,565.60	\$ 5,719.20
YR		\$ 102,061	\$ 104,859	\$ 107,762	\$ 110,727	\$ 113,775	\$ 116,907	\$ 120,123	\$ 123,422	\$ 126,825	\$ 130,312	\$ 133,903	\$ 137,578	\$ 141,378	\$ 145,262	\$ 149,271
HR	4909	\$ 49.09	\$ 50.44	\$ 51.83	\$ 53.26	\$ 54.72	\$ 56.22	\$ 57.77	\$ 59.36	\$ 60.99	\$ 62.67	\$ 64.39	\$ 66.16	\$ 67.98	\$ 69.85	\$ 71.77
BW		\$ 3,927.20	\$ 4,035.20	\$ 4,146.40	\$ 4,260.80	\$ 4,377.60	\$ 4,497.60	\$ 4,621.60	\$ 4,748.80	\$ 4,879.20	\$ 5,013.60	\$ 5,151.20	\$ 5,292.80	\$ 5,438.40	\$ 5,588.00	\$ 5,741.60
YR		\$ 102,500	\$ 105,319	\$ 108,221	\$ 111,207	\$ 114,255	\$ 117,387	\$ 120,624	\$ 123,944	\$ 127,347	\$ 130,855	\$ 134,446	\$ 138,142	\$ 141,942	\$ 145,847	\$ 149,856
HR	4917	\$ 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	\$ 69.97	\$ 71.90
BW		\$ 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	\$ 5,597.60	\$ 5,752.00
YR		\$ 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	\$ 146,097	\$ 150,127