

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. 21
REGARDING THE ENGINEERS AND ARCHITECTS TECHNICAL RANK AND FILE
UNIT (MOU 21)**

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

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

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

JULY 2, 2013 – JUNE 22, 2019

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

Class Code	Title	Range	Step 1	Step 15
4271-0	Transportation Investigator	2709	\$55,018	\$82,684

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

Class Code	Title	Range	Step 1	Step 15
7213-0	Geographic Information Specialist	3351	\$68,068	\$102,291

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

Class Code	Title	Range	Step 1	Step 15
4271-0	Transportation Investigator	2769	\$57,816	\$84,543

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

Class Code	Title	Range	Step 1	Step 15
7213-0	Geographic Information Specialist	3425	\$71,514	\$104,587

Amend Language in Salary Note 23 as additional compensation and to recognize compensate for Post Certification

Current language reads as follows:

Note 23: Environmental Compliance Inspectors, Code 4292, employed by the Bureau of Sanitation, Watershed Protection Division designated to conduct emergency response activities related to hazardous materials/waste incidents occurring in the public right-of-way (including, but not limited to, oil spills, chemical spills, sanitary sewage spills and

abandoned hazardous waste) that could potentially affect any receiving waters, or public health and safety, shall receive a daily bonus of \$16.00 for each day so assigned to this duty. Effective June 29, 2014, if an environmental Compliance Inspector, Code 4292, has completed probation in the classification and is POST certified and assigned to the duties noted above; the employee shall receive a daily bonus of \$30.00 for each day so assigned in lieu of the \$16.00 for non-post certified inspectors.

Language shall be amended to read as follows effective June 25, 2017:

Note 23: An Environmental Compliance Inspector, Code 4292, employed by the Bureau of Sanitation, and regularly assigned to the Watershed Protection Division designated to conduct emergency response activities related to hazardous materials/waste incidents occurring in the public right-of-way (including, but not limited to, oil spills, chemical spills, sanitary sewage spills and abandoned hazardous waste) that could potentially affect any receiving waters, or public health and safety, shall receive additional compensation identified below when meeting criteria identified.

- A. When possessing a valid Hazardous Materials Technician and/or Specialist Certificate (HAZMAT TECH/SPEC) issued by the State of California, an ECI shall receive additional pensionable compensation of \$150.00 biweekly.
- B. When possessing a valid HAZMAT TECH/SPEC Certificate from the State of California (as listed in A. above) AND a current POST certificate under 830.7 (J) PC (Illegal Dumping Enforcement Officer), AND passes a background check pursuant to Government Code Section 1029, an ECI shall receive additional pensionable compensation of \$150.00 biweekly for a total of \$300.
- C. When possessing a valid HAZMAT TECH/SPEC Certificate from the State of California (as listed in A. and B. above) AND a current POST certificate issued under PC830.7 (J) PC (Illegal Dumping Enforcement Officer), AND passes a background check pursuant to Government Code Section 1029 and when regularly assigned to perform Public Right-of-Way Enforcement (LAMC 56.11), and ECI shall receive additional pensionable compensation of \$150.00 for a total amount of \$450. (The maximum amount payable under this provision.)

Amend language in Salary Note 3 as there are no longer Spay and Neuter Clinics

Current language reads as follows:

Note 3: Three individuals in the class of Veterinary Technician, Code 2369 who are registered with the State of California as Animal Health Technicians and are regularly assigned to **the** Spay and Neuter **Clinic** shall receive a bonus of \$12.00 for each day so assigned. Anyone in this class when assigned to be an Acting Veterinary Technician Supervisor in the Department of Animal Services shall receive a daily bonus of \$12.00 per day for each day so assigned.

Language shall be amended to read as follows effective June 25, 2017:

Note 3: Three individuals in the class of Veterinary Technician, Code 2369 who are registered with the State of California as Animal Health Technicians and are regularly assigned to Spay and Neuter shall receive a non-pensionable bonus of \$12.00 for each day so assigned. Anyone in this class when assigned to be an Acting Veterinary Technician Supervisor in the Department of Animal Services shall receive a non-pensionable daily bonus of \$12.00 per day for each day so assigned

Add the following new Salary Note effective June 25, 2017 in recognition that Firearms Examiners are also assigned to crime scenes along with Criminalists:

Note 24 Persons in the classification of Firearms Examiner (Code 2233) shall qualify for standby compensation at the rates specified below when assigned by management to standby during their off duty hours:

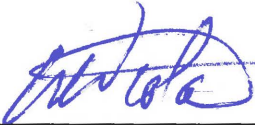
- A. Employees assigned to standby on weekends and holidays shall receive one hour of compensation at straight time for every six hours they are required to standby.
- B. Employees assigned to standby at all other times shall receive one hour of compensation at straight time for every eight hours they are required to standby.

When an employee is scheduled for On Call/Standby then such compensation will be in addition to the compensation outlined in the Call Back Pay and Off Site/Remote Access Compensation Articles.

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2015-2018 MOU No. 21 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. 21, the day, month and year written below.

FOR THE UNION:



Bill Violante
Acting Executive Director

6/6/17

Date

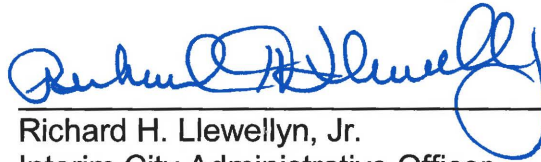


Gonzalo Barriga
President, Board of Governors

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 21**

Operative on June 25, 2017

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
1951-0	AGRICUL LAND DEVELOPER	3318	\$ 69,279 -- \$ 101,288
1429-0	APPLICATIONS PROGRAMMER	2763	\$ 57,691 -- \$ 84,334
7922-0	ARCHITECTURAL DRFT TECH	2431	\$ 50,759 -- \$ 74,228
7922-H	ARCHTRL DRAFT TECH-HRB	2647	\$ 55,269 -- \$ 80,826
7224-0	CALLIGRAPHER	2572 (12)	\$ 72,370 -- \$ 78,508
7204-0	CARTOGRAPHER	2431 (12)	\$ 68,423 -- \$ 74,228
1803-0	CHANNEL TRAFFIC COORD	2592	\$ 54,120 -- \$ 79,156
2378-0	CISM PROGRAM COORD	2786	\$ 58,171 -- \$ 85,044
7941-0	CITY PLANNING ASSOC	3469	\$ 72,432 -- \$ 105,903
7232-A	CIVIL ENG DRFT TECH-ARP	2647	\$ 55,269 -- \$ 80,826
7232-H	CIVIL ENG DRFT TECH-HRB	2647	\$ 55,269 -- \$ 80,826
7232-0	CIVIL ENGRG DRAFT TECH	2431	\$ 50,759 -- \$ 74,228
1660-1	COMPUTER GRAPHIC ART I	2237	\$ 46,708 -- \$ 68,319
1660-2	COMPUTER GRAPHIC ART II	2709	\$ 56,563 -- \$ 82,684
1427-1	COMPUTER OPERATOR I	2138	\$ 44,641 -- \$ 65,250
1427-2	COMPUTER OPERATOR II	2321	\$ 48,462 -- \$ 70,845
3341-0	CONSTR ESTIMATOR	3451	\$ 72,056 -- \$ 105,297
1470-0	DATA BASE ARCHITECT	4579	\$ 95,609 -- \$ 139,791
1136-1	DATA PROCESS TECH I	2138	\$ 44,641 -- \$ 65,250
1136-2	DATA PROCESS TECH II	2321	\$ 48,462 -- \$ 70,845
1135-1	DOCUMENTATION TECH I	2167	\$ 45,246 -- \$ 66,168
1135-2	DOCUMENTATION TECH II	2358	\$ 49,235 -- \$ 71,973
7229-0	DRAFTING AIDE	2059	\$ 42,991 -- \$ 62,869
7532-H	ELECTR ENG DFT TECH-HRB	2647	\$ 55,269 -- \$ 80,826
3337-0	ELECTRCL CONSTR ESTMTR	3451	\$ 72,056 -- \$ 105,297
7532-0	ELECTRCL ENGRG DRFT TEC	2431	\$ 50,759 -- \$ 74,228
7217-1	ENGRG DESIGNER I	2892	\$ 60,384 -- \$ 88,259
7217-2	ENGRG DESIGNER II	3182	\$ 66,440 -- \$ 97,133
7217-A	ENGRG DESIGNER-AIRPORT	3286	\$ 68,611 -- \$ 100,307
4292-0	ENV COMPLIANCE INSP	3070	\$ 64,101 -- \$ 93,730
3734-1	EQUIP SPECIALIST I	3005	\$ 62,744 -- \$ 91,746
3734-2	EQUIP SPECIALIST II	3330	\$ 69,530 -- \$ 101,685
3229-1	EXAMR OF QUESTD DOCS I	2337	\$ 48,796 -- \$ 71,326
3229-2	EXAMR OF QUESTD DOCS II	4127	\$ 86,171 -- \$ 125,989
2444-0	EXHIBIT PREPARATOR	2086	\$ 43,555 -- \$ 63,704
7228-0	FIELD ENGINEER AIDE	2921 (6)	\$ 69,864 -- \$ 89,199
1571-1	FINANCE DEV OFFICER I	4198	\$ 87,654 -- \$ 128,140
1571-2	FINANCE DEV OFFICER II	4505	\$ 94,064 -- \$ 137,515
2233-0	FIREARMS EXAMINER	4127	\$ 86,171 -- \$ 125,989
2200-1	FORENSIC PRNT SPEC I	2763	\$ 57,691 -- \$ 84,334
2200-2	FORENSIC PRNT SPEC II	3045	\$ 63,579 -- \$ 92,957
2200-3	FORENSIC PRNT SPEC III	3574	\$ 74,625 -- \$ 109,077
2200-4	FORENSIC PRNT SPEC IV	3797	\$ 79,281 -- \$ 115,925
7213-0	GEOG INFO SPECIALIST	3351	\$ 69,968 -- \$ 102,291
1670-1	GRAPHICS DESIGNER I	2237	\$ 46,708 -- \$ 68,319

**Appendix E
MOU 21**

Operative on June 25, 2017

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
1670-2	GRAPHICS DESIGNER II	2709	\$ 56,563 -- \$ 82,684
1670-3	GRAPHICS DESIGNER III	3035	\$ 63,370 -- \$ 92,644
1670-A	GRAPHICS DESIGNRII-ARPT	2804	\$ 58,547 -- \$ 85,566
1562-0	IMPROV ASSESSOR	2709	\$ 56,563 -- \$ 82,684
7199-1	IMPROVMNT BOND COORD I	2804	\$ 58,547 -- \$ 85,566
7199-2	IMPROVMNT BOND COORD II	3114	\$ 65,020 -- \$ 95,066
9191-1	INDUST COMRCL FIN OFRI	4424	\$ 92,373 -- \$ 135,030
9191-2	INDUST COMRCL FIN OFRII	4748	\$ 99,138 -- \$ 144,969
1456-0	INFO SVCS SPECIALIST	2858	\$ 59,675 -- \$ 87,257
7854-1	LABORATORY TECH I	2113	\$ 44,119 -- \$ 64,498
7854-2	LABORATORY TECH II	2505	\$ 52,304 -- \$ 76,462
7283-0	LAND SURVEYING ASST	3182	\$ 66,440 -- \$ 97,133
7968-1	MATL TST TECHNICIAN I	2375	\$ 49,590 -- \$ 72,516
7968-2	MATL TST TECHNICIAN II	2647	\$ 55,269 -- \$ 80,826
3342-0	MECH CONSTR ESTIMATOR	3451	\$ 72,056 -- \$ 105,297
7551-0	MECH ENGRG DRAFTG TECH	2428	\$ 50,696 -- \$ 74,103
2310-0	MEDICAL ASSISTANT	1906	\$ 39,797 -- \$ 58,150
7212-1	OFFICE ENGRG TECH I	2113	\$ 44,119 -- \$ 64,498
7212-2	OFFICE ENGRG TECH II	2375 (8)	\$ 59,967 -- \$ 72,516
7212-3	OFFICE ENGRG TECH III	2647	\$ 55,269 -- \$ 80,826
1793-1	PHOTOGRAPHER I	2428	\$ 50,696 -- \$ 74,103
1793-2	PHOTOGRAPHER II	2792	\$ 58,296 -- \$ 85,232
1793-3	PHOTOGRAPHER III	2941	\$ 61,408 -- \$ 89,784
2309-1	PHYSICAL THERAPIST I	2721	\$ 56,814 -- \$ 83,081
2309-2	PHYSICAL THERAPIST II	2863	\$ 59,779 -- \$ 87,403
7943-1	PLANNING AIDE I	2113	\$ 44,119 -- \$ 64,498
7943-2	PLANNING AIDE II	2431	\$ 50,759 -- \$ 74,228
7939-0	PLANNING ASSISTANT	2953	\$ 61,658 -- \$ 90,180
6146-0	PLAYBACK OPERATOR	2237	\$ 46,708 -- \$ 68,319
1650-0	POLICE COMPOSITE ARTIST	2647	\$ 55,269 -- \$ 80,826
2240-1	POLYGRAPH EXAMINER I	3015	\$ 62,953 -- \$ 92,018
2240-2	POLYGRAPH EXAMINER II	3818	\$ 79,719 -- \$ 116,573
2240-3	POLYGRAPH EXAMINER III	4016	\$ 83,854 -- \$ 122,607
2240-4	POLYGRAPH EXAMINER IV	4617	\$ 96,402 -- \$ 140,960
1941-1	REAL ESTATE ASSOC I	2375	\$ 49,590 -- \$ 72,516
1941-2	REAL ESTATE ASSOC II	2804	\$ 58,547 -- \$ 85,566
1960-H	REAL ESTATE OFCR - HARBOR	3672	\$ 76,671 -- \$ 112,104
1960-A	REAL ESTATE OFCR-AIRPORT	3672	\$ 76,671 -- \$ 112,104
1960-1	REAL ESTATE OFFICER I	3376	\$ 70,490 -- \$ 103,084
1960-2	REAL ESTATE OFFICER II	3672	\$ 76,671 -- \$ 112,104
1937-0	REAL ESTATE TRAINEE	2237	\$ 46,708 -- \$ 68,319
7208-0	SR ARCHITECT DRAFT TECH	2709	\$ 56,563 -- \$ 82,684
7205-0	SR CARTOGRAPHER	2709	\$ 56,563 -- \$ 82,684
7207-0	SR CIVIL ENGR DRAFT TEC	2709	\$ 56,563 -- \$ 82,684
1428-1	SR COMPUTER OPERATOR I	2505	\$ 52,304 -- \$ 76,462

Appendix E
MOU 21

Operative on June 25, 2017

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
1428-2	SR COMPUTER OPERATOR II	2879	\$ 60,113 -- \$ 87,883
7209-0	SR ELECTR DRFT TEC	2709	\$ 56,563 -- \$ 82,684
7210-0	SR MECH DRAFT TECH	2953	\$ 61,658 -- \$ 90,180
1947-0	SR TITLE EXAMINER	2953	\$ 61,658 -- \$ 90,180
4273-0	SR TRANSP INVESTIGATOR	3175	\$ 66,294 -- \$ 96,904
7286-1	SURVEY PARTY CHIEF I	3557	\$ 74,270 -- \$ 108,555
7286-2	SURVEY PARTY CHIEF II	3829 (8)	\$ 96,653 -- \$ 116,865
1455-1	SYSTEMS PROGRAMMER I	4079 (8)	\$ 102,959 -- \$ 124,507
1455-2	SYSTEMS PROGRAMMER II	4386	\$ 91,579 -- \$ 133,924
1455-3	SYSTEMS PROGRAMMER III	4754	\$ 99,263 -- \$ 145,116
7615-0	TELEVISION ENGINEER	3557	\$ 74,270 -- \$ 108,555
1943-0	TITLE EXAMINER	2647 (2)	\$ 56,793 -- \$ 80,826
7285-1	TRANSP ENGRG AIDE I	2505	\$ 52,304 -- \$ 76,462
7285-2	TRANSP ENGRG AIDE II	2804	\$ 58,547 -- \$ 85,566
4271-0	TRANSP INVESTIGATOR	2709	\$ 56,563 -- \$ 82,684
2480-1	TRANSP PLANNING ASSC I	2953	\$ 61,658 -- \$ 90,180
2480-2	TRANSP PLANNING ASSC II	3557 (6)	\$ 85,044 -- \$ 108,555
2369-0	VETERINARY TECHNICIAN	2415	\$ 50,425 -- \$ 73,706
1802-0	VIDEO PRODUCTION COORD	2592	\$ 54,120 -- \$ 79,156
6145-1	VIDEO TECHNICIAN I	2592	\$ 54,120 -- \$ 79,156
6145-2	VIDEO TECHNICIAN II	2873	\$ 59,988 -- \$ 87,716
6149-0	VIDEOTAPE LIBRARIAN	2378	\$ 49,652 -- \$ 72,620
2358-1	XRAY AND LAB TECH I	2651	\$ 55,352 -- \$ 80,951
2358-2	XRAY AND LAB TECH II	2804	\$ 58,547 -- \$ 85,566

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	1906	\$ 19.06	\$ 19.58	\$ 20.12	\$ 20.67	\$ 21.24	\$ 21.82	\$ 22.42	\$ 23.04	\$ 23.67	\$ 24.32	\$ 24.99	\$ 25.68	\$ 26.38	\$ 27.11	\$ 27.85
BW		\$ 1,524.80	\$ 1,566.40	\$ 1,609.60	\$ 1,653.60	\$ 1,699.20	\$ 1,745.60	\$ 1,793.60	\$ 1,843.20	\$ 1,893.60	\$ 1,945.60	\$ 1,999.20	\$ 2,054.40	\$ 2,110.40	\$ 2,168.80	\$ 2,228.00
YR		\$ 39,797	\$ 40,883	\$ 42,011	\$ 43,159	\$ 44,349	\$ 45,560	\$ 46,813	\$ 48,108	\$ 49,423	\$ 50,780	\$ 52,179	\$ 53,620	\$ 55,081	\$ 56,606	\$ 58,151
HR	2059	\$ 20.59	\$ 21.16	\$ 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
BW		\$ 1,647.20	\$ 1,692.80	\$ 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
YR		\$ 42,992	\$ 44,182	\$ 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
HR	2086	\$ 20.86	\$ 21.43	\$ 22.02	\$ 22.63	\$ 23.25	\$ 23.89	\$ 24.55	\$ 25.23	\$ 25.92	\$ 26.63	\$ 27.37	\$ 28.12	\$ 28.90	\$ 29.69	\$ 30.51
BW		\$ 1,668.80	\$ 1,714.40	\$ 1,761.60	\$ 1,810.40	\$ 1,860.00	\$ 1,911.20	\$ 1,964.00	\$ 2,018.40	\$ 2,073.60	\$ 2,130.40	\$ 2,189.60	\$ 2,249.60	\$ 2,312.00	\$ 2,375.20	\$ 2,440.80
YR		\$ 43,556	\$ 44,746	\$ 45,978	\$ 47,251	\$ 48,546	\$ 49,882	\$ 51,260	\$ 52,680	\$ 54,121	\$ 55,603	\$ 57,149	\$ 58,715	\$ 60,343	\$ 61,993	\$ 63,705
HR	2113	\$ 21.13	\$ 21.71	\$ 22.31	\$ 22.92	\$ 23.55	\$ 24.20	\$ 24.86	\$ 25.54	\$ 26.25	\$ 26.97	\$ 27.71	\$ 28.47	\$ 29.26	\$ 30.06	\$ 30.89
BW		\$ 1,690.40	\$ 1,736.80	\$ 1,784.80	\$ 1,833.60	\$ 1,884.00	\$ 1,936.00	\$ 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
YR		\$ 44,119	\$ 45,330	\$ 46,583	\$ 47,857	\$ 49,172	\$ 50,530	\$ 51,908	\$ 53,328	\$ 54,810	\$ 56,313	\$ 57,858	\$ 59,445	\$ 61,095	\$ 62,765	\$ 64,498
HR	2138	\$ 21.38	\$ 21.97	\$ 22.57	\$ 23.19	\$ 23.83	\$ 24.49	\$ 25.16	\$ 25.85	\$ 26.56	\$ 27.29	\$ 28.04	\$ 28.81	\$ 29.60	\$ 30.41	\$ 31.25
BW		\$ 1,710.40	\$ 1,757.60	\$ 1,805.60	\$ 1,855.20	\$ 1,906.40	\$ 1,959.20	\$ 2,012.80	\$ 2,068.00	\$ 2,124.80	\$ 2,183.20	\$ 2,243.20	\$ 2,304.80	\$ 2,368.00	\$ 2,432.80	\$ 2,500.00
YR		\$ 44,641	\$ 45,873	\$ 47,126	\$ 48,421	\$ 49,757	\$ 51,135	\$ 52,534	\$ 53,975	\$ 55,457	\$ 56,982	\$ 58,548	\$ 60,155	\$ 61,805	\$ 63,496	\$ 65,250
HR	2167	\$ 21.67	\$ 22.27	\$ 22.88	\$ 23.51	\$ 24.16	\$ 24.82	\$ 25.51	\$ 26.21	\$ 26.93	\$ 27.67	\$ 28.43	\$ 29.21	\$ 30.02	\$ 30.85	\$ 31.69
BW		\$ 1,733.60	\$ 1,781.60	\$ 1,830.40	\$ 1,880.80	\$ 1,932.80	\$ 1,985.60	\$ 2,040.80	\$ 2,096.80	\$ 2,154.40	\$ 2,213.60	\$ 2,274.40	\$ 2,336.80	\$ 2,401.60	\$ 2,468.00	\$ 2,535.20
YR		\$ 45,247	\$ 46,500	\$ 47,773	\$ 49,089	\$ 50,446	\$ 51,824	\$ 53,265	\$ 54,726	\$ 56,230	\$ 57,775	\$ 59,362	\$ 60,990	\$ 62,682	\$ 64,415	\$ 66,169
HR	2237	\$ 22.37	\$ 22.99	\$ 23.62	\$ 24.27	\$ 24.94	\$ 25.63	\$ 26.33	\$ 27.05	\$ 27.80	\$ 28.56	\$ 29.35	\$ 30.16	\$ 30.99	\$ 31.84	\$ 32.72
BW		\$ 1,789.60	\$ 1,839.20	\$ 1,889.60	\$ 1,941.60	\$ 1,995.20	\$ 2,050.40	\$ 2,106.40	\$ 2,164.00	\$ 2,224.00	\$ 2,284.80	\$ 2,348.00	\$ 2,412.80	\$ 2,479.20	\$ 2,547.20	\$ 2,617.60
YR		\$ 46,709	\$ 48,003	\$ 49,319	\$ 50,676	\$ 52,075	\$ 53,515	\$ 54,977	\$ 56,480	\$ 58,046	\$ 59,633	\$ 61,283	\$ 62,974	\$ 64,707	\$ 66,482	\$ 68,319
HR	2321	\$ 23.21	\$ 23.85	\$ 24.50	\$ 25.17	\$ 25.87	\$ 26.58	\$ 27.31	\$ 28.06	\$ 28.83	\$ 29.62	\$ 30.44	\$ 31.28	\$ 32.14	\$ 33.02	\$ 33.93
BW		\$ 1,856.80	\$ 1,908.00	\$ 1,960.00	\$ 2,013.60	\$ 2,069.60	\$ 2,126.40	\$ 2,184.80	\$ 2,244.80	\$ 2,306.40	\$ 2,369.60	\$ 2,435.20	\$ 2,502.40	\$ 2,571.20	\$ 2,641.60	\$ 2,714.40
YR		\$ 48,462	\$ 49,799	\$ 51,156	\$ 52,555	\$ 54,017	\$ 55,499	\$ 57,023	\$ 58,589	\$ 60,197	\$ 61,847	\$ 63,559	\$ 65,313	\$ 67,108	\$ 68,946	\$ 70,846

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2337	\$ 23.37	\$ 24.01	\$ 24.67	\$ 25.35	\$ 26.05	\$ 26.77	\$ 27.50	\$ 28.26	\$ 29.03	\$ 29.83	\$ 30.65	\$ 31.49	\$ 32.36	\$ 33.25	\$ 34.16
BW		\$ 1,869.60	\$ 1,920.80	\$ 1,973.60	\$ 2,028.00	\$ 2,084.00	\$ 2,141.60	\$ 2,200.00	\$ 2,260.80	\$ 2,322.40	\$ 2,386.40	\$ 2,452.00	\$ 2,519.20	\$ 2,588.80	\$ 2,660.00	\$ 2,732.80
YR		\$ 48,797	\$ 50,133	\$ 51,511	\$ 52,931	\$ 54,392	\$ 55,896	\$ 57,420	\$ 59,007	\$ 60,615	\$ 62,285	\$ 63,997	\$ 65,751	\$ 67,568	\$ 69,426	\$ 71,326
HR	2358	\$ 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	\$ 33.55	\$ 34.47
BW		\$ 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	\$ 2,684.00	\$ 2,757.60
YR		\$ 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	\$ 70,052	\$ 71,973
HR	2375	\$ 23.75	\$ 24.40	\$ 25.07	\$ 25.76	\$ 26.47	\$ 27.20	\$ 27.95	\$ 28.72	\$ 29.51	\$ 30.32	\$ 31.16	\$ 32.02	\$ 32.90	\$ 33.80	\$ 34.73
BW		\$ 1,900.00	\$ 1,952.00	\$ 2,005.60	\$ 2,060.80	\$ 2,117.60	\$ 2,176.00	\$ 2,236.00	\$ 2,297.60	\$ 2,360.80	\$ 2,425.60	\$ 2,492.80	\$ 2,561.60	\$ 2,632.00	\$ 2,704.00	\$ 2,778.40
YR		\$ 49,590	\$ 50,947	\$ 52,346	\$ 53,787	\$ 55,269	\$ 56,794	\$ 58,360	\$ 59,967	\$ 61,617	\$ 63,308	\$ 65,062	\$ 66,858	\$ 68,695	\$ 70,574	\$ 72,516
HR	2378	\$ 23.78	\$ 24.43	\$ 25.11	\$ 25.80	\$ 26.51	\$ 27.24	\$ 27.99	\$ 28.76	\$ 29.55	\$ 30.36	\$ 31.20	\$ 32.06	\$ 32.94	\$ 33.85	\$ 34.78
BW		\$ 1,902.40	\$ 1,954.40	\$ 2,008.80	\$ 2,064.00	\$ 2,120.80	\$ 2,179.20	\$ 2,239.20	\$ 2,300.80	\$ 2,364.00	\$ 2,428.80	\$ 2,496.00	\$ 2,564.80	\$ 2,635.20	\$ 2,708.00	\$ 2,782.40
YR		\$ 49,653	\$ 51,010	\$ 52,430	\$ 53,870	\$ 55,353	\$ 56,877	\$ 58,443	\$ 60,051	\$ 61,700	\$ 63,392	\$ 65,146	\$ 66,941	\$ 68,779	\$ 70,679	\$ 72,621
HR	2415	\$ 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	\$ 34.36	\$ 35.30
BW		\$ 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	\$ 2,748.80	\$ 2,824.00
YR		\$ 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	\$ 71,744	\$ 73,706
HR	2428	\$ 24.28	\$ 24.95	\$ 25.63	\$ 26.33	\$ 27.06	\$ 27.80	\$ 28.57	\$ 29.36	\$ 30.16	\$ 30.99	\$ 31.84	\$ 32.72	\$ 33.62	\$ 34.54	\$ 35.49
BW		\$ 1,942.40	\$ 1,996.00	\$ 2,050.40	\$ 2,106.40	\$ 2,164.80	\$ 2,224.00	\$ 2,285.60	\$ 2,348.80	\$ 2,412.80	\$ 2,479.20	\$ 2,547.20	\$ 2,617.60	\$ 2,689.60	\$ 2,763.20	\$ 2,839.20
YR		\$ 50,697	\$ 52,096	\$ 53,515	\$ 54,977	\$ 56,501	\$ 58,046	\$ 59,654	\$ 61,304	\$ 62,974	\$ 64,707	\$ 66,482	\$ 68,319	\$ 70,199	\$ 72,120	\$ 74,103
HR	2431	\$ 24.31	\$ 24.98	\$ 25.67	\$ 26.38	\$ 27.10	\$ 27.85	\$ 28.61	\$ 29.40	\$ 30.21	\$ 31.04	\$ 31.89	\$ 32.77	\$ 33.67	\$ 34.60	\$ 35.55
BW		\$ 1,944.80	\$ 1,998.40	\$ 2,053.60	\$ 2,110.40	\$ 2,168.00	\$ 2,228.00	\$ 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
YR		\$ 50,759	\$ 52,158	\$ 53,599	\$ 55,081	\$ 56,585	\$ 58,151	\$ 59,738	\$ 61,387	\$ 63,078	\$ 64,812	\$ 66,586	\$ 68,424	\$ 70,303	\$ 72,245	\$ 74,228
HR	2505	\$ 25.05	\$ 25.74	\$ 26.45	\$ 27.18	\$ 27.92	\$ 28.69	\$ 29.48	\$ 30.29	\$ 31.12	\$ 31.98	\$ 32.86	\$ 33.76	\$ 34.69	\$ 35.64	\$ 36.62
BW		\$ 2,004.00	\$ 2,059.20	\$ 2,116.00	\$ 2,174.40	\$ 2,233.60	\$ 2,295.20	\$ 2,358.40	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,628.80	\$ 2,700.80	\$ 2,775.20	\$ 2,851.20	\$ 2,929.60
YR		\$ 52,304	\$ 53,745	\$ 55,228	\$ 56,752	\$ 58,297	\$ 59,905	\$ 61,554	\$ 63,246	\$ 64,979	\$ 66,774	\$ 68,612	\$ 70,491	\$ 72,433	\$ 74,416	\$ 76,463

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2572	\$ 25.72	\$ 26.43	\$ 27.15	\$ 27.90	\$ 28.66	\$ 29.45	\$ 30.26	\$ 31.09	\$ 31.95	\$ 32.83	\$ 33.73	\$ 34.66	\$ 35.61	\$ 36.59	\$ 37.60
BW		\$ 2,057.60	\$ 2,114.40	\$ 2,172.00	\$ 2,232.00	\$ 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
YR		\$ 53,703	\$ 55,186	\$ 56,689	\$ 58,255	\$ 59,842	\$ 61,492	\$ 63,183	\$ 64,916	\$ 66,712	\$ 68,549	\$ 70,428	\$ 72,370	\$ 74,354	\$ 76,400	\$ 78,509
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	2647	\$ 26.47	\$ 27.20	\$ 27.95	\$ 28.72	\$ 29.51	\$ 30.32	\$ 31.16	\$ 32.02	\$ 32.90	\$ 33.80	\$ 34.73	\$ 35.69	\$ 36.67	\$ 37.68	\$ 38.71
BW		\$ 2,117.60	\$ 2,176.00	\$ 2,236.00	\$ 2,297.60	\$ 2,360.80	\$ 2,425.60	\$ 2,492.80	\$ 2,561.60	\$ 2,632.00	\$ 2,704.00	\$ 2,778.40	\$ 2,855.20	\$ 2,933.60	\$ 3,014.40	\$ 3,096.80
YR		\$ 55,269	\$ 56,794	\$ 58,360	\$ 59,967	\$ 61,617	\$ 63,308	\$ 65,062	\$ 66,858	\$ 68,695	\$ 70,574	\$ 72,516	\$ 74,521	\$ 76,567	\$ 78,676	\$ 80,826
HR	2651	\$ 26.51	\$ 27.24	\$ 27.99	\$ 28.76	\$ 29.55	\$ 30.36	\$ 31.20	\$ 32.06	\$ 32.94	\$ 33.85	\$ 34.78	\$ 35.74	\$ 36.72	\$ 37.73	\$ 38.77
BW		\$ 2,120.80	\$ 2,179.20	\$ 2,239.20	\$ 2,300.80	\$ 2,364.00	\$ 2,428.80	\$ 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
YR		\$ 55,353	\$ 56,877	\$ 58,443	\$ 60,051	\$ 61,700	\$ 63,392	\$ 65,146	\$ 66,941	\$ 68,779	\$ 70,679	\$ 72,621	\$ 74,625	\$ 76,671	\$ 78,780	\$ 80,952
HR	2709	\$ 27.09	\$ 27.83	\$ 28.60	\$ 29.39	\$ 30.19	\$ 31.02	\$ 31.87	\$ 32.75	\$ 33.65	\$ 34.58	\$ 35.53	\$ 36.51	\$ 37.51	\$ 38.54	\$ 39.60
BW		\$ 2,167.20	\$ 2,226.40	\$ 2,288.00	\$ 2,351.20	\$ 2,415.20	\$ 2,481.60	\$ 2,549.60	\$ 2,620.00	\$ 2,692.00	\$ 2,766.40	\$ 2,842.40	\$ 2,920.80	\$ 3,000.80	\$ 3,083.20	\$ 3,168.00
YR		\$ 56,564	\$ 58,109	\$ 59,717	\$ 61,366	\$ 63,037	\$ 64,770	\$ 66,545	\$ 68,382	\$ 70,261	\$ 72,203	\$ 74,187	\$ 76,233	\$ 78,321	\$ 80,472	\$ 82,685
HR	2721	\$ 27.21	\$ 27.96	\$ 28.73	\$ 29.52	\$ 30.33	\$ 31.16	\$ 32.02	\$ 32.90	\$ 33.81	\$ 34.74	\$ 35.70	\$ 36.68	\$ 37.69	\$ 38.73	\$ 39.79
BW		\$ 2,176.80	\$ 2,236.80	\$ 2,298.40	\$ 2,361.60	\$ 2,426.40	\$ 2,492.80	\$ 2,561.60	\$ 2,632.00	\$ 2,704.80	\$ 2,779.20	\$ 2,856.00	\$ 2,934.40	\$ 3,015.20	\$ 3,098.40	\$ 3,183.20
YR		\$ 56,814	\$ 58,380	\$ 59,988	\$ 61,638	\$ 63,329	\$ 65,062	\$ 66,858	\$ 68,695	\$ 70,595	\$ 72,537	\$ 74,542	\$ 76,588	\$ 78,697	\$ 80,868	\$ 83,082
HR	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	2786	\$ 27.86	\$ 28.63	\$ 29.41	\$ 30.22	\$ 31.05	\$ 31.90	\$ 32.78	\$ 33.68	\$ 34.61	\$ 35.56	\$ 36.54	\$ 37.54	\$ 38.58	\$ 39.64	\$ 40.73
BW		\$ 2,228.80	\$ 2,290.40	\$ 2,352.80	\$ 2,417.60	\$ 2,484.00	\$ 2,552.00	\$ 2,622.40	\$ 2,694.40	\$ 2,768.80	\$ 2,844.80	\$ 2,923.20	\$ 3,003.20	\$ 3,086.40	\$ 3,171.20	\$ 3,258.40
YR		\$ 58,172	\$ 59,779	\$ 61,408	\$ 63,099	\$ 64,832	\$ 66,607	\$ 68,445	\$ 70,324	\$ 72,266	\$ 74,249	\$ 76,296	\$ 78,384	\$ 80,555	\$ 82,768	\$ 85,044

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2792	\$ 27.92	\$ 28.69	\$ 29.48	\$ 30.29	\$ 31.12	\$ 31.98	\$ 32.86	\$ 33.76	\$ 34.69	\$ 35.64	\$ 36.62	\$ 37.63	\$ 38.66	\$ 39.72	\$ 40.82
BW		\$ 2,233.60	\$ 2,295.20	\$ 2,358.40	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,628.80	\$ 2,700.80	\$ 2,775.20	\$ 2,851.20	\$ 2,929.60	\$ 3,010.40	\$ 3,092.80	\$ 3,177.60	\$ 3,265.60
YR		\$ 58,297	\$ 59,905	\$ 61,554	\$ 63,246	\$ 64,979	\$ 66,774	\$ 68,612	\$ 70,491	\$ 72,433	\$ 74,416	\$ 76,463	\$ 78,571	\$ 80,722	\$ 82,935	\$ 85,232
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	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	2863	\$ 28.63	\$ 29.42	\$ 30.23	\$ 31.06	\$ 31.92	\$ 32.80	\$ 33.70	\$ 34.63	\$ 35.58	\$ 36.56	\$ 37.56	\$ 38.59	\$ 39.65	\$ 40.74	\$ 41.86
BW		\$ 2,290.40	\$ 2,353.60	\$ 2,418.40	\$ 2,484.80	\$ 2,553.60	\$ 2,624.00	\$ 2,696.00	\$ 2,770.40	\$ 2,846.40	\$ 2,924.80	\$ 3,004.80	\$ 3,087.20	\$ 3,172.00	\$ 3,259.20	\$ 3,348.80
YR		\$ 59,779	\$ 61,429	\$ 63,120	\$ 64,853	\$ 66,649	\$ 68,486	\$ 70,366	\$ 72,307	\$ 74,291	\$ 76,337	\$ 78,425	\$ 80,576	\$ 82,789	\$ 85,065	\$ 87,404
HR	2873	\$ 28.73	\$ 29.52	\$ 30.33	\$ 31.16	\$ 32.02	\$ 32.90	\$ 33.81	\$ 34.74	\$ 35.70	\$ 36.68	\$ 37.69	\$ 38.73	\$ 39.79	\$ 40.88	\$ 42.01
BW		\$ 2,298.40	\$ 2,361.60	\$ 2,426.40	\$ 2,492.80	\$ 2,561.60	\$ 2,632.00	\$ 2,704.80	\$ 2,779.20	\$ 2,856.00	\$ 2,934.40	\$ 3,015.20	\$ 3,098.40	\$ 3,183.20	\$ 3,270.40	\$ 3,360.80
YR		\$ 59,988	\$ 61,638	\$ 63,329	\$ 65,062	\$ 66,858	\$ 68,695	\$ 70,595	\$ 72,537	\$ 74,542	\$ 76,588	\$ 78,697	\$ 80,868	\$ 83,082	\$ 85,357	\$ 87,717
HR	2879	\$ 28.79	\$ 29.58	\$ 30.40	\$ 31.24	\$ 32.09	\$ 32.97	\$ 33.88	\$ 34.81	\$ 35.77	\$ 36.75	\$ 37.76	\$ 38.80	\$ 39.87	\$ 40.97	\$ 42.09
BW		\$ 2,303.20	\$ 2,366.40	\$ 2,432.00	\$ 2,499.20	\$ 2,567.20	\$ 2,637.60	\$ 2,710.40	\$ 2,784.80	\$ 2,861.60	\$ 2,940.00	\$ 3,020.80	\$ 3,104.00	\$ 3,189.60	\$ 3,277.60	\$ 3,367.20
YR		\$ 60,114	\$ 61,763	\$ 63,475	\$ 65,229	\$ 67,004	\$ 68,841	\$ 70,741	\$ 72,683	\$ 74,688	\$ 76,734	\$ 78,843	\$ 81,014	\$ 83,249	\$ 85,545	\$ 87,884
HR	2892	\$ 28.92	\$ 29.72	\$ 30.53	\$ 31.37	\$ 32.23	\$ 33.12	\$ 34.03	\$ 34.97	\$ 35.93	\$ 36.92	\$ 37.93	\$ 38.97	\$ 40.04	\$ 41.14	\$ 42.27
BW		\$ 2,313.60	\$ 2,377.60	\$ 2,442.40	\$ 2,509.60	\$ 2,578.40	\$ 2,649.60	\$ 2,722.40	\$ 2,797.60	\$ 2,874.40	\$ 2,953.60	\$ 3,034.40	\$ 3,117.60	\$ 3,203.20	\$ 3,291.20	\$ 3,381.60
YR		\$ 60,385	\$ 62,055	\$ 63,747	\$ 65,501	\$ 67,296	\$ 69,155	\$ 71,055	\$ 73,017	\$ 75,022	\$ 77,089	\$ 79,198	\$ 81,369	\$ 83,604	\$ 85,900	\$ 88,260
HR	2921	\$ 29.21	\$ 30.01	\$ 30.84	\$ 31.69	\$ 32.56	\$ 33.46	\$ 34.38	\$ 35.33	\$ 36.30	\$ 37.30	\$ 38.32	\$ 39.37	\$ 40.46	\$ 41.57	\$ 42.72
BW		\$ 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	\$ 3,149.60	\$ 3,236.80	\$ 3,325.60	\$ 3,417.60
YR		\$ 60,990	\$ 62,661	\$ 64,394	\$ 66,169	\$ 67,985	\$ 69,864	\$ 71,785	\$ 73,769	\$ 75,794	\$ 77,882	\$ 80,012	\$ 82,205	\$ 84,480	\$ 86,798	\$ 89,199

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2941	\$ 29.41	\$ 30.22	\$ 31.05	\$ 31.90	\$ 32.78	\$ 33.68	\$ 34.61	\$ 35.56	\$ 36.54	\$ 37.54	\$ 38.58	\$ 39.64	\$ 40.73	\$ 41.85	\$ 43.00
BW		\$ 2,352.80	\$ 2,417.60	\$ 2,484.00	\$ 2,552.00	\$ 2,622.40	\$ 2,694.40	\$ 2,768.80	\$ 2,844.80	\$ 2,923.20	\$ 3,003.20	\$ 3,086.40	\$ 3,171.20	\$ 3,258.40	\$ 3,348.00	\$ 3,440.00
YR		\$ 61,408	\$ 63,099	\$ 64,832	\$ 66,607	\$ 68,445	\$ 70,324	\$ 72,266	\$ 74,249	\$ 76,296	\$ 78,384	\$ 80,555	\$ 82,768	\$ 85,044	\$ 87,383	\$ 89,784
HR	2953	\$ 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	\$ 42.04	\$ 43.19
BW		\$ 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	\$ 3,363.20	\$ 3,455.20
YR		\$ 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	\$ 87,780	\$ 90,181
HR	3005	\$ 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	\$ 42.76	\$ 43.94
BW		\$ 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	\$ 3,420.80	\$ 3,515.20
YR		\$ 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	\$ 89,283	\$ 91,747
HR	3015	\$ 30.15	\$ 30.98	\$ 31.83	\$ 32.71	\$ 33.60	\$ 34.52	\$ 35.47	\$ 36.45	\$ 37.45	\$ 38.48	\$ 39.54	\$ 40.63	\$ 41.74	\$ 42.89	\$ 44.07
BW		\$ 2,412.00	\$ 2,478.40	\$ 2,546.40	\$ 2,616.80	\$ 2,688.00	\$ 2,761.60	\$ 2,837.60	\$ 2,916.00	\$ 2,996.00	\$ 3,078.40	\$ 3,163.20	\$ 3,250.40	\$ 3,339.20	\$ 3,431.20	\$ 3,525.60
YR		\$ 62,953	\$ 64,686	\$ 66,461	\$ 68,298	\$ 70,157	\$ 72,078	\$ 74,061	\$ 76,108	\$ 78,196	\$ 80,346	\$ 82,560	\$ 84,835	\$ 87,153	\$ 89,554	\$ 92,018
HR	3035	\$ 30.35	\$ 31.18	\$ 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
BW		\$ 2,428.00	\$ 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	\$ 3,184.80	\$ 3,272.00	\$ 3,362.40	\$ 3,455.20	\$ 3,549.60
YR		\$ 63,371	\$ 65,104	\$ 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
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
HR	3070	\$ 30.70	\$ 31.54	\$ 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
BW		\$ 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	\$ 3,135.20	\$ 3,221.60	\$ 3,310.40	\$ 3,401.60	\$ 3,495.20	\$ 3,591.20
YR		\$ 64,102	\$ 65,856	\$ 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
HR	3114	\$ 31.14	\$ 32.00	\$ 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
BW		\$ 2,491.20	\$ 2,560.00	\$ 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
YR		\$ 65,020	\$ 66,816	\$ 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

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3175	\$ 31.75	\$ 32.62	\$ 33.52	\$ 34.44	\$ 35.39	\$ 36.36	\$ 37.36	\$ 38.39	\$ 39.44	\$ 40.52	\$ 41.64	\$ 42.79	\$ 43.96	\$ 45.17	\$ 46.41
BW		\$ 2,540.00	\$ 2,609.60	\$ 2,681.60	\$ 2,755.20	\$ 2,831.20	\$ 2,908.80	\$ 2,988.80	\$ 3,071.20	\$ 3,155.20	\$ 3,241.60	\$ 3,331.20	\$ 3,423.20	\$ 3,516.80	\$ 3,613.60	\$ 3,712.80
YR		\$ 66,294	\$ 68,111	\$ 69,990	\$ 71,911	\$ 73,894	\$ 75,920	\$ 78,008	\$ 80,158	\$ 82,351	\$ 84,606	\$ 86,944	\$ 89,346	\$ 91,788	\$ 94,315	\$ 96,904
HR	3182	\$ 31.82	\$ 32.70	\$ 33.59	\$ 34.51	\$ 35.46	\$ 36.44	\$ 37.44	\$ 38.47	\$ 39.53	\$ 40.62	\$ 41.73	\$ 42.88	\$ 44.06	\$ 45.27	\$ 46.52
BW		\$ 2,545.60	\$ 2,616.00	\$ 2,687.20	\$ 2,760.80	\$ 2,836.80	\$ 2,915.20	\$ 2,995.20	\$ 3,077.60	\$ 3,162.40	\$ 3,249.60	\$ 3,338.40	\$ 3,430.40	\$ 3,524.80	\$ 3,621.60	\$ 3,721.60
YR		\$ 66,440	\$ 68,278	\$ 70,136	\$ 72,057	\$ 74,040	\$ 76,087	\$ 78,175	\$ 80,325	\$ 82,539	\$ 84,815	\$ 87,132	\$ 89,533	\$ 91,997	\$ 94,524	\$ 97,134
HR	3286	\$ 32.86	\$ 33.76	\$ 34.69	\$ 35.64	\$ 36.62	\$ 37.63	\$ 38.66	\$ 39.72	\$ 40.82	\$ 41.94	\$ 43.10	\$ 44.29	\$ 45.50	\$ 46.75	\$ 48.04
BW		\$ 2,628.80	\$ 2,700.80	\$ 2,775.20	\$ 2,851.20	\$ 2,929.60	\$ 3,010.40	\$ 3,092.80	\$ 3,177.60	\$ 3,265.60	\$ 3,355.20	\$ 3,448.00	\$ 3,543.20	\$ 3,640.00	\$ 3,740.00	\$ 3,843.20
YR		\$ 68,612	\$ 70,491	\$ 72,433	\$ 74,416	\$ 76,463	\$ 78,571	\$ 80,722	\$ 82,935	\$ 85,232	\$ 87,571	\$ 89,993	\$ 92,478	\$ 95,004	\$ 97,614	\$ 100,308
HR	3318	\$ 33.18	\$ 34.09	\$ 35.03	\$ 35.99	\$ 36.98	\$ 38.00	\$ 39.04	\$ 40.11	\$ 41.22	\$ 42.35	\$ 43.52	\$ 44.72	\$ 45.95	\$ 47.21	\$ 48.51
BW		\$ 2,654.40	\$ 2,727.20	\$ 2,802.40	\$ 2,879.20	\$ 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
YR		\$ 69,280	\$ 71,180	\$ 73,143	\$ 75,147	\$ 77,214	\$ 79,344	\$ 81,516	\$ 83,750	\$ 86,067	\$ 88,427	\$ 90,870	\$ 93,375	\$ 95,944	\$ 98,574	\$ 101,289
HR	3330	\$ 33.30	\$ 34.22	\$ 35.16	\$ 36.13	\$ 37.12	\$ 38.14	\$ 39.19	\$ 40.27	\$ 41.38	\$ 42.52	\$ 43.69	\$ 44.89	\$ 46.13	\$ 47.40	\$ 48.70
BW		\$ 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	\$ 3,690.40	\$ 3,792.00	\$ 3,896.00
YR		\$ 69,530	\$ 71,451	\$ 73,414	\$ 75,439	\$ 77,507	\$ 79,636	\$ 81,829	\$ 84,084	\$ 86,401	\$ 88,782	\$ 91,225	\$ 93,730	\$ 96,319	\$ 98,971	\$ 101,686
HR	3351	\$ 33.51	\$ 34.43	\$ 35.38	\$ 36.35	\$ 37.35	\$ 38.38	\$ 39.43	\$ 40.51	\$ 41.63	\$ 42.77	\$ 43.95	\$ 45.16	\$ 46.40	\$ 47.68	\$ 48.99
BW		\$ 2,680.80	\$ 2,754.40	\$ 2,830.40	\$ 2,908.00	\$ 2,988.00	\$ 3,070.40	\$ 3,154.40	\$ 3,240.80	\$ 3,330.40	\$ 3,421.60	\$ 3,516.00	\$ 3,612.80	\$ 3,712.00	\$ 3,814.40	\$ 3,919.20
YR		\$ 69,969	\$ 71,890	\$ 73,873	\$ 75,899	\$ 77,987	\$ 80,137	\$ 82,330	\$ 84,585	\$ 86,923	\$ 89,304	\$ 91,768	\$ 94,294	\$ 96,883	\$ 99,556	\$ 102,291
HR	3376	\$ 33.76	\$ 34.69	\$ 35.64	\$ 36.62	\$ 37.63	\$ 38.66	\$ 39.73	\$ 40.82	\$ 41.95	\$ 43.10	\$ 44.29	\$ 45.51	\$ 46.76	\$ 48.05	\$ 49.37
BW		\$ 2,700.80	\$ 2,775.20	\$ 2,851.20	\$ 2,929.60	\$ 3,010.40	\$ 3,092.80	\$ 3,178.40	\$ 3,265.60	\$ 3,356.00	\$ 3,448.00	\$ 3,543.20	\$ 3,640.80	\$ 3,740.80	\$ 3,844.00	\$ 3,949.60
YR		\$ 70,491	\$ 72,433	\$ 74,416	\$ 76,463	\$ 78,571	\$ 80,722	\$ 82,956	\$ 85,232	\$ 87,592	\$ 89,993	\$ 92,478	\$ 95,025	\$ 97,635	\$ 100,328	\$ 103,085
HR	3451	\$ 34.51	\$ 35.46	\$ 36.43	\$ 37.43	\$ 38.46	\$ 39.52	\$ 40.60	\$ 41.72	\$ 42.86	\$ 44.04	\$ 45.25	\$ 46.49	\$ 47.77	\$ 49.08	\$ 50.43
BW		\$ 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	\$ 3,719.20	\$ 3,821.60	\$ 3,926.40	\$ 4,034.40
YR		\$ 72,057	\$ 74,040	\$ 76,066	\$ 78,154	\$ 80,304	\$ 82,518	\$ 84,773	\$ 87,111	\$ 89,492	\$ 91,956	\$ 94,482	\$ 97,071	\$ 99,744	\$ 102,479	\$ 105,298

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3469	\$ 34.69	\$ 35.64	\$ 36.62	\$ 37.63	\$ 38.66	\$ 39.72	\$ 40.82	\$ 41.94	\$ 43.10	\$ 44.29	\$ 45.50	\$ 46.75	\$ 48.04	\$ 49.36	\$ 50.72
BW		\$ 2,775.20	\$ 2,851.20	\$ 2,929.60	\$ 3,010.40	\$ 3,092.80	\$ 3,177.60	\$ 3,265.60	\$ 3,355.20	\$ 3,448.00	\$ 3,543.20	\$ 3,640.00	\$ 3,740.00	\$ 3,843.20	\$ 3,948.80	\$ 4,057.60
YR		\$ 72,433	\$ 74,416	\$ 76,463	\$ 78,571	\$ 80,722	\$ 82,935	\$ 85,232	\$ 87,571	\$ 89,993	\$ 92,478	\$ 95,004	\$ 97,614	\$ 100,308	\$ 103,064	\$ 105,903
HR	3557	\$ 35.57	\$ 36.55	\$ 37.55	\$ 38.58	\$ 39.64	\$ 40.73	\$ 41.85	\$ 43.00	\$ 44.18	\$ 45.39	\$ 46.64	\$ 47.92	\$ 49.24	\$ 50.59	\$ 51.99
BW		\$ 2,845.60	\$ 2,924.00	\$ 3,004.00	\$ 3,086.40	\$ 3,171.20	\$ 3,258.40	\$ 3,348.00	\$ 3,440.00	\$ 3,534.40	\$ 3,631.20	\$ 3,731.20	\$ 3,833.60	\$ 3,939.20	\$ 4,047.20	\$ 4,159.20
YR		\$ 74,270	\$ 76,316	\$ 78,404	\$ 80,555	\$ 82,768	\$ 85,044	\$ 87,383	\$ 89,784	\$ 92,248	\$ 94,774	\$ 97,384	\$ 100,057	\$ 102,813	\$ 105,632	\$ 108,555
HR	3574	\$ 35.74	\$ 36.72	\$ 37.73	\$ 38.77	\$ 39.83	\$ 40.93	\$ 42.05	\$ 43.21	\$ 44.39	\$ 45.61	\$ 46.87	\$ 48.16	\$ 49.48	\$ 50.84	\$ 52.24
BW		\$ 2,859.20	\$ 2,937.60	\$ 3,018.40	\$ 3,101.60	\$ 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
YR		\$ 74,625	\$ 76,671	\$ 78,780	\$ 80,952	\$ 83,165	\$ 85,462	\$ 87,800	\$ 90,222	\$ 92,686	\$ 95,234	\$ 97,865	\$ 100,558	\$ 103,314	\$ 106,154	\$ 109,077
HR	3672	\$ 36.72	\$ 37.73	\$ 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
BW		\$ 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	\$ 3,749.60	\$ 3,852.80	\$ 3,958.40	\$ 4,068.00	\$ 4,180.00	\$ 4,295.20
YR		\$ 76,671	\$ 78,780	\$ 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
HR	3797	\$ 37.97	\$ 39.01	\$ 40.09	\$ 41.19	\$ 42.33	\$ 43.49	\$ 44.69	\$ 45.92	\$ 47.18	\$ 48.48	\$ 49.81	\$ 51.18	\$ 52.59	\$ 54.04	\$ 55.52
BW		\$ 3,037.60	\$ 3,120.80	\$ 3,207.20	\$ 3,295.20	\$ 3,386.40	\$ 3,479.20	\$ 3,575.20	\$ 3,673.60	\$ 3,774.40	\$ 3,878.40	\$ 3,984.80	\$ 4,094.40	\$ 4,207.20	\$ 4,323.20	\$ 4,441.60
YR		\$ 79,281	\$ 81,453	\$ 83,708	\$ 86,005	\$ 88,385	\$ 90,807	\$ 93,313	\$ 95,881	\$ 98,512	\$ 101,226	\$ 104,003	\$ 106,864	\$ 109,808	\$ 112,836	\$ 115,926
HR	3818	\$ 38.18	\$ 39.23	\$ 40.31	\$ 41.42	\$ 42.56	\$ 43.73	\$ 44.93	\$ 46.17	\$ 47.44	\$ 48.74	\$ 50.09	\$ 51.47	\$ 52.88	\$ 54.33	\$ 55.83
BW		\$ 3,054.40	\$ 3,138.40	\$ 3,224.80	\$ 3,313.60	\$ 3,404.80	\$ 3,498.40	\$ 3,594.40	\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,007.20	\$ 4,117.60	\$ 4,230.40	\$ 4,346.40	\$ 4,466.40
YR		\$ 79,720	\$ 81,912	\$ 84,167	\$ 86,485	\$ 88,865	\$ 91,308	\$ 93,814	\$ 96,403	\$ 99,055	\$ 101,769	\$ 104,588	\$ 107,469	\$ 110,413	\$ 113,441	\$ 116,573
HR	3829	\$ 38.29	\$ 39.34	\$ 40.42	\$ 41.53	\$ 42.67	\$ 43.84	\$ 45.05	\$ 46.29	\$ 47.56	\$ 48.87	\$ 50.21	\$ 51.59	\$ 53.01	\$ 54.47	\$ 55.97
BW		\$ 3,063.20	\$ 3,147.20	\$ 3,233.60	\$ 3,322.40	\$ 3,413.60	\$ 3,507.20	\$ 3,604.00	\$ 3,703.20	\$ 3,804.80	\$ 3,909.60	\$ 4,016.80	\$ 4,127.20	\$ 4,240.80	\$ 4,357.60	\$ 4,477.60
YR		\$ 79,950	\$ 82,142	\$ 84,397	\$ 86,715	\$ 89,095	\$ 91,538	\$ 94,064	\$ 96,654	\$ 99,305	\$ 102,041	\$ 104,838	\$ 107,720	\$ 110,685	\$ 113,733	\$ 116,865
HR	4016	\$ 40.16	\$ 41.26	\$ 42.40	\$ 43.57	\$ 44.76	\$ 45.99	\$ 47.26	\$ 48.56	\$ 49.90	\$ 51.27	\$ 52.68	\$ 54.13	\$ 55.62	\$ 57.15	\$ 58.72
BW		\$ 3,212.80	\$ 3,300.80	\$ 3,392.00	\$ 3,485.60	\$ 3,580.80	\$ 3,679.20	\$ 3,780.80	\$ 3,884.80	\$ 3,992.00	\$ 4,101.60	\$ 4,214.40	\$ 4,330.40	\$ 4,449.60	\$ 4,572.00	\$ 4,697.60
YR		\$ 83,854	\$ 86,151	\$ 88,531	\$ 90,974	\$ 93,459	\$ 96,027	\$ 98,679	\$ 101,393	\$ 104,191	\$ 107,052	\$ 109,996	\$ 113,023	\$ 116,135	\$ 119,329	\$ 122,607

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
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	4127	\$ 41.27	\$ 42.40	\$ 43.57	\$ 44.77	\$ 46.00	\$ 47.27	\$ 48.56	\$ 49.90	\$ 51.27	\$ 52.68	\$ 54.13	\$ 55.62	\$ 57.15	\$ 58.72	\$ 60.34
BW		\$ 3,301.60	\$ 3,392.00	\$ 3,485.60	\$ 3,581.60	\$ 3,680.00	\$ 3,781.60	\$ 3,884.80	\$ 3,992.00	\$ 4,101.60	\$ 4,214.40	\$ 4,330.40	\$ 4,449.60	\$ 4,572.00	\$ 4,697.60	\$ 4,827.20
YR		\$ 86,172	\$ 88,531	\$ 90,974	\$ 93,480	\$ 96,048	\$ 98,700	\$ 101,393	\$ 104,191	\$ 107,052	\$ 109,996	\$ 113,023	\$ 116,135	\$ 119,329	\$ 122,607	\$ 125,990
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	4386	\$ 43.86	\$ 45.07	\$ 46.31	\$ 47.58	\$ 48.89	\$ 50.23	\$ 51.62	\$ 53.04	\$ 54.50	\$ 56.00	\$ 57.54	\$ 59.12	\$ 60.75	\$ 62.42	\$ 64.14
BW		\$ 3,508.80	\$ 3,605.60	\$ 3,704.80	\$ 3,806.40	\$ 3,911.20	\$ 4,018.40	\$ 4,129.60	\$ 4,243.20	\$ 4,360.00	\$ 4,480.00	\$ 4,603.20	\$ 4,729.60	\$ 4,860.00	\$ 4,993.60	\$ 5,131.20
YR		\$ 91,580	\$ 94,106	\$ 96,695	\$ 99,347	\$ 102,082	\$ 104,880	\$ 107,783	\$ 110,748	\$ 113,796	\$ 116,928	\$ 120,144	\$ 123,443	\$ 126,846	\$ 130,333	\$ 133,924
HR	4424	\$ 44.24	\$ 45.46	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 52.06	\$ 53.49	\$ 54.96	\$ 56.47	\$ 58.02	\$ 59.62	\$ 61.25	\$ 62.93	\$ 64.67
BW		\$ 3,539.20	\$ 3,636.80	\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,164.80	\$ 4,279.20	\$ 4,396.80	\$ 4,517.60	\$ 4,641.60	\$ 4,769.60	\$ 4,900.00	\$ 5,034.40	\$ 5,173.60
YR		\$ 92,373	\$ 94,920	\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,799	\$ 108,701	\$ 111,687	\$ 114,756	\$ 117,909	\$ 121,146	\$ 124,487	\$ 127,890	\$ 131,398	\$ 135,031
HR	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	4579	\$ 45.79	\$ 47.05	\$ 48.34	\$ 49.67	\$ 51.04	\$ 52.44	\$ 53.89	\$ 55.37	\$ 56.89	\$ 58.45	\$ 60.06	\$ 61.71	\$ 63.41	\$ 65.15	\$ 66.95
BW		\$ 3,663.20	\$ 3,764.00	\$ 3,867.20	\$ 3,973.60	\$ 4,083.20	\$ 4,195.20	\$ 4,311.20	\$ 4,429.60	\$ 4,551.20	\$ 4,676.00	\$ 4,804.80	\$ 4,936.80	\$ 5,072.80	\$ 5,212.00	\$ 5,356.00
YR		\$ 95,610	\$ 98,240	\$ 100,934	\$ 103,711	\$ 106,572	\$ 109,495	\$ 112,522	\$ 115,613	\$ 118,786	\$ 122,044	\$ 125,405	\$ 128,850	\$ 132,400	\$ 136,033	\$ 139,792
HR	4617	\$ 46.17	\$ 47.44	\$ 48.74	\$ 50.08	\$ 51.46	\$ 52.88	\$ 54.33	\$ 55.82	\$ 57.36	\$ 58.94	\$ 60.56	\$ 62.23	\$ 63.94	\$ 65.70	\$ 67.51
BW		\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,006.40	\$ 4,116.80	\$ 4,230.40	\$ 4,346.40	\$ 4,465.60	\$ 4,588.80	\$ 4,715.20	\$ 4,844.80	\$ 4,978.40	\$ 5,115.20	\$ 5,256.00	\$ 5,400.80
YR		\$ 96,403	\$ 99,055	\$ 101,769	\$ 104,567	\$ 107,448	\$ 110,413	\$ 113,441	\$ 116,552	\$ 119,768	\$ 123,067	\$ 126,449	\$ 129,936	\$ 133,507	\$ 137,182	\$ 140,961

Appendix E - Salary Tables

MOU 21

Operative on June 25, 2017

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	4748	\$ 47.48	\$ 48.79	\$ 50.13	\$ 51.51	\$ 52.93	\$ 54.39	\$ 55.88	\$ 57.42	\$ 59.00	\$ 60.62	\$ 62.29	\$ 64.00	\$ 65.76	\$ 67.57	\$ 69.43
BW		\$ 3,798.40	\$ 3,903.20	\$ 4,010.40	\$ 4,120.80	\$ 4,234.40	\$ 4,351.20	\$ 4,470.40	\$ 4,593.60	\$ 4,720.00	\$ 4,849.60	\$ 4,983.20	\$ 5,120.00	\$ 5,260.80	\$ 5,405.60	\$ 5,554.40
YR		\$ 99,138	\$ 101,874	\$ 104,671	\$ 107,553	\$ 110,518	\$ 113,566	\$ 116,677	\$ 119,893	\$ 123,192	\$ 126,575	\$ 130,062	\$ 133,632	\$ 137,307	\$ 141,086	\$ 144,970
HR	4754	\$ 47.54	\$ 48.85	\$ 50.19	\$ 51.57	\$ 52.99	\$ 54.45	\$ 55.94	\$ 57.48	\$ 59.06	\$ 60.68	\$ 62.35	\$ 64.06	\$ 65.83	\$ 67.64	\$ 69.50
BW		\$ 3,803.20	\$ 3,908.00	\$ 4,015.20	\$ 4,125.60	\$ 4,239.20	\$ 4,356.00	\$ 4,475.20	\$ 4,598.40	\$ 4,724.80	\$ 4,854.40	\$ 4,988.00	\$ 5,124.80	\$ 5,266.40	\$ 5,411.20	\$ 5,560.00
YR		\$ 99,264	\$ 101,999	\$ 104,797	\$ 107,678	\$ 110,643	\$ 113,692	\$ 116,803	\$ 120,018	\$ 123,317	\$ 126,700	\$ 130,187	\$ 133,757	\$ 137,453	\$ 141,232	\$ 145,116

**Appendix F
MOU 21**

Operative on June 24, 2018

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
1951-0	AGRICUL LAND DEVELOPER	3392	\$ 70,824 -- \$ 103,564
1429-0	APPLICATIONS PROGRAMMER	2825	\$ 58,986 -- \$ 86,255
7922-0	ARCHITECTURAL DRFT TECH	2486	\$ 51,907 -- \$ 75,898
7922-H	ARCHTRL DRAFT TECH-HRB	2707	\$ 56,522 -- \$ 82,643
7224-0	CALLIGRAPHER	2630 (12)	\$ 74,019 -- \$ 80,283
7204-0	CARTOGRAPHER	2486 (12)	\$ 69,968 -- \$ 75,898
1803-0	CHANNEL TRAFFIC COORD	2650	\$ 55,332 -- \$ 80,930
2378-0	CISM PROGRAM COORD	2849	\$ 59,487 -- \$ 86,965
7941-0	CITY PLANNING ASSOC	3547	\$ 74,061 -- \$ 108,283
7232-A	CIVIL ENG DRFT TECH-ARP	2707	\$ 56,522 -- \$ 82,643
7232-H	CIVIL ENG DRFT TECH-HRB	2707	\$ 56,522 -- \$ 82,643
7232-0	CIVIL ENGRG DRAFT TECH	2486	\$ 51,907 -- \$ 75,898
1660-1	COMPUTER GRAPHIC ART I	2288	\$ 47,773 -- \$ 69,864
1660-2	COMPUTER GRAPHIC ART II	2769	\$ 57,816 -- \$ 84,543
1427-1	COMPUTER OPERATOR I	2185	\$ 45,622 -- \$ 66,711
1427-2	COMPUTER OPERATOR II	2373	\$ 49,548 -- \$ 72,432
3341-0	CONSTR ESTIMATOR	3527	\$ 73,643 -- \$ 107,657
1470-0	DATA BASE ARCHITECT	4683	\$ 97,781 -- \$ 142,944
1136-1	DATA PROCESS TECH I	2185	\$ 45,622 -- \$ 66,711
1136-2	DATA PROCESS TECH II	2373	\$ 49,548 -- \$ 72,432
1135-1	DOCUMENTATION TECH I	2217	\$ 46,290 -- \$ 67,713
1135-2	DOCUMENTATION TECH II	2412	\$ 50,362 -- \$ 73,602
7229-0	DRAFTING AIDE	2106	\$ 43,973 -- \$ 64,289
7532-H	ELECTR ENG DFT TECH-HRB	2707	\$ 56,522 -- \$ 82,643
3337-0	ELECTRCL CONSTR ESTMTR	3527	\$ 73,643 -- \$ 107,657
7532-0	ELECTRCL ENGRG DRFT TEC	2486	\$ 51,907 -- \$ 75,898
7217-1	ENGRG DESIGNER I	2956	\$ 61,721 -- \$ 90,243
7217-2	ENGRG DESIGNER II	3255	\$ 67,964 -- \$ 99,347
7217-A	ENGRG DESIGNER-AIRPORT	3360	\$ 70,156 -- \$ 102,562
4292-0	ENV COMPLIANCE INSP	3140	\$ 65,563 -- \$ 95,860
3734-1	EQUIP SPECIALIST I	3073	\$ 64,164 -- \$ 93,813
3734-2	EQUIP SPECIALIST II	3407	\$ 71,138 -- \$ 104,024
3229-1	EXAMR OF QUESTD DOCS I	2390	\$ 49,903 -- \$ 72,996
3229-2	EXAMR OF QUESTD DOCS II	4221	\$ 88,134 -- \$ 128,829
2444-0	EXHIBIT PREPARATOR	2133	\$ 44,537 -- \$ 65,145
7228-0	FIELD ENGINEER AIDE	2987 (6)	\$ 71,451 -- \$ 91,224
1571-1	FINANCE DEV OFFICER I	4292	\$ 89,616 -- \$ 131,022
1571-2	FINANCE DEV OFFICER II	4606	\$ 96,173 -- \$ 140,605
2233-0	FIREARMS EXAMINER	4221	\$ 88,134 -- \$ 128,829
2200-1	FORENSIC PRNT SPEC I	2825	\$ 58,986 -- \$ 86,255
2200-2	FORENSIC PRNT SPEC II	3114	\$ 65,020 -- \$ 95,066
2200-3	FORENSIC PRNT SPEC III	3654	\$ 76,295 -- \$ 111,540
2200-4	FORENSIC PRNT SPEC IV	3883	\$ 81,077 -- \$ 118,556
7213-0	GEOG INFO SPECIALIST	3425	\$ 71,514 -- \$ 104,587
1670-1	GRAPHICS DESIGNER I	2288	\$ 47,773 -- \$ 69,864

Appendix F
MOU 21

Operative on June 24, 2018

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
1670-2	GRAPHICS DESIGNER II	2769	\$ 57,816 -- \$ 84,543
1670-3	GRAPHICS DESIGNER III	3102	\$ 64,769 -- \$ 94,732
1670-A	GRAPHICS DESIGNRII-ARPT	2866	\$ 59,842 -- \$ 87,508
1562-0	IMPROV ASSESSOR	2769	\$ 57,816 -- \$ 84,543
7199-1	IMPROVMNT BOND COORD I	2866	\$ 59,842 -- \$ 87,508
7199-2	IMPROVMNT BOND COORD II	3184	\$ 66,481 -- \$ 97,217
9191-1	INDUST COMRCL FIN OFRI	4524	\$ 94,461 -- \$ 138,079
9191-2	INDUST COMRCL FIN OFRII	4855	\$ 101,372 -- \$ 148,227
1456-0	INFO SVCS SPECIALIST	2922	\$ 61,011 -- \$ 89,220
7854-1	LABORATORY TECH I	2161	\$ 45,121 -- \$ 65,959
7854-2	LABORATORY TECH II	2561	\$ 53,473 -- \$ 78,174
7283-0	LAND SURVEYING ASST	3255	\$ 67,964 -- \$ 99,347
7968-1	MATL TST TECHNICIAN I	2429	\$ 50,717 -- \$ 74,144
7968-2	MATL TST TECHNICIAN II	2707	\$ 56,522 -- \$ 82,643
3342-0	MECH CONSTR ESTIMATOR	3527	\$ 73,643 -- \$ 107,657
7551-0	MECH ENGRG DRAFTG TECH	2483	\$ 51,845 -- \$ 75,794
2310-0	MEDICAL ASSISTANT	1948	\$ 40,674 -- \$ 59,487
7212-1	OFFICE ENGRG TECH I	2161	\$ 45,121 -- \$ 65,959
7212-2	OFFICE ENGRG TECH II	2429 (8)	\$ 61,324 -- \$ 74,144
7212-3	OFFICE ENGRG TECH III	2707	\$ 56,522 -- \$ 82,643
1793-1	PHOTOGRAPHER I	2483	\$ 51,845 -- \$ 75,794
1793-2	PHOTOGRAPHER II	2856	\$ 59,633 -- \$ 87,153
1793-3	PHOTOGRAPHER III	3008	\$ 62,807 -- \$ 91,809
2309-1	PHYSICAL THERAPIST I	2782	\$ 58,088 -- \$ 84,960
2309-2	PHYSICAL THERAPIST II	2928	\$ 61,136 -- \$ 89,366
7943-1	PLANNING AIDE I	2161	\$ 45,121 -- \$ 65,959
7943-2	PLANNING AIDE II	2486	\$ 51,907 -- \$ 75,898
7939-0	PLANNING ASSISTANT	3021	\$ 63,078 -- \$ 92,206
6146-0	PLAYBACK OPERATOR	2288	\$ 47,773 -- \$ 69,864
1650-0	POLICE COMPOSITE ARTIST	2707	\$ 56,522 -- \$ 82,643
2240-1	POLYGRAPH EXAMINER I	3083	\$ 64,373 -- \$ 94,106
2240-2	POLYGRAPH EXAMINER II	3905	\$ 81,536 -- \$ 119,245
2240-3	POLYGRAPH EXAMINER III	4108	\$ 85,775 -- \$ 125,405
2240-4	POLYGRAPH EXAMINER IV	4722	\$ 98,595 -- \$ 144,134
1941-1	REAL ESTATE ASSOC I	2429	\$ 50,717 -- \$ 74,144
1941-2	REAL ESTATE ASSOC II	2866	\$ 59,842 -- \$ 87,508
1960-H	REAL ESTATE OFCR - HARBOR	3756	\$ 78,425 -- \$ 114,631
1960-A	REAL ESTATE OFCR-AIRPORT	3756	\$ 78,425 -- \$ 114,631
1960-1	REAL ESTATE OFFICER I	3453	\$ 72,098 -- \$ 105,444
1960-2	REAL ESTATE OFFICER II	3756	\$ 78,425 -- \$ 114,631
1937-0	REAL ESTATE TRAINEE	2288	\$ 47,773 -- \$ 69,864
7208-0	SR ARCHITECT DRAFT TECH	2769	\$ 57,816 -- \$ 84,543
7205-0	SR CARTOGRAPHER	2769	\$ 57,816 -- \$ 84,543
7207-0	SR CIVIL ENGR DRAFT TEC	2769	\$ 57,816 -- \$ 84,543
1428-1	SR COMPUTER OPERATOR I	2561	\$ 53,473 -- \$ 78,174

**Appendix F
MOU 21**

Operative on June 24, 2018

CLASS CODE	TITLE	RANGE	ANNUAL SALARY
1428-2	SR COMPUTER OPERATOR II	2945	\$ 61,491 -- \$ 89,867
7209-0	SR ELECTR DRFT TEC	2769	\$ 57,816 -- \$ 84,543
7210-0	SR MECH DRAFT TECH	3021	\$ 63,078 -- \$ 92,206
1947-0	SR TITLE EXAMINER	3021	\$ 63,078 -- \$ 92,206
4273-0	SR TRANSP INVESTIGATOR	3245	\$ 67,755 -- \$ 99,075
7286-1	SURVEY PARTY CHIEF I	3635	\$ 75,898 -- \$ 110,998
7286-2	SURVEY PARTY CHIEF II	3916 (8)	\$ 98,845 -- \$ 119,496
1455-1	SYSTEMS PROGRAMMER I	4170 (8)	\$ 105,276 -- \$ 127,305
1455-2	SYSTEMS PROGRAMMER II	4486	\$ 93,667 -- \$ 136,931
1455-3	SYSTEMS PROGRAMMER III	4861	\$ 101,497 -- \$ 148,394
7615-0	TELEVISION ENGINEER	3635	\$ 75,898 -- \$ 110,998
1943-0	TITLE EXAMINER	2707 (2)	\$ 58,067 -- \$ 82,643
7285-1	TRANSP ENGRG AIDE I	2561	\$ 53,473 -- \$ 78,174
7285-2	TRANSP ENGRG AIDE II	2866	\$ 59,842 -- \$ 87,508
4271-0	TRANSP INVESTIGATOR	2769	\$ 57,816 -- \$ 84,543
2480-1	TRANSP PLANNING ASSC I	3021	\$ 63,078 -- \$ 92,206
2480-2	TRANSP PLANNING ASSC II	3635 (6)	\$ 86,923 -- \$ 110,998
2369-0	VETERINARY TECHNICIAN	2469	\$ 51,552 -- \$ 75,376
1802-0	VIDEO PRODUCTION COORD	2650	\$ 55,332 -- \$ 80,930
6145-1	VIDEO TECHNICIAN I	2650	\$ 55,332 -- \$ 80,930
6145-2	VIDEO TECHNICIAN II	2937	\$ 61,324 -- \$ 89,700
6149-0	VIDEOTAPE LIBRARIAN	2432	\$ 50,780 -- \$ 74,249
2358-1	XRAY AND LAB TECH I	2712	\$ 56,626 -- \$ 82,789
2358-2	XRAY AND LAB TECH II	2866	\$ 59,842 -- \$ 87,508

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	1948	\$ 19.48	\$ 20.02	\$ 20.57	\$ 21.14	\$ 21.72	\$ 22.32	\$ 22.93	\$ 23.56	\$ 24.21	\$ 24.88	\$ 25.56	\$ 26.26	\$ 26.99	\$ 27.73	\$ 28.49
BW		\$ 1,558.40	\$ 1,601.60	\$ 1,645.60	\$ 1,691.20	\$ 1,737.60	\$ 1,785.60	\$ 1,834.40	\$ 1,884.80	\$ 1,936.80	\$ 1,990.40	\$ 2,044.80	\$ 2,100.80	\$ 2,159.20	\$ 2,218.40	\$ 2,279.20
YR		\$ 40,674	\$ 41,802	\$ 42,950	\$ 44,140	\$ 45,351	\$ 46,604	\$ 47,878	\$ 49,193	\$ 50,550	\$ 51,949	\$ 53,369	\$ 54,831	\$ 56,355	\$ 57,900	\$ 59,487
HR	2106	\$ 21.06	\$ 21.64	\$ 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
BW		\$ 1,684.80	\$ 1,731.20	\$ 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
YR		\$ 43,973	\$ 45,184	\$ 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
HR	2133	\$ 21.33	\$ 21.92	\$ 22.52	\$ 23.14	\$ 23.78	\$ 24.43	\$ 25.11	\$ 25.80	\$ 26.51	\$ 27.24	\$ 27.99	\$ 28.76	\$ 29.55	\$ 30.36	\$ 31.20
BW		\$ 1,706.40	\$ 1,753.60	\$ 1,801.60	\$ 1,851.20	\$ 1,902.40	\$ 1,954.40	\$ 2,008.80	\$ 2,064.00	\$ 2,120.80	\$ 2,179.20	\$ 2,239.20	\$ 2,300.80	\$ 2,364.00	\$ 2,428.80	\$ 2,496.00
YR		\$ 44,537	\$ 45,769	\$ 47,022	\$ 48,316	\$ 49,653	\$ 51,010	\$ 52,430	\$ 53,870	\$ 55,353	\$ 56,877	\$ 58,443	\$ 60,051	\$ 61,700	\$ 63,392	\$ 65,146
HR	2161	\$ 21.61	\$ 22.20	\$ 22.81	\$ 23.44	\$ 24.08	\$ 24.74	\$ 25.42	\$ 26.12	\$ 26.84	\$ 27.58	\$ 28.34	\$ 29.12	\$ 29.92	\$ 30.74	\$ 31.59
BW		\$ 1,728.80	\$ 1,776.00	\$ 1,824.80	\$ 1,875.20	\$ 1,926.40	\$ 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
YR		\$ 45,122	\$ 46,354	\$ 47,627	\$ 48,943	\$ 50,279	\$ 51,657	\$ 53,077	\$ 54,539	\$ 56,042	\$ 57,587	\$ 59,174	\$ 60,803	\$ 62,473	\$ 64,185	\$ 65,960
HR	2185	\$ 21.85	\$ 22.45	\$ 23.07	\$ 23.70	\$ 24.36	\$ 25.03	\$ 25.72	\$ 26.43	\$ 27.15	\$ 27.90	\$ 28.66	\$ 29.45	\$ 30.26	\$ 31.09	\$ 31.95
BW		\$ 1,748.00	\$ 1,796.00	\$ 1,845.60	\$ 1,896.00	\$ 1,948.80	\$ 2,002.40	\$ 2,057.60	\$ 2,114.40	\$ 2,172.00	\$ 2,232.00	\$ 2,292.80	\$ 2,356.00	\$ 2,420.80	\$ 2,487.20	\$ 2,556.00
YR		\$ 45,623	\$ 46,876	\$ 48,170	\$ 49,486	\$ 50,864	\$ 52,263	\$ 53,703	\$ 55,186	\$ 56,689	\$ 58,255	\$ 59,842	\$ 61,492	\$ 63,183	\$ 64,916	\$ 66,712
HR	2217	\$ 22.17	\$ 22.78	\$ 23.41	\$ 24.05	\$ 24.72	\$ 25.40	\$ 26.10	\$ 26.82	\$ 27.56	\$ 28.32	\$ 29.10	\$ 29.90	\$ 30.72	\$ 31.56	\$ 32.43
BW		\$ 1,773.60	\$ 1,822.40	\$ 1,872.80	\$ 1,924.00	\$ 1,977.60	\$ 2,032.00	\$ 2,088.00	\$ 2,145.60	\$ 2,204.80	\$ 2,265.60	\$ 2,328.00	\$ 2,392.00	\$ 2,457.60	\$ 2,524.80	\$ 2,594.40
YR		\$ 46,291	\$ 47,565	\$ 48,880	\$ 50,216	\$ 51,615	\$ 53,035	\$ 54,497	\$ 56,000	\$ 57,545	\$ 59,132	\$ 60,761	\$ 62,431	\$ 64,143	\$ 65,897	\$ 67,714
HR	2288	\$ 22.88	\$ 23.51	\$ 24.16	\$ 24.82	\$ 25.51	\$ 26.21	\$ 26.93	\$ 27.67	\$ 28.43	\$ 29.21	\$ 30.02	\$ 30.85	\$ 31.69	\$ 32.56	\$ 33.46
BW		\$ 1,830.40	\$ 1,880.80	\$ 1,932.80	\$ 1,985.60	\$ 2,040.80	\$ 2,096.80	\$ 2,154.40	\$ 2,213.60	\$ 2,274.40	\$ 2,336.80	\$ 2,401.60	\$ 2,468.00	\$ 2,535.20	\$ 2,604.80	\$ 2,676.80
YR		\$ 47,773	\$ 49,089	\$ 50,446	\$ 51,824	\$ 53,265	\$ 54,726	\$ 56,230	\$ 57,775	\$ 59,362	\$ 60,990	\$ 62,682	\$ 64,415	\$ 66,169	\$ 67,985	\$ 69,864
HR	2373	\$ 23.73	\$ 24.38	\$ 25.05	\$ 25.74	\$ 26.45	\$ 27.18	\$ 27.92	\$ 28.69	\$ 29.48	\$ 30.29	\$ 31.12	\$ 31.98	\$ 32.86	\$ 33.76	\$ 34.69
BW		\$ 1,898.40	\$ 1,950.40	\$ 2,004.00	\$ 2,059.20	\$ 2,116.00	\$ 2,174.40	\$ 2,233.60	\$ 2,295.20	\$ 2,358.40	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,628.80	\$ 2,700.80	\$ 2,775.20
YR		\$ 49,548	\$ 50,905	\$ 52,304	\$ 53,745	\$ 55,228	\$ 56,752	\$ 58,297	\$ 59,905	\$ 61,554	\$ 63,246	\$ 64,979	\$ 66,774	\$ 68,612	\$ 70,491	\$ 72,433

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2390	\$ 23.90	\$ 24.56	\$ 25.23	\$ 25.92	\$ 26.64	\$ 27.37	\$ 28.13	\$ 28.90	\$ 29.70	\$ 30.52	\$ 31.36	\$ 32.22	\$ 33.11	\$ 34.02	\$ 34.96
BW		\$ 1,912.00	\$ 1,964.80	\$ 2,018.40	\$ 2,073.60	\$ 2,131.20	\$ 2,189.60	\$ 2,250.40	\$ 2,312.00	\$ 2,376.00	\$ 2,441.60	\$ 2,508.80	\$ 2,577.60	\$ 2,648.80	\$ 2,721.60	\$ 2,796.80
YR		\$ 49,903	\$ 51,281	\$ 52,680	\$ 54,121	\$ 55,624	\$ 57,149	\$ 58,735	\$ 60,343	\$ 62,014	\$ 63,726	\$ 65,480	\$ 67,275	\$ 69,134	\$ 71,034	\$ 72,996
HR	2412	\$ 24.12	\$ 24.78	\$ 25.46	\$ 26.16	\$ 26.88	\$ 27.62	\$ 28.38	\$ 29.16	\$ 29.96	\$ 30.78	\$ 31.63	\$ 32.50	\$ 33.39	\$ 34.31	\$ 35.25
BW		\$ 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	\$ 2,462.40	\$ 2,530.40	\$ 2,600.00	\$ 2,671.20	\$ 2,744.80	\$ 2,820.00
YR		\$ 50,363	\$ 51,741	\$ 53,160	\$ 54,622	\$ 56,125	\$ 57,671	\$ 59,257	\$ 60,886	\$ 62,556	\$ 64,269	\$ 66,043	\$ 67,860	\$ 69,718	\$ 71,639	\$ 73,602
HR	2429	\$ 24.29	\$ 24.96	\$ 25.64	\$ 26.35	\$ 27.07	\$ 27.81	\$ 28.58	\$ 29.37	\$ 30.17	\$ 31.00	\$ 31.85	\$ 32.73	\$ 33.63	\$ 34.55	\$ 35.51
BW		\$ 1,943.20	\$ 1,996.80	\$ 2,051.20	\$ 2,108.00	\$ 2,165.60	\$ 2,224.80	\$ 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
YR		\$ 50,718	\$ 52,116	\$ 53,536	\$ 55,019	\$ 56,522	\$ 58,067	\$ 59,675	\$ 61,325	\$ 62,995	\$ 64,728	\$ 66,503	\$ 68,340	\$ 70,219	\$ 72,140	\$ 74,145
HR	2432	\$ 24.32	\$ 24.99	\$ 25.68	\$ 26.39	\$ 27.11	\$ 27.86	\$ 28.62	\$ 29.41	\$ 30.22	\$ 31.05	\$ 31.90	\$ 32.78	\$ 33.68	\$ 34.61	\$ 35.56
BW		\$ 1,945.60	\$ 1,999.20	\$ 2,054.40	\$ 2,111.20	\$ 2,168.80	\$ 2,228.80	\$ 2,289.60	\$ 2,352.80	\$ 2,417.60	\$ 2,484.00	\$ 2,552.00	\$ 2,622.40	\$ 2,694.40	\$ 2,768.80	\$ 2,844.80
YR		\$ 50,780	\$ 52,179	\$ 53,620	\$ 55,102	\$ 56,606	\$ 58,172	\$ 59,759	\$ 61,408	\$ 63,099	\$ 64,832	\$ 66,607	\$ 68,445	\$ 70,324	\$ 72,266	\$ 74,249
HR	2469	\$ 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	\$ 35.13	\$ 36.10
BW		\$ 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	\$ 2,810.40	\$ 2,888.00
YR		\$ 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	\$ 73,351	\$ 75,377
HR	2483	\$ 24.83	\$ 25.51	\$ 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
BW		\$ 1,986.40	\$ 2,040.80	\$ 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
YR		\$ 51,845	\$ 53,265	\$ 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
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
HR	2561	\$ 25.61	\$ 26.31	\$ 27.04	\$ 27.78	\$ 28.55	\$ 29.34	\$ 30.14	\$ 30.97	\$ 31.82	\$ 32.70	\$ 33.59	\$ 34.51	\$ 35.46	\$ 36.44	\$ 37.44
BW		\$ 2,048.80	\$ 2,104.80	\$ 2,163.20	\$ 2,222.40	\$ 2,284.00	\$ 2,347.20	\$ 2,411.20	\$ 2,477.60	\$ 2,545.60	\$ 2,616.00	\$ 2,687.20	\$ 2,760.80	\$ 2,836.80	\$ 2,915.20	\$ 2,995.20
YR		\$ 53,474	\$ 54,935	\$ 56,460	\$ 58,005	\$ 59,612	\$ 61,262	\$ 62,932	\$ 64,665	\$ 66,440	\$ 68,278	\$ 70,136	\$ 72,057	\$ 74,040	\$ 76,087	\$ 78,175

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2630	\$ 26.30	\$ 27.02	\$ 27.77	\$ 28.53	\$ 29.32	\$ 30.13	\$ 30.95	\$ 31.80	\$ 32.68	\$ 33.58	\$ 34.50	\$ 35.45	\$ 36.42	\$ 37.42	\$ 38.45
BW		\$ 2,104.00	\$ 2,161.60	\$ 2,221.60	\$ 2,282.40	\$ 2,345.60	\$ 2,410.40	\$ 2,476.00	\$ 2,544.00	\$ 2,614.40	\$ 2,686.40	\$ 2,760.00	\$ 2,836.00	\$ 2,913.60	\$ 2,993.60	\$ 3,076.00
YR		\$ 54,914	\$ 56,418	\$ 57,984	\$ 59,571	\$ 61,220	\$ 62,911	\$ 64,624	\$ 66,398	\$ 68,236	\$ 70,115	\$ 72,036	\$ 74,020	\$ 76,045	\$ 78,133	\$ 80,284
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	2707	\$ 27.07	\$ 27.81	\$ 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
BW		\$ 2,165.60	\$ 2,224.80	\$ 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
YR		\$ 56,522	\$ 58,067	\$ 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
HR	2712	\$ 27.12	\$ 27.87	\$ 28.63	\$ 29.42	\$ 30.23	\$ 31.06	\$ 31.92	\$ 32.80	\$ 33.70	\$ 34.63	\$ 35.58	\$ 36.56	\$ 37.56	\$ 38.59	\$ 39.65
BW		\$ 2,169.60	\$ 2,229.60	\$ 2,290.40	\$ 2,353.60	\$ 2,418.40	\$ 2,484.80	\$ 2,553.60	\$ 2,624.00	\$ 2,696.00	\$ 2,770.40	\$ 2,846.40	\$ 2,924.80	\$ 3,004.80	\$ 3,087.20	\$ 3,172.00
YR		\$ 56,627	\$ 58,193	\$ 59,779	\$ 61,429	\$ 63,120	\$ 64,853	\$ 66,649	\$ 68,486	\$ 70,366	\$ 72,307	\$ 74,291	\$ 76,337	\$ 78,425	\$ 80,576	\$ 82,789
HR	2769	\$ 27.69	\$ 28.45	\$ 29.23	\$ 30.03	\$ 30.86	\$ 31.71	\$ 32.58	\$ 33.48	\$ 34.40	\$ 35.35	\$ 36.32	\$ 37.32	\$ 38.35	\$ 39.40	\$ 40.49
BW		\$ 2,215.20	\$ 2,276.00	\$ 2,338.40	\$ 2,402.40	\$ 2,468.80	\$ 2,536.80	\$ 2,606.40	\$ 2,678.40	\$ 2,752.00	\$ 2,828.00	\$ 2,905.60	\$ 2,985.60	\$ 3,068.00	\$ 3,152.00	\$ 3,239.20
YR		\$ 57,817	\$ 59,404	\$ 61,032	\$ 62,703	\$ 64,436	\$ 66,210	\$ 68,027	\$ 69,906	\$ 71,827	\$ 73,811	\$ 75,836	\$ 77,924	\$ 80,075	\$ 82,267	\$ 84,543
HR	2782	\$ 27.82	\$ 28.59	\$ 29.37	\$ 30.18	\$ 31.01	\$ 31.86	\$ 32.74	\$ 33.64	\$ 34.57	\$ 35.52	\$ 36.50	\$ 37.50	\$ 38.54	\$ 39.60	\$ 40.69
BW		\$ 2,225.60	\$ 2,287.20	\$ 2,349.60	\$ 2,414.40	\$ 2,480.80	\$ 2,548.80	\$ 2,619.20	\$ 2,691.20	\$ 2,765.60	\$ 2,841.60	\$ 2,920.00	\$ 3,000.00	\$ 3,083.20	\$ 3,168.00	\$ 3,255.20
YR		\$ 58,088	\$ 59,696	\$ 61,325	\$ 63,016	\$ 64,749	\$ 66,524	\$ 68,361	\$ 70,240	\$ 72,182	\$ 74,166	\$ 76,212	\$ 78,300	\$ 80,472	\$ 82,685	\$ 84,961
HR	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	2849	\$ 28.49	\$ 29.27	\$ 30.08	\$ 30.91	\$ 31.76	\$ 32.63	\$ 33.53	\$ 34.45	\$ 35.40	\$ 36.37	\$ 37.37	\$ 38.40	\$ 39.45	\$ 40.53	\$ 41.65
BW		\$ 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	\$ 3,072.00	\$ 3,156.00	\$ 3,242.40	\$ 3,332.00
YR		\$ 59,487	\$ 61,116	\$ 62,807	\$ 64,540	\$ 66,315	\$ 68,131	\$ 70,011	\$ 71,932	\$ 73,915	\$ 75,941	\$ 78,029	\$ 80,179	\$ 82,372	\$ 84,627	\$ 86,965

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	2856	\$ 28.56	\$ 29.35	\$ 30.15	\$ 30.98	\$ 31.83	\$ 32.71	\$ 33.60	\$ 34.52	\$ 35.47	\$ 36.45	\$ 37.45	\$ 38.48	\$ 39.54	\$ 40.63	\$ 41.74
BW		\$ 2,284.80	\$ 2,348.00	\$ 2,412.00	\$ 2,478.40	\$ 2,546.40	\$ 2,616.80	\$ 2,688.00	\$ 2,761.60	\$ 2,837.60	\$ 2,916.00	\$ 2,996.00	\$ 3,078.40	\$ 3,163.20	\$ 3,250.40	\$ 3,339.20
YR		\$ 59,633	\$ 61,283	\$ 62,953	\$ 64,686	\$ 66,461	\$ 68,298	\$ 70,157	\$ 72,078	\$ 74,061	\$ 76,108	\$ 78,196	\$ 80,346	\$ 82,560	\$ 84,835	\$ 87,153
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	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	2928	\$ 29.28	\$ 30.09	\$ 30.91	\$ 31.76	\$ 32.63	\$ 33.53	\$ 34.45	\$ 35.40	\$ 36.37	\$ 37.37	\$ 38.40	\$ 39.46	\$ 40.54	\$ 41.65	\$ 42.80
BW		\$ 2,342.40	\$ 2,407.20	\$ 2,472.80	\$ 2,540.80	\$ 2,610.40	\$ 2,682.40	\$ 2,756.00	\$ 2,832.00	\$ 2,909.60	\$ 2,989.60	\$ 3,072.00	\$ 3,156.80	\$ 3,243.20	\$ 3,332.00	\$ 3,424.00
YR		\$ 61,137	\$ 62,828	\$ 64,540	\$ 66,315	\$ 68,131	\$ 70,011	\$ 71,932	\$ 73,915	\$ 75,941	\$ 78,029	\$ 80,179	\$ 82,392	\$ 84,648	\$ 86,965	\$ 89,366
HR	2937	\$ 29.37	\$ 30.18	\$ 31.01	\$ 31.86	\$ 32.74	\$ 33.64	\$ 34.57	\$ 35.52	\$ 36.50	\$ 37.50	\$ 38.54	\$ 39.60	\$ 40.69	\$ 41.81	\$ 42.96
BW		\$ 2,349.60	\$ 2,414.40	\$ 2,480.80	\$ 2,548.80	\$ 2,619.20	\$ 2,691.20	\$ 2,765.60	\$ 2,841.60	\$ 2,920.00	\$ 3,000.00	\$ 3,083.20	\$ 3,168.00	\$ 3,255.20	\$ 3,344.80	\$ 3,436.80
YR		\$ 61,325	\$ 63,016	\$ 64,749	\$ 66,524	\$ 68,361	\$ 70,240	\$ 72,182	\$ 74,166	\$ 76,212	\$ 78,300	\$ 80,472	\$ 82,685	\$ 84,961	\$ 87,299	\$ 89,700
HR	2945	\$ 29.45	\$ 30.26	\$ 31.09	\$ 31.94	\$ 32.82	\$ 33.72	\$ 34.65	\$ 35.60	\$ 36.58	\$ 37.59	\$ 38.62	\$ 39.68	\$ 40.77	\$ 41.89	\$ 43.04
BW		\$ 2,356.00	\$ 2,420.80	\$ 2,487.20	\$ 2,555.20	\$ 2,625.60	\$ 2,697.60	\$ 2,772.00	\$ 2,848.00	\$ 2,926.40	\$ 3,007.20	\$ 3,089.60	\$ 3,174.40	\$ 3,261.60	\$ 3,351.20	\$ 3,443.20
YR		\$ 61,492	\$ 63,183	\$ 64,916	\$ 66,691	\$ 68,528	\$ 70,407	\$ 72,349	\$ 74,333	\$ 76,379	\$ 78,488	\$ 80,639	\$ 82,852	\$ 85,128	\$ 87,466	\$ 89,868
HR	2956	\$ 29.56	\$ 30.37	\$ 31.21	\$ 32.07	\$ 32.95	\$ 33.86	\$ 34.79	\$ 35.75	\$ 36.73	\$ 37.74	\$ 38.78	\$ 39.85	\$ 40.94	\$ 42.07	\$ 43.22
BW		\$ 2,364.80	\$ 2,429.60	\$ 2,496.80	\$ 2,565.60	\$ 2,636.00	\$ 2,708.80	\$ 2,783.20	\$ 2,860.00	\$ 2,938.40	\$ 3,019.20	\$ 3,102.40	\$ 3,188.00	\$ 3,275.20	\$ 3,365.60	\$ 3,457.60
YR		\$ 61,721	\$ 63,413	\$ 65,166	\$ 66,962	\$ 68,800	\$ 70,700	\$ 72,642	\$ 74,646	\$ 76,692	\$ 78,801	\$ 80,973	\$ 83,207	\$ 85,483	\$ 87,842	\$ 90,243
HR	2987	\$ 29.87	\$ 30.69	\$ 31.54	\$ 32.41	\$ 33.30	\$ 34.22	\$ 35.16	\$ 36.13	\$ 37.12	\$ 38.14	\$ 39.19	\$ 40.27	\$ 41.38	\$ 42.52	\$ 43.69
BW		\$ 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	\$ 3,221.60	\$ 3,310.40	\$ 3,401.60	\$ 3,495.20
YR		\$ 62,369	\$ 64,081	\$ 65,856	\$ 67,672	\$ 69,530	\$ 71,451	\$ 73,414	\$ 75,439	\$ 77,507	\$ 79,636	\$ 81,829	\$ 84,084	\$ 86,401	\$ 88,782	\$ 91,225

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3008	\$ 30.08	\$ 30.91	\$ 31.76	\$ 32.63	\$ 33.53	\$ 34.45	\$ 35.40	\$ 36.37	\$ 37.37	\$ 38.40	\$ 39.45	\$ 40.53	\$ 41.65	\$ 42.80	\$ 43.97
BW		\$ 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	\$ 3,072.00	\$ 3,156.00	\$ 3,242.40	\$ 3,332.00	\$ 3,424.00	\$ 3,517.60
YR		\$ 62,807	\$ 64,540	\$ 66,315	\$ 68,131	\$ 70,011	\$ 71,932	\$ 73,915	\$ 75,941	\$ 78,029	\$ 80,179	\$ 82,372	\$ 84,627	\$ 86,965	\$ 89,366	\$ 91,809
HR	3021	\$ 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	\$ 42.98	\$ 44.16
BW		\$ 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	\$ 3,438.40	\$ 3,532.80
YR		\$ 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	\$ 89,742	\$ 92,206
HR	3073	\$ 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	\$ 43.73	\$ 44.93
BW		\$ 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	\$ 3,498.40	\$ 3,594.40
YR		\$ 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	\$ 91,308	\$ 93,814
HR	3083	\$ 30.83	\$ 31.68	\$ 32.55	\$ 33.45	\$ 34.36	\$ 35.30	\$ 36.28	\$ 37.28	\$ 38.30	\$ 39.35	\$ 40.44	\$ 41.55	\$ 42.69	\$ 43.86	\$ 45.07
BW		\$ 2,466.40	\$ 2,534.40	\$ 2,604.00	\$ 2,676.00	\$ 2,748.80	\$ 2,824.00	\$ 2,902.40	\$ 2,982.40	\$ 3,064.00	\$ 3,148.00	\$ 3,235.20	\$ 3,324.00	\$ 3,415.20	\$ 3,508.80	\$ 3,605.60
YR		\$ 64,373	\$ 66,148	\$ 67,964	\$ 69,844	\$ 71,744	\$ 73,706	\$ 75,753	\$ 77,841	\$ 79,970	\$ 82,163	\$ 84,439	\$ 86,756	\$ 89,137	\$ 91,580	\$ 94,106
HR	3102	\$ 31.02	\$ 31.87	\$ 32.75	\$ 33.65	\$ 34.58	\$ 35.53	\$ 36.51	\$ 37.51	\$ 38.55	\$ 39.61	\$ 40.70	\$ 41.82	\$ 42.97	\$ 44.15	\$ 45.37
BW		\$ 2,481.60	\$ 2,549.60	\$ 2,620.00	\$ 2,692.00	\$ 2,766.40	\$ 2,842.40	\$ 2,920.80	\$ 3,000.80	\$ 3,084.00	\$ 3,168.80	\$ 3,256.00	\$ 3,345.60	\$ 3,437.60	\$ 3,532.00	\$ 3,629.60
YR		\$ 64,770	\$ 66,545	\$ 68,382	\$ 70,261	\$ 72,203	\$ 74,187	\$ 76,233	\$ 78,321	\$ 80,492	\$ 82,706	\$ 84,982	\$ 87,320	\$ 89,721	\$ 92,185	\$ 94,733
HR	3114	\$ 31.14	\$ 32.00	\$ 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
BW		\$ 2,491.20	\$ 2,560.00	\$ 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
YR		\$ 65,020	\$ 66,816	\$ 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
HR	3140	\$ 31.40	\$ 32.26	\$ 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
BW		\$ 2,512.00	\$ 2,580.80	\$ 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
YR		\$ 65,563	\$ 67,359	\$ 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
HR	3184	\$ 31.84	\$ 32.72	\$ 33.62	\$ 34.54	\$ 35.49	\$ 36.47	\$ 37.47	\$ 38.50	\$ 39.56	\$ 40.65	\$ 41.77	\$ 42.92	\$ 44.10	\$ 45.31	\$ 46.56
BW		\$ 2,547.20	\$ 2,617.60	\$ 2,689.60	\$ 2,763.20	\$ 2,839.20	\$ 2,917.60	\$ 2,997.60	\$ 3,080.00	\$ 3,164.80	\$ 3,252.00	\$ 3,341.60	\$ 3,433.60	\$ 3,528.00	\$ 3,624.80	\$ 3,724.80
YR		\$ 66,482	\$ 68,319	\$ 70,199	\$ 72,120	\$ 74,103	\$ 76,149	\$ 78,237	\$ 80,388	\$ 82,601	\$ 84,877	\$ 87,216	\$ 89,617	\$ 92,081	\$ 94,607	\$ 97,217

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3245	\$ 32.45	\$ 33.34	\$ 34.26	\$ 35.20	\$ 36.17	\$ 37.16	\$ 38.19	\$ 39.24	\$ 40.32	\$ 41.43	\$ 42.57	\$ 43.74	\$ 44.94	\$ 46.18	\$ 47.45
BW		\$ 2,596.00	\$ 2,667.20	\$ 2,740.80	\$ 2,816.00	\$ 2,893.60	\$ 2,972.80	\$ 3,055.20	\$ 3,139.20	\$ 3,225.60	\$ 3,314.40	\$ 3,405.60	\$ 3,499.20	\$ 3,595.20	\$ 3,694.40	\$ 3,796.00
YR		\$ 67,756	\$ 69,614	\$ 71,535	\$ 73,498	\$ 75,523	\$ 77,590	\$ 79,741	\$ 81,933	\$ 84,188	\$ 86,506	\$ 88,886	\$ 91,329	\$ 93,835	\$ 96,424	\$ 99,076
HR	3255	\$ 32.55	\$ 33.45	\$ 34.36	\$ 35.30	\$ 36.28	\$ 37.28	\$ 38.30	\$ 39.35	\$ 40.44	\$ 41.55	\$ 42.69	\$ 43.86	\$ 45.07	\$ 46.31	\$ 47.58
BW		\$ 2,604.00	\$ 2,676.00	\$ 2,748.80	\$ 2,824.00	\$ 2,902.40	\$ 2,982.40	\$ 3,064.00	\$ 3,148.00	\$ 3,235.20	\$ 3,324.00	\$ 3,415.20	\$ 3,508.80	\$ 3,605.60	\$ 3,704.80	\$ 3,806.40
YR		\$ 67,964	\$ 69,844	\$ 71,744	\$ 73,706	\$ 75,753	\$ 77,841	\$ 79,970	\$ 82,163	\$ 84,439	\$ 86,756	\$ 89,137	\$ 91,580	\$ 94,106	\$ 96,695	\$ 99,347
HR	3360	\$ 33.60	\$ 34.52	\$ 35.47	\$ 36.45	\$ 37.45	\$ 38.48	\$ 39.54	\$ 40.63	\$ 41.74	\$ 42.89	\$ 44.07	\$ 45.28	\$ 46.53	\$ 47.81	\$ 49.12
BW		\$ 2,688.00	\$ 2,761.60	\$ 2,837.60	\$ 2,916.00	\$ 2,996.00	\$ 3,078.40	\$ 3,163.20	\$ 3,250.40	\$ 3,339.20	\$ 3,431.20	\$ 3,525.60	\$ 3,622.40	\$ 3,722.40	\$ 3,824.80	\$ 3,929.60
YR		\$ 70,157	\$ 72,078	\$ 74,061	\$ 76,108	\$ 78,196	\$ 80,346	\$ 82,560	\$ 84,835	\$ 87,153	\$ 89,554	\$ 92,018	\$ 94,545	\$ 97,155	\$ 99,827	\$ 102,563
HR	3392	\$ 33.92	\$ 34.85	\$ 35.81	\$ 36.79	\$ 37.81	\$ 38.85	\$ 39.92	\$ 41.02	\$ 42.15	\$ 43.31	\$ 44.50	\$ 45.72	\$ 46.98	\$ 48.27	\$ 49.60
BW		\$ 2,713.60	\$ 2,788.00	\$ 2,864.80	\$ 2,943.20	\$ 3,024.80	\$ 3,108.00	\$ 3,193.60	\$ 3,281.60	\$ 3,372.00	\$ 3,464.80	\$ 3,560.00	\$ 3,657.60	\$ 3,758.40	\$ 3,861.60	\$ 3,968.00
YR		\$ 70,825	\$ 72,767	\$ 74,771	\$ 76,818	\$ 78,947	\$ 81,119	\$ 83,353	\$ 85,650	\$ 88,009	\$ 90,431	\$ 92,916	\$ 95,463	\$ 98,094	\$ 100,788	\$ 103,565
HR	3407	\$ 34.07	\$ 35.01	\$ 35.97	\$ 36.96	\$ 37.98	\$ 39.02	\$ 40.10	\$ 41.20	\$ 42.34	\$ 43.50	\$ 44.70	\$ 45.93	\$ 47.19	\$ 48.49	\$ 49.82
BW		\$ 2,725.60	\$ 2,800.80	\$ 2,877.60	\$ 2,956.80	\$ 3,038.40	\$ 3,121.60	\$ 3,208.00	\$ 3,296.00	\$ 3,387.20	\$ 3,480.00	\$ 3,576.00	\$ 3,674.40	\$ 3,775.20	\$ 3,879.20	\$ 3,985.60
YR		\$ 71,138	\$ 73,101	\$ 75,105	\$ 77,172	\$ 79,302	\$ 81,474	\$ 83,729	\$ 86,026	\$ 88,406	\$ 90,828	\$ 93,334	\$ 95,902	\$ 98,533	\$ 101,247	\$ 104,024
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	3453	\$ 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	\$ 50.50
BW		\$ 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	\$ 4,040.00
YR		\$ 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	\$ 105,444
HR	3527	\$ 35.27	\$ 36.24	\$ 37.24	\$ 38.26	\$ 39.32	\$ 40.40	\$ 41.51	\$ 42.65	\$ 43.82	\$ 45.03	\$ 46.26	\$ 47.53	\$ 48.84	\$ 50.18	\$ 51.56
BW		\$ 2,821.60	\$ 2,899.20	\$ 2,979.20	\$ 3,060.80	\$ 3,145.60	\$ 3,232.00	\$ 3,320.80	\$ 3,412.00	\$ 3,505.60	\$ 3,602.40	\$ 3,700.80	\$ 3,802.40	\$ 3,907.20	\$ 4,014.40	\$ 4,124.80
YR		\$ 73,644	\$ 75,669	\$ 77,757	\$ 79,887	\$ 82,100	\$ 84,355	\$ 86,673	\$ 89,053	\$ 91,496	\$ 94,023	\$ 96,591	\$ 99,243	\$ 101,978	\$ 104,776	\$ 107,657

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	3547	\$ 35.47	\$ 36.45	\$ 37.45	\$ 38.48	\$ 39.54	\$ 40.63	\$ 41.74	\$ 42.89	\$ 44.07	\$ 45.28	\$ 46.53	\$ 47.81	\$ 49.12	\$ 50.47	\$ 51.86
BW		\$ 2,837.60	\$ 2,916.00	\$ 2,996.00	\$ 3,078.40	\$ 3,163.20	\$ 3,250.40	\$ 3,339.20	\$ 3,431.20	\$ 3,525.60	\$ 3,622.40	\$ 3,722.40	\$ 3,824.80	\$ 3,929.60	\$ 4,037.60	\$ 4,148.80
YR		\$ 74,061	\$ 76,108	\$ 78,196	\$ 80,346	\$ 82,560	\$ 84,835	\$ 87,153	\$ 89,554	\$ 92,018	\$ 94,545	\$ 97,155	\$ 99,827	\$ 102,563	\$ 105,381	\$ 108,284
HR	3635	\$ 36.35	\$ 37.35	\$ 38.38	\$ 39.44	\$ 40.52	\$ 41.63	\$ 42.78	\$ 43.96	\$ 45.17	\$ 46.41	\$ 47.69	\$ 49.00	\$ 50.35	\$ 51.73	\$ 53.16
BW		\$ 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	\$ 3,920.00	\$ 4,028.00	\$ 4,138.40	\$ 4,252.80
YR		\$ 75,899	\$ 77,987	\$ 80,137	\$ 82,351	\$ 84,606	\$ 86,923	\$ 89,325	\$ 91,788	\$ 94,315	\$ 96,904	\$ 99,577	\$ 102,312	\$ 105,131	\$ 108,012	\$ 110,998
HR	3654	\$ 36.54	\$ 37.54	\$ 38.58	\$ 39.64	\$ 40.73	\$ 41.85	\$ 43.00	\$ 44.18	\$ 45.40	\$ 46.65	\$ 47.93	\$ 49.25	\$ 50.60	\$ 51.99	\$ 53.42
BW		\$ 2,923.20	\$ 3,003.20	\$ 3,086.40	\$ 3,171.20	\$ 3,258.40	\$ 3,348.00	\$ 3,440.00	\$ 3,534.40	\$ 3,632.00	\$ 3,732.00	\$ 3,834.40	\$ 3,940.00	\$ 4,048.00	\$ 4,159.20	\$ 4,273.60
YR		\$ 76,296	\$ 78,384	\$ 80,555	\$ 82,768	\$ 85,044	\$ 87,383	\$ 89,784	\$ 92,248	\$ 94,795	\$ 97,405	\$ 100,078	\$ 102,834	\$ 105,653	\$ 108,555	\$ 111,541
HR	3756	\$ 37.56	\$ 38.59	\$ 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
BW		\$ 3,004.80	\$ 3,087.20	\$ 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
YR		\$ 78,425	\$ 80,576	\$ 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
HR	3883	\$ 38.83	\$ 39.90	\$ 41.00	\$ 42.13	\$ 43.29	\$ 44.48	\$ 45.70	\$ 46.96	\$ 48.25	\$ 49.58	\$ 50.94	\$ 52.34	\$ 53.78	\$ 55.26	\$ 56.78
BW		\$ 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	\$ 4,187.20	\$ 4,302.40	\$ 4,420.80	\$ 4,542.40
YR		\$ 81,077	\$ 83,311	\$ 85,608	\$ 87,967	\$ 90,390	\$ 92,874	\$ 95,422	\$ 98,052	\$ 100,746	\$ 103,523	\$ 106,363	\$ 109,286	\$ 112,293	\$ 115,383	\$ 118,557
HR	3905	\$ 39.05	\$ 40.12	\$ 41.23	\$ 42.36	\$ 43.53	\$ 44.73	\$ 45.96	\$ 47.22	\$ 48.52	\$ 49.85	\$ 51.23	\$ 52.64	\$ 54.09	\$ 55.58	\$ 57.11
BW		\$ 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	\$ 4,211.20	\$ 4,327.20	\$ 4,446.40	\$ 4,568.80
YR		\$ 81,536	\$ 83,771	\$ 86,088	\$ 88,448	\$ 90,891	\$ 93,396	\$ 95,964	\$ 98,595	\$ 101,310	\$ 104,087	\$ 106,968	\$ 109,912	\$ 112,940	\$ 116,051	\$ 119,246
HR	3916	\$ 39.16	\$ 40.24	\$ 41.34	\$ 42.48	\$ 43.64	\$ 44.84	\$ 46.07	\$ 47.34	\$ 48.64	\$ 49.98	\$ 51.35	\$ 52.76	\$ 54.21	\$ 55.70	\$ 57.23
BW		\$ 3,132.80	\$ 3,219.20	\$ 3,307.20	\$ 3,398.40	\$ 3,491.20	\$ 3,587.20	\$ 3,685.60	\$ 3,787.20	\$ 3,891.20	\$ 3,998.40	\$ 4,108.00	\$ 4,220.80	\$ 4,336.80	\$ 4,456.00	\$ 4,578.40
YR		\$ 81,766	\$ 84,021	\$ 86,318	\$ 88,698	\$ 91,120	\$ 93,626	\$ 96,194	\$ 98,846	\$ 101,560	\$ 104,358	\$ 107,219	\$ 110,163	\$ 113,190	\$ 116,302	\$ 119,496
HR	4108	\$ 41.08	\$ 42.21	\$ 43.37	\$ 44.56	\$ 45.79	\$ 47.05	\$ 48.34	\$ 49.67	\$ 51.04	\$ 52.44	\$ 53.89	\$ 55.37	\$ 56.89	\$ 58.45	\$ 60.06
BW		\$ 3,286.40	\$ 3,376.80	\$ 3,469.60	\$ 3,564.80	\$ 3,663.20	\$ 3,764.00	\$ 3,867.20	\$ 3,973.60	\$ 4,083.20	\$ 4,195.20	\$ 4,311.20	\$ 4,429.60	\$ 4,551.20	\$ 4,676.00	\$ 4,804.80
YR		\$ 85,775	\$ 88,134	\$ 90,557	\$ 93,041	\$ 95,610	\$ 98,240	\$ 100,934	\$ 103,711	\$ 106,572	\$ 109,495	\$ 112,522	\$ 115,613	\$ 118,786	\$ 122,044	\$ 125,405

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
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	4221	\$ 42.21	\$ 43.37	\$ 44.56	\$ 45.79	\$ 47.04	\$ 48.33	\$ 49.66	\$ 51.03	\$ 52.43	\$ 53.87	\$ 55.35	\$ 56.87	\$ 58.44	\$ 60.05	\$ 61.70
BW		\$ 3,376.80	\$ 3,469.60	\$ 3,564.80	\$ 3,663.20	\$ 3,763.20	\$ 3,866.40	\$ 3,972.80	\$ 4,082.40	\$ 4,194.40	\$ 4,309.60	\$ 4,428.00	\$ 4,549.60	\$ 4,675.20	\$ 4,804.00	\$ 4,936.00
YR		\$ 88,134	\$ 90,557	\$ 93,041	\$ 95,610	\$ 98,220	\$ 100,913	\$ 103,690	\$ 106,551	\$ 109,474	\$ 112,481	\$ 115,571	\$ 118,745	\$ 122,023	\$ 125,384	\$ 128,830
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	4486	\$ 44.86	\$ 46.09	\$ 47.36	\$ 48.66	\$ 50.00	\$ 51.38	\$ 52.79	\$ 54.24	\$ 55.73	\$ 57.26	\$ 58.84	\$ 60.46	\$ 62.12	\$ 63.83	\$ 65.58
BW		\$ 3,588.80	\$ 3,687.20	\$ 3,788.80	\$ 3,892.80	\$ 4,000.00	\$ 4,110.40	\$ 4,223.20	\$ 4,339.20	\$ 4,458.40	\$ 4,580.80	\$ 4,707.20	\$ 4,836.80	\$ 4,969.60	\$ 5,106.40	\$ 5,246.40
YR		\$ 93,668	\$ 96,236	\$ 98,888	\$ 101,602	\$ 104,400	\$ 107,281	\$ 110,226	\$ 113,253	\$ 116,364	\$ 119,559	\$ 122,858	\$ 126,240	\$ 129,707	\$ 133,277	\$ 136,931
HR	4524	\$ 45.24	\$ 46.48	\$ 47.76	\$ 49.07	\$ 50.42	\$ 51.81	\$ 53.23	\$ 54.69	\$ 56.20	\$ 57.75	\$ 59.33	\$ 60.96	\$ 62.64	\$ 64.36	\$ 66.13
BW		\$ 3,619.20	\$ 3,718.40	\$ 3,820.80	\$ 3,925.60	\$ 4,033.60	\$ 4,144.80	\$ 4,258.40	\$ 4,375.20	\$ 4,496.00	\$ 4,620.00	\$ 4,746.40	\$ 4,876.80	\$ 5,011.20	\$ 5,148.80	\$ 5,290.40
YR		\$ 94,461	\$ 97,050	\$ 99,723	\$ 102,458	\$ 105,277	\$ 108,179	\$ 111,144	\$ 114,193	\$ 117,346	\$ 120,582	\$ 123,881	\$ 127,284	\$ 130,792	\$ 134,384	\$ 138,079
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	4683	\$ 46.83	\$ 48.12	\$ 49.44	\$ 50.80	\$ 52.20	\$ 53.64	\$ 55.11	\$ 56.63	\$ 58.18	\$ 59.78	\$ 61.42	\$ 63.11	\$ 64.84	\$ 66.62	\$ 68.46
BW		\$ 3,746.40	\$ 3,849.60	\$ 3,955.20	\$ 4,064.00	\$ 4,176.00	\$ 4,291.20	\$ 4,408.80	\$ 4,530.40	\$ 4,654.40	\$ 4,782.40	\$ 4,913.60	\$ 5,048.80	\$ 5,187.20	\$ 5,329.60	\$ 5,476.80
YR		\$ 97,781	\$ 100,475	\$ 103,231	\$ 106,070	\$ 108,994	\$ 112,000	\$ 115,070	\$ 118,243	\$ 121,480	\$ 124,821	\$ 128,245	\$ 131,774	\$ 135,386	\$ 139,103	\$ 142,944
HR	4722	\$ 47.22	\$ 48.52	\$ 49.85	\$ 51.22	\$ 52.63	\$ 54.08	\$ 55.56	\$ 57.09	\$ 58.66	\$ 60.27	\$ 61.93	\$ 63.63	\$ 65.38	\$ 67.18	\$ 69.03
BW		\$ 3,777.60	\$ 3,881.60	\$ 3,988.00	\$ 4,097.60	\$ 4,210.40	\$ 4,326.40	\$ 4,444.80	\$ 4,567.20	\$ 4,692.80	\$ 4,821.60	\$ 4,954.40	\$ 5,090.40	\$ 5,230.40	\$ 5,374.40	\$ 5,522.40
YR		\$ 98,595	\$ 101,310	\$ 104,087	\$ 106,947	\$ 109,891	\$ 112,919	\$ 116,009	\$ 119,204	\$ 122,482	\$ 125,844	\$ 129,310	\$ 132,859	\$ 136,513	\$ 140,272	\$ 144,135

Appendix F - Salary Tables

MOU 21

Operative on June 24, 2018

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HR	4855	\$ 48.55	\$ 49.89	\$ 51.26	\$ 52.67	\$ 54.12	\$ 55.61	\$ 57.14	\$ 58.71	\$ 60.33	\$ 61.99	\$ 63.69	\$ 65.44	\$ 67.24	\$ 69.09	\$ 70.99
BW		\$ 3,884.00	\$ 3,991.20	\$ 4,100.80	\$ 4,213.60	\$ 4,329.60	\$ 4,448.80	\$ 4,571.20	\$ 4,696.80	\$ 4,826.40	\$ 4,959.20	\$ 5,095.20	\$ 5,235.20	\$ 5,379.20	\$ 5,527.20	\$ 5,679.20
YR		\$ 101,372	\$ 104,170	\$ 107,031	\$ 109,975	\$ 113,003	\$ 116,114	\$ 119,308	\$ 122,586	\$ 125,969	\$ 129,435	\$ 132,985	\$ 136,639	\$ 140,397	\$ 144,260	\$ 148,227
HR	4861	\$ 48.61	\$ 49.95	\$ 51.32	\$ 52.73	\$ 54.18	\$ 55.67	\$ 57.20	\$ 58.77	\$ 60.39	\$ 62.05	\$ 63.76	\$ 65.51	\$ 67.32	\$ 69.17	\$ 71.07
BW		\$ 3,888.80	\$ 3,996.00	\$ 4,105.60	\$ 4,218.40	\$ 4,334.40	\$ 4,453.60	\$ 4,576.00	\$ 4,701.60	\$ 4,831.20	\$ 4,964.00	\$ 5,100.80	\$ 5,240.80	\$ 5,385.60	\$ 5,533.60	\$ 5,685.60
YR		\$ 101,498	\$ 104,296	\$ 107,156	\$ 110,100	\$ 113,128	\$ 116,239	\$ 119,434	\$ 122,712	\$ 126,094	\$ 129,560	\$ 133,131	\$ 136,785	\$ 140,564	\$ 144,427	\$ 148,394