

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 2, 2025

To: Kenneth Mejia, Controller
Attn: James Robinson, Principal Deputy Controller

From: Matthew W. Szabo, City Administrative Officer

Paul Brand for

Subject: **TECHNICAL CORRECTIONS FOR THE 2023 - 2028 MEMORANDUM OF UNDERSTANDING FOR THE SERVICE AND CRAFTS UNIT (MOU 14) (C.F. NO. 24-0427)**

The 2023 – 2028 Memorandum of Understanding (MOU) between the City of Los Angeles and the Service Employees International Union (SEIU), Local 721, for the Service and Crafts Unit (MOU 14) requires technical corrections to the class of Senior Equipment Mechanic, Class Code 3712-6, as a result of an arbitration decision and award issued by Arbitrator David A. Weinberg (ARB No. 4042 issued August 2024). The arbitration award is attached to this memorandum. The technical corrections to increase biweekly salary rates are identified below in **bold, underlined text**.

Appendix B (Operative March 24, 2024)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$4,148.80/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$5,042.40/BW</u>

Appendix C (Operative April 21, 2024)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$4,148.80/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$5,042.40/BW</u>

Appendix D (Operative September 22, 2024)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$4,273.60/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$5,193.60/BW</u>

Appendix E (Operative October 20, 2024)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$4,273.60/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$5,193.60/BW</u>

Appendix F (Operative June 29, 2025)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$4,444.80/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$5,401.60/BW</u>

Appendix G (Operative June 28, 2026)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$4,622.40/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$5,617.60/BW</u>

Appendix H (Operative June 27, 2027)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$4,760.80/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$5,786.40/BW</u>

Appendix I (Operative December 26, 2027)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$4,904.00/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$5,960.00/BW</u>

Appendix J (Operative June 25, 2028)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3712-6	Senior Equipment Mechanic	\$5,002.40/BW
<u>Corrected:</u>	<u>3712-6</u>	<u>Senior Equipment Mechanic</u>	<u>\$6,079.20/BW</u>

All other classifications, ranges, and salaries remain unchanged.

Please direct inquiries on this topic to Paola Ferrari at (213) 978-7661 or paola.ferrari@lacity.org.

MWS:PAG:PF:0725142

Attachment

c: Daniel Quach, Controller's Office
Vivienne Swanigan, City Attorney
Jenita Igwealor, SEIU
Santiago Li, HRP Compensation

DECISION AND AWARD

In the Matter of a Controversy between the

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721, Union

And

CITY OF LOS ANGELES,

**Service and Crafts Representation Unit
MOU #14**

Senior Equipment Pay Differential: Kyle Bennett - et al.

For the Employer:

**Thomas Trujillo
Senior Personnel Analyst I
Department of General Services
111 E 1st St, Room 307
Los Angeles, CA 90012**

For the Union:

**Paressa Darafshi, Esq.
Jonah J. Lalas, Esq.
Rothner, Segall & Greenstone
510 South Marengo Avenue
Pasadena, CA 91101**

Arbitrator:

**David A. Weinberg
Mill Valley, CA**

PROCEDURAL BACKGROUND

Pursuant to the MEMORANDUM OF UNDERSTANDING (#14) BY AND BETWEEN THE CITY OF LOS ANGELES (hereinafter “Employer, or City”) and the SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721, (hereinafter “Union”); the parties selected David A. Weinberg as Arbitrator in the above referenced case. The Arbitrator conducted an arbitration hearing via ZOOM on April 2, 2024. During the course of the hearing, the Arbitrator afforded both parties full opportunity for the presentation of evidence, examination and cross-examination of witnesses, and oral argument. The hearing was closed on May 21, 2024 after the City filed their post hearing brief with the Arbitrator.

The parties stipulated that the statement of the issue to be decided is:

Was the Grievance timely filed? And if so, did the Employer violate Memorandum of Understanding #14, Article 5.10 Section G when it failed to pay Senior Equipment Mechanics in the Los Angeles GSD Fleet Services Department 5.5% more than equipment mechanics, inclusive of bonuses? If so, what is the appropriate remedy?

In addition, the parties stipulated the matter is properly before the Arbitrator for resolution and that jurisdiction may be retained to resolve any disputes over the meaning or application of the Decision and Award.

RELEVANT CONTRACT LANGUAGE & POLICIES

MEMORANDUM OF UNDERSTANDING FOR JOINT SUBMISSION TO THE CITY COUNCIL REGARDING THE SERVICE AND CRAFTS REPRESENTATION UNIT (MOU #14) MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF LOS ANGELES AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721 JULY 1, 2018 – JUNE 30, 2021.

ARTICLE 3.0 GRIEVANCE

PROCEDURE FOR GRIEVANCES AFFECTING A GROUP OF EMPLOYEES

PROCEDURE:

STEP 1 GROUP GRIEVANCE INITIATION (FORMAL)

A. The Union shall file a grievance in writing with the General Manager, or designee, of the effect department within twenty (20) business days following the day that issue arose. To the extent possible, the filing shall include the issue of the grievance, proposed solution(s), the names of the employees impacted by the issue, and the specific facts pertaining to each grievant. All employees participating in the grievance must wave their respective rights to file an individual grievance on the same issue by completing an individual grievance waiver form prior to the meeting with the General Manager.

B. The General Manager, or designee, shall provide written notification to the employee relations division of the CEO of the receipt of the grievance. The general manager, or designee, shall meet with the Union within twenty (20) business days of receipt of the grievance to review the facts, solicit information on the proposed solution, or consider other appropriate administrative procedures. The General Manager, or designee may include department managers who have knowledge of the grievance issues and or representatives from the CEOs Employee Relations Division in the meeting with the Union. The General Manager, or designee, shall prepare a written response within twenty (20) business days of the meeting.

5.10 SALARIES

The parties to this MOU jointly recommend to the City Council approval of the salaries set forth in the attached Salary Appendices. The salaries for employees within the Unit as set forth in the Appendices shall become operative as follows:

...

G. PROMOTIONAL DIFFERENTIAL

Notwithstanding the rate provided for in LAAC Section 4.91, employees who receive a promotion shall be moved to the salary step (Step 2 or above) that provides a minimum 5.5% increase over the rate received in the former position.* As provided in LAAC section 4.91, any regularly assigned bonus or premium compensation amounts shall be included in calculating the step rate for the former position and added to the new salary, if applicable, after determining the appropriate salary step for the new position.

*Salary Step 1 is reserved for agreed-upon TLHP classifications, the minimum step available for a promotion is Step 2, unless otherwise specified.

SALARY NOTES

All bonuses are calculated on the employees Base Pay

A-JJ

STATEMENT OF FACTS

The following is a summary of the facts of the case, which were necessary to decide the matter. A more detailed finding may be found in the Analysis and Discussion section of this Award when appropriate.

During bargaining for a new MOU #14 in 2015, the parties reached agreement on adding Article 5.10 G Promotional Differential. In testimony from the transcript of an arbitration involving this same provision, Dave Sanders the Regional Director of SEIU 721 and Chief spokesperson testified that this provision was advanced by Victor Gordo of LIUNA 777 to address the concern of subordinates making more than their supervisors and this led to mechanics making more than senior mechanics who supervise them.¹ In this case before Arbitrator Claude Ames,

¹ Union Exhibit #16, (bates 230-231)

Sanders testified that in the next MOU #14 negotiations, for a successor contract 2018-2021, he was the Chief spokesperson for the Union, and Angela Brown was the Chief representative from the CAO's office. Sanders testified that during negotiations there was a discussion about bonuses for equipment mechanics, and he raised concerns with the City that this would cause equipment mechanics to make more than the classification above them. He said that during bargaining in 2019 he raised these concerns with Ms. Brown. Sanders testified that Ms. Brown assured him and his bargaining team that the promotional differential would solve the issue, and she never said the promotional differential clause did not apply to flat rated employees.²

Marco Rojas an automotive supervisor for the LAPD, testified in this Arbitration that during the bargaining for MOU #14, he was part of the Union negotiating team and at that time was a senior equipment mechanic. He testified that in March of 2019, the parties reached a tentative agreement. He testified that after receiving a copy of the TA, he had concerns about the senior mechanics, garage attendants, and heavy duty mechanics not being included in the Salary Notes. He said he and other Union bargaining team members had a discussion with Angela Brown about this issue, and she told them that these classifications would get it at the promotional ladder and she told them it was in the MOU and you get 5.5 above your subordinate. He said that after he found the promotional differential language in the contract, he showed it to Ms. Brown and she confirmed that they would get the

² Union Exhibit #16 Bates 239-240

differential. He testified that she told him *“Well, you will always get 5.5% above your subordinates, including bonuses.”*³

On March 1, 2019 the parties reached a tentative agreement (TA), which was signed by Angela Brown for the City and by David Saunders for the Union. This TA contained language, which adjusted pay for various classifications and duties performed by them. There were also multiple Salary Notes stated in the TA and there was no reference in this TA related to Senior Equipment Mechanics (SEM).⁴

Kyle Bennett testified that he became a Senior Equipment Mechanic in 2017, and that as such it is a halfway position between and equipment mechanic and supervisor. He testified he spends 50 percent outside on the floor and 50 percent helping the supervisor with his duties, and that he promoted up the career ladder as a 3712 SEM after starting with the City as a Equipment Mechanic. He said that as a SEM he makes less than the equipment mechanics he works with and decided to file a group grievance for the SEM's. Rene Burgos is an Equipment Mechanic (EM) and has worked for the City for 28 years. He testified that when he works as an acting senior mechanic, which he does at times, her receives a 5.5% increase on his pay stubs as is shown in his pay stub from December 31, 2022, when he worked for 36 hours as an acting SEM.⁵

Javier Arteage testified that his pay rate as shown in Union Exhibit #8 is \$51.86 as an equipment mechanic. He said that when he promoted to a senior equipment mechanic in August of 2022, his pay rate when down to \$48.88 per-hour.

³ Transcript page #67

⁴ City Exhibit #2

⁵ Union Exhibit #6

On August 13, 2020, Kyle Bennett and several other Senior Equipment Mechanics filed a Group Grievance Waiver Agreement. On 12/1/20, Andrew Jedlinsky Sr. Personnel Analyst II denied the Grievances. The basis for his denial was as stated: *“Department is complying to the provisions of the MOU as it was negotiated. Provisions of the promotional differential were adhered to when the grievants’ promoted from their former positions to the current positions. The Department, in coordination with the CAO’s office will consider and review any proposed changes to the MOU during subsequent negotiations.”*⁶

On July 19, 2022, Arbitrator Christopher Cameron determined in his Arbitration Award that: *“The Group grievance filed on behalf of Marco Rojas and other Senior Equipment Mechanics was timely. The Employer violated Article 5.10, Section G, of the Memorandum of Understanding 14 and/or Section 4.91 of the Los Angeles City Administrative Code.”* In his Decision, he determined that the Union correctly characterized as a “broken promise” the Employer’s failure to honor the “differential bonus”. He also determined that the plain language of the labor contract creating the Promotional Differential favors the Union’s position.⁷ On August 3, 2023, Arbitrator Cameron decided another case involving the same parties and involving an interpretation of the same Article in question in this case. He ruled in favor of the Union and in his Award stated: *“a. the Employer is ordered to cease and desist from violating Article 5.10, Section G of MOU 14 and/or Section 4.91 of the Los Angeles City Administrative Code; b. Going forward, the Employer is ordered to pay to affected*

⁶ Union Exhibit #2

⁷ Union Exhibit #13

*Heavies the Promotional Differential and all applicable bonuses paid to the relevant classifications...*⁸ On December 30, 2023 Arbitrator Claude Ames was selected to decide another case involving whether the City had violated Article 5.10, Section G of MOU #14. In this case he decided in favor of the Union that the Employer violated this Article and ordered the Employer to: *“pay affected HDEMs the Promotional Differential in a manner that takes into account both the 5.5% Promotional Differential and all applicable bonuses paid to the relevant job classifications...”*⁹

POSITION OF THE PARTIES

Union’s Arguments:

The Union argues the plain language of the promotion differential clause in Article 5.10.G calls for sustaining the grievance because it is clear and unambiguous, that the senior equipment mechanics should be making 5.5% more than their subordinates inclusive of bonuses. The plain meaning rule leaves no room for interpretation, as the words are abundantly clear. There is no dispute that the SEM is a promotion position as it indicated in Exhibit #3, the ladder. There is additional proof in the job descriptions and testimony of the workers in this case. The undisputed record shows that SEM were paid less than the minimal differential when compared to the Ems after they receive their bonus. The comparison of the paystubs of the equipment mechanic, Rene Burgos is making more than the employee in the promotional position SEM, Kyle Bennett. Additionally, we have the testimony of Javier

⁸ Union Exhibit #14

⁹ Union Exhibit #15

Arteage whose pay went down when he became a SEM from what he was paid as an EM.

The Union further argues that the bargaining history shows that Union team member Rojas was told by the City chief negotiator Angela Brown, that senior equipment mechanics would get the promotional differential. He testified that he showed the existing contract language from MOU #14 to Ms. Brown and confirmed that all SEMs would get the 5.5% up the ladder. Union Chief Negotiator David Sanders also testified in the Ames arbitration that Ms. Brown made these assurances to the Union. Their testimony was never rebutted by the City in this or the other arbitrations.

The Union argues that the City's position that flat rated employees should not be paid the differential is not persuasive as there is no such language in this Article, whereas in other parts of the MOU it is referenced, and this Article specifically addresses this issue by saying "notwithstanding the rate provided in LAAC Section 4.91."

The Union argues that this should be decided simply on the basis of the three previous arbitrations which ruled in the Union's favor should have preclusive effect, as this grievance is between the same parties and involve the interpretation of the same language. These issues are the same as those decided by Arbitrator Ames and Cameron and should be binding. The Arbitrator should sustain the grievance and order the City to cease and desist violating the MOU and order a make whole remedy with interest.

City's Arguments:

The City argues the group grievance in this case was not timely filed. According to MOU #14, the Union shall file a group grievance within 20 business days following the date the issue arose. Rojas was aware of this issue in March of 2019.

The City argues that Mr. Rojas was only negotiating on behalf of the Ems and not any other classification. It did not appear that anyone thought about including the SEMs in the salary notes. Ferrari testified that once a TA is signed nobody can go back and renegotiate the terms of the signed TA. The SEMs are not entitled to additional compensation unless through negotiations. If they want to change the practice they can negotiate to move the SEM flat rate compensation to the salary range. The grievance should be denied and any concerns about compensation be negotiated in contract bargaining.

Analysis and Discussion

In a contract interpretation case it is the obligation of the arbitrator to honor the language that the parties negotiated at the bargaining table and memorialized in the collective bargaining agreement. When there is a dispute between the parties over the interpretation of that language, it is the arbitrators' job to determine the intent of the parties. If the language is clear and unambiguous then the arbitrator must follow the language as written in the agreement. If there is some ambiguity, the arbitrator may look to other factors such as past practices involving that language, and bargaining history to determine the intent of the parties. The Union bears the burden of proof in a contractual interpretation case, although with respect to claims of procedural arbitrability the burden rests with the party making that claim.

The City argues the Union's grievance in this case should be rejected as it was not timely filed, in accordance with the MOU. As Arbitrator Cameron concluded based on similar facts, the Union's grievance shall proceed to the merits and is not untimely. The U.S. Supreme Court has long applied a presumption that favors arbitrability of grievances. As the Court stated in *United Steelworkers v. Warrior & Gulf Navigation Co.*: "An order to arbitrate a particular grievance should not be denied unless it may be said with positive assurance that the arbitration clause is not susceptible of an interpretation that covers the asserted dispute. Doubts should be resolved in favor of coverage...Moreover, a presumption favoring arbitrability is a strong one, and "only the most forceful evidence of a purpose to exclude the claim from arbitration can prevail..." The underlying basis of this theory is that it is conducive to labor peace and overall labor management relations to resolve the merits of disputes between the parties, and it is the obligation of a party seeking to enforce strict compliance with timelines to raise this concern when it occurs. The failure to raise a procedural violation by the other party when it occurs and which they have knowledge of, can be construed as a waiver to the right to demand strict adherence to procedural timelines. In this case, the Employer did not raise any issue regarding the timeliness of the grievance in their response dated December 1, 2020, and there is no record of them raising this issue until the hearing. Additionally, the alleged contract violation can be considered a continuing violation. Therefore, like Arbitrator Cameron I reject the City's untimeliness objection to the Union's group grievance.

With respect to the merits of the Union's grievance, I could reasonably decide this case on the basis of *res judicata* or *stare decisis*. This is the fourth case which involves an interpretation of the same MOU provision, Article 5.10.G between the same parties. While the specific classification may be different in one of the cases and the departments may be different, the essential facts, witnesses, and history are virtually the same. In the three previous cases, the Arbitrator's all came to the same conclusion regarding the intent of the Article, the remedy, and sustained the Union's grievances.

Even if I do not sustain the Union's group grievance on the above noted basis, the conclusion based on the merits of the parties contentions is the same. The language is quite clear that *"Notwithstanding the rate provided for in LAAC Section 4.91, employees who receive a promotion shall be moved to the salary step (Step 2 or above) that provides a minimum 5.5% increase over the rate received in the former position.* As provided in LAAC section 4.91, any regularly assigned bonus or premium compensation amounts shall be included in calculating the step rate for the former position and added to the new salary, if applicable, after determining the appropriate salary step for the new position..."* As Arbitrator Ames concluded, which I agree with, the differential clause clearly states that employees who receive a promotion shall be moved to the salary step (Step 2 or above) notwithstanding the rate provided for in LAAC Section 4.91 and **given a 5.5% minimum increase over the rate received in the promoted employees former position.** The evidence is clear that SEM's are promoted to this classification and should receive a minimum 5.5% increase. Even if one finds any latent ambiguity in this Article or other

provisions in the MOU regarding this issue, the bargaining history makes clear the intent of the parties to give SEM's the increase stated in Article 5.10 G. The un rebutted testimony of Rojas, and testimony of David Sanders in the Ames case, confirms that the City agreed to give the SEM's the promotion increases. Angela Brown the City's bargaining Chief, told the Union that based on the newly agreed upon language in the MOU the SEMs would receive the benefits of the promotion ladder and that "You always get 5.5% above your subordinates." At no time during bargaining, did the City indicate that flat rate employees were not eligible for the promotional increase under this Article. If it was the City's intent to do so, it was their obligation to place language to this effect in the Article. The intent of the language as mutually expressed by the parties during bargaining supports the Union's group grievance.

Equity and logic also support the Union's grievance. It is not consistent with normal employment practices to compensate higher classified employees less than the classification below them and that when they receive a promotion to the position are given a pay decrease. The evidence also showed that when the lower classified employees (EMs), work as an Acting Senior Mechanic (SEM) they receive the 5.5% differential, but when they are promoted to the position in a permanent capacity, they do not receive the differential. This runs counter to any logic, and the City presented no reasonable explanation for this practice.

The City violated Article 5.10, Section G of MOU #14 when it failed to pay Senior Equipment Mechanics in the Los Angeles GSD Fleet Services Department 5.5% more than equipment mechanics, inclusive of bonuses. The appropriate remedy

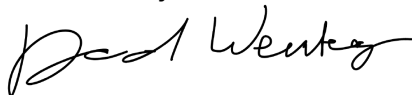
for this violation is to order the City to cease and desist from violating Article 5.10, Section G of MOU #14. Going forward, the City is ordered to pay all affected SEMs in the Fleet Services Department the promotional differential in a manner that takes into account both the 5.5% Promotional Differential and all applicable bonuses paid to the relevant job classifications. Looking backward, the City is ordered to make whole the affected SEM's. Such make whole relief shall include, but not necessarily be limited to, backpay, as measured by the difference between what the SEM's actually were paid and what they should have been paid, had both the 5.5% Promotional Differential and all applicable bonuses paid to the relevant classifications with appropriate interest thereon.

I have considered all of the evidence and arguments made by both parties. I, however, may not have repeated every item of documentary evidence or testimony, nor may I have repeated completely all of the arguments presented in the respective briefs.

AWARD

Having received and considered all of the evidence and arguments relevant to this matter, I make the following Award:

1. The Employer violated Article 5.10, Section G of MOU #14 when it failed to pay Senior Equipment Mechanics in the Los Angeles GSD Fleet Services Department 5.5% more than equipment mechanics, inclusive of bonuses.
2. The Employer shall cease and desist from violating Article 5.10, Section G of MOU #14. Going forward, the Employer is ordered to pay all affected SEMs in the Fleet Services Department the promotional differential in a manner that takes into account both the 5.5% Promotional Differential and all applicable bonuses paid to the relevant job classifications.
3. Looking backward, the Employer is ordered to make whole the affected SEM's. Such make whole relief shall include, but not necessarily be limited to, backpay, as measured by the difference between what the SEM's actually were paid and what they should have been paid, had both the 5.5% Promotional Differential and all applicable bonuses paid to the relevant classifications with appropriate interest thereon.
4. The Arbitrator retains jurisdiction over this matter for the sole purpose of resolving any issue pertaining to the remedy so ordered. A request to the Arbitrator to exercise jurisdiction shall be made in writing as to the exact issue and shall be served on the other party at the same time that it is filed with the Arbitrator. It is within the sole discretion of the Arbitrator to determine whether the issue presented by the party or parties is within the jurisdiction of this provision pertaining to the Arbitrator's retention of jurisdiction.



David A. Weinberg
Arbitrator
August 4, 2024

MOU 14
Appendix B
Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2835	2	\$ 60,823	--	12	\$ 88,907	
7511-0	Assistant Electrical Tester	2417	2	\$ 51,845	--	12	\$ 75,815	
3704-5	Auto Body Builder and Repairer						\$ 3,620.80	/BW
3704-6	Auto Body Builder and Repairer						\$ 3,917.60	/BW
3707-5	Auto Electrician						\$ 3,620.80	/BW
3707-6	Auto Electrician						\$ 3,917.60	/BW
3721-5	Auto Painter						\$ 3,620.80	/BW
3721-6	Auto Painter						\$ 3,917.60	/BW
3725-0	Battery Technician						\$ 3,517.60	/BW
1485-1	Bindery Equipment Operator I	3167	6	\$ 79,949	--	12	\$ 99,347	
1485-2	Bindery Equipment Operator II	3532	2	\$ 75,773	--	12	\$ 110,810	
1497-0	Bindery Worker	2166	2	\$ 46,478	--	12	\$ 67,943	
3733-0	Blacksmith						\$ 3,828.80	/BW
3733-H	Blacksmith - Harbor						\$ 3,904.80	/BW
1491-0	Book Repairer	1756	2	\$ 37,667	--	12	\$ 55,081	
1491-9	Book Repairer	1430	2	\$ 30,672	--	12	\$ 44,871	
3333-1	Building Repairer I	2417	2	\$ 51,845	--	12	\$ 75,815	
3333-2	Building Repairer II	2610	2	\$ 56,000	--	12	\$ 81,891	
3139-0	Camp Repairer	2326	2	\$ 49,903	--	12	\$ 72,996	
3351-0	Cement Finisher Worker	2537	5	\$ 60,656	--	12	\$ 79,573	
3802-0	Communications Cable Worker	3334	2	\$ 71,534	--	12	\$ 104,567	
3541-0	Construction Equipment Service Worker	2326	2	\$ 49,903	--	12	\$ 72,996	
3541-6	Construction Equipment Service Worker	2523	2	\$ 54,120	--	12	\$ 79,197	
1493-0	Duplicating Machine Operator	2557	2	\$ 54,851	--	12	\$ 80,220	
7514-0	Electrical Equipment Tester	3532	6	\$ 89,178	--	12	\$ 110,810	
7513-0	Electrical Tester	3532	6	\$ 89,178	--	12	\$ 110,810	
3711-0	Equipment Mechanic						\$ 3,517.60	/BW
3711-5	Equipment Mechanic						\$ 3,620.80	/BW
3711-6	Equipment Mechanic						\$ 3,917.60	/BW
3711-H	Equipment Mechanic - Harbor						\$ 3,656.00	/BW
3702-0	Equipment Mechanic Assistant						\$ 3,517.60	/BW
3701-0	Equipment Mechanic Trainee	2093	2	\$ 44,912	--	12	\$ 65,646	
3352-1	Floor Finisher I	2681	6	\$ 67,692	--	12	\$ 84,104	
3352-2	Floor Finisher II	2848	2	\$ 61,094	--	12	\$ 89,345	
2442-0	Gallery Attendant	1943	2	\$ 41,676	--	12	\$ 60,927	

MOU 14
Appendix B
Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3538-0	Garage Assistant	2093	1	\$ 43,701	--	12 \$ 65,646
3531-0	Garage Attendant	2093	2	\$ 44,912	--	12 \$ 65,646
3531-6	Garage Attendant	2256	2	\$ 48,399	--	12 \$ 70,762
3743-0	Heavy Duty Equipment Mechanic					\$ 4,450.40 /BW
3743-6	Heavy Duty Equipment Mechanic					\$ 5,042.40 /BW
3742-0	Helicopter Mechanic					\$ 4,521.60 /BW
3763-0	Machinist					\$ 3,828.80 /BW
3763-6	Machinist					\$ 4,148.00 /BW
3763-H	Machinist - Harbor					\$ 4,521.60 /BW
3771-0	Mechanic Helper	2277	2	\$ 48,859	--	12 \$ 71,451
3771-6	Mechanic Helper	2476	2	\$ 53,118	--	12 \$ 77,673
3413-0	Microfilm Camera Repair	2417	2	\$ 51,845	--	12 \$ 75,815
6220-0	Observatory Mechanic					\$ 3,828.80 /BW
3414-0	Office Equipment and Machine Repairer	2537	2	\$ 54,434	--	12 \$ 79,573
3738-0	Parking Meter Technician	2715	2	\$ 58,255	--	12 \$ 85,169
1481-1	Pre-Press Operator I	3167	6	\$ 79,949	--	12 \$ 99,347
1481-2	Pre-Press Operator II	3532	2	\$ 75,773	--	12 \$ 110,810
1489-0	Print Shop Trainee	2557	2	\$ 54,851	--	12 \$ 80,220
1494-1	Printing Press Operator I	3167	6	\$ 79,949	--	12 \$ 99,347
1494-2	Printing Press Operator II	3532	2	\$ 75,773	--	12 \$ 110,810
1500-0	Senior Duplicating Machine Operator	2724	2	\$ 58,443	--	12 \$ 85,440
7516-0	Senior Electrical Equipment Tester	3959	6	\$ 99,952	--	12 \$ 124,194
3712-0	Senior Equipment Mechanic					\$ 3,727.20 /BW
3712-5	Senior Equipment Mechanic					\$ 4,216.80 /BW
3712-6	Senior Equipment Mechanic					\$ 5,042.40 /BW
3745-0	Senior Heavy Duty Equipment Mechanic					\$ 4,164.00 /BW
3797-0	Senior Welder					\$ 3,452.80 /BW
1835-0	Storekeeper	2523	2	\$ 54,120	--	12 \$ 79,197
1835-M	Storekeeper M	2748	2	\$ 58,965	--	12 \$ 86,171
0710-A	Theater Technician A					\$ 17.51 /HR
0710-B	Theater Technician B					\$ 20.44 /HR
0710-C	Theater Technician C					\$ 23.34 /HR
3727-0	Tire Repairer	2326	6	\$ 58,735	--	12 \$ 72,996
3727-6	Tire Repairer	2523	6	\$ 63,725	--	12 \$ 79,197
3723-0	Upholsterer					\$ 3,532.00 /BW

MOU 14
Appendix B
Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3723-5	Upholsterer					\$ 3,620.80 /BW
3590-0	Vehicle Maintenance Coordinator	2476	2	\$ 53,118	-- 12	\$ 77,673
3113-D	Vocational Worker Garage Attendant	2093	1	\$ 43,701	-- 12	\$ 65,646
3113-F	Vocational Worker Warehouse and Toolroom Worker	2279	1	\$ 47,585	-- 12	\$ 71,514
1831-0	Warehouse and Toolroom Assistant	2279	1	\$ 47,585	-- 12	\$ 71,514
1832-1	Warehouse and Toolroom Worker I	2279	2	\$ 48,900	-- 12	\$ 71,514
1832-2	Warehouse and Toolroom Worker II	2387	2	\$ 51,218	-- 12	\$ 74,875
3796-0	Welder					\$ 3,828.80 /BW
3796-5	Welder					\$ 3,928.80 /BW
3796-6	Welder					\$ 4,148.80 /BW
3796-9	Welder					\$ 3,954.40 /BW
3796-H	Welder - Harbor					\$ 3,904.80 /BW

MOU 14
Appendix C
Operative on April 21, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2835	2	\$ 60,823	--	12	\$ 88,907	
7511-0	Assistant Electrical Tester	2417	2	\$ 51,845	--	12	\$ 75,815	
3704-5	Auto Body Builder and Repairer						\$ 3,620.80	/BW
3704-6	Auto Body Builder and Repairer						\$ 3,917.60	/BW
3707-5	Auto Electrician						\$ 3,620.80	/BW
3707-6	Auto Electrician						\$ 3,917.60	/BW
3721-5	Auto Painter						\$ 3,620.80	/BW
3721-6	Auto Painter						\$ 3,917.60	/BW
3725-0	Battery Technician						\$ 3,517.60	/BW
1485-1	Bindery Equipment Operator I	3167	6	\$ 79,949	--	12	\$ 99,347	
1485-2	Bindery Equipment Operator II	3532	2	\$ 75,773	--	12	\$ 110,810	
1497-0	Bindery Worker	2166	2	\$ 46,478	--	12	\$ 67,943	
3733-0	Blacksmith						\$ 3,828.80	/BW
3733-H	Blacksmith - Harbor						\$ 3,904.80	/BW
1491-0	Book Repairer	1756	5	\$ 41,989	--	12	\$ 55,081	
1491-9	Book Repairer	1430	10	\$ 42,490	--	12	\$ 44,871	
3333-1	Building Repairer I	2417	2	\$ 51,845	--	12	\$ 75,815	
3333-2	Building Repairer II	2610	2	\$ 56,000	--	12	\$ 81,891	
3139-0	Camp Repairer	2326	2	\$ 49,903	--	12	\$ 72,996	
3351-0	Cement Finisher Worker	2537	5	\$ 60,656	--	12	\$ 79,573	
3802-0	Communications Cable Worker	3334	2	\$ 71,534	--	12	\$ 104,567	
3541-0	Construction Equipment Service Worker	2326	2	\$ 49,903	--	12	\$ 72,996	
3541-6	Construction Equipment Service Worker	2523	2	\$ 54,120	--	12	\$ 79,197	
1493-0	Duplicating Machine Operator	2557	2	\$ 54,851	--	12	\$ 80,220	
7514-0	Electrical Equipment Tester	3532	6	\$ 89,178	--	12	\$ 110,810	
7513-0	Electrical Tester	3532	6	\$ 89,178	--	12	\$ 110,810	
3711-0	Equipment Mechanic						\$ 3,517.60	/BW
3711-5	Equipment Mechanic						\$ 3,620.80	/BW
3711-6	Equipment Mechanic						\$ 3,917.60	/BW
3711-H	Equipment Mechanic - Harbor						\$ 3,656.00	/BW
3702-0	Equipment Mechanic Assistant						\$ 3,517.60	/BW
3701-0	Equipment Mechanic Trainee	2093	2	\$ 44,912	--	12	\$ 65,646	
3352-1	Floor Finisher I	2681	6	\$ 67,692	--	12	\$ 84,104	
3352-2	Floor Finisher II	2848	2	\$ 61,094	--	12	\$ 89,345	
2442-0	Gallery Attendant	1943	3	\$ 42,824	--	12	\$ 60,927	

MOU 14
Appendix C
Operative on April 21, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3538-0	Garage Assistant	2093	1	\$ 43,701	--	12 \$ 65,646
3531-0	Garage Attendant	2093	2	\$ 44,912	--	12 \$ 65,646
3531-6	Garage Attendant	2256	2	\$ 48,399	--	12 \$ 70,762
3743-0	Heavy Duty Equipment Mechanic					\$ 4,450.40 /BW
3743-6	Heavy Duty Equipment Mechanic					\$ 5,042.40 /BW
3742-0	Helicopter Mechanic					\$ 4,521.60 /BW
3763-0	Machinist					\$ 3,828.80 /BW
3763-6	Machinist					\$ 4,148.00 /BW
3763-H	Machinist - Harbor					\$ 4,521.60 /BW
3771-0	Mechanic Helper	2277	2	\$ 48,859	--	12 \$ 71,451
3771-6	Mechanic Helper	2476	2	\$ 53,118	--	12 \$ 77,673
3413-0	Microfilm Camera Repair	2417	2	\$ 51,845	--	12 \$ 75,815
6220-0	Observatory Mechanic					\$ 3,828.80 /BW
3414-0	Office Equipment and Machine Repairer	2537	2	\$ 54,434	--	12 \$ 79,573
3738-0	Parking Meter Technician	2715	2	\$ 58,255	--	12 \$ 85,169
1481-1	Pre-Press Operator I	3167	6	\$ 79,949	--	12 \$ 99,347
1481-2	Pre-Press Operator II	3532	2	\$ 75,773	--	12 \$ 110,810
1489-0	Print Shop Trainee	2557	2	\$ 54,851	--	12 \$ 80,220
1494-1	Printing Press Operator I	3167	6	\$ 79,949	--	12 \$ 99,347
1494-2	Printing Press Operator II	3532	2	\$ 75,773	--	12 \$ 110,810
1500-0	Senior Duplicating Machine Operator	2724	2	\$ 58,443	--	12 \$ 85,440
7516-0	Senior Electrical Equipment Tester	3959	6	\$ 99,952	--	12 \$ 124,194
3712-0	Senior Equipment Mechanic					\$ 3,727.20 /BW
3712-5	Senior Equipment Mechanic					\$ 4,216.80 /BW
3712-6	Senior Equipment Mechanic					\$ 5,042.40 /BW
3745-0	Senior Heavy Duty Equipment Mechanic					\$ 4,164.00 /BW
3797-0	Senior Welder					\$ 3,452.80 /BW
1835-0	Storekeeper	2523	2	\$ 54,120	--	12 \$ 79,197
1835-M	Storekeeper M	2748	2	\$ 58,965	--	12 \$ 86,171
0710-A	Theater Technician A					\$ 20.00 /HR
0710-B	Theater Technician B					\$ 20.44 /HR
0710-C	Theater Technician C					\$ 23.34 /HR
3727-0	Tire Repairer	2326	6	\$ 58,735	--	12 \$ 72,996
3727-6	Tire Repairer	2523	6	\$ 63,725	--	12 \$ 79,197
3723-0	Upholsterer					\$ 3,532.00 /BW

MOU 14
Appendix C
Operative on April 21, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3723-5	Upholsterer					\$ 3,620.80 /BW
3590-0	Vehicle Maintenance Coordinator	2476	2	\$ 53,118	-- 12	\$ 77,673
3113-D	Vocational Worker Garage Attendant	2093	1	\$ 43,701	-- 12	\$ 65,646
3113-F	Vocational Worker Warehouse and Toolroom Worker	2279	1	\$ 47,585	-- 12	\$ 71,514
1831-0	Warehouse and Toolroom Assistant	2279	1	\$ 47,585	-- 12	\$ 71,514
1832-1	Warehouse and Toolroom Worker I	2279	2	\$ 48,900	-- 12	\$ 71,514
1832-2	Warehouse and Toolroom Worker II	2387	2	\$ 51,218	-- 12	\$ 74,875
3796-0	Welder					\$ 3,828.80 /BW
3796-5	Welder					\$ 3,928.80 /BW
3796-6	Welder					\$ 4,148.80 /BW
3796-9	Welder					\$ 3,954.40 /BW
3796-H	Welder - Harbor					\$ 3,904.80 /BW

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Appendix D
Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2920	2	\$ 62,640	--	12	\$ 91,579	
7511-0	Assistant Electrical Tester	2490	2	\$ 53,411	--	12	\$ 78,112	
3704-5	Auto Body Builder and Repairer						\$ 3,729.60	/BW
3704-6	Auto Body Builder and Repairer						\$ 4,035.20	/BW
3707-5	Auto Electrician						\$ 3,729.60	/BW
3707-6	Auto Electrician						\$ 4,035.20	/BW
3721-5	Auto Painter						\$ 3,729.60	/BW
3721-6	Auto Painter						\$ 4,035.20	/BW
3725-0	Battery Technician						\$ 3,623.20	/BW
1485-1	Bindery Equipment Operator I	3262	6	\$ 82,371	--	12	\$ 102,332	
1485-2	Bindery Equipment Operator II	3639	2	\$ 78,070	--	12	\$ 114,130	
1497-0	Bindery Worker	2232	2	\$ 47,877	--	12	\$ 69,989	
3733-0	Blacksmith						\$ 3,944.00	/BW
3733-H	Blacksmith - Harbor						\$ 4,021.60	/BW
1491-0	Book Repairer	1809	5	\$ 43,242	--	12	\$ 56,730	
1491-9	Book Repairer	1473	10	\$ 43,785	--	12	\$ 46,228	
3333-1	Building Repairer I	2490	2	\$ 53,411	--	12	\$ 78,112	
3333-2	Building Repairer II	2690	2	\$ 57,712	--	12	\$ 84,355	
3139-0	Camp Repairer	2398	2	\$ 51,448	--	12	\$ 75,188	
3351-0	Cement Finisher Worker	2613	5	\$ 62,493	--	12	\$ 81,954	
3802-0	Communications Cable Worker	3435	2	\$ 73,685	--	12	\$ 107,719	
3541-0	Construction Equipment Service Worker	2398	2	\$ 51,448	--	12	\$ 75,188	
3541-6	Construction Equipment Service Worker	2600	2	\$ 55,791	--	12	\$ 81,578	
1493-0	Duplicating Machine Operator	2634	2	\$ 56,501	--	12	\$ 82,622	
7514-0	Electrical Equipment Tester	3639	6	\$ 91,872	--	12	\$ 114,130	
7513-0	Electrical Tester	3639	6	\$ 91,872	--	12	\$ 114,130	
3711-0	Equipment Mechanic						\$ 3,623.20	/BW
3711-5	Equipment Mechanic						\$ 3,729.60	/BW
3711-6	Equipment Mechanic						\$ 4,035.20	/BW
3711-H	Equipment Mechanic - Harbor						\$ 3,765.60	/BW
3702-0	Equipment Mechanic Assistant						\$ 3,623.20	/BW
3701-0	Equipment Mechanic Trainee	2156	2	\$ 46,249	--	12	\$ 67,609	
3352-1	Floor Finisher I	2762	6	\$ 69,739	--	12	\$ 86,631	
3352-2	Floor Finisher II	2934	2	\$ 62,953	--	12	\$ 92,059	
2442-0	Gallery Attendant	2001	3	\$ 44,119	--	12	\$ 62,765	

MOU 14
Appendix D
Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3538-0	Garage Assistant	2156	1	\$ 45,017	--	12 \$ 67,609
3531-0	Garage Attendant	2156	2	\$ 46,249	--	12 \$ 67,609
3531-6	Garage Attendant	2325	2	\$ 49,882	--	12 \$ 72,975
3743-0	Heavy Duty Equipment Mechanic					\$ 4,584.00 /BW
3743-6	Heavy Duty Equipment Mechanic					\$ 5,193.60 /BW
3742-0	Helicopter Mechanic					\$ 4,657.60 /BW
3763-0	Machinist					\$ 3,944.00 /BW
3763-6	Machinist					\$ 4,272.80 /BW
3763-H	Machinist - Harbor					\$ 4,657.60 /BW
3771-0	Mechanic Helper	2346	2	\$ 50,341	--	12 \$ 73,602
3771-6	Mechanic Helper	2551	2	\$ 54,726	--	12 \$ 80,033
3413-0	Microfilm Camera Repair	2490	2	\$ 53,411	--	12 \$ 78,112
6220-0	Observatory Mechanic					\$ 3,944.00 /BW
3414-0	Office Equipment and Machine Repairer	2613	2	\$ 56,062	--	12 \$ 81,954
3738-0	Parking Meter Technician	2796	2	\$ 59,988	--	12 \$ 87,716
1481-1	Pre-Press Operator I	3262	6	\$ 82,371	--	12 \$ 102,332
1481-2	Pre-Press Operator II	3639	2	\$ 78,070	--	12 \$ 114,130
1489-0	Print Shop Trainee	2634	2	\$ 56,501	--	12 \$ 82,622
1494-1	Printing Press Operator I	3262	6	\$ 82,371	--	12 \$ 102,332
1494-2	Printing Press Operator II	3639	2	\$ 78,070	--	12 \$ 114,130
1500-0	Senior Duplicating Machine Operator	2807	2	\$ 60,217	--	12 \$ 88,030
7516-0	Senior Electrical Equipment Tester	4079	6	\$ 102,959	--	12 \$ 127,931
3712-0	Senior Equipment Mechanic					\$ 3,839.20 /BW
3712-5	Senior Equipment Mechanic					\$ 4,343.20 /BW
3712-6	Senior Equipment Mechanic					\$ 5,193.60 /BW
3745-0	Senior Heavy Duty Equipment Mechanic					\$ 4,288.80 /BW
3797-0	Senior Welder					\$ 3,556.00 /BW
1835-0	Storekeeper	2600	2	\$ 55,791	--	12 \$ 81,578
1835-M	Storekeeper M	2829	2	\$ 60,698	--	12 \$ 88,781
0710-A	Theater Technician A					\$ 20.60 /HR
0710-B	Theater Technician B					\$ 21.05 /HR
0710-C	Theater Technician C					\$ 24.04 /HR
3727-0	Tire Repairer	2398	6	\$ 60,552	--	12 \$ 75,188
3727-6	Tire Repairer	2600	6	\$ 65,646	--	12 \$ 81,578
3723-0	Upholsterer					\$ 3,637.60 /BW

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Appendix D

Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3723-5	Upholsterer					\$ 3,729.60 /BW
3590-0	Vehicle Maintenance Coordinator	2551	2	\$ 54,726	-- 12	\$ 80,033
3113-D	Vocational Worker Garage Attendant	2156	1	\$ 45,017	-- 12	\$ 67,609
3113-F	Vocational Worker Warehouse and Toolroom Worker	2349	1	\$ 49,047	-- 12	\$ 73,664
1831-0	Warehouse and Toolroom Assistant	2349	1	\$ 49,047	-- 12	\$ 73,664
1832-1	Warehouse and Toolroom Worker I	2349	2	\$ 50,404	-- 12	\$ 73,664
1832-2	Warehouse and Toolroom Worker II	2459	2	\$ 52,763	-- 12	\$ 77,130
3796-0	Welder					\$ 3,944.00 /BW
3796-5	Welder					\$ 4,046.40 /BW
3796-6	Welder					\$ 4,273.60 /BW
3796-9	Welder					\$ 4,072.80 /BW
3796-H	Welder - Harbor					\$ 4,021.60 /BW

MOU 14
Appendix E
Operative on October 20, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2920	2	\$ 62,640	--	12	\$ 91,579	
7511-0	Assistant Electrical Tester	2490	2	\$ 53,411	--	12	\$ 78,112	
3704-5	Auto Body Builder and Repairer						\$ 3,729.60	/BW
3704-6	Auto Body Builder and Repairer						\$ 4,035.20	/BW
3707-5	Auto Electrician						\$ 3,729.60	/BW
3707-6	Auto Electrician						\$ 4,035.20	/BW
3721-5	Auto Painter						\$ 3,729.60	/BW
3721-6	Auto Painter						\$ 4,035.20	/BW
3725-0	Battery Technician						\$ 3,623.20	/BW
1485-1	Bindery Equipment Operator I	3262	6	\$ 82,371	--	12	\$ 102,332	
1485-2	Bindery Equipment Operator II	3639	2	\$ 78,070	--	12	\$ 114,130	
1497-0	Bindery Worker	2232	2	\$ 47,877	--	12	\$ 69,989	
3733-0	Blacksmith						\$ 3,944.00	/BW
3733-H	Blacksmith - Harbor						\$ 4,021.60	/BW
1491-0	Book Repairer	1809	6	\$ 45,664	--	12	\$ 56,730	
1491-9	Book Repairer	1473	11	\$ 44,996	--	12	\$ 46,228	
3333-1	Building Repairer I	2490	2	\$ 53,411	--	12	\$ 78,112	
3333-2	Building Repairer II	2690	2	\$ 57,712	--	12	\$ 84,355	
3139-0	Camp Repairer	2398	2	\$ 51,448	--	12	\$ 75,188	
3351-0	Cement Finisher Worker	2613	5	\$ 62,493	--	12	\$ 81,954	
3359-0	Cement Finisher Worker Assistant	2613	5	\$ 62,493	--	12	\$ 81,954	
3358-0	Cement Finisher Worker Trainee	2613	5	\$ 62,493	--	12	\$ 81,954	
3802-0	Communications Cable Worker	3435	2	\$ 73,685	--	12	\$ 107,719	
3541-0	Construction Equipment Service Worker	2398	2	\$ 51,448	--	12	\$ 75,188	
3541-6	Construction Equipment Service Worker	2600	2	\$ 55,791	--	12	\$ 81,578	
1493-0	Duplicating Machine Operator	2634	2	\$ 56,501	--	12	\$ 82,622	
7514-0	Electrical Equipment Tester	3639	6	\$ 91,872	--	12	\$ 114,130	
7513-0	Electrical Tester	3639	6	\$ 91,872	--	12	\$ 114,130	
3711-0	Equipment Mechanic						\$ 3,623.20	/BW
3711-5	Equipment Mechanic						\$ 3,729.60	/BW
3711-6	Equipment Mechanic						\$ 4,035.20	/BW
3711-H	Equipment Mechanic - Harbor						\$ 3,765.60	/BW
3702-0	Equipment Mechanic Assistant						\$ 3,623.20	/BW
3701-0	Equipment Mechanic Trainee	2156	2	\$ 46,249	--	12	\$ 67,609	
3352-1	Floor Finisher I	2762	6	\$ 69,739	--	12	\$ 86,631	
3352-2	Floor Finisher II	2934	2	\$ 62,953	--	12	\$ 92,059	
2442-0	Gallery Attendant	2001	4	\$ 45,330	--	12	\$ 62,765	

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Appendix E
Operative on October 20, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3538-0	Garage Assistant	2156	1	\$ 45,017	--	12 \$ 67,609
3531-0	Garage Attendant	2156	2	\$ 46,249	--	12 \$ 67,609
3531-6	Garage Attendant	2325	2	\$ 49,882	--	12 \$ 72,975
3743-0	Heavy Duty Equipment Mechanic					\$ 4,584.00 /BW
3743-6	Heavy Duty Equipment Mechanic					\$ 5,193.60 /BW
3742-0	Helicopter Mechanic					\$ 4,657.60 /BW
3763-0	Machinist					\$ 3,944.00 /BW
3763-6	Machinist					\$ 4,272.80 /BW
3763-H	Machinist - Harbor					\$ 4,657.60 /BW
3771-0	Mechanic Helper	2346	2	\$ 50,341	--	12 \$ 73,602
3771-6	Mechanic Helper	2551	2	\$ 54,726	--	12 \$ 80,033
3770-0	Mechanical Helper Assistant	2346	1	\$ 48,984	--	12 \$ 73,602
3413-0	Microfilm Camera Repair	2490	2	\$ 53,411	--	12 \$ 78,112
6220-0	Observatory Mechanic					\$ 3,944.00 /BW
3414-0	Office Equipment and Machine Repairer	2613	2	\$ 56,062	--	12 \$ 81,954
3738-0	Parking Meter Technician	2796	2	\$ 59,988	--	12 \$ 87,716
1481-1	Pre-Press Operator I	3262	6	\$ 82,371	--	12 \$ 102,332
1481-2	Pre-Press Operator II	3639	2	\$ 78,070	--	12 \$ 114,130
1489-0	Print Shop Trainee	2634	2	\$ 56,501	--	12 \$ 82,622
1494-1	Printing Press Operator I	3262	6	\$ 82,371	--	12 \$ 102,332
1494-2	Printing Press Operator II	3639	2	\$ 78,070	--	12 \$ 114,130
1500-0	Senior Duplicating Machine Operator	2807	2	\$ 60,217	--	12 \$ 88,030
7516-0	Senior Electrical Equipment Tester	4079	6	\$ 102,959	--	12 \$ 127,931
3712-0	Senior Equipment Mechanic					\$ 3,839.20 /BW
3712-5	Senior Equipment Mechanic					\$ 4,343.20 /BW
3712-6	Senior Equipment Mechanic					\$ 5,193.60 /BW
3745-0	Senior Heavy Duty Equipment Mechanic					\$ 4,288.80 /BW
3797-0	Senior Welder					\$ 3,556.00 /BW
1835-0	Storekeeper	2600	2	\$ 55,791	--	12 \$ 81,578
1835-M	Storekeeper M	2829	2	\$ 60,698	--	12 \$ 88,781
0710-A	Theater Technician A					\$ 21.50 /HR
0710-B	Theater Technician B					\$ 21.97 /HR
0710-C	Theater Technician C					\$ 24.04 /HR
3727-0	Tire Repairer	2398	6	\$ 60,552	--	12 \$ 75,188
3727-6	Tire Repairer	2600	6	\$ 65,646	--	12 \$ 81,578
3723-0	Upholsterer					\$ 3,637.60 /BW

MOU 14
Appendix E
Operative on October 20, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3723-5	Upholsterer					\$ 3,729.60 /BW
3590-0	Vehicle Maintenance Coordinator	2551	2	\$ 54,726	-- 12	\$ 80,033
3113-D	Vocational Worker Garage Attendant	2156	1	\$ 45,017	-- 12	\$ 67,609
3113-H	Vocational Worker Mechanical Helper	2346	1	\$ 48,984	-- 12	\$ 73,602
3113-F	Vocational Worker Warehouse and Toolroom Worker	2349	1	\$ 49,047	-- 12	\$ 73,664
1831-0	Warehouse and Toolroom Assistant	2349	1	\$ 49,047	-- 12	\$ 73,664
1832-1	Warehouse and Toolroom Worker I	2349	2	\$ 50,404	-- 12	\$ 73,664
1832-2	Warehouse and Toolroom Worker II	2459	2	\$ 52,763	-- 12	\$ 77,130
3796-0	Welder					\$ 3,944.00 /BW
3796-5	Welder					\$ 4,046.40 /BW
3796-6	Welder					\$ 4,273.60 /BW
3796-9	Welder					\$ 4,072.80 /BW
3796-H	Welder - Harbor					\$ 4,021.60 /BW

MOU 14
Appendix F
Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	3037	2	\$ 65,166	--	12	\$ 95,233	
7511-0	Assistant Electrical Tester	2592	2	\$ 55,603	--	12	\$ 81,327	
3704-5	Auto Body Builder and Repairer						\$ 3,878.40	/BW
3704-6	Auto Body Builder and Repairer						\$ 4,196.80	/BW
3707-5	Auto Electrician						\$ 3,878.40	/BW
3707-6	Auto Electrician						\$ 4,196.80	/BW
3721-5	Auto Painter						\$ 3,878.40	/BW
3721-6	Auto Painter						\$ 4,196.80	/BW
3725-0	Battery Technician						\$ 3,768.00	/BW
1485-1	Bindery Equipment Operator I	3393	6	\$ 85,670	--	12	\$ 106,425	
1485-2	Bindery Equipment Operator II	3785	2	\$ 81,202	--	12	\$ 118,702	
1497-0	Bindery Worker	2321	3	\$ 51,156	--	12	\$ 72,787	
3733-0	Blacksmith						\$ 4,101.60	/BW
3733-H	Blacksmith - Harbor						\$ 4,182.40	/BW
1491-0	Book Repairer	1881	7	\$ 50,132	--	12	\$ 59,006	
1491-9	Book Repairer	1593	12	\$ 49,986	--	12	\$ 49,986	
3333-1	Building Repairer I	2592	2	\$ 55,603	--	12	\$ 81,327	
3333-2	Building Repairer II	2797	2	\$ 60,009	--	12	\$ 87,779	
3139-0	Camp Repairer	2493	2	\$ 53,494	--	12	\$ 78,216	
3351-0	Cement Finisher Worker	2718	5	\$ 64,999	--	12	\$ 85,253	
3359-0	Cement Finisher Worker Assistant	2718	5	\$ 64,999	--	12	\$ 85,253	
3358-0	Cement Finisher Worker Trainee	2718	5	\$ 64,999	--	12	\$ 85,253	
3802-0	Communications Cable Worker	3572	2	\$ 76,629	--	12	\$ 112,021	
3541-0	Construction Equipment Service Worker	2493	2	\$ 53,494	--	12	\$ 78,216	
3541-6	Construction Equipment Service Worker	2705	2	\$ 58,025	--	12	\$ 84,835	
1493-0	Duplicating Machine Operator	2740	2	\$ 58,777	--	12	\$ 85,942	
7514-0	Electrical Equipment Tester	3785	6	\$ 95,546	--	12	\$ 118,702	
7513-0	Electrical Tester	3785	6	\$ 95,546	--	12	\$ 118,702	
3711-0	Equipment Mechanic						\$ 3,768.00	/BW
3711-5	Equipment Mechanic						\$ 3,878.40	/BW
3711-6	Equipment Mechanic						\$ 4,196.80	/BW
3711-H	Equipment Mechanic - Harbor						\$ 3,916.00	/BW
3702-0	Equipment Mechanic Assistant						\$ 3,768.00	/BW
3701-0	Equipment Mechanic Trainee	2243	2	\$ 48,128	--	12	\$ 70,323	
3352-1	Floor Finisher I	2873	6	\$ 72,537	--	12	\$ 90,138	
3352-2	Floor Finisher II	3052	2	\$ 65,479	--	12	\$ 95,734	
2442-0	Gallery Attendant	2082	6	\$ 52,554	--	12	\$ 65,312	

MOU 14
Appendix F
Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3538-0	Garage Assistant	2243	4	\$ 50,801	--	12	\$ 70,323	
3531-0	Garage Attendant	2243	4	\$ 50,801	--	12	\$ 70,323	
3531-6	Garage Attendant	2420	2	\$ 51,928	--	12	\$ 75,898	
3743-0	Heavy Duty Equipment Mechanic						\$ 4,767.20	/BW
3743-6	Heavy Duty Equipment Mechanic						\$ 5,401.60	/BW
3742-0	Helicopter Mechanic						\$ 4,844.00	/BW
3763-0	Machinist						\$ 4,101.60	/BW
3763-6	Machinist						\$ 4,444.00	/BW
3763-H	Machinist - Harbor						\$ 4,844.00	/BW
3771-0	Mechanic Helper	2441	2	\$ 52,367	--	12	\$ 76,587	
3771-6	Mechanic Helper	2653	2	\$ 56,918	--	12	\$ 83,227	
3770-0	Mechanical Helper Assistant	2441	1	\$ 50,968	--	12	\$ 76,587	
3413-0	Microfilm Camera Repair	2592	2	\$ 55,603	--	12	\$ 81,327	
6220-0	Observatory Mechanic						\$ 4,101.60	/BW
3414-0	Office Equipment and Machine Repairer	2718	2	\$ 58,317	--	12	\$ 85,253	
3738-0	Parking Meter Technician	2908	2	\$ 62,389	--	12	\$ 91,224	
1481-1	Pre-Press Operator I	3393	6	\$ 85,670	--	12	\$ 106,425	
1481-2	Pre-Press Operator II	3785	2	\$ 81,202	--	12	\$ 118,702	
1489-0	Print Shop Trainee	2740	2	\$ 58,777	--	12	\$ 85,942	
1494-1	Printing Press Operator I	3393	6	\$ 85,670	--	12	\$ 106,425	
1494-2	Printing Press Operator II	3785	2	\$ 81,202	--	12	\$ 118,702	
1500-0	Senior Duplicating Machine Operator	2920	2	\$ 62,640	--	12	\$ 91,579	
7516-0	Senior Electrical Equipment Tester	4242	6	\$ 107,114	--	12	\$ 133,089	
3712-0	Senior Equipment Mechanic						\$ 3,992.80	/BW
3712-5	Senior Equipment Mechanic						\$ 4,516.80	/BW
3712-6	Senior Equipment Mechanic						\$ 5,401.60	/BW
3745-0	Senior Heavy Duty Equipment Mechanic						\$ 4,460.00	/BW
3797-0	Senior Welder						\$ 3,698.40	/BW
1835-0	Storekeeper	2705	2	\$ 58,025	--	12	\$ 84,835	
1835-M	Storekeeper M	2945	2	\$ 63,182	--	12	\$ 92,331	
0710-A	Theater Technician A						\$ 23.92	/HR
0710-B	Theater Technician B						\$ 24.44	/HR
0710-C	Theater Technician C						\$ 25.00	/HR
3727-0	Tire Repairer	2493	6	\$ 62,953	--	12	\$ 78,216	
3727-6	Tire Repairer	2705	6	\$ 68,298	--	12	\$ 84,835	
3723-0	Upholsterer						\$ 3,783.20	/BW

MOU 14
Appendix F
Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3723-5	Upholsterer						\$	3,878.40 /BW
3590-0	Vehicle Maintenance Coordinator	2653	2	\$ 56,918	--	12	\$	83,227
3113-D	Vocational Worker Garage Attendant	2243	4	\$ 50,801	--	12	\$	70,323
3113-H	Vocational Worker Mechanical Helper	2441	1	\$ 50,968	--	12	\$	76,587
3113-F	Vocational Worker Warehouse and Toolroom Worker	2442	1	\$ 50,988	--	12	\$	76,608
1831-0	Warehouse and Toolroom Assistant	2442	1	\$ 50,988	--	12	\$	76,608
1832-1	Warehouse and Toolroom Worker I	2442	2	\$ 52,387	--	12	\$	76,608
1832-2	Warehouse and Toolroom Worker II	2557	2	\$ 54,851	--	12	\$	80,220
3796-0	Welder						\$	4,101.60 /BW
3796-5	Welder						\$	4,208.00 /BW
3796-6	Welder						\$	4,444.80 /BW
3796-9	Welder						\$	4,236.00 /BW
3796-H	Welder - Harbor						\$	4,182.40 /BW

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Appendix G
Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	3157	2	\$ 67,734	--	12	\$ 99,033	
7511-0	Assistant Electrical Tester	2697	2	\$ 57,858	--	12	\$ 84,584	
3704-5	Auto Body Builder and Repairer						\$ 4,033.60	/BW
3704-6	Auto Body Builder and Repairer						\$ 4,364.80	/BW
3707-5	Auto Electrician						\$ 4,033.60	/BW
3707-6	Auto Electrician						\$ 4,364.80	/BW
3721-5	Auto Painter						\$ 4,033.60	/BW
3721-6	Auto Painter						\$ 4,364.80	/BW
3725-0	Battery Technician						\$ 3,918.40	/BW
1485-1	Bindery Equipment Operator I	3529	6	\$ 89,094	--	12	\$ 110,684	
1485-2	Bindery Equipment Operator II	3935	2	\$ 84,417	--	12	\$ 123,442	
1497-0	Bindery Worker	2414	4	\$ 54,684	--	12	\$ 75,710	
3733-0	Blacksmith						\$ 4,265.60	/BW
3733-H	Blacksmith - Harbor						\$ 4,349.60	/BW
1491-0	Book Repairer	1957	8	\$ 55,081	--	12	\$ 61,387	
1491-9	Book Repairer	1731	12	\$ 54,350	--	12	\$ 54,350	
3333-1	Building Repairer I	2697	2	\$ 57,858	--	12	\$ 84,584	
3333-2	Building Repairer II	2910	2	\$ 62,431	--	12	\$ 91,287	
3139-0	Camp Repairer	2593	2	\$ 55,624	--	12	\$ 81,348	
3351-0	Cement Finisher Worker	2826	5	\$ 67,588	--	12	\$ 88,656	
3359-0	Cement Finisher Worker Assistant	2826	5	\$ 67,588	--	12	\$ 88,656	
3358-0	Cement Finisher Worker Trainee	2826	5	\$ 67,588	--	12	\$ 88,656	
3802-0	Communications Cable Worker	3714	2	\$ 79,678	--	12	\$ 116,510	
3541-0	Construction Equipment Service Worker	2593	2	\$ 55,624	--	12	\$ 81,348	
3541-6	Construction Equipment Service Worker	2812	2	\$ 60,322	--	12	\$ 88,238	
1493-0	Duplicating Machine Operator	2850	2	\$ 61,136	--	12	\$ 89,387	
7514-0	Electrical Equipment Tester	3935	6	\$ 99,347	--	12	\$ 123,442	
7513-0	Electrical Tester	3935	6	\$ 99,347	--	12	\$ 123,442	
3711-0	Equipment Mechanic						\$ 3,918.40	/BW
3711-5	Equipment Mechanic						\$ 4,033.60	/BW
3711-6	Equipment Mechanic						\$ 4,364.80	/BW
3711-H	Equipment Mechanic - Harbor						\$ 4,072.80	/BW
3702-0	Equipment Mechanic Assistant						\$ 3,918.40	/BW
3701-0	Equipment Mechanic Trainee	2332	2	\$ 50,028	--	12	\$ 73,163	
3352-1	Floor Finisher I	2988	6	\$ 75,460	--	12	\$ 93,751	
3352-2	Floor Finisher II	3174	2	\$ 68,089	--	12	\$ 99,555	
2442-0	Gallery Attendant	2166	6	\$ 54,705	--	12	\$ 67,943	

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Appendix G
Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3538-0	Garage Assistant	2332	5	\$ 55,749	--	12	\$ 73,163	
3531-0	Garage Attendant	2332	5	\$ 55,749	--	12	\$ 73,163	
3531-6	Garage Attendant	2518	3	\$ 55,499	--	12	\$ 78,926	
3743-0	Heavy Duty Equipment Mechanic						\$ 4,957.60	/BW
3743-6	Heavy Duty Equipment Mechanic						\$ 5,617.60	/BW
3742-0	Helicopter Mechanic						\$ 5,037.60	/BW
3763-0	Machinist						\$ 4,265.60	/BW
3763-6	Machinist						\$ 4,621.60	/BW
3763-H	Machinist - Harbor						\$ 5,037.60	/BW
3771-0	Mechanic Helper	2539	2	\$ 54,475	--	12	\$ 79,657	
3771-6	Mechanic Helper	2760	2	\$ 59,215	--	12	\$ 86,568	
3770-0	Mechanical Helper Assistant	2539	1	\$ 53,014	--	12	\$ 79,657	
3413-0	Microfilm Camera Repair	2697	2	\$ 57,858	--	12	\$ 84,584	
6220-0	Observatory Mechanic						\$ 4,265.60	/BW
3414-0	Office Equipment and Machine Repairer	2826	2	\$ 60,635	--	12	\$ 88,656	
3738-0	Parking Meter Technician	3025	2	\$ 64,895	--	12	\$ 94,899	
1481-1	Pre-Press Operator I	3529	6	\$ 89,094	--	12	\$ 110,684	
1481-2	Pre-Press Operator II	3935	2	\$ 84,417	--	12	\$ 123,442	
1489-0	Print Shop Trainee	2850	2	\$ 61,136	--	12	\$ 89,387	
1494-1	Printing Press Operator I	3529	6	\$ 89,094	--	12	\$ 110,684	
1494-2	Printing Press Operator II	3935	2	\$ 84,417	--	12	\$ 123,442	
1500-0	Senior Duplicating Machine Operator	3037	2	\$ 65,166	--	12	\$ 95,233	
7516-0	Senior Electrical Equipment Tester	4413	6	\$ 111,415	--	12	\$ 138,434	
3712-0	Senior Equipment Mechanic						\$ 4,152.80	/BW
3712-5	Senior Equipment Mechanic						\$ 4,697.60	/BW
3712-6	Senior Equipment Mechanic						\$ 5,617.60	/BW
3745-0	Senior Heavy Duty Equipment Mechanic						\$ 4,638.40	/BW
3797-0	Senior Welder						\$ 3,846.40	/BW
1835-0	Storekeeper	2812	2	\$ 60,322	--	12	\$ 88,238	
1835-M	Storekeeper M	3062	2	\$ 65,688	--	12	\$ 96,027	
0710-A	Theater Technician A						\$ 26.00	/HR
0710-B	Theater Technician B						\$ 26.70	/HR
0710-C	Theater Technician C						\$ 27.42	/HR
3727-0	Tire Repairer	2593	6	\$ 65,479	--	12	\$ 81,348	
3727-6	Tire Repairer	2812	6	\$ 71,012	--	12	\$ 88,238	
3723-0	Upholsterer						\$ 3,934.40	/BW

MOU 14
Appendix G
Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3723-5	Upholsterer					\$ 4,033.60 /BW
3590-0	Vehicle Maintenance Coordinator	2760	2	\$ 59,215	-- 12	\$ 86,568
3113-D	Vocational Worker Garage Attendant	2332	5	\$ 55,749	-- 12	\$ 73,163
3113-H	Vocational Worker Mechanical Helper	2539	1	\$ 53,014	-- 12	\$ 79,657
3113-F	Vocational Worker Warehouse and Toolroom Worker	2540	1	\$ 53,035	-- 12	\$ 79,698
1831-0	Warehouse and Toolroom Assistant	2540	1	\$ 53,035	-- 12	\$ 79,698
1832-1	Warehouse and Toolroom Worker I	2540	2	\$ 54,496	-- 12	\$ 79,698
1832-2	Warehouse and Toolroom Worker II	2660	2	\$ 57,065	-- 12	\$ 83,436
3796-0	Welder					\$ 4,265.60 /BW
3796-5	Welder					\$ 4,376.00 /BW
3796-6	Welder					\$ 4,622.40 /BW
3796-9	Welder					\$ 4,405.60 /BW
3796-H	Welder - Harbor					\$ 4,349.60 /BW

MOU 14
Appendix H
Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	3253	2	\$ 69,780	--	12	\$ 101,998	
7511-0	Assistant Electrical Tester	2778	2	\$ 59,591	--	12	\$ 87,132	
3704-5	Auto Body Builder and Repairer						\$ 4,154.40	/BW
3704-6	Auto Body Builder and Repairer						\$ 4,496.00	/BW
3707-5	Auto Electrician						\$ 4,154.40	/BW
3707-6	Auto Electrician						\$ 4,496.00	/BW
3721-5	Auto Painter						\$ 4,154.40	/BW
3721-6	Auto Painter						\$ 4,496.00	/BW
3725-0	Battery Technician						\$ 4,036.00	/BW
1485-1	Bindery Equipment Operator I	3634	6	\$ 91,767	--	12	\$ 114,004	
1485-2	Bindery Equipment Operator II	4053	2	\$ 86,944	--	12	\$ 127,138	
1497-0	Bindery Worker	2486	4	\$ 56,313	--	12	\$ 77,986	
3733-0	Blacksmith						\$ 4,393.60	/BW
3733-H	Blacksmith - Harbor						\$ 4,480.00	/BW
1491-0	Book Repairer	2016	8	\$ 56,730	--	12	\$ 63,224	
1491-9	Book Repairer	1785	12	\$ 56,021	--	12	\$ 56,021	
3333-1	Building Repairer I	2778	2	\$ 59,591	--	12	\$ 87,132	
3333-2	Building Repairer II	2998	2	\$ 64,310	--	12	\$ 94,022	
3139-0	Camp Repairer	2673	2	\$ 57,357	--	12	\$ 83,791	
3351-0	Cement Finisher Worker	2911	5	\$ 69,593	--	12	\$ 91,308	
3359-0	Cement Finisher Worker Assistant	2911	5	\$ 69,593	--	12	\$ 91,308	
3358-0	Cement Finisher Worker Trainee	2911	5	\$ 69,593	--	12	\$ 91,308	
3802-0	Communications Cable Worker	3826	2	\$ 82,079	--	12	\$ 119,997	
3541-0	Construction Equipment Service Worker	2673	2	\$ 57,357	--	12	\$ 83,791	
3541-6	Construction Equipment Service Worker	2897	2	\$ 62,159	--	12	\$ 90,911	
1493-0	Duplicating Machine Operator	2934	2	\$ 62,953	--	12	\$ 92,059	
7514-0	Electrical Equipment Tester	4053	6	\$ 102,332	--	12	\$ 127,138	
7513-0	Electrical Tester	4053	6	\$ 102,332	--	12	\$ 127,138	
3711-0	Equipment Mechanic						\$ 4,036.00	/BW
3711-5	Equipment Mechanic						\$ 4,154.40	/BW
3711-6	Equipment Mechanic						\$ 4,496.00	/BW
3711-H	Equipment Mechanic - Harbor						\$ 4,195.20	/BW
3702-0	Equipment Mechanic Assistant						\$ 4,036.00	/BW
3701-0	Equipment Mechanic Trainee	2403	2	\$ 51,552	--	12	\$ 75,376	
3352-1	Floor Finisher I	3079	6	\$ 77,736	--	12	\$ 96,570	
3352-2	Floor Finisher II	3271	2	\$ 70,177	--	12	\$ 102,625	
2442-0	Gallery Attendant	2232	6	\$ 56,334	--	12	\$ 69,989	

MOU 14
Appendix H
Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3538-0	Garage Assistant	2403	5	\$ 57,461	--	12	\$ 75,376	
3531-0	Garage Attendant	2403	5	\$ 57,461	--	12	\$ 75,376	
3531-6	Garage Attendant	2592	3	\$ 57,148	--	12	\$ 81,327	
3743-0	Heavy Duty Equipment Mechanic						\$ 5,106.40	/BW
3743-6	Heavy Duty Equipment Mechanic						\$ 5,786.40	/BW
3742-0	Helicopter Mechanic						\$ 5,188.80	/BW
3763-0	Machinist						\$ 4,393.60	/BW
3763-6	Machinist						\$ 4,760.00	/BW
3763-H	Machinist - Harbor						\$ 5,188.80	/BW
3771-0	Mechanic Helper	2615	2	\$ 56,104	--	12	\$ 82,037	
3771-6	Mechanic Helper	2843	2	\$ 60,990	--	12	\$ 89,199	
3770-0	Mechanical Helper Assistant	2615	1	\$ 54,601	--	12	\$ 82,037	
3413-0	Microfilm Camera Repair	2778	2	\$ 59,591	--	12	\$ 87,132	
6220-0	Observatory Mechanic						\$ 4,393.60	/BW
3414-0	Office Equipment and Machine Repairer	2911	2	\$ 62,452	--	12	\$ 91,308	
3738-0	Parking Meter Technician	3116	2	\$ 66,857	--	12	\$ 97,739	
1481-1	Pre-Press Operator I	3634	6	\$ 91,767	--	12	\$ 114,004	
1481-2	Pre-Press Operator II	4053	2	\$ 86,944	--	12	\$ 127,138	
1489-0	Print Shop Trainee	2934	2	\$ 62,953	--	12	\$ 92,059	
1494-1	Printing Press Operator I	3634	6	\$ 91,767	--	12	\$ 114,004	
1494-2	Printing Press Operator II	4053	2	\$ 86,944	--	12	\$ 127,138	
1500-0	Senior Duplicating Machine Operator	3128	2	\$ 67,108	--	12	\$ 98,094	
7516-0	Senior Electrical Equipment Tester	4546	6	\$ 114,777	--	12	\$ 142,589	
3712-0	Senior Equipment Mechanic						\$ 4,277.60	/BW
3712-5	Senior Equipment Mechanic						\$ 4,838.40	/BW
3712-6	Senior Equipment Mechanic						\$ 5,786.40	/BW
3745-0	Senior Heavy Duty Equipment Mechanic						\$ 4,777.60	/BW
3797-0	Senior Welder						\$ 3,961.60	/BW
1835-0	Storekeeper	2897	2	\$ 62,159	--	12	\$ 90,911	
1835-M	Storekeeper M	3153	2	\$ 67,651	--	12	\$ 98,908	
0710-A	Theater Technician A						\$ 26.78	/HR
0710-B	Theater Technician B						\$ 27.50	/HR
0710-C	Theater Technician C						\$ 28.24	/HR
3727-0	Tire Repairer	2673	6	\$ 67,463	--	12	\$ 83,791	
3727-6	Tire Repairer	2897	6	\$ 73,163	--	12	\$ 90,911	
3723-0	Upholsterer						\$ 4,052.80	/BW

MOU 14
Appendix H
Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3723-5	Upholsterer					\$ 4,154.40 /BW
3590-0	Vehicle Maintenance Coordinator	2843	2	\$ 60,990	-- 12	\$ 89,199
3113-D	Vocational Worker Garage Attendant	2403	5	\$ 57,461	-- 12	\$ 75,376
3113-H	Vocational Worker Mechanical Helper	2615	1	\$ 54,601	-- 12	\$ 82,037
3113-F	Vocational Worker Warehouse and Toolroom Worker	2618	1	\$ 54,663	-- 12	\$ 82,100
1831-0	Warehouse and Toolroom Assistant	2618	1	\$ 54,663	-- 12	\$ 82,100
1832-1	Warehouse and Toolroom Worker I	2618	2	\$ 56,167	-- 12	\$ 82,100
1832-2	Warehouse and Toolroom Worker II	2740	2	\$ 58,777	-- 12	\$ 85,942
3796-0	Welder					\$ 4,393.60 /BW
3796-5	Welder					\$ 4,507.20 /BW
3796-6	Welder					\$ 4,760.80 /BW
3796-9	Welder					\$ 4,537.60 /BW
3796-H	Welder - Harbor					\$ 4,480.00 /BW

MOU 14
Appendix I
Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	3349	2	\$ 71,848	--	12	\$ 105,068	
7511-0	Assistant Electrical Tester	2861	2	\$ 61,387	--	12	\$ 89,742	
3704-5	Auto Body Builder and Repairer						\$ 4,279.20	/BW
3704-6	Auto Body Builder and Repairer						\$ 4,631.20	/BW
3707-5	Auto Electrician						\$ 4,279.20	/BW
3707-6	Auto Electrician						\$ 4,631.20	/BW
3721-5	Auto Painter						\$ 4,279.20	/BW
3721-6	Auto Painter						\$ 4,631.20	/BW
3725-0	Battery Technician						\$ 4,156.80	/BW
1485-1	Bindery Equipment Operator I	3743	6	\$ 94,502	--	12	\$ 117,429	
1485-2	Bindery Equipment Operator II	4176	2	\$ 89,596	--	12	\$ 130,980	
1497-0	Bindery Worker	2561	4	\$ 58,004	--	12	\$ 80,325	
3733-0	Blacksmith						\$ 4,525.60	/BW
3733-H	Blacksmith - Harbor						\$ 4,614.40	/BW
1491-0	Book Repairer	2077	8	\$ 58,443	--	12	\$ 65,124	
1491-9	Book Repairer	1840	12	\$ 57,712	--	12	\$ 57,712	
3333-1	Building Repairer I	2861	2	\$ 61,387	--	12	\$ 89,742	
3333-2	Building Repairer II	3087	2	\$ 66,231	--	12	\$ 96,841	
3139-0	Camp Repairer	2752	2	\$ 59,048	--	12	\$ 86,317	
3351-0	Cement Finisher Worker	2999	5	\$ 71,722	--	12	\$ 94,085	
3359-0	Cement Finisher Worker Assistant	2999	5	\$ 71,722	--	12	\$ 94,085	
3358-0	Cement Finisher Worker Trainee	2999	5	\$ 71,722	--	12	\$ 94,085	
3802-0	Communications Cable Worker	3940	2	\$ 84,522	--	12	\$ 123,588	
3541-0	Construction Equipment Service Worker	2752	2	\$ 59,048	--	12	\$ 86,317	
3541-6	Construction Equipment Service Worker	2986	2	\$ 64,059	--	12	\$ 93,667	
1493-0	Duplicating Machine Operator	3023	2	\$ 64,853	--	12	\$ 94,816	
7514-0	Electrical Equipment Tester	4176	6	\$ 105,444	--	12	\$ 130,980	
7513-0	Electrical Tester	4176	6	\$ 105,444	--	12	\$ 130,980	
3711-0	Equipment Mechanic						\$ 4,156.80	/BW
3711-5	Equipment Mechanic						\$ 4,279.20	/BW
3711-6	Equipment Mechanic						\$ 4,631.20	/BW
3711-H	Equipment Mechanic - Harbor						\$ 4,320.80	/BW
3702-0	Equipment Mechanic Assistant						\$ 4,156.80	/BW
3701-0	Equipment Mechanic Trainee	2476	2	\$ 53,118	--	12	\$ 77,673	
3352-1	Floor Finisher I	3171	6	\$ 80,074	--	12	\$ 99,493	
3352-2	Floor Finisher II	3372	2	\$ 72,349	--	12	\$ 105,778	
2442-0	Gallery Attendant	2300	6	\$ 58,046	--	12	\$ 72,119	

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Appendix I
Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3538-0	Garage Assistant	2476	5	\$ 59,215	--	12	\$ 77,673	
3531-0	Garage Attendant	2476	5	\$ 59,215	--	12	\$ 77,673	
3531-6	Garage Attendant	2672	3	\$ 58,902	--	12	\$ 83,770	
3743-0	Heavy Duty Equipment Mechanic						\$ 5,259.20	/BW
3743-6	Heavy Duty Equipment Mechanic						\$ 5,960.00	/BW
3742-0	Helicopter Mechanic						\$ 5,344.80	/BW
3763-0	Machinist						\$ 4,525.60	/BW
3763-6	Machinist						\$ 4,903.20	/BW
3763-H	Machinist - Harbor						\$ 5,344.80	/BW
3771-0	Mechanic Helper	2694	2	\$ 57,795	--	12	\$ 84,501	
3771-6	Mechanic Helper	2930	2	\$ 62,869	--	12	\$ 91,872	
3770-0	Mechanical Helper Assistant	2694	1	\$ 56,250	--	12	\$ 84,501	
3413-0	Microfilm Camera Repair	2861	2	\$ 61,387	--	12	\$ 89,742	
6220-0	Observatory Mechanic						\$ 4,525.60	/BW
3414-0	Office Equipment and Machine Repairer	2999	2	\$ 64,331	--	12	\$ 94,085	
3738-0	Parking Meter Technician	3209	2	\$ 68,841	--	12	\$ 100,662	
1481-1	Pre-Press Operator I	3743	6	\$ 94,502	--	12	\$ 117,429	
1481-2	Pre-Press Operator II	4176	2	\$ 89,596	--	12	\$ 130,980	
1489-0	Print Shop Trainee	3023	2	\$ 64,853	--	12	\$ 94,816	
1494-1	Printing Press Operator I	3743	6	\$ 94,502	--	12	\$ 117,429	
1494-2	Printing Press Operator II	4176	2	\$ 89,596	--	12	\$ 130,980	
1500-0	Senior Duplicating Machine Operator	3221	2	\$ 69,112	--	12	\$ 101,059	
7516-0	Senior Electrical Equipment Tester	4683	6	\$ 118,243	--	12	\$ 146,869	
3712-0	Senior Equipment Mechanic						\$ 4,405.60	/BW
3712-5	Senior Equipment Mechanic						\$ 4,983.20	/BW
3712-6	Senior Equipment Mechanic						\$ 5,960.00	/BW
3745-0	Senior Heavy Duty Equipment Mechanic						\$ 4,920.80	/BW
3797-0	Senior Welder						\$ 4,080.80	/BW
1835-0	Storekeeper	2986	2	\$ 64,059	--	12	\$ 93,667	
1835-M	Storekeeper M	3248	2	\$ 69,676	--	12	\$ 101,894	
0710-A	Theater Technician A						\$ 27.58	/HR
0710-B	Theater Technician B						\$ 28.33	/HR
0710-C	Theater Technician C						\$ 29.09	/HR
3727-0	Tire Repairer	2752	6	\$ 69,467	--	12	\$ 86,317	
3727-6	Tire Repairer	2986	6	\$ 75,397	--	12	\$ 93,667	
3723-0	Upholsterer						\$ 4,174.40	/BW

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Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3723-5	Upholsterer						\$	4,279.20 /BW
3590-0	Vehicle Maintenance Coordinator	2930	2	\$ 62,869	--	12	\$	91,872
3113-D	Vocational Worker Garage Attendant	2476	5	\$ 59,215	--	12	\$	77,673
3113-H	Vocational Worker Mechanical Helper	2694	1	\$ 56,250	--	12	\$	84,501
3113-F	Vocational Worker Warehouse and Toolroom Worker	2696	1	\$ 56,292	--	12	\$	84,564
1831-0	Warehouse and Toolroom Assistant	2696	1	\$ 56,292	--	12	\$	84,564
1832-1	Warehouse and Toolroom Worker I	2696	2	\$ 57,837	--	12	\$	84,564
1832-2	Warehouse and Toolroom Worker II	2824	2	\$ 60,593	--	12	\$	88,531
3796-0	Welder						\$	4,525.60 /BW
3796-5	Welder						\$	4,642.40 /BW
3796-6	Welder						\$	4,904.00 /BW
3796-9	Welder						\$	4,673.60 /BW
3796-H	Welder - Harbor						\$	4,614.40 /BW

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Appendix J
Operative on June 25, 2028

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	3417	2	\$ 73,309	--	12	\$ 107,177	
7511-0	Assistant Electrical Tester	2919	2	\$ 62,619	--	12	\$ 91,537	
3704-5	Auto Body Builder and Repairer						\$ 4,364.80	/BW
3704-6	Auto Body Builder and Repairer						\$ 4,724.00	/BW
3707-5	Auto Electrician						\$ 4,364.80	/BW
3707-6	Auto Electrician						\$ 4,724.00	/BW
3721-5	Auto Painter						\$ 4,364.80	/BW
3721-6	Auto Painter						\$ 4,724.00	/BW
3725-0	Battery Technician						\$ 4,240.00	/BW
1485-1	Bindery Equipment Operator I	3818	6	\$ 96,402	--	12	\$ 119,788	
1485-2	Bindery Equipment Operator II	4260	2	\$ 91,391	--	12	\$ 133,652	
1497-0	Bindery Worker	2612	4	\$ 59,173	--	12	\$ 81,933	
3733-0	Blacksmith						\$ 4,616.00	/BW
3733-H	Blacksmith - Harbor						\$ 4,706.40	/BW
1491-0	Book Repairer	2117	8	\$ 59,591	--	12	\$ 66,440	
1491-9	Book Repairer	1877	12	\$ 58,881	--	12	\$ 58,881	
3333-1	Building Repairer I	2919	2	\$ 62,619	--	12	\$ 91,537	
3333-2	Building Repairer II	3149	2	\$ 67,567	--	12	\$ 98,783	
3139-0	Camp Repairer	2808	2	\$ 60,238	--	12	\$ 88,092	
3351-0	Cement Finisher Worker	3059	5	\$ 73,163	--	12	\$ 95,964	
3359-0	Cement Finisher Worker Assistant	3059	5	\$ 73,163	--	12	\$ 95,964	
3358-0	Cement Finisher Worker Trainee	3059	5	\$ 73,163	--	12	\$ 95,964	
3802-0	Communications Cable Worker	4018	2	\$ 86,192	--	12	\$ 126,052	
3541-0	Construction Equipment Service Worker	2808	2	\$ 60,238	--	12	\$ 88,092	
3541-6	Construction Equipment Service Worker	3047	2	\$ 65,375	--	12	\$ 95,546	
1493-0	Duplicating Machine Operator	3084	2	\$ 66,168	--	12	\$ 96,757	
7514-0	Electrical Equipment Tester	4260	6	\$ 107,573	--	12	\$ 133,652	
7513-0	Electrical Tester	4260	6	\$ 107,573	--	12	\$ 133,652	
3711-0	Equipment Mechanic						\$ 4,240.00	/BW
3711-5	Equipment Mechanic						\$ 4,364.80	/BW
3711-6	Equipment Mechanic						\$ 4,724.00	/BW
3711-H	Equipment Mechanic - Harbor						\$ 4,407.20	/BW
3702-0	Equipment Mechanic Assistant						\$ 4,240.00	/BW
3701-0	Equipment Mechanic Trainee	2524	2	\$ 54,141	--	12	\$ 79,218	
3352-1	Floor Finisher I	3236	6	\$ 81,682	--	12	\$ 101,476	
3352-2	Floor Finisher II	3439	2	\$ 73,789	--	12	\$ 107,886	
2442-0	Gallery Attendant	2345	6	\$ 59,215	--	12	\$ 73,560	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3538-0	Garage Assistant	2524	5	\$ 60,364	--	12	\$ 79,218	
3531-0	Garage Attendant	2524	5	\$ 60,364	--	12	\$ 79,218	
3531-6	Garage Attendant	2724	3	\$ 60,050	--	12	\$ 85,440	
3743-0	Heavy Duty Equipment Mechanic						\$ 5,364.00	/BW
3743-6	Heavy Duty Equipment Mechanic						\$ 6,079.20	/BW
3742-0	Helicopter Mechanic						\$ 5,452.00	/BW
3763-0	Machinist						\$ 4,616.00	/BW
3763-6	Machinist						\$ 5,001.60	/BW
3763-H	Machinist - Harbor						\$ 5,452.00	/BW
3771-0	Mechanic Helper	2749	2	\$ 58,986	--	12	\$ 86,192	
3771-6	Mechanic Helper	2987	2	\$ 64,080	--	12	\$ 93,730	
3770-0	Mechanical Helper Assistant	2749	1	\$ 57,399	--	12	\$ 86,192	
3413-0	Microfilm Camera Repair	2919	2	\$ 62,619	--	12	\$ 91,537	
6220-0	Observatory Mechanic						\$ 4,616.00	/BW
3414-0	Office Equipment and Machine Repairer	3059	2	\$ 65,625	--	12	\$ 95,964	
3738-0	Parking Meter Technician	3273	2	\$ 70,219	--	12	\$ 102,666	
1481-1	Pre-Press Operator I	3818	6	\$ 96,402	--	12	\$ 119,788	
1481-2	Pre-Press Operator II	4260	2	\$ 91,391	--	12	\$ 133,652	
1489-0	Print Shop Trainee	3084	2	\$ 66,168	--	12	\$ 96,757	
1494-1	Printing Press Operator I	3818	6	\$ 96,402	--	12	\$ 119,788	
1494-2	Printing Press Operator II	4260	2	\$ 91,391	--	12	\$ 133,652	
1500-0	Senior Duplicating Machine Operator	3287	2	\$ 70,511	--	12	\$ 103,084	
7516-0	Senior Electrical Equipment Tester	4777	6	\$ 120,602	--	12	\$ 149,814	
3712-0	Senior Equipment Mechanic						\$ 4,493.60	/BW
3712-5	Senior Equipment Mechanic						\$ 5,083.20	/BW
3712-6	Senior Equipment Mechanic						\$ 6,079.20	/BW
3745-0	Senior Heavy Duty Equipment Mechanic						\$ 5,019.20	/BW
3797-0	Senior Welder						\$ 4,162.40	/BW
1835-0	Storekeeper	3047	2	\$ 65,375	--	12	\$ 95,546	
1835-M	Storekeeper M	3314	2	\$ 71,096	--	12	\$ 103,940	
0710-A	Theater Technician A						\$ 28.13	/HR
0710-B	Theater Technician B						\$ 28.90	/HR
0710-C	Theater Technician C						\$ 29.67	/HR
3727-0	Tire Repairer	2808	6	\$ 70,908	--	12	\$ 88,092	
3727-6	Tire Repairer	3047	6	\$ 76,921	--	12	\$ 95,546	
3723-0	Upholsterer						\$ 4,257.60	/BW

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Operative on June 25, 2028

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3723-5	Upholsterer						\$	4,364.80 /BW
3590-0	Vehicle Maintenance Coordinator	2987	2	\$ 64,080	--	12	\$	93,730
3113-D	Vocational Worker Garage Attendant	2524	5	\$ 60,364	--	12	\$	79,218
3113-H	Vocational Worker Mechanical Helper	2749	1	\$ 57,399	--	12	\$	86,192
3113-F	Vocational Worker Warehouse and Toolroom Worker	2751	1	\$ 57,440	--	12	\$	86,276
1831-0	Warehouse and Toolroom Assistant	2751	1	\$ 57,440	--	12	\$	86,276
1832-1	Warehouse and Toolroom Worker I	2751	2	\$ 59,027	--	12	\$	86,276
1832-2	Warehouse and Toolroom Worker II	2879	2	\$ 61,763	--	12	\$	90,306
3796-0	Welder						\$	4,616.00 /BW
3796-5	Welder						\$	4,735.20 /BW
3796-6	Welder						\$	5,002.40 /BW
3796-9	Welder						\$	4,767.20 /BW
3796-H	Welder - Harbor						\$	4,706.40 /BW