

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: August 1, 2025

To: Kenneth Mejia, Controller
Attn: James Robinson, Principal Deputy Controller
Vincent de Vera, Chief Deputy Controller

From:  Matthew W. Szabo, City Administrative Officer

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 Heavy Duty Equipment Mechanic, Class Code 3745-0, as a result of an arbitration decision and award issued by Arbitrator David P. Beauvais (ARB No. 4013 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 A (Operative December 31, 2023)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,042.40/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$4,940.00/BW</u>

Appendix B (Operative March 24, 2024)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,164.00/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$5,212.00/BW</u>

Appendix C (Operative April 21, 2024)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,164.00/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$5,212.00/BW</u>

Appendix D (Operative September 22, 2024)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,288.80/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$5,368.00/BW</u>

Appendix E (Operative October 20, 2024)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,288.80/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$5,368.00/BW</u>

Appendix F (Operative June 29, 2025)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,460.00/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$5,582.40/BW</u>

Appendix G (Operative June 28, 2026)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,638.40/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$5,805.60/BW</u>

Appendix H (Operative June 27, 2027)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,777.60/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$5,980.00/BW</u>

Appendix I (Operative December 26, 2027)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,920.80/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$6,158.40/BW</u>

Appendix J (Operative June 25, 2028)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$5,019.20/BW
<u>Corrected:</u>	<u>3745-0</u>	<u>Senior Heavy Duty Equipment Mechanic</u>	<u>\$6,281.60/BW</u>

All other terms and conditions contained in the 2023 – 2028 MOU 14 remain unchanged.

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

MWS:PAG:PF:0726037

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

In the Matter of Arbitration

Between

Los Angeles Worldwide
Airport

and

SEIU Local 721

DATE: May 7, 2024
June 20, 2024

ERB CASE #: 4013

GRIEVANT: Jose Lopez,
et al

BEFORE: David P. Beauvais, Arbitrator

APPEARANCES:

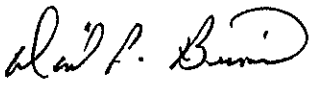
For the Los Angeles Worldwide Airport: Jorge Sanchez, Labor
Relations Specialist

For SEIU 721: Sara Denk, Rothner, Segall & Greenstone

PLACE OF HEARING: Virtual via Zoom

AWARD: The grievance is sustained.

DATE OF AWARD: August 19, 2024


_____, Arbitrator
David P. Beauvais

INTRODUCTION

This Arbitration proceeding arises pursuant to the Agreement between the Los Angeles Worldwide Airport (hereinafter the Department) and the Service Employees International Union Local 721 (hereinafter the Union). The undersigned was selected as Arbitrator in accordance with procedures set forth by the Parties MOU. Pursuant to the parties' agreement in the MOU the Arbitrator's decision is final and binding.

The hearing was conducted virtually on May 7 and June 20, 2024, via Zoom. The hearing commenced at 9:03 a.m. on May 7 and concluded at approximately 11:32 a.m. on June 20, 2024. The hearing proceeded in an orderly manner. There was a full opportunity for the parties to submit evidence and to examine and cross-examine witnesses. The Union submitted sixteen (16) exhibits and the Department submitted six (6) exhibits. These documents were received and made part of the record.

The advocates fully and fairly represented their respective parties. Jorge Sanchez, Los Angeles Worldwide Airport Labor Relations Specialist represented the Department. Sara Denk, Rothner, Segall & Greenstone represented the Union. There was no challenge to the procedural arbitrability of the dispute. The parties submitted the matter based on testimony and evidence presented at the hearing and through oral argument (Union) and written brief (Department). This opinion and award will serve as the arbitrator's final and binding decision in this dispute.

ISSUE

The parties authorized the Arbitrator to frame the issue. Based on the issue statements submitted, the Arbitrator adopted the following issue statement:

1. Did the Department violate the MOU Article 5.10, Section G of Memorandum of Understanding #14?
2. If so, what is the proper remedy?

BACKGROUND

The Grievants are Senior Heavy Duty Equipment Mechanics (Jose Lopez/Francelle Vercher) and Senior Equipment Mechanic (Tommy Wong) assigned to LAWA. Mr. Wong subsequently was promoted to a supervisory position with the LAPD. The Grievants contend they were improperly placed in a lower step upon promotion from their previous positions of Heavy Duty Equipment Mechanics or Equipment mechanics. The placement in the improper step has resulted in a less than five and one-half differential between them and employees occupying their previous classification.

POSITION OF THE PARTIES

Union

The Union contends they proved by a preponderance of the evidence that the Grievants were not paid in accordance with the parties MOU 14. The Union argues that the plain language of the labor contract creating the Promotional Differential supports the Union's position. Article 5.10, Section G, of MOU 14 states in relevant part:

"Notwithstanding the rate provided for in LAAC Section 4.91 . . . employees who receive a promotion shall be moved to the salary step that provides a minimum of 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 . . ."

The Union argues there is nothing vague or unambiguous in the language and it should be applied as written. The Union submitted un rebutted documentary evidence showing all three Grievants were placed in a step that rendered less than a five and a half percent pay differential when compared to subordinate employees.

Further, the Union argues this issue has been before other arbitrators hearing cases in other city departments. These awards support the Unions position and should be given due consideration and weight by the Arbitrator.

Department

The Department argues the Union has failed to meet its burden of proof in this case. The Department argues the Grievants have been placed in the proper step based on their prior salary level and the permanent bonuses they were earning at the time of promotion. The Department maintains that only permanent bonuses can be considered when establishing the base pay for promotion to a higher level position and that was what was done in each case.

DISCUSSION

The Arbitrator carefully reviewed the testimony of the witnesses, the documentary evidence entered into the record and the arguments presented by the parties. The Arbitrator finds the Union proved by a preponderance of the evidence that the Grievants were not properly paid the required 5.5 percent pay differential. The reasoning of the Arbitrator follows.

First, the Union's argument that the language of Article 5.10.G is unambiguous is persuasive. The section provides that the promoted employee must be placed in a step that provides at least a 5.5 percent increase over their previous rate. The section also states *"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 . . ."* Unmistakenly, the calculation must include not only regularly assigned bonuses (those received recurrently and without interruption) but also those received when the work assigned carries a bonus (daily). The Arbitrator concludes the term "premium compensation" refers to the latter as there was no evidence produced that the term applies to some other form of compensation or pay.

Second, the evidence entered by the Union at hearing established that the Grievants did not receive at least a 5.5 percent increase in their pay rate following their promotion. In SDHM Lopez' case, he was earning \$44.58 an hour as a Heavy Duty Equipment Mechanic (HDEM). After promoting to Senior Heavy Duty Equipment Mechanic

(SHDEM) he was earning \$44.61 an hour, a difference of .03 cents per hour.

Third, the Union provided evidence of wage compaction by comparing the three Grievant's pay rate to subordinate employees. In SHDEM Lopez case, the differential was .09 cents per hour compared to HDEM Mardini. In SHDEM Vercher's case he was earning \$56.34 per hour compared to HDEM Marshall, who was earning \$56.10 per hour, a difference of .24 cents per hour. In Senior Equipment Mechanic Wong's example, he was earning \$45.12 per hour compared to EM Phillips, who was earning \$43.83 per hour, a difference of \$1.30 per hour.

The examples above demonstrate that the Grievants were not placed in a step that would assure a 5.5% differential from their previous positions. The comparative employees hold the same positions the Grievants held prior to their promotions. They work on the same equipment and earn the same regular and daily bonuses. It is reasonable to assume that if the Grievants had been placed in the proper step upon promotion that that would be reflected in a comparison of wages with subordinate employees.

In part, the intent of Article 10.5.G. is to avoid wage compaction between SHDEMs compared to HDEMs and SEMs compared to EMs. The comparisons above demonstrate this was not accomplished when placing the Grievants in a new salary step upon promotion.

Fourth, Union witness Marco Rojas, who was on the 2019 negotiation team, testified that he directly asked the Lead City negotiator Angela Brown how Senior Equipment Mechanics would be compensated upon promotion. According to Mr. Rojas Ms. Brown stated they would receive the 5.5% differential through the promotion process. Although this conversation is hearsay, it supports the Union argument that the correct calculation included all bonuses.

Fifth, the language in Article 10.5.G is intended, in part, to incentivize employees to seek promotion to higher level positions. Obviously, being promoted to a higher level requires more expertise, carries more responsibility and may be riskier in terms of personal safety and

should be adequately compensated. Many employees will not see the benefit of promotion if the compensation is not commensurate with the position.

Sixth, LAWA is not exempt from the contractual obligations agreed to in MOU 14. Despite its size and importance, LAWA is still a city department obligated to follow citywide rules and regulations as well contractual obligations negotiated in good faith by the City of Los Angeles and the recognized Unions representing city employees. Any representation otherwise is simply not persuasive.

Seventh, the Union provided four arbitration awards¹ that address similar issues as those in this case. All of these awards are from well respected and experienced arbitrators. They all encompass the same or similar facts as the case at bar. They all provide cogent and persuasive reasoning and conclusions. And they all support the Union's arguments regarding pay differential for employees promoted to a senior position.

Predecessor arbitration awards are not binding precedent but they do provide guidance and direction for arbitrators hearing cases with the same or similar fact circumstances. As stated by Arbitrator Ames in Arbitration number 3957: *"As a general rule of contract interpretation in the use of prior arbitration awards, arbitrators will give clear contract language a meaning consistent with a prior arbitration award between the parties involving the same contract term, unless they believe the award is substantially flawed, which is not the circumstance before this Arbitrator."*

Here, the Arbitrator has not one but four prior arbitration awards from distinguished arbitrators, all supporting the Union's position. The awards uniformly follow a similar pattern of reasoning and analysis. This Arbitrator concurs with the analysis and conclusions of Arbitrators Cameron, Ames and Weinberg.

¹ The Union submitted arbitration awards from Arbitrator Christopher Cameron (2) and Arbitrator Claude Ames as part of their closing argument. They subsequently submitted a fourth award dated August 4, 2024, from Arbitrator David Weinberg.

Award

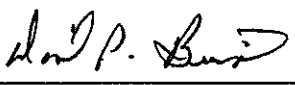
The grievance is sustained.

The Department violated Article 5.10, Section G of MOU #14 when it failed to pay Senior Heavy Duty Equipment Mechanics and Senior Equipment Mechanics at the Los Worldwide Angeles Airport 5.5% more than Heavy Duty Equipment Mechanics and Equipment Mechanics inclusive of bonuses.

REMEDY

1. The Department shall cease and desist from violating Article 5.10, Section G of MOU #14. Going forward, the Department shall pay all affected SHDEMs employed by LAWA the promotional differential such that it takes into account both the 5.5% Promotional Differential and all applicable bonuses paid to the relevant job classifications.
2. The Department shall make whole the affected SHDEM's and SEM. Make whole relief shall include backpay, as measured by the difference between what the affected employees were paid and what they should have been paid to reach the 5.5% Promotional Differential with all applicable bonuses paid to the relevant classifications.
3. In addition to backpay, 5% interest on the gross amount of backpay is awarded.
4. The Arbitrator will retain jurisdiction over this matter for the purpose of resolving any issue pertaining to the remedy. A request to the Arbitrator to exercise jurisdiction shall be made in writing regarding the specific issue or issues and shall be served on the other party simultaneously. It is within the sole discretion of the Arbitrator to determine whether the issue or issues presented by the party or parties is within the jurisdiction of the Arbitrator.

DATE OF AWARD: August 19, 2024


_____, Arbitrator
David P. Beauvais

MOU 14
Appendix A
Operative on December 31, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2752	2	\$ 59,048	--	12	\$ 86,317	
7511-0	Assistant Electrical Tester	2346	2	\$ 50,341	--	12	\$ 73,602	
3704-5	Auto Body Builder and Repairer						\$ 3,515.20	/BW
3704-6	Auto Body Builder and Repairer						\$ 3,803.20	/BW
3707-5	Auto Electrician						\$ 3,515.20	/BW
3707-6	Auto Electrician						\$ 3,803.20	/BW
3721-5	Auto Painter						\$ 3,515.20	/BW
3721-6	Auto Painter						\$ 3,803.20	/BW
3725-0	Battery Technician						\$ 3,415.20	/BW
1485-1	Bindery Equipment Operator I	3075	6	\$ 77,610	--	12	\$ 96,444	
1485-2	Bindery Equipment Operator II	3429	2	\$ 73,560	--	12	\$ 107,573	
1497-0	Bindery Worker	2101	2	\$ 45,079	--	12	\$ 65,939	
3733-0	Blacksmith						\$ 3,717.60	/BW
3733-H	Blacksmith - Harbor						\$ 3,791.20	/BW
1491-0	Book Repairer	1704	2	\$ 36,560	--	12	\$ 53,473	
1491-9	Book Repairer	1389	2	\$ 29,795	--	12	\$ 43,555	
3333-1	Building Repairer I	2346	2	\$ 50,341	--	12	\$ 73,602	
3333-2	Building Repairer II	2535	2	\$ 54,392	--	12	\$ 79,511	
3139-0	Camp Repairer	2260	2	\$ 48,483	--	12	\$ 70,866	
3351-0	Cement Finisher Worker	2463	5	\$ 58,881	--	12	\$ 77,256	
3802-0	Communications Cable Worker	3237	2	\$ 69,446	--	12	\$ 101,518	
3541-0	Construction Equipment Service Worker	2260	2	\$ 48,483	--	12	\$ 70,866	
3541-6	Construction Equipment Service Worker	2451	2	\$ 52,575	--	12	\$ 76,880	
1493-0	Duplicating Machine Operator	2483	2	\$ 53,264	--	12	\$ 77,882	
7514-0	Electrical Equipment Tester	3429	6	\$ 86,568	--	12	\$ 107,573	
7513-0	Electrical Tester	3429	6	\$ 86,568	--	12	\$ 107,573	
3711-0	Equipment Mechanic						\$ 3,415.20	/BW
3711-5	Equipment Mechanic						\$ 3,515.20	/BW
3711-6	Equipment Mechanic						\$ 3,803.20	/BW
3711-H	Equipment Mechanic - Harbor						\$ 3,549.60	/BW
3702-0	Equipment Mechanic Assistant						\$ 3,415.20	/BW
3701-0	Equipment Mechanic Trainee	2031	2	\$ 43,576	--	12	\$ 63,725	
3352-1	Floor Finisher I	2604	6	\$ 65,730	--	12	\$ 81,661	
3352-2	Floor Finisher II	2765	2	\$ 59,320	--	12	\$ 86,714	
2442-0	Gallery Attendant	1885	2	\$ 40,444	--	12	\$ 59,153	

MOU 14

Appendix A

Operative on December 31, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3538-0	Garage Assistant	2031	1	\$ 42,407	--	12 \$ 63,725
3531-0	Garage Attendant	2031	2	\$ 43,576	--	12 \$ 63,725
3531-6	Garage Attendant	2190	2	\$ 46,980	--	12 \$ 68,695
3743-0	Heavy Duty Equipment Mechanic					\$ 4,218.40 /BW
3743-6	Heavy Duty Equipment Mechanic					\$ 4,674.40 /BW
3742-0	Helicopter Mechanic					\$ 4,389.60 /BW
3763-0	Machinist					\$ 3,717.60 /BW
3763-6	Machinist					\$ 4,027.20 /BW
3763-H	Machinist - Harbor					\$ 4,389.60 /BW
3771-0	Mechanic Helper	2209	2	\$ 47,397	--	12 \$ 69,300
3771-6	Mechanic Helper	2403	2	\$ 51,552	--	12 \$ 75,376
3413-0	Microfilm Camera Repair	2346	2	\$ 50,341	--	12 \$ 73,602
6220-0	Observatory Mechanic					\$ 3,717.60 /BW
3414-0	Office Equipment and Machine Repairer	2463	2	\$ 52,847	--	12 \$ 77,256
3738-0	Parking Meter Technician	2635	2	\$ 56,522	--	12 \$ 82,684
1481-1	Pre-Press Operator I	3075	6	\$ 77,610	--	12 \$ 96,444
1481-2	Pre-Press Operator II	3429	2	\$ 73,560	--	12 \$ 107,573
1489-0	Print Shop Trainee	2483	2	\$ 53,264	--	12 \$ 77,882
1494-1	Printing Press Operator I	3075	6	\$ 77,610	--	12 \$ 96,444
1494-2	Printing Press Operator II	3429	2	\$ 73,560	--	12 \$ 107,573
1500-0	Senior Duplicating Machine Operator	2645	2	\$ 56,751	--	12 \$ 82,935
7516-0	Senior Electrical Equipment Tester	3845	6	\$ 97,050	--	12 \$ 120,582
3712-0	Senior Equipment Mechanic					\$ 3,618.40 /BW
3712-5	Senior Equipment Mechanic					\$ 4,093.60 /BW
3712-6	Senior Equipment Mechanic					\$ 4,674.40 /BW
3745-0	Senior Heavy Duty Equipment Mechanic					\$ 4,940.00 /BW
3797-0	Senior Welder					\$ 3,352.00 /BW
1835-0	Storekeeper	2451	2	\$ 52,575	--	12 \$ 76,880
1835-M	Storekeeper M	2667	2	\$ 57,211	--	12 \$ 83,666
0710-A	Theater Technician A					\$ 17.00 /HR
0710-B	Theater Technician B					\$ 19.84 /HR
0710-C	Theater Technician C					\$ 22.66 /HR
3727-0	Tire Repairer	2260	6	\$ 57,044	--	12 \$ 70,866
3727-6	Tire Repairer	2451	6	\$ 61,867	--	12 \$ 76,880
3723-0	Upholsterer					\$ 3,428.80 /BW

MOU 14

Appendix A

Operative on December 31, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
3723-5	Upholsterer					\$ 3,515.20 /BW
3590-0	Vehicle Maintenance Coordinator	2403	2	\$ 51,552	-- 12	\$ 75,376
3113-D	Vocational Worker Garage Attendant	2031	1	\$ 42,407	-- 12	\$ 63,725
3113-F	Vocational Worker Warehouse and Toolroom Worker	2214	1	\$ 46,228	-- 12	\$ 69,426
1831-0	Warehouse and Toolroom Assistant	2214	1	\$ 46,228	-- 12	\$ 69,426
1832-1	Warehouse and Toolroom Worker I	2214	2	\$ 47,502	-- 12	\$ 69,426
1832-2	Warehouse and Toolroom Worker II	2318	2	\$ 49,736	-- 12	\$ 72,683
3796-0	Welder					\$ 3,717.60 /BW
3796-5	Welder					\$ 3,814.40 /BW
3796-6	Welder					\$ 4,028.00 /BW
3796-9	Welder					\$ 3,839.20 /BW
3796-H	Welder - Harbor					\$ 3,791.20 /BW

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					\$ 5,212.00 /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					\$ 5,212.00 /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

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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	

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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					\$ 5,368.00 /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

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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					\$ 5,368.00 /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

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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						\$ 5,582.40	/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

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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						\$ 5,805.60	/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

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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	

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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						\$ 5,980.00	/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

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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

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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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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					\$ 6,158.40 /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						\$ 6,281.60	/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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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