

**MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION TO THE CITY COUNCIL  
REGARDING THE MANAGEMENT EMPLOYEES UNIT  
(MOU #36)**

**THIS MEMORANDUM OF UNDERSTANDING  
made and entered into this 11<sup>th</sup> day of April, 2024.**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND THE**

**LOS ANGELES PROFESSIONAL MANAGERS' ASSOCIATION  
REPRESENTING THE MANAGEMENT EMPLOYEES UNIT**

**December 31, 2023 through December 23, 2028**

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**ARTICLE 1            RECOGNITION**

The City hereby recognizes the Los Angeles Professional Managers' Association (hereinafter LAPMA or Association or Union), as the exclusive representative of the managers in the Management Employees Unit for which the Association was certified as the majority representative by the Employee Relations Board (ERB) on December 8, 1988. The Association shall be the exclusive representative of employees in the Management Employees Unit, subject to the right of each employee to self-representation. The term "employee" or "employees" as used herein, shall refer only to employees in the classifications listed in the Salary Appendices, as well as such classes as may be added hereafter to the Unit by the ERB.

**ARTICLE 2            IMPLEMENTATION OF MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (MOU) constitutes a joint recommendation of the City and the Association. It shall not be binding in whole or in part on the parties listed below unless and until:

- A.     The Association has notified the City Administrative Officer (CAO) in writing that it has approved this MOU in its entirety; and
- B.     The Los Angeles City Council has approved this MOU in its entirety; amended applicable sections of the LAAC; and, amended departmental personnel ordinances and applicable codes.

**ARTICLE 3            PARTIES TO MEMORANDUM OF UNDERSTANDING**

This MOU is entered into between the CAO, as authorized management representative of the City of Los Angeles (City), City departments, bureaus, and divisions (Management), and authorized representatives of LAPMA as the exclusive recognized employee organization for the Management Employees Unit.

**ARTICLE 4            TERM**

The term of this MOU shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 2, Implementation of MOU, are fully met, except to the extent that the parties have agreed in Letters of Agreement to continue to meet and confer after implementation, but in no event shall said MOU become effective prior to 12:00 a.m. on December 31, 2023. This MOU shall expire and otherwise be fully terminated at 12:00 a.m. on December 23, 2028, except as otherwise provided for in Article 6, Contract Continuation Upon Expiration of MOU, herein.

**ARTICLE 5            CALENDAR    FOR    SUCCESSOR    MEMORANDUM    OF  
UNDERSTANDING**

If the Association or the City desires a successor MOU, said party shall serve upon the other party a notice of intent to bargain no earlier than ninety (90) days prior to the expiration of this MOU and no later than the expiration date of this MOU. Meet and confer sessions shall begin no later than thirty (30) calendar days following the notice of intent to bargain, the timeline of which may be altered by mutual consent.

**ARTICLE 6            CONTRACT    CONTINUATION    UPON    EXPIRATION    OF  
MEMORANDUM OF UNDERSTANDING**

Notwithstanding the above, the provisions of this MOU shall remain in effect until a successor MOU is implemented as long as the parties have met their obligations under the provisions of Article 5, Calendar for a Successor MOU to their mutual satisfaction and are continuing to meet and confer in good faith.

**ARTICLE 7            FULL UNDERSTANDING**

This MOU plus any amendments to this MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understandings or agreements by the parties, whether formal or informal, regarding these matters are hereby superseded or terminated in their entirety.

**ARTICLE 8            AMENDMENT OF MEMORANDUM OF UNDERSTANDING TO  
INCLUDE NEW CLASSES**

Upon written notification from the CAO to the City Controller's Office, this MOU shall be amended to incorporate the class and salary of any class accreted to this bargaining unit after the adoption of the MOU, and all the terms and conditions of this MOU shall be effective for the accreted classification(s) on the date of accretion by the ERB.

**ARTICLE 9            NON-DISCRIMINATION**

The parties mutually recognize and agree fully to protect the rights of all employees hereby to join and participate in the activities of the Association.

The parties mutually reaffirm their respective policies of nondiscrimination in the treatment of any employee because of race, ethnicity, religion, creed, color, sex, sexual orientation, LGBTQ+ status, reproductive health decisionmaking, gender identity, genetic information, marital status, age, disability, Association activity, national origin, ancestry, military or veteran status, political beliefs, or any other protected class per the California Fair Employment and Housing Act (FEHA).

In accordance with the above policy, the Association agrees not to discriminate against any employee because of the exercise of their rights granted pursuant to LAAC Section 4.857 or with respect to admission to membership and the rights of membership.

## **ARTICLE 10 PROVISIONS OF LAW AND SEPARABILITY**

The parties understand and agree that this MOU is subject to all applicable Federal and State laws, City ordinances and regulations, the Charter of the City of Los Angeles, and any lawful rules and regulations enacted by the City's Civil Service Commission, ERB, or similar independent Commissions of the City. If any article, part or provision of this MOU is in conflict or inconsistent with such applicable provisions of Federal, State, or local law or regulations, or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such Article, part or provisions shall be suspended and superseded by such applicable laws or regulations and the remainder of this MOU shall not be affected thereby.

If any term or provision of this MOU is found to be in conflict with any City, State, or Federal law, the parties to this MOU will meet and confer as soon as possible thereafter to consider any revisions or amendments thereto that may be required.

## **ARTICLE 11 UNIT MEMBERSHIP LIST**

Effective March 24, 2024, the following provisions in Sections A through F shall be implemented.

A. The City shall provide the Union with a list of Unit employees in alphabetical order with the following information in compliance with State law for each employee on said list:

1. Name
2. Employee Identification Number
3. Original Hire Date
4. Bargaining Unit
5. Class Title
6. Class Code
7. Membership Status
8. Employing Department Title
9. Work Location (by building description or physical address)
10. Department Code
11. Pay Rate (annual and biweekly)
12. Number of hours worked (for part-time employees)
13. Work Phone Number on file
14. Home Phone Number on file
15. Personal cellular phone number on file
16. Personal email address on file
17. Home Address on file

- B. For new employees or those newly entering or re-entering Union representation, the City shall provide the aforementioned information within a minimum of thirty (30) calendar days of the date of the employee's hire or by the first pay period of the month following their hire, whichever is later.
- C. For existing employees, the City shall provide the above information to the Union a minimum of every pay period.
- D. For employees separating from City service, the City shall provide a separate report adding the reason for their termination (with the exception of those employees with State law confidentiality exemptions) or separation from the Union bargaining unit and the date thereof.
- E. All information shall be provided to the Union electronically. The means of provision and the substance of the requisite information may be changed by mutual agreement.
- F. By January 1, 2024, the City shall provide this information with current electronic payroll reporting.

The provisions below G through L shall expire on March 23, 2024, and are replaced with the provisions above.

- G. The City shall provide the Association with a list of Unit employees in alphabetical order with the following information in compliance with State law for each employee on said list:
  - 1. Name
  - 2. Employee Identification Number
  - 3. Original Hire Date
  - 4. Bargaining Unit
  - 5. Class Title
  - 6. Class Code
  - 7. Membership Status
  - 8. Employing Department Title
  - 9. Work Location (by department, office or bureau, as well as division if such information is readily available, and department legend pursuant to Subdivision F, below)
  - 10. Pay Rate (annual and biweekly)
  - 11. Work Phone Number on file
  - 12. Home Phone Number on file
  - 13. Personal cellular phone number on file
  - 14. Personal email address on file
  - 15. Home Address on file



- H. For new employees or those newly entering or re-entering Association representation, the City shall provide the aforementioned information within a minimum of thirty (30) calendar days of the date of the employee's hire or by the first pay period of the month following their hire, whichever is later.
- I. For existing employees, the City shall provide the above information to the Association a minimum of every thirty (30) calendar days.
- J. All information shall be provided to the Association electronically. The means of provision and the substance of the requisite information may be changed by mutual agreement.
- K. The Association agrees to indemnify and hold the City harmless from any liabilities of any nature that may arise as a result of the application of the provisions of this Article.
- L. Initially the City shall provide department legends that identify the known work locations by department, office or bureau, as well as division code(s). Thereafter, it is understood that Departments will either adjust their legends to provide distinct division codes for each work location or provide some other distinct work location information in a simplified manner to the Association. Additional legends will be provided only as updated. Furthermore, the CAO will work with the Controller to provide this information with current electronic payroll reporting.

## **ARTICLE 12           WORK ACCESS**

The Association shall provide a current, written list of its Association Representatives to all heads of departments, offices, or bureaus represented herein and the CAO. The Association shall be responsible for keeping the list current.

An Association Representative shall have access to department, office, or bureau facilities where Unit members are employed during regular working hours to assist employees covered under this MOU in addressing grievances when such Association assistance is requested by a grievant(s) or to investigate matters arising out of the applications of the provisions of this MOU. The Association Representative shall request authorization for such visits by contacting the designated Management representative of the head of the office, department, or bureau. In the event immediate access cannot be authorized, the designated Management representative shall inform the Association Representative as to the earliest time when access can be granted.

This Article shall not be construed as a limitation on the power of the head of a department, office or bureau to restrict access to areas designated for security or confidential purposes.

**ARTICLE 13            NEW EMPLOYEE ORIENTATION**

See Letter of Agreement – New Employee Orientation.

**ARTICLE 14            EMPLOYMENT OPPORTUNITIES**

- A.     The Personnel Department will provide to the Union copies of all job bulletins, Tentative examination bulletins approved by the Personnel Department will be provided to the Union seven (7) calendar days prior to the date of the public posting of the final bulletin for the examination.
  
- B.     Employees shall be granted reasonable time off with pay for the purpose of taking oral promotional examinations when such examinations are given by the City and scheduled during the employee’s normal working period; however, each employee entitled to such time off with pay shall give reasonable advance notice to their supervisor. Such time off with pay shall include travel time.
  
- C.     Management agrees that any employee covered by this MOU who may be assigned to work on a day that a written promotional examination is administered by the Personnel Department, and for which an employee has applied, shall be given priority in the scheduling of days off for that day.

**ARTICLE 15            USE OF CITY FACILITIES**

The Association shall be permitted to use City facilities, on prior approval, for the purpose of holding meetings to the extent that such facilities can be made available, and to the extent that the use of a facility will not interfere with departmental operations. Participating employees will attend said meetings on their own time.

If the use of a facility requires a fee for rental or special set-up, security, and/or cleanup service, the Association will provide or assume the cost of such service(s) for the facility.

**ARTICLE 16            PAYROLL DEDUCTION AND DUES**

The following provisions shall apply to employees in classifications listed in the Appendices herein.

- A.     DUES
  - 1.     a.     Payroll deductions as may be properly requested and lawfully permitted will be deducted by the City Controller’s Office biweekly in twenty-four (24) increments annually from the salary of each employee in the Unit where the Association identifies in writing to the City Controller those individuals from whom Association-related deduction(s) should be lawfully taken. Said payroll deductions shall not be assessed in any biweekly pay period in which the affected

employee is not paid a minimum of twenty (20) hours. Such amounts shall be determined by the Association and implemented by Management in the first payroll period which starts thirty (30) calendar days after written notice of the new amount from the Association is received by the Controller.

- b. Employees who are on an unpaid leave of absence or otherwise going on inactive status due to lack of scheduled hours shall not have dues deducted during that period.
2. Notwithstanding any provisions of LAAC Section 4.203 to the contrary, during the term of this MOU, payroll deductions requested by employees in this Unit for the purpose of becoming a member and/or to obtain benefits offered by any qualified organization other than the Association will not be accepted by the Controller. For the purpose of this provision, "qualified organization" means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.
3. Under current California law, the City has no input or control over the procedure for termination of union dues taken as payroll deductions from employees subject to this MOU, nor any legal ability to stop such deductions without the specific authorization of the Association. All procedures for termination of dues deductions are the Association's unilateral dues termination procedures; the City's sole obligation is to process such dues cancellations received from the Association pursuant to this subsection, subject to any future court decisions applicable to dues termination procedures. Any employee in the Unit may terminate such Association dues pursuant to procedures established by and administered solely by the Association. The Association will provide the City the appropriate documentation to process these membership dues cancellations. Employees with any questions relating to union membership dues shall direct those questions to the Union.

## B. MANAGEMENT RESPONSIBILITIES

1. The Controller shall cause the amount of the dues or other proper deductions to be deducted from twenty-four (24) biweekly payroll checks of each employee in this Unit as specified by Association under the terms contained herein. "Dues" shall be the result of Association certification that it has and will maintain an authorization signed by the individual employee from whose salary or wages the deductions are to be made provided in the form of a list by the Association to the City.
  - a. Remittance of the aggregate amount of all deductions and/or dues taken from the salaries of employees covered hereunder shall be made to the Association by the City Controller within 30 working days

after the conclusion of the month in which said dues and/or deductions were deducted.

- b. A fee of nine cents (\$.09) per deduction shall be assessed by the Controller for the processing of each payroll deduction taken. The Controller will deduct the aggregate amount of said fees on a biweekly basis.
2. The Controller shall also apply this provision to every permanent employee who, following the operative date of this Article, becomes a member of this Unit, within sixty (60) calendar days of such reassignment or transfer.
3. Management will provide the Association with Unit membership information pursuant to the Unit Membership List Article of this MOU.
4. The Controller shall notify the Association within sixty (60) calendar days of any employee who, because of a change in employment status, is no longer a member of the Unit or subject to the provisions of this Article.

#### C. ASSOCIATION RESPONSIBILITIES

Except for claims resulting from errors caused by defective City equipment, the Association agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this Article.

#### D. CALIFORNIA GOVERNMENT CODE SECTION 1159 (a-b)

Existing California Government Code Section 1159 (a-b) states:

“(a) The Controller, a public employer, an employee organization, or any of their employees or agents, shall not be liable for, and shall have a complete defense to, any claims or actions under the law of this state for requiring, deducting, receiving, or retaining agency or fair share fees from public employees, and current or former public employees shall not have standing to pursue these claims or actions, if the fees were permitted at the time under the laws of this state then in force and paid, through payroll deduction or otherwise, prior to June 27, 2018.”

“(b) This section shall apply to claims and actions pending on its effective date, as well as to claims and actions filed on or after that date.”

## **ARTICLE 17            GRIEVANCE PROCEDURE**

### **STATEMENT OF INTENT**

Management and the Union have a mutual interest in resolving workplace issues appropriately, expeditiously and at the lowest level possible. In recognition of this mutual

interest, the parties acknowledge that the grievance process is not a replacement for daily communication between the employee and the supervisor, nor is it inherently an adversarial process. Rather, it is a process to mutually resolve workplace issues to the maximum extent possible within the organization.

## **DEFINITION**

A grievance is defined as a dispute concerning the interpretation or application of this written MOU, or departmental rules and regulations governing personnel practices or working conditions applicable to Unit employees. The parties agree that the following shall not be subject to the grievance procedure:

- A. An impasse in meeting and conferring upon the terms of a proposed MOU.
- B. Any matter for which an administrative remedy is provided before the Civil Service Commission.
- C. Any issue that the parties agree to refer to another administrative resolution process.
- D. Evaluations and setting or adjusting of compensation for Executive Directors under Charter Section 508(d).
- E. Employee Comment Sheet (Comment Card) – LAPD

Employee Comment Sheets (Comment Cards) are used to document positive and negative conduct or incidents. Employee Comment Sheets (Comment Cards) are not considered disciplinary in nature and shall not be placed in the employee's official personnel file. It is mutually agreed that in the Los Angeles Police Department an "Employee Comment Sheet" (Comment Card) is not grievable or arbitrable. An employee may use an Employee's Report, Form 15.7, to make a written response to the Employee Comment Sheet (Comment Card) within thirty (30) days after it is served.

## **GENERAL PROVISIONS**

### **A. BINDING ELECTION OF PROCEDURE**

Where a matter within the scope of this grievance procedure is alleged to be both a grievance and an unfair labor practice under the jurisdiction of the ERB, the employee must elect to pursue the matter under either the grievance procedure herein provided, or by action before the ERB. The employee's election of either procedure shall constitute a binding election of the procedure chosen and a waiver of the alternate procedure.

## B. GRIEVANCE PROCESS RIGHTS

No grievant shall lose their right to process their grievance because of Management-imposed limitations in scheduling meetings.

## C. TIME, TIME LIMITS AND WAIVERS

“Business days” shall be defined as Monday through Friday, exclusive of City Holidays, as enumerated in Article 34 of this MOU.

The time limits between steps of the grievance procedure provided herein may be extended by mutual agreement, not to exceed sixty (60) business days. In addition, the grievant and Management may jointly waive one level of review from this grievance procedure.

## D. MEDIATION

1. At any step following the Informal Discussion in the grievance process, the Union or Management may request mediation, by letter to the department’s personnel officer or designated Union representative. Within ten (10) business days of receipt of a request for mediation, the receiving party shall either return the request without action or request that the ERB appoint a mediator. The ERB shall attempt to obtain the services of a mediator from the State Mediation and Conciliation Service. If a State mediator is unavailable, Union and Management may jointly agree to a mediator selected by the Executive Director of the ERB. The fees of such mediator shall be shared equally by Union and Management.
2. The primary effort of the mediator shall be to assist the parties in settling the grievance in a mutually satisfactory fashion. The mediation procedure shall be informal, i.e., court reporters shall not be allowed, the rules of evidence shall not apply, and no formal record shall be made. The mediator shall determine whether witnesses are necessary in the conduct of the proceedings.
3. If settlement is not possible, the mediator may be requested to provide the parties with an immediate oral opinion as to how the grievance would be decided if the matter went to arbitration. Such opinion shall be advisory only. Upon mutual agreement of the parties, the mediator may be requested to furnish such opinion in writing, along with a brief statement of the reasons for the opinion. Such opinion shall not be used during any subsequent arbitration.
4. Notwithstanding the above, and Section 4.865 of the Employee Relations Ordinance, the parties may mutually agree to accept the opinion of the mediator as binding.

5. If mediation does not resolve the issue, the grievant has ten (10) business days to file an appeal to the next level in the procedure.

#### E. EXPEDITED ISSUES

To resolve issues at the appropriate level, the following issues will be automatically waived to the General Manager level of the grievance process.

- Suspensions without pay
- Allegations of failure to accommodate medical restrictions
- Allegations of retaliation
- Whistleblower complaints

Additional issues may be waived to the General Manager level upon mutual agreement of the union and Management.

### **GRIEVANCE PROCESS**

#### STEP 1 - ISSUE IDENTIFICATION AND INFORMAL DISCUSSION

- A. The employee shall discuss the issue with the immediate supervisor on an informal basis to identify and attempt resolution of the employee's issue within ten (10) business days following the day the issue arose. The employee shall have the affirmative responsibility to inform the supervisor that the issue is being raised pursuant to this grievance procedure.
- B. The immediate supervisor shall meet with the employee, secure clarification of the issue, consider the employee's proposed solution, and discuss possible alternative solutions and/or other administrative remedies. If the issue is not resolved at this step, the immediate supervisor shall inform the department's personnel office, and the personnel director shall inform the union of the grievance. The immediate supervisor shall respond verbally within ten (10) business days following the meeting with the employee. Failure of the supervisor to respond within the time limit shall entitle the employee to process the issue to the next step.

#### STEP 2 - GRIEVANCE INITIATION (FORMAL)

- A. If the issue is not resolved at Step 1, or jointly referred to another administrative procedure for resolution, the employee may, within ten (10) business days of receiving the response from the immediate supervisor, serve a grievance initiation form with the immediate supervisor (or another member of Management if the immediate supervisor is not available within the ten [10] day filing period), who will accept it on behalf of Management and immediately forward it to the next level manager above the immediate supervisor who is not in the same bargaining unit as the employee.

- B. The manager, or appropriate designee, shall meet with the employee within ten (10) business days of the date of service of the grievance form at this Step to discuss the facts and solicit information on possible solutions or other appropriate administrative procedures. The manager will provide a written response to the employee within ten (10) business days of meeting with the employee. Failure of Management to respond within the time limit shall entitle the grievant to process the grievance to the next step.

### STEP 3 - GRIEVANCE APPEAL

- A. If the grievance is not resolved at Step 2, the employee may serve a written appeal to the General Manager, or designee, within ten (10) business days following (a) receipt of the written response at Step 2, or (b) the last day of the response period provided for in Step 2. The General Manager or designee shall meet with the employee within ten (10) business days of the date of service of the appeal, discuss the facts, and solicit information on possible alternative solutions. A written response will be provided to the employee within twenty (20) business days from the date of meeting with the employee.

- B. Los Angeles Police Department only:

If the grievance is not resolved at Step 2, or the Chief of Police, or designee, fails to respond within the time limit, the grievant may process the grievance to the next level. The employee may serve written notice of the grievance to the Police Commission, or designee, within ten (10) business days following (a) receipt of the written response at Step 2, or (b) the last day of the response period provided for in Step 2. Failure of the grievant to serve such notice shall constitute a waiver of the grievance. The grievance shall be heard by the Commission, or designee, within ten (10) business days of the receipt of the appeal, and a written decision shall be rendered within thirty (30) business days from the date of meeting with the employee.

### STEP 4      ARBITRATION

- A. If the written response at Step 3, or mediation, does not settle the grievance, or Management fails to provide a written response within thirty (30) business days of the Step 3 meeting, the Union may elect to serve a written request for arbitration with the ERB. A copy of this notice shall be served upon the department's personnel officer. The notice for arbitration must be filed with the ERB within twenty (20) business days following (a) the date of service of the written response of the General Manager/Commission or the designee, or (b) the last day of the response period provided for in Step 3A or 3B. Failure of the Union to serve a written request for arbitration with the ERB within said period shall constitute a waiver of the grievance.



- B. If such written notice is served, the parties shall jointly select an arbitrator from a list of seven (7) arbitrators furnished by the ERB, within ten (10) business days following receipt of said list. Failure of the Union to notify the ERB of the selected arbitrator within sixty (60) business days of receipt of said list shall constitute a waiver of the grievance.
- C. Arbitration of a grievance hereunder shall be limited to the formal grievance as originally filed by the employee to the extent that said grievance has not been satisfactorily resolved. The proceedings shall be conducted in accordance with applicable rules and procedures adopted or specified by the ERB, unless the parties hereto agree to other rules or procedures for the conduct of such arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties involved, it being mutually understood that all other expenses including, but not limited to, fees for witnesses, transcripts, and similar costs incurred by the parties during such arbitration, will be the responsibility of the individual party incurring same.
- D. The decision of an arbitrator resulting from any arbitration of a grievance hereunder shall be binding upon the parties concerned.
- E. The decision of an arbitrator resulting from any arbitration of grievances hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this MOU.

## **PROCEDURE FOR GRIEVANCES AFFECTING A GROUP OF EMPLOYEES**

The Union may elect to file a grievance on behalf of two or more employees. The facts and issues of the grievance must be the same.

### **PROCEDURE:**

#### **STEP 1 - GROUP GRIEVANCE INITIATION (FORMAL)**

- A. The Union shall file the grievance in writing with the General Manager, or designee, of the affected department within twenty (20) business days following the day the 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 waive 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 CAO 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(s), 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 CAO's 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.

C. Los Angeles Police Department only:

If the grievance is not resolved at Step 1, or the Chief of Police, or designee, fails to respond within the time limit, the Union may process the grievance to the next level. The Union may serve written notice of the grievance to the Police Commission, or designee, within ten (10) business days following (a) receipt of the written response at Step 1, or (b) the last day of the response period provided for in Step 1. Failure of the union to serve such notice shall constitute a waiver of the grievance. The grievance shall be heard by the Commission, or designee, within ten (10) business days of the receipt of the appeal, and a written decision shall be rendered within thirty (30) business days from the date of meeting with the Union.

STEP 2 - GROUP GRIEVANCE APPEAL

If the grievance is not settled at Step 1, or Step 1C in the Police Department, the Union may file for arbitration pursuant to the procedure in Step 4 – Arbitration, above.

**ARTICLE 18            UNION STEWARDS**

- A.     1.     The Union may designate a reasonable number of Union Stewards who must be members of the Union, and shall provide all departments, offices or bureaus with a written list of employees who have been so designated, and revised lists within thirty (30) calendar days of any changes in said designations. A steward, or other Union representative, may represent grievant(s) in the presentation of a grievance at all levels of the grievance procedure. A steward or other Union representative may represent an employee in pre-disciplinary hearings (Skelly) or pre-disciplinary interviews where there is a reasonable expectation that disciplinary action will follow.
2.     An employee and their steward may have a reasonable amount of paid time off for the above-listed activities. However, the steward will receive paid time off only if the employee is the representative of record; is a member of the Association; is employed by the same department, office, or bureau; and, is employed within a reasonable distance from the work location of the employee.
3.     If a steward must leave their work location to represent an employee, the steward-employee shall first obtain permission from their supervisor on a form provided for such purpose. Permission to leave will be granted unless

such absence would cause an undue interruption of work. If such permission cannot be granted promptly, the steward will be informed when time can be made available. Such time will not be more than forty-eight (48) hours after the time of the steward's request, excluding scheduled days off and/or legal holidays, unless otherwise mutually agreed to.

Denial of permission to leave at the time requested will automatically constitute an extension of time limits provided in the grievance procedure herein, equal to the amount of the delay.

4. Before leaving their work location, the steward shall contact the requesting employee's supervisor to determine when the employee can be made available. Upon arrival, the steward will report to the employee's supervisor who will make arrangements for the requested meeting.
  5. Time spent on grievances, or the pre-disciplinary representation activities described above, outside of regular working hours of the employee or their steward shall not be counted as work time for any purpose. Whenever these activities occur during the working hours of the employee and/or the steward, only that amount of time necessary to bring about a prompt disposition of the matter will be allowed. City time, as herein provided, is limited to the actual representation of employees and does not include time for investigation, preparation or any other preliminary activity.
- B.
1. In order to facilitate the expeditious resolution of workplace disputes at the lowest possible level, the parties agree to establish a joint Labor-Management training program for stewards and front-line supervisors.
  2. No later than September 30, 2019, or another date mutually agreed upon by the parties, the Union and City representatives will have established a curriculum and training program that will provide skills for both stewards and front-line supervisors in the processing and resolution of grievances and other workplace issues in a cooperative, problem-solving manner. Upon completion of the program, both union stewards and front-line supervisors will be certified.
  3. Stewards certified through this training shall be authorized to spend up to two (2) hours of City time to investigate each dispute raised under the Grievance Procedure of this MOU.
  4. As is practicable, grievances will be heard by certified supervisors.

## **ARTICLE 19 PERSONNEL FOLDERS**

An employee shall be entitled to review the contents of their official departmental personnel folder at reasonable intervals, upon request, during hours when their personnel

office is normally open for business. Such review shall not interfere with the normal business of the department, Office, or bureau.

The employee may authorize an Association staff representative to inspect the departmental folder, upon written consent of the employee. The written consent must be presented in person by the employee to the personnel office. The time to review the folder must be arranged by the staff representative. The staff representative may not remove or have a copy of any document in the folder. The employee or Association representative's review of the personnel folder shall not interfere with the normal business of the department.

No evaluation or disciplinary document may be placed in an employee's personnel file without the employee's review and a copy of the document presented to the employee for their records. The employee shall acknowledge that the employee has reviewed and received a copy of the document by signing it with the understanding that such signature does not necessarily indicate agreement with its contents.

## **ARTICLE 20 NOTICE OF CHANGES IN WORK RULES**

Whenever written departmental working rules are established or changes are made to existing written departmental working rules, which affect conditions of employment, the City shall give the Association an opportunity to meet with the City prior to placing the new rules or changes in such existing rules into effect.

Nothing contained in this Article shall be construed as a limitation of the right of the City to implement new written department working rules or make changes in such existing rules in cases of emergency. Provided, however, when such new work rules or changed existing work rules, as the case may be, must be adopted immediately, without prior notice to the Association, notice and the opportunity to consult shall be given at the earliest practical time following the adoption of such new work rules or changes in existing written department work rules, as the case may be.

The Association agrees to notify the City promptly after receiving notice of its intent to exercise its rights granted under this Article.

## **ARTICLE 21 PERSONAL LIABILITY**

The City agrees to indemnify and provide legal assistance to employees in this Unit who are prosecuted for actions or omissions while acting in their capacity as managers, in their regular positions as well as during work stoppages or emergencies, for the City of Los Angeles in accordance with applicable provisions of the Government Code of the State of California.

**ARTICLE 22           EMPLOYEE RELATIONS**

Meetings at reasonable intervals will be scheduled at the request of the Union or the City for the purpose of informally discussing employer-employee relations issues.

**ARTICLE 23           ACTIONS BY EMPLOYEE RELATIONS BOARD**

If any actions by the Employee Relations Board prior to the expiration of this MOU result in any significant changes to the composition of this representational unit, the parties to this MOU will meet as soon as possible thereafter to consider any revisions or amendments thereto that may be required.

**ARTICLE 24           FAIR LABOR STANDARDS ACT (FLSA)**

Pursuant to the Fair Labor Standards Act (FLSA) all employees shall have a fixed workweek that consists of a regular recurring period of 168 consecutive hours (seven 24-hour periods) which can begin and end on any day of the week and at any time of the day.

SECTION I - HOURLY EMPLOYEES (FLSA NON-EXEMPT)

Employees in this Unit who are employed in a class or pay grade (if the class has multiple pay grades) with a top step regular biweekly rate, without bonuses, at or below the top step regular biweekly rate for the class of Telecommunications Regulatory Officer I (Code 7650-1) shall be treated as hourly employees, in accordance with the provisions of the FLSA.

SECTION II - SALARIED EMPLOYEES (FLSA EXEMPT)

Employees in this Unit who qualify for exemption from the FLSA overtime provisions based upon duties and who are assigned to a class or pay grade (if the class has multiple pay grades) with a top step regular biweekly rate, without bonuses, above the top step regular biweekly rate for the class of Telecommunications Regulatory Officer I (Code 7650-1) shall be treated as salaried employees, in accordance with the provisions of the FLSA.

**ARTICLE 25           SALARIED EMPLOYEES**

Notwithstanding any LAAC and MOU provisions, or other City department rules and regulations to the contrary, salaried employees shall not be required to record specific hours of work for compensation purposes, although hours may be recorded for other purposes. These employees will be paid the predetermined salary for each biweekly pay period, as indicated in the Appendices, and shall not receive overtime compensation. Salaried employees shall not be subject to any deductions from salary or any leave banks for any absence from work for less than a full workday. This provision does not apply to long-term or recurring partial day absences that are authorized by the appropriate

supervisor designated by management (e.g. intermittent leave/reduced work schedule for purposes of Family/Medical Leave).

Salaried employees shall not be subject to disciplinary suspension for less than a workweek (seven days; half of the biweekly pay) unless based on violations of a safety rule of major significance. Salaried employees shall be subject to the revised Department of Labor FLSA regulations pertaining to disciplinary suspensions of FLSA exempt employees (§ 541.602(b)(5)) effective the start of the pay period following the date the City Council approves this MOU. Under said revised regulations, salaried employees shall not be subject to disciplinary suspension for less than a workweek (seven days; half of the biweekly pay) unless the discipline is based on violations of a safety rule of major significance or misconduct.

The appointing authority of each City department may grant time off for hours worked due to unusual situations.

## **ARTICLE 26           WORK SCHEDULES**

The City may assign employees to work a five/forty, four/ten, nine/eighty, or other work schedule. The City shall have the right to refuse an employee's request to work a four/ten, nine/eighty, or other modified work schedule, and to require the reversion to a five/forty work schedule, providing that the exercise of such right is not arbitrary, capricious or discriminatory. The parties further agree that the City may require employees to change their work schedules (working hours or change days off, except the split day) within the same FLSA workweek. The designated workweek for an employee may be changed only if the change is intended to be permanent and not designed to evade overtime requirements of the FLSA.

Hourly employees on a nine/eighty modified work schedule shall have designated a regular day off (also known as 9/80 day off) which shall remain fixed. Temporary changes to the designated 9/80 day off at the request of the City or the employee is prohibited unless it is intended for the employee to work additional hours (overtime).

## **ARTICLE 27           OVERTIME FOR HOURLY EMPLOYEES**

### **Section I - Assignment of Overtime**

The City will attempt to assign overtime work as equitably as possible among all qualified hourly employees in the same classification, in the same organizational unit and work location. However, the City may consider special skills required to perform particular work. The parties understand that no employee shall work overtime without prior approval from their supervisor and that unofficial overtime "white time" is absolutely prohibited. FLSA non-exempt (hourly) employees may not work outside of scheduled working hours, or during unpaid meal periods, without the prior approval of a supervisor consistent with department policy. Failure to secure prior approval may result in discipline.

## Section II - Overtime Compensation

Notwithstanding Sections 4.1133 - 4.117 of the LAAC, compensation for overtime shall be for all hours compensated in excess of 40 hours in a workweek including all absences with pay authorized by law. Compensation for overtime worked by hourly employees in this Unit shall be in time off at the rate of one and one-half (1½) hours for each hour of overtime worked; or in cash at the rate of one and one-half (1½) times the employee's regular rate of compensation. Method of compensation shall be at the discretion of the City. Current practices in the Harbor Department, which may conflict with the referenced Administrative Code provisions shall be continued.

## Section III - Compensatory Time Off

Hourly employees may, subject to City's discretion, be permitted to accumulate up to 80 hours of compensatory time off (CTO). On occasion, employees may accumulate CTO in excess of 80 hours for a temporary period of time. If an employee does not schedule and take CTO over 80 hours prior to the end of the fiscal year in which the overtime was worked, the City may require employees to use CTO prior to the end of the fiscal year; require employees to use such time in lieu of vacation or other leave time; or authorize cash payment. In the event sufficient funds are not available to provide cash compensation for all or a portion of the CTO hours in excess of 80, the City may extend the time limit for a period not to exceed one year.

In accordance with FLSA, no employee shall lose CTO. Employees shall be permitted to take CTO for overtime worked upon request unless granting of such time would "unduly disrupt" the operations of the City department. This standard does not apply to non-FLSA overtime (i.e. overtime earned pursuant to this agreement that does not meet the FLSA definition of overtime).

Under no circumstances shall compensatory time off (CTO) in excess of 240 hours be accumulated.

## **ARTICLE 28            1040/2080 PLAN**

The City reserves the right to develop 26-week/1040 or 52-week/2080 hours' work periods under FLSA Section 7(b) [29 USC §207(b)(1) and (2)] during the term of this MOU for the purpose of increasing scheduling flexibility. Implementation of this work schedule is subject to agreement by the parties and certification of the Union as bona fide by the ERB.

## **ARTICLE 29            JURY SERVICE**

An employee duly summoned to attend any court of competent jurisdiction for the purpose of performing jury service shall, for those days during which jury service is actually performed and those days necessary to qualify for jury service, receive their regular salary. The absence of the employee for the purpose of performing jury service shall be deemed to be an authorized absence with pay within the meaning of Section 4.75 of the LAAC.

During the time the employee is actually reporting for jury service, the head of the department, office, or bureau, or their designee will convert the employee's usual shift to a regular five-day, Monday through Friday day shift. However, employees may choose to remain on an alternative work schedule (9/80, 4/10, or 3/12) or on an off-watch schedule during jury service with the understanding that jury service on a regularly scheduled day off (RDO) will not be compensated. Employees must report for work on any day of their converted shift that the employee is not required by the court to perform jury service.

Compensation for mileage paid by the courts for jury service shall be retained by the employee.

Employees performing jury service on a designated City holiday shall be compensated for the designated City holiday; additional time off for that holiday shall not be provided.

## **ARTICLE 30            CIVIC DUTY**

Whenever an employee is served with a subpoena by a court of competent jurisdiction which compels their presence as a witness during their normal working period, unless the employee is a party to the litigation or an expert witness, such employee shall be granted time off with pay in the amount of the difference between the employee's regular earnings and any amount the employee receives for appearance. This Article is not applicable to appearances for which the employee receives compensation in excess of the employee's regular earnings.

A court of competent jurisdiction is defined as a court within the County in which the employee resides or if outside the county of residence, the place of appearance must be within 150 miles of the employee's residence.

## **ARTICLE 31            COURT APPEARANCES**

When an hourly employee in this Unit is required to appear in a court of competent jurisdiction outside of their normal duty hours but on a matter arising within the scope of their employment, said employee shall be entitled to receive a minimum of one hour at one and one-half (1½) times the employee's regular rate of pay. Time spent in excess of the one-hour minimum guarantee shall also be at the rate of one and one-half (1½) times the employee's regular rate of pay, payable in 6-minute increments. Provided however, that no such compensation shall be allowed unless the employee is in actual attendance



in court. Such compensation for court appearances may be in either time off or cash. Current practices in the Police Department shall continue.

The provisions of this Article shall not apply to an employee in this Unit who is an assistant general manager of a City department or an assistant bureau director of the Department of Public Works or any unit employee who is a salaried employee. However, such employees may be granted time off in unusual cases subject to the approval of the appointing authority.

## **ARTICLE 32 SALARIES**

The salaries for classifications represented in this MOU as set forth in the Appendices below shall become operative as follows:

- Appendix A – December 31, 2023
- Appendix B – March 24, 2024
- Appendix C – September 22, 2024
- Appendix D – June 29, 2025
- Appendix E – June 28, 2026
- Appendix F – June 27, 2027
- Appendix G – December 26, 2027
- Appendix H – June 25, 2028

### **A. SALARY STEPS**

1. a. Targeted Local Hire Program (TLHP) position hourly wages will be assigned to the lowest step in a range, but not below the minimum wage negotiated by the Coalition of City Unions and shall remain on Step 1 for the duration of twelve (12) months (consists of a 6-month on-the-job training period and a 6-month probationary period). The minimum wage rates and their effective dates are as follows:

<b>Effective Date</b>	<b>Hourly Minimum Wage</b>
April 21, 2024	\$20.00
October 20, 2024	\$21.50
June 29, 2025	\$23.00
June 28, 2026	\$25.00

- 
- b. Employees hired into non-TLHP positions shall be hired at Step 2 (or appropriate higher step in accordance with applicable MOU provisions or LAAC Section 4.90).

- c. Employees shall remain on Steps 2 and 3 for nine (9) months each.
2. Steps 4 through 8 are separated by two premium levels (Step 4 is one premium level above Step 3). Employees shall advance to each subsequent step after twelve (12) months.
3. Steps 9 through 12 are separated by one premium level (Step 9 is one premium level above Step 8). Employees shall advance to each subsequent step after twelve (12) months.

(Note: On the City's salary range tables, each premium level is equal to approximately 2.75%.)

B. SALARY ADJUSTMENTS

1. Effective March 24, 2024, the base hourly wages for all Unit classifications shall be increased by 3.0%, as illustrated in Appendix B.
2. Effective September 22, 2024, the base wages for all Unit classifications shall be increased by 3.0%, as illustrated in Appendix C.
3. Effective June 29, 2025, the base wages for all Unit classifications shall be increased by 4.0% after the increase provided in H.5 and H.6 below, as illustrated in Appendix D.
4. Effective June 28, 2026, the base wages for all Unit classifications shall be increased by 4.0% after the increase provided in H.7 and H.8 below, as illustrated in Appendix E.
5. Effective June 27, 2027, the base wages for all Unit classifications shall be increased by 3.0%, as illustrated in Appendix F.
6. Effective December 26, 2027, the base wages for all Unit classifications shall be increased by 3.0%, as illustrated in Appendix G.
7. Effective June 25, 2028, the base wages for all Unit classifications shall be increased by 2.0%, as illustrated in Appendix H.

C. EXTENSION OF STEP ADVANCEMENT DATE

Uncompensated absences of sixteen days (128 hours for employees on a work schedule other than 5/40) or less during the qualifying period and during each subsequent qualifying period shall not extend the step advancement date. The step advancement date shall be extended one working day for each working day absence in excess of sixteen (16) days (or one hour for each hour of aggregated uncompensated absence in excess of 128 hours). Employees who are injured on

duty and are compensated in accordance with Division IV of the Labor Code of the State of California and LAAC Division 4, Article 7 shall not have their step advancement date changed due to their workers' compensation status.

D. CONSECUTIVE APPOINTMENTS WITHIN A 12-MONTH PERIOD

Consecutive appointments or assignments to positions with the same top step salary rate in the 12-months (2,080 hours) following an appointment or assignment shall be treated as one appointment or assignment for step advancement purposes.

E. APPOINTMENTS TO NEW POSITIONS WITH THE SAME OR LOWER SALARY RANGE

An employee who is appointed or assigned to a new position on the same or lower salary range shall retain the step advancement date established for the former position.

F. CIVIL SERVICE EXEMPT HALF-TIME EMPLOYEES

The initial salary step advancement for a half-time, but less than full-time, employee in a position compensated on a salary range shall be in the payroll period following the completion of 1,040 regular paid hours and 12 months of service. Each subsequent step advancement shall be in the payroll period following the completion of 1,040 additional regular paid hours and one additional year of service. Hours of service in excess of those required for step advancement in a 12-month time period shall be carried forward for credit in the next 12-month time period.

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 rate for the new position.

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

**ARTICLE 33            ADVANCE STEP HIRE**

Notwithstanding LAAC Section 4.90, the department/bureau head may authorize the appointment of a civil service exempt assistant general manager to a step above the lowest step in the salary range, with the approval of the CAO.

**ARTICLE 34            HOLIDAYS AND HOLIDAY PAY**

A.     The following days shall be treated as holidays during the term of this MOU.

1.     New Year's Day
2.     Martin Luther King's Birthday (the third Monday in January)
3.     President's Day (the third Monday in February)
4.     Cesar E. Chavez Birthday (the last Monday in March)
5.     Memorial Day (the last Monday in May)
6.     Juneteenth (June 19)
7.     Independence Day (July 4)
8.     Labor Day (the first Monday in September)
9.     Indigenous Peoples Day (the second Monday in October)
10.    Veteran's Day (November 11)
11.    Thanksgiving Day (the fourth Thursday in November)
12.    The Friday after Thanksgiving Day
13.    Christmas Day (December 25)
14.    Any day or portion thereof declared to be a holiday by proclamation of the Mayor and the concurrence of the City Council by resolution.
15.    Two unspecified holidays

B.     When any holiday from 1 through 13 above falls on a Sunday, it shall be observed on the following Monday.

C.     When any holiday from 1 through 13 above falls on a Saturday, it shall be observed on the preceding Friday.

D.     Any holiday declared by proclamation of the Mayor, shall not be deemed to advance the last scheduled working day before a holiday for purposes of computing any additional time off.

E.     The unspecified holidays shall be taken in accordance with the following requirements:

1.     The holidays must be taken in one full normal working day increment of eight (8) hours during the calendar year in which it is credited or it will be forfeited. The request for such time off, if timely submitted by the employee, will be promptly approved by the City subject to the operating needs of the employee's department, office or bureau. If an unforeseen operating requirement prevents the employee from taking such previously-approved

holiday, the City will reschedule the holiday so that it may be taken on some other reasonably satisfactory date within the calendar year.

2. Any break in service (i.e., resignation, discharge, and retirement) prior to taking the holidays shall forfeit any right thereto.
  3. The holidays shall not be utilized to extend the date of any layoff.
  4. No employees shall be entitled to the unspecified holidays upon appointment to one of the classifications represented by the Association until the employee has completed six months of satisfactory City service.
  5. Employees who work on intermittent, on call, vacation relief, or seasonal positions shall not be entitled to unspecified holidays.
  6. No employee shall receive more than two unspecified holidays each calendar year. Thus, (a) an employee transferring from the Department of Water and Power (DWP) to any other City department, office or bureau will not receive an unspecified holiday after taking such holiday prior to leaving DWP, and (b) employees who resign or are terminated and then rehired during the same calendar year, will not receive an additional unspecified holiday when rehired if such a holiday had been taken prior to resignation or termination.
- F. The provisions of the remainder of this Article, including subsections J, K, L and M shall not apply to any assistant general manager of a City department, or assistant bureau director of the Department of Public Works or any salaried employee in this unit, provided, however, that in unusual cases such employees may be granted time off for working on a holiday subject to the approval of the appointing authority.
- G. Whenever a holiday from 1 through 13 above occurs during an employee's regularly scheduled work week, eight (8) hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.
- H. Whenever a holiday listed under 14 and/or 15 above occurs during an employee's regularly scheduled workweek, the appropriate number of hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.
- I. Whenever a holiday falls on an employee's 9/80 or modified day off, the employee shall take an alternate day off within the same calendar week as the holiday.
- J. Holiday Premium Pay - Hourly employees in this Unit, who work on any holiday listed above shall receive eight (8) hours (or portion thereof as specified in A. 14 above) of holiday pay and one and one-half (1½) the hourly rate for all hours

worked on the observed holiday. Employees shall not receive both overtime and holiday premium pay for the same hours.

- K. Hourly employees working (1) in excess of eight (8) hours on any holiday listed from 1 through 13 above, or (2) hours in excess of any day or portion thereof declared to be a holiday by proclamation of the Mayor shall be paid at the appropriate holiday premium pay rate for the employee's class. Hours worked in excess of (1), or (2) above shall not be included when calculating the employee's workweek for overtime pay purposes.
- L. For each holiday listed above which results in time off with pay for employees working a Monday through Friday work week, employees who are scheduled to work other than the Monday through Friday work week shall be entitled to such day off with pay or shall be compensated in accordance with all pertinent provisions (B through K above). If such holiday falls on the employee's scheduled day off, an alternative day off in-lieu shall be scheduled within the same calendar week.
- M. The City shall have the sole authority and responsibility to determine whether the compensation for any holidays worked shall be in cash or paid leave time off.

## **ARTICLE 35            VACATIONS**

- A. Any unit member employed in a classification whose compensation is equal to or greater than a Chief Management Analyst (Code 9182) shall be entitled to vacation accrual in accordance with Section B, below. For the purpose of determining whether a class is equal to a Chief Management Analyst, the highest base hourly rate of compensation for the class, whether by flat rate or range, must be equal to or greater than the highest base hourly rate of compensation for a Chief Management Analyst.

Employees currently employed in the classes of AGM Cultural Affairs (Code 9248), AGM El Pueblo Historic Monument (Code 9701), AGM Emergency Management (Code 9273), AGM Neighborhood Empowerment (Code 9221), Harbor Planning and Research Director II (Code 9234-2), and Director of Materials Management Service (Code 1858) shall retain the vacation accrual rate in accordance with Section B., below. This vacation accrual rate shall be available to incumbents in the above listed classifications while continuously employed in said classifications. Upon promotion, demotion, or resignation, the benefit provided herein shall terminate and the employees currently holding positions in these classifications shall no longer be entitled to said benefit.

- B. Persons employed in the classes that meet the qualifications listed in Section A, shall be entitled to the following number of vacation days with full pay accrued and credited at the rate indicated, subject to deduction for absences as provided in Section 4.246 of the LAAC:

<b>Years of Experience Completed</b>	<b>Number of Vacation Hours</b>
Upon permanent appointment, with less than 15 years of job-related work experience, as certified by the Personnel Department	120
Upon permanent appointment, with 15 or more years of job-related work experience, as certified by the Personnel Department	160
+1 year in a class that meets the qualifications listed in Section A.	168
+2 years in a class that meets the qualifications listed in Section A.	176
<b>Years of City Service Completed</b>	<b>Number of Vacation Hours</b>
+3 years in a class that meets the qualifications listed in Section A.	184
+4 years in a class that meets the qualifications listed in Section A.	192
+5 years in a class that meets the qualifications listed in Section A.	200

- C. Employees who currently have or will receive a permanent appointment to a class that meets the qualifications listed in Section A. who are accruing vacation at a higher rate than the rate provided for by Section B. shall continue to accrue at the higher rate.
- D. Employees who currently have or will receive a permanent appointment to a class that meets the qualifications listed in Section A. who are accruing vacation at a lower rate than provided by Section B. shall have their vacation accruals adjusted to be in conformance with Section B. Such employees shall be credited with additional vacation equal to the difference between the lower annual rate and the appropriate annual rate provided for in Section B., in addition to accruing at the higher monthly rate.
- E. Persons who receive an initial appointment to the City in one of the classes that meets the qualifications listed in Section A. shall receive the total number of vacation hours provided for in Section B., effective on the date of appointment. Monthly accrual for these employees shall be effective on the one-year vacation anniversary date.
- F. Persons who separate from City service prior to completing their initial year of City service will receive cash payment for any unused vacation hours proportionate to the number of months worked in that service year. Employees must work the entire month, excluding paid holidays, in order for the month to be included in the calculation.

G. Employees in this unit in classes that do not meet the qualifications listed in Section A. shall be entitled to the following number of vacation days with full pay based on the number of years of City service completed; accrued and credited at the rates indicated below, subject to deductions for absences as provided in LAAC Section 4.246:

H.

<b>Years of Service Completed</b>	<b>Number of Vacation Days</b>	<b>Monthly Accrual Rate In hours/Minutes</b>
1	11	7:20
5	17	11:20
13	18	11:20
14	19	11:20
15	20	11:20
16	21	11:20
17	22	14:40
18	23	14:40
19	24	16:00
25	25	16:40

I. Accumulation of Vacation Time

Effective September 1, 2019, notwithstanding LAAC, Section 4.254, employees shall be permitted to accumulate vacation time not to exceed a maximum of three (3) annual vacation accrual periods (See vacation accrual tables in Subsections B and G, above).

J. Vacation Accrual During Active Military Service-Cash Out of Accrued Vacation at Commencement of Leave

Unit members called into active military service shall, following their qualifying year of service, for vacation continue to accrue vacation during their military service, subject to the same maximum accrual requirements as active City employees. In order to avoid reaching maximum accrual during an extended leave, employees may request cash payment of vacation hours accrued as of the date of the commencement of their military leave. Such request may be for all accrued time or a portion of the accrued time. The request for any cash payment must be made prior to the employee's first day of their leave of absence and verified by military orders or other evidence of call-up into the armed forces of the United States. If an



employee desires to cash out vacation during the period of the military leave, a signed authorization must be provided by the employee to their Department Personnel Section prior to the start of the leave allowing the Department to cash out specified amounts of vacation.

## **ARTICLE 36 MILEAGE**

Each employee who is authorized to use their own vehicle, pursuant to Division 4, Chapter 5, Article 2 of the LAAC, in the performance of their duties employee shall be reimbursed for transportation expenses for all miles traveled in any biweekly pay period in addition to any and all salaries and other compensation otherwise provided for by law. During the term of this MOU, the cents per mile reimbursement rate shall be adjusted to an amount equal to the annual standard car mileage allowance as determined by the Internal Revenue Service. The CAO shall certify to the Controller appropriate changes, if required, to become effective the beginning of the pay period in which January 1 falls.

Notwithstanding Section 4.231 of the LAAC, a limited number of unit employees who are required to furnish their own vehicles for the benefit of the City will receive credit for a minimum biweekly mileage guarantee of six hundred (600) miles. All miles traveled in a biweekly period which exceed six hundred shall be paid at the applicable mileage rate. Employees shall be eligible for this minimum guarantee based on nomination by a general manager or bureau head and concurrence by the Mayor and City Council. Any approved application of this minimum guarantee shall be prospective.

## **ARTICLE 37 CIVILIAN EMPLOYEE BENEFITS PROGRAM**

During the term of this MOU, the City will provide benefits in accordance with the Civilian Employee Benefits Program and any modifications thereto as recommended by the Joint Labor-Management Benefits Committee (JLMBC) and approved by the City Council.

During the term of this MOU, the City agrees that it will not unilaterally impose a reduction in plan design or benefits for any benefit plan applicable to employees covered by this MOU. Nothing in this MOU, however, shall prevent the parties from jointly reaching agreement on plan design or benefits applicable to employees covered by this MOU. Additionally, nothing in this MOU constitutes a waiver by the Union or the City with respect to making changes to plan design or benefits.

If there are any discrepancies between the benefits described herein and the Civilian Employee Benefits Program approved by the JLMBC, the Civilian Employee Benefits Program benefits will take precedence.

### Section I – Health Plans

The health plans offered and benefits provided by those plans shall be those approved by the City's JLMBC and administered by the Personnel Department in accordance with LAAC Section 4.303.

Effective January 1, 2015, the City agrees to contribute a monthly sum not to exceed the Kaiser Permanente family rate (“maximum monthly health care subsidy”) per full-time employee toward the cost of a City-sponsored health plan for employees who are members of the Los Angeles City Employees' Retirement System (LACERS). During the term of this MOU, the City’s monthly subsidy for full-time employees shall increase by the increase in the Kaiser Permanente family rate. Increases in this monthly health care subsidy shall be effective at the beginning of the pay period in which the Kaiser yearly premium rate change is implemented.

The City will apply this subsidy first to the employee's coverage. Any remaining balance will be applied toward the coverage of the employee's dependents under the plan.

Management agrees to contribute for each half-time employee, as defined by Section 4.110 of the LAAC, who became a member of LACERS following July 24, 1989, and for each employee who transfers from full-time to half-time status following July 24, 1989, a monthly subsidy not to exceed the Kaiser employee-only rate, toward the cost of the employee's Civilian Employee Benefits Program medical plan. Half-time employees who, prior to July 24, 1989, were receiving the same subsidy as full-time employees shall continue to receive that subsidy and shall be eligible to receive any increases applied to that subsidy as provided in this Article. During the term of this MOU, Management’s monthly health care subsidy for half-time employees shall increase by the increase in the Kaiser Permanente single party rate. Increases in this monthly health care subsidy shall be effective at the beginning of the pay period in which the Kaiser Permanente yearly premium rate change is implemented.

Any employee who was receiving a full health subsidy as of July 24, 1989, in accordance with this Article, who transfers to half-time status following that date shall continue to be eligible for the full subsidy and shall be subject to any adjustments applied to that subsidy as provided in this Article. This provision shall apply providing that such employee does not have a break in service subsequent to July 24, 1989. Any half-time employee with a break in service after July 24, 1989, shall be subject to the partial subsidy provisions in this Article.

Full-time employees who work a temporary reduced schedule under the provisions of Article 42, Family and Medical Leave, shall continue to receive the same subsidy as full-time employees and will be subject to any adjustments applied to that subsidy as provided in this Article.

Further, any half-time employee receiving either a full or partial subsidy in accordance with this Article who, subsequent to July 24, 1989, becomes an intermittent employee shall not be eligible for such subsidy, notwithstanding the employee’s status as a member of LACERS.

During the term of this MOU, the JLMBC will review all rate changes and their impact on the Health Plans.

## Section II – Dental Plans

The dental plans offered shall be those approved by the City's JLMBC and administered by the Personnel Department in accordance with LAAC Section 4.303.

The City will expend for full-time employees in the classifications listed in this Unit, who are members of LACERS, the monthly sum necessary to cover the cost of employee only coverage under the City-sponsored Dental Plan Program. Coverage for dependents of eligible employees may be obtained in a City-sponsored plan at the employee's expense, provided that such sufficient enrollment is maintained to continue to make such coverage available.

For each half-time employee, as defined by Section 4.110 of the LAAC, who becomes a member of LACERS and for each employee who transfers from full-time to half-time status following July 24, 1989, the City will expend an amount equivalent to one-half of the cost of the employee only coverage of the most expensive plan under the City-sponsored Dental Program. Half-time employees who, prior to July 24, 1989, were receiving the full employee only subsidy shall continue to receive the full employee only subsidy.

Any employee who was receiving a full employee-only dental subsidy as of July 24, 1989, in accordance with this Article, who transfers to half-time status following that date shall continue to be eligible for the full subsidy. This provision shall apply providing that such employee does not have a break in service subsequent to July 24, 1989. Any half-time employee with a break in service after July 24, 1989, shall be subject to the partial subsidy provisions in this Article.

Further, any half-time employee receiving either a full or partial subsidy in accordance with this Article who, subsequent to July 24, 1989, becomes an intermittent employee shall not be eligible for such subsidy, notwithstanding the employee's status as a member of LACERS.

During the term of this MOU, the JLMBC will review all rate changes and their impact on the Dental Plans.

## Section III – Definition of Dependents

The definition of a dependent for health and dental plan coverage shall include the domestic partner of an employee and the dependents of such domestic partner. Any employee claiming a domestic partner and/or the dependents of such domestic partner for purposes of this Article shall have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee's domestic partner.

#### Section IV – General Provisions

An open enrollment period of at least 30 days shall be declared by the Personnel Department each year. During this open period, employees may enroll themselves and, at their option, their dependents in the City-sponsored plan. Employees who fail to enroll during this open period will be ineligible to participate in a City-sponsored plan unless another open enrollment period is subsequently declared by the Personnel Department. However, employees may enroll in Association-sponsored programs in accordance with the procedures of those programs.

The City will retain all duties and responsibilities it has had for the administration of the City's Health and Dental Plans.

#### Section V – Subsidy During Family and Medical Leave

For employees who are on Family or Medical Leave, under the provisions of the Family and Medical Leave Article of this MOU, the City shall continue the City's medical and dental plan subsidies for employees who are enrolled in a City health and/or dental plan prior to the beginning of said leave. Employees shall be eligible for such continued subsidies while on a Family or Medical Leave in accordance with the Family and Medical Leave Article herein. However, for any unpaid portion of Family or Medical Leave, health and/or dental plan subsidies shall be continued for a maximum of nine (9) pay periods, except while an employee is on a Pregnancy Disability Leave absence (up to 4 months), Management shall continue the City's subsidy for her pregnancy health coverage (medical plan subsidy) in compliance with the provisions of Government Code Sections 12945 and 12945.2 (amended in 2011).

#### Section VI – Benefit Protection Plan

For employees who have approved disability claims (excluding those for work-related injuries) under the City's Civilian Employee Benefits Program disability insurance carrier, management shall continue the City's medical, dental, and basic life insurance plan subsidies for a maximum of two years or at the close of claim, whichever is less. Employees must have been enrolled in a Civilian Employee Benefits Program medical, dental and/or basic life plan prior to the beginning of the disability leave. Coverage in this program will end if the employee retires (service or disability) or leaves City service for any reason.

## **ARTICLE 38            RETIREMENT BENEFITS**

### **A.        Benefits**

1.        Effective July 1, 2011, for all Tier I employees regardless of their date of hire, the Tier I retirement formula and a flat-rated employee retirement contribution of seven percent (7%) was implemented and shall be continued. The employee retirement contribution rate shall return to six percent (6%) in accordance with the Early Retirement Incentive Program (ERIP) agreement dated October 26, 2009, and LAAC Section 4.1033, which provides that this seven percent (7%) employee retirement contribution will continue until June 30, 2026 or until the ERIP cost obligation is fully paid, whichever comes first.
2.        For employees hired on or after the date of adoption of the Ordinance implementing LACERS Tier 3, the retirement formula for LACERS Tier 3 and a flat-rated employee retirement contribution of seven percent (7%) shall be continued during the term of the MOU.

### **B.        Retiree Health Benefits**

1.        There is currently in effect a retiree health benefit program for retired members of LACERS under LAAC Division 4, Chapter 11. All covered employees who are members of LACERS, regardless of retirement tier, shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits as provided by this program. The retiree health benefit available under this program is a vested benefit for all covered employees who make this contribution, including employees enrolled in LACERS Tier 3.
2.        With regard to LACERS Tier 1, as provided by LAAC Section 4.1111, the monthly Maximum Medical Plan Premium Subsidy, which represents the Kaiser 2-party non-Medicare Part A and Part B premium, is vested for all members who made the additional contributions authorized by LAAC Section 4.1003(c).
3.        Additionally, with regard to Tier 1 members who made the additional contribution authorized by LAAC Section 4.1003(c), the maximum amount of the annual increase authorized in LAAC Section 4.1111(b) is a vested benefit that shall be granted by the LACERS Board.
4.        With regard to LACERS Tier 3, the Implementing Ordinance shall provide that all Tier 3 members shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits, and shall amend LAAC Division 4, Chapter 11 to provide the same vested benefits to all Tier 3 members as currently are provided to Tier 1 members

who make the same four percent (4%) contribution to LACERS under the retiree health benefit program.

5. The entitlement to retiree health benefits under this provision shall be subject to the rules under LAAC Division 4, Chapter 11 in effect as of the effective date of this provision, and the rules that were placed into LAAC Division 4, Chapters 10 and 11, with regard to Tier 3, by the Implementing Ordinance.
6. As further provided herein, the amount of employee contributions is subject to bargaining in future MOU negotiations.
7. The vesting schedule for the Maximum Medical Plan Premium Subsidy for employees enrolled in LACERS Tier 1 and LACERS Tier 3 shall be the same.

Employees whose Health Service Credit, as defined in LAAC Division 4, Chapter 11, is based on periods of part-time and less than full-time employment, shall receive full, rather than prorated, Health Service Credit for periods of service. The monthly retiree medical subsidy amount to which these employees are entitled shall be prorated based on the extent to which their service credit is prorated due to their less than full time status.

#### C. Procedure for Benefits Modifications

Proposals for major retirement benefit modifications will be negotiated in joint meetings with the certified employee organizations whose memberships will be directly affected. Agreements reached between the City and organizations whereby a majority of the members in the LACERS are affected shall be recommended to the City Council by the CAO as affecting membership of all employees in the LACERS. Such modifications need not be included in the MOU in order to be considered appropriately negotiated.

Proposals for minor benefit modifications and technical changes will be considered and reported on as appropriate, but no more than one a year, in a report from the CAO to the City Council. Affected organizations shall be given the opportunity to review the proposed minor changes prior to the release of the report, and their views shall be included in the report.

If agreement is not reached between the City and the organizations representing a majority of the members in the LACERS as to whether a particular proposal constitutes either a major or a minor modification, the proposal shall be treated as a major modification.

## **ARTICLE 39           SICK LEAVE**

Management's practices with regard to sick leave benefits will be in accordance with Los Angeles Administrative Code Sections 4.126, 4.126.2, and 4.128, except as noted below.

Sick leave may be used for the following purposes: diagnosis, care, or treatment of a health condition, or preventive care, of an employee, or an employee's designated person, as defined in this Article, or an employee's immediate family member, as defined in the Family Illness article of this MOU.

For purposes of this Article, "designated person" means a person identified by the employee at the time the employee requests paid sick leave. Employees are limited to only one designated person per 12-month period.

### **A.     Sick Leave Accrual and Usage**

1.     Full-time employees shall begin accruing sick leave on the first day of employment. Employees shall accrue a total of one (1) day (8 hours) of sick leave at the end of the first month (30 calendar days) of employment and shall accrue one (1) additional day at the end of each subsequent month (30-calendar day period) worked until January 1. Beginning January 1, employees shall accrue sick leave as provided in Subsection A(2) of this Article. Employees may use their accrued sick leave beginning on the 90<sup>th</sup> day of City employment (90 calendar days from the date of hire).
2.     Beginning the January 1 subsequent to the date of their initial City employment, full-time employees shall be provided 96 hours at 100% of full pay and 40 hours at 75% of full pay each calendar year for sick leave, plus the hours of sick leave accrued and accumulated as provided in this Article.
3.     Any unused balance of sick leave at 100% of full pay at the end of any calendar year shall be carried over and accumulated from one (1) calendar year to the next up to a maximum of 800 hours. However, any unused sick leave at 100% of full pay remaining at the end of any calendar year, which, if added to an employee's accumulated sick leave at 100% of full pay, will exceed 800 hours, shall be compensated by a cash payment of 50% of the employee's salary rate current at the date of payment as soon as practicable after the end of each calendar year.

Effective December 31, 2023, an Excess Sick Payout Pilot Program (ESPPP) shall be created whereby, at the end of calendar years 2023, 2024, 2025, 2026, 2027, and 2028, any unused balance of sick leave at 100% of full pay remaining at the end of each of those calendar years, which, if added to an employee's accumulated sick leave at 100% of full pay, will exceed 800 hours, shall, as soon as practicable after the end of each of those calendar years, be compensated by a cash payment of 100%

of the salary rate current at the end of the pay period containing the date of December 31.

Upon expiration of the ESPPP, the City shall revert to the payout provision codified in the first paragraph of Section 3 above, which provides for cash payment of 50% of the salary rate current at the date of payment.

Any unused balance of sick leave at 75% of full pay at the end of any calendar year shall be carried over and accumulated from one (1) calendar year to the next up to a maximum of 800 hours at 75% of full pay. No payment of sick leave accrual in excess of the maximum amount shall occur.

4. Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 100% of full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.

Effective December 31, 2023, through December 23, 2028, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 100% of full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 100% of the employee's salary rate on the date of retirement or death.

Upon expiration of the ESPPP, the City shall revert to the payout provision codified in the first paragraph of Section 4 above which provides for cash payment of 50% of the salary rate current at the date of retirement or death.

5. As of January 1, 1998, any unused balance of sick leave at 50% of full pay shall be frozen with no further credits or withdrawals permitted.

Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment at 25% of the employee's salary rate on the date of retirement or death.



Effective December 31, 2023, through December 23, 2028, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.

Upon expiration of the ESPPP, the City shall revert to the payout provision codified in the first paragraph of Section 5 above which provides for cash payment of 25% of the salary rate current at the date of retirement or death.

B. Preventive Medical Treatment

Notwithstanding LAAC Section 4.126(d), employees may use up to 48 hours of 100% of full pay sick leave to secure preventive medical treatment for the employee, the employee's designated person, or employee's immediate family member.

C. Sick Leave Benefits For Employee With Previous City Of LA Employment

If an employee separates from City service and is rehired within the City within one year from the date of separation, previously accrued and unused sick time shall be reinstated.

D. The parties agree to continue negotiations related to sick leave provisions and any agreement will be added as a contract amendment.

**ARTICLE 40           BEREAVEMENT LEAVE**

A. Leave due to family deaths shall be in accordance with LAAC Section 4.127.1, which provides for a maximum of three working days for each occurrence of a death in the employee's immediate family.

B. For the purpose of this Article, the definition of an immediate family member, notwithstanding the definition in LAAC Section 4.127.1, shall include the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, step-parents, step-children, great/grandparents, great/grandchildren, foster parents, foster children, a domestic partner, any relative who resided in the employee's household, a household member (any person residing in the immediate household of the employee at the time of death), and the following relatives of an employee's domestic partner: child, grandchild, mother, father. For purposes of this Article, simultaneous, multiple family deaths will be considered as one occurrence.

- C. Any employee claiming a domestic partner for purposes of this Article shall have a prescribed City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Personnel Department Employee Benefits Office, which identifies that individual as the employee's domestic partner.
- D. In addition to the bereavement leave granted under this Article, any employee shall be allowed to use accrued unused sick leave, vacation, personal leave, or other compensatory time off, or unpaid leave not to exceed two (2) working days per occurrence for the purpose of additional bereavement leave. Use of sick leave hours for bereavement leave shall not be counted as sick leave in any department Sick Leave Use Monitoring Program.
- E. Effective upon implementation of this MOU, members of this Unit shall be entitled to use the bereavement leave granted under this Article (or the sick leave used for purposes of bereavement leave as described in this Article) up until three hundred and seventy (370) calendar days from the date of the death of the qualifying immediate family member. Bereavement leave days not used prior to three hundred and seventy (370) calendar days from the date of said death shall be deemed waived and lost.

#### **ARTICLE 41 LEAVE FOR REPRODUCTIVE LOSS**

- A. Effective January 1, 2024, in compliance with California Government Code Section 12945.6, employees who have been employed for at least 30 calendar days may take up to five (5) days of leave for reproductive loss within three (3) months following a reproductive loss event, as defined below. Said leave shall be taken on assigned work days using the number of hours the employee is usually scheduled to work on those days. Employees shall be allowed to take consecutive or non-consecutive days off. Employees may use unpaid leave, accrued unused sick leave, accrued unused vacation time, or accrued compensatory time off, accrued unspecified holiday time, hourly unspecified holiday time, or any combination thereof for their reproductive loss leave. In the event of an employee experiencing multiple reproductive loss events, the amount of aggregate time off granted shall not exceed twenty (20) days within a 12-month period.
  - 1. "Reproductive loss event" means the day or, for a multiple-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction, defined as follows:
    - a. "Failed adoption" – the dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party. This event applies to an employee who would have been a parent of the adoptee if the adoption had been completed.

- b. “Failed surrogacy” – the dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate. This event applies to an employee who would have been a parent of a child born as a result of the surrogacy.
- c. “Miscarriage” – a miscarriage by an employee, by the employee’s current spouse or domestic partner, or by another individual if the employee would have been a parent of a child born as a result of the pregnancy that ended in miscarriage.
- d. “Stillbirth” – a stillbirth resulting from an employee’s pregnancy, the pregnancy of the employee’s current spouse or domestic partner, or another individual, if the employee would have been a parent of a child born as a result of the pregnancy that ended in stillbirth.
- e. “Unsuccessful assisted reproduction” – an unsuccessful round of intrauterine insemination or embryo transfer, which includes gamete and embryo donation, or of an assisted reproductive technology procedure. This event applies to an employee, the employee’s current spouse or domestic partner, or another individual, if the employee would have been a parent of a child born as a result of the pregnancy that was unsuccessful.

B. Notwithstanding Subsection (A) above, when employees are on Family and Medical Leave, or any other leave entitlement under State or federal law, either prior to or immediately following a reproductive loss event, employees shall complete their reproductive loss leave within three months after the end date of the other leave.

## **ARTICLE 42      FAMILY ILLNESS**

Management’s present practices of allowances for leave for illness for family will be continued during the term of this MOU. Effective December 27, 2015, the aggregate number of working days allowed in any one calendar year with full pay shall increase from 12 working days to not exceed fifteen (15) days (120 hours). Such practice of allowance for leave of illness in family shall be in accordance with LAAC Section 4.127. Upon the adoption of a child, an employee will be permitted to use fifteen (15) days (120 hours) of family illness sick leave.

Effective January 1, 2020, employees shall be allowed to use 75% sick time for family illness after exhausting 100% sick time.

The definition of “immediate family” shall include: the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, foster child, great/grandparents, great/grandchildren, step-parents, step-children, the domestic partner of the employee, a household member (any person residing in the immediate household of the employee at

the time of the illness or injury), a designated person (as defined and limited in Article 43) of the City employee and the following relatives of an employee's domestic partner: child, grandchild, mother and father.

Any employee claiming a domestic partner for purposes of the Article shall have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee's domestic partner.

## **ARTICLE 43            FAMILY AND MEDICAL LEAVE**

### **I.            Authorization for Leave**

- A.        During the term of this MOU, up to four (4) months (nine [9] pay periods [720 hours]) of family or medical leave shall be provided for the purpose of childbirth, adoption, foster care of a child, or serious health condition of an immediate family member (as defined in the Family Illness Article of this MOU) or designated person as defined in this Article, upon the request of the employee, or the designation of Management in accordance with applicable Federal or State law, notwithstanding any other provisions of this MOU or the LAAC to the contrary.
  
- B.        An employee may take leave under the provisions of this Article if the employee has a serious health condition that makes them unable to perform the functions of the employee's position.
  
- C.        Leave under the provisions of this Article shall be limited to four (4) months (nine [9] pay periods [720 hours]) during a twelve (12) month period, regardless of the number of incidents. A 12-month period shall begin on the first day of leave for each individual taking such leave. The succeeding 12-month period will begin the first day of leave taken under the provisions of this Article after completion of the previous 12-month period.
  
- D.        **Exception:** Under the provisions of this Article, a pregnant employee may be eligible for up to four (4) months (nine [9] pay periods [720 hours]) for childbirth disability and up to an additional four (4) months (nine [9] pay periods [720 hours]) for purposes of bonding. (See Section IV of this Article.)

### **II.           Definitions**

- A.        **Spouse** means a husband or wife as defined or recognized under State law for purposes of marriage in this state.
  
- B.        **Domestic Partner** means a named domestic partner in a confidential affidavit declaring the existence of said domestic partner and signed by the

City employee, which is on file in the Employee Benefits Office, Personnel Department.

- C. **Parent** means a biological, step, adoptive or foster parent, an individual who stands or stood *in loco parentis* to an employee, or a legal guardian. This term does not mean parents-in-law. Persons who are *in loco parentis* include those with day-to-day responsibilities to care for or financially support a child or, in the case of a parent of an employee, that person who had such responsibility for the employee when the employee was a child. A biological or legal relationship is not necessary.
- D. **Child** means a biological, adopted, or foster child, a stepchild, a legal ward or a child of a person standing *in loco parentis*, who is either under age 18 or age 18 or older and incapable of self-care because of a mental or a physical disability.
- E. **Designated person** means any individual related by blood or whose association with the employee is the equivalent of a family relationship. Employees are limited to only one designated person per 12-month period.

### III. Eligibility

- A. The provisions of this Article shall apply to all employees in this Unit in all City departments who have been employed by the City for at least 12 months and who have worked at least 1,040 hours during the 12 months immediately preceding the beginning of the leave.

**Exception:** In accordance with Pregnancy Disability Leave (PDL) under the California Fair Employment and Housing Act (FEHA), on the first day of employment with the City, pregnant employees are eligible for up to four (4) months (nine [9] pay periods [720 hours]) of leave if disabled due to pregnancy.

- B.
  - 1. Parents (including those who are domestic partners) who both work for the City may each individually take leave under the provisions of this Article at the same time to care for a new child by birth or adoption or foster care of a child.
  - 2. Spouses or domestic partners who both work for the City may take leave under the provisions of this Article at the same time to care for a sick parent. However, the aggregate period of time to which both are entitled is limited to the time allowed for only one employee.
  - 3. Each employee must notify their employing department at the time the leave is requested of the name and department of the other City employee who is requesting leave for the same incident. Such

notification must include the starting and ending dates of the time period for which each employee is requesting leave.

4. The time limitation described above does not apply to leave taken by one spouse or domestic partner to care for the other who is seriously ill, or to care for a child with a serious health condition.

#### IV. Conditions

##### A. Pregnancy

1. The start of leave for a pregnant employee shall be at the beginning of the employee's pregnancy-related disability that a health care provider certifies as necessary. Leave for the non-disability portion of childbirth may be taken before or after delivery.
2. In accordance with PDL under the California FEHA, pregnant employees who are disabled due to pregnancy, childbirth, or related medical conditions are eligible for up to four (4) months (nine (9) pay periods [720 hours]) of leave with medical certification certifying the employee as unable to work due to a pregnancy-related condition. PDL under the FEHA may be taken before or after the birth of the child, and shall run concurrently with pregnancy leave under the federal Family and Medical Leave Act of 1993, which must be concluded within one (1) year of the child's birth.
3. Employees (each parent individually) are also eligible for family leave ("bonding") under the California Family Rights Act, which shall be limited to four months (nine (9) pay periods [720 hours]) and must be concluded within one (1) year of the child's birth. Whereas bonding leave for the pregnant employee may be taken before or after delivery, bonding leave for the non-pregnant employee shall be taken on or after the anticipated delivery or placement date of the child except as may be necessary under Subsection IV.B "Adoption". (The administration of such leave shall be in accordance with Sections III.B. and IV.F of this Article.)

B. **Adoption** - The start of a family leave for adoption or foster care shall begin on a date reasonably close to the date the child is placed in the custody of the employee. Leave for adoption or foster care of a child may be granted prior to placement if an absence from work is required.

C. **Family Illness** - The start of a family leave for a serious health condition of a family member or designated person shall begin on the date requested by the employee or designated by Management.

- D. **Employee's Own Health Condition** - The start of a leave for the employee's own serious health condition shall begin on the date requested by the employee or designated by Management.
- E. A **Serious Health Condition** is defined as an illness, injury, impairment, or physical or mental condition that involves:
1. Any period of incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility; or
  2. A period of incapacity requiring an absence of greater than three days involving continuing treatment by or under the supervision of a health care provider; or
  3. Any period of incapacity (or treatment therefore) due to a chronic or serious health condition; or
  4. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective; or
  5. Any absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a health care provider for a condition that likely would result in incapacity for more than three (3) consecutive days if left untreated; or
  6. Any period of incapacity due to pregnancy or for prenatal care.
- F. **Continuous, Intermittent, and Reduced Work Schedule Leave** - All leave granted under this Article shall normally be for a continuous period of time for each incident.
1. An employee shall be permitted to take intermittent leave or work on a reduced schedule to take care of a family member with a serious health condition or for the employee's own serious health condition when it is medically necessary. Management may require the employee to transfer temporarily to an available alternative position with equivalent compensation for which the employee is qualified that accommodates recurring periods of leave better than the employee's regular position. Employees who elect a part-time schedule shall receive prorated compensated time off benefits in accordance with Section 4.110 of the LAAC during the duration of their part-time schedule.
  2. In accordance with the California Family Rights Act (CFRA), leave for the birth, adoption or foster care placement of a child of an employee ("bonding" leave) does not have to be taken in one

continuous period of time. Under CFRA, the basic minimum duration of bonding leave is two (2) weeks, and on any two (2) occasions an employee is entitled to such bonding leave for a time period of less than two weeks' duration. Any other form of intermittent leave, or work on a reduced schedule, for the purpose of bonding leave shall only be permitted at the discretion of Management. Bonding leave must be concluded within one (1) year of the birth or placement of the child.

- G. If any employee requires another leave for a separate incident under the provisions of this Article during the same 12 month period, a new request must be submitted.
- H. A personal leave beyond the four (4) month (nine [9] pay periods [720 days]) leave provided in this Article may be requested, subject to the approval of the appointing authority and, if required, the Personnel Department, as provided under other City leave provisions.
- I. An employee receiving temporary workers' compensation benefits (either IOD or the rate provided in Division IV of the California Labor Code) who meets the eligibility requirements in III.A. of this Article shall automatically be considered to be on family and medical leave, effective the first day of the employee's absence.
- J. The City has the right to verify the certification of a serious health condition by a health care provider for a leave under the provisions of this Article. Management shall allow the employee at least fifteen (15) calendar days to obtain the medical certification.
- K. Upon return from family or medical leave, an employee shall be returned to their original job or to an equivalent job.

**V. Notice Requirements**

**A. Employee**

When an employee requests family or medical leave, the employee must state the reason for the requested leave (e.g., childbirth, to care for an immediate family member with a serious health condition, etc.). When the necessity for a leave is foreseeable, the employee must provide at least thirty (30) days' notice. However, if the leave must begin in less than thirty (30) days, the employee must provide as much advance notice as is practicable.

**B. Management**



In response to employee's request for family or medical leave, Management shall indicate whether or not the employee is eligible for such leave, if such leave will be counted against the employee's annual family or medical leave entitlement, and any requirement for the employee to furnish medical certification. Management may designate leave, paid or unpaid, taken by an employee as family or medical leave-qualifying, regardless of whether or not the employee initiates a request to take family or medical leave.

## **VI. Applicable Time Off**

Employees who are granted leave in accordance with this Article shall take time off in the following order:

### **A. Childbirth (Mother)**

1. Accrued sick leave (100% and 75%) or vacation for the entire period of disability that a health care provider certifies is necessary (including prenatal care or the mother's inability to work prior to the birth), may be taken at the employee's discretion.
2. For the non-disability portion of childbirth leave (before delivery or after ["bonding"]), accrued vacation available at the start of the leave shall be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
4. Accrued 75% sick leave, following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
5. Unpaid leave.
6. Accrued Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (3 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period [720 hours]) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

### **B. Childbirth (Father or Domestic Partner), Adoption, Foster Care, or Family Illness**

1. Annual family illness sick leave up to fifteen (15) days (120 hours) may be used at the employee's discretion. Such leave may be taken before or after the vacation described in 2 below.
2. Accrued vacation available at the start of the leave shall be taken. Such time must be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
4. Accrued 75% sick leave, following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
5. Unpaid leave.
6. Accrued Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (3 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period [720 hours]) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

**C. Personal Medical Leave**

1. Accrued 100% sick leave may be used at the employee's discretion. Such leave may be taken before or after the vacation described in No. 3 below.
2. Accrued 75% sick leave may be used following use of all 100% sick leave at the employee's discretion. Such leave may be taken before or after the vacation described in No. 3 below.
3. Accrued vacation time.
4. Unpaid leave.
5. Accrued Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (1 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period [720 hours]) family or

medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

## **VII. Sick Leave Rate of Pay**

Payment for sick leave usage under VI.A, B ,and C. shall be at the regular accrued rate of 100% or 75% as appropriate.

## **VIII. Monitoring**

Management shall maintain such records as are required to monitor the usage of leave as defined in this Article. Such records are to be made available to the Association upon request.

## **IX. Paid Parental Time**

- A. Effective March 24, 2024, the Paid Parental Time (PPT) Pilot Program for the period of January 1, 2021, through June 30, 2025, shall become permanent, and the Letter of Agreement will no longer be in effect. The permanent PPT benefit shall be increased from up to six (6) weeks (240 hours) under the Pilot Program to up to twelve (12) weeks (480 hours). Any bargaining unit member may use up to the maximum amount of time allotted for pregnancy disability and/or to bond with their new child during Family and Medical Leave (FML). Use of PPT shall be limited to twelve (12) weeks (480 hours) as part of the employee's FML entitlement during each of the employee's 12-month FML anniversary period.
- B. PPT shall be available to eligible employees who have experienced one of the following qualifying events:
1. Birth of a child;
  2. Disability due to pregnancy;
  3. Long-term placement of a child for foster care;
  4. Placement of a child for adoption; or
  5. Placement of a child for legal guardianship.
- C. PPT may be used at the employee's discretion without regard to any other available paid time off balance. All eligible employees with a qualifying event shall receive up to twelve (12) weeks (480 hours) of PPT regardless of any other paid time off balances (e.g., sick leave, vacation, compensatory time off, etc.). PPT may be used at the employee's discretion at any time during pregnancy or bonding FML

and taken on a continuous or intermittent basis in no less than one (1) hour increments. Employees must conclude PPT within one (1) year of the child's birth or placement. PPT will be administered in the same manner as all other paid time off balances. PPT does not accrue, carry over, or pay out upon retirement or separation from City service.

It is the intent of the parties that the provisions and administration of this Article be in compliance with the Family and Medical Leave Act of 1993, the California Family Rights Act of 1993, and the Pregnancy Disability Leave provisions of the California FEHA.

#### **ARTICLE 44            BILINGUAL/MULTILINGUAL PAY**

Effective March 24, 2024, the following shall be implemented.

- A. Whenever an appointing authority determines that it is necessary or desirable that a position be filled by a person able to converse fluently in one or more languages other than English, or write and interpret one or more languages other than English, the appointing authority shall transmit to the Controller a written statement approving payment of a bilingual or multilingual premium, as provided by this Article to the person occupying such a position and possessing such bilingual or multilingual skills.
- B. After authorizing payment of a bilingual or multilingual premium, the appointing authority shall certify to the Controller the name of an employee eligible for one or more bilingual or multilingual premium pay amounts and the Personnel Department shall certify to the Controller that the employee has qualified under its standards of fluency and proficiency for said language(s).
- C. Persons certified as being qualified by the Personnel Department shall receive a bilingual or multilingual premium of one (1) premium level rate (2.75%) for each language for duties requiring that they converse fluently in one or more languages other than English, or of two (2) premium level rates (5.5%) for each language for duties requiring that they interpret one or more languages other than English, in addition to conversing fluently in the other language(s). (This pay shall be pensionable when regularly assigned and non-pensionable when assigned on a daily basis.)
- D. Compensation provided for in this Article shall be retroactive to the employee's first day so assigned to a position requiring the use of bilingual or multilingual skills as described above.

The provisions in Sections E and F below expire on March 23, 2024, and are replaced with the provisions above.

- E. The City's present practices with regard to premium pay for employees required to use a language other than English will be continued during the term of this MOU.

Such practices of additional compensation for employees required to use a language other than English shall be in accordance with Section 4.84 of the LAAC.

- F. Such compensation shall be retroactive to the employee's first day in a bilingual position. However, such compensation shall not be paid unless the employee has been properly certified in accordance with the provisions of Section 4.84 of the Los Angeles Administrative Code. Additional compensation is pensionable when regularly assigned and non-pensionable when assigned on a daily basis.

## **ARTICLE 45 SAFETY**

### Section I

Safety clothing and devices currently provided by the City shall continue to be provided, as long as the need exists; the Association will encourage all employees in the Unit to utilize said safety clothing and devices to the fullest extent possible.

### Section II

The City will make every reasonable effort to provide safe working conditions. The Association will encourage all employees in the Unit to perform their work in a safe manner. Each employee should be alert to unsafe practices, equipment and conditions, and should report any hazardous condition promptly to their immediate supervisor. Said supervisor must:

- A. Correct or eliminate the hazardous condition if correction or elimination thereof is within the authority and capability of the supervisor; or
- B. Safeguard a hazardous condition in such a manner as to preclude injury to personnel and/or property damage, and promptly report the nature and location of the hazardous condition to the next level of supervision designated by departmental management for said purpose, if elimination of the hazardous condition is not within the immediate supervisor's capability.
- C. If elimination of the hazardous condition is not within the capability of the second level of supervision to correct, the employee shall promptly report the problem to the next designated level of supervision or inform the Departmental Chief Safety and Wellness Officer or the Departmental Safety Coordinator about the problem.

### Section III

If the procedures for handling a reported hazardous condition are not initiated, or if initiated, fail to affect a satisfactory solution of the problem within a reasonable time, the employee or their representative may call the Personnel Department Occupational Safety & Health Division/City Safety Administrator and report such hazard.

Unresolved complaints hereunder may be referred to the State Safety Engineer for processing under the CAL/OSHA rules and regulations.

#### **ARTICLE 46           RAIN GEAR**

The City shall provide rain gear for employees who are required to work outside in inclement weather as a normal part of their job duties. The City shall replace rain gear when no longer serviceable.

#### **ARTICLE 47           MILITARY LEAVE**

The City's present practices with regard to military leave with pay will be continued during the term of this MOU. Such practices shall be in accordance with Section 4.123 of the LAAC.

#### **ARTICLE 48           PROFESSIONAL/MANAGEMENT DEVELOPMENT LEAVE**

The City and the Association agree that each employee shall be entitled, with prior approval of the employee's immediate supervisor, to forty (40) hours of paid administrative leave each fiscal year for the purpose of professional and/or management development. Approval of the leave shall be based on the operational needs of the department. The leave must be utilized within the fiscal year and cannot be accumulated. Such leaves can be taken in increments of a full work day.

#### **ARTICLE 49           SHIFT DIFFERENTIAL**

Effective March 24, 2024, the following provisions in Sections A through C shall be implemented.

- A.     The City's present practices with regard to the application of a shift differential will be continued during the term of this MOU. Such practices shall be in accordance with the LAAC Sections 4.61, 4.72, 4.74, and 4.75.
  
- B.     Notwithstanding the provisions of LAAC Section 4.61, Schedule A, Note N, if an employee works more than fifty percent (50%) of a shift between the hours of 5:00 p.m. and 12:00 a.m., the employee shall receive, for each such shift worked, two (2) premium levels (5.5%) above the rate currently received by the employee. (Pensionable when regularly assigned; non-pensionable when assigned on a daily basis.)
  
- C.     Notwithstanding the provisions of LAAC Section 4.61, Schedule A, Note N, if an employee works more than fifty percent (50%) of a shift between the hours of 12:00 a.m. and 8:00 a.m., the employee shall receive, for each such shift worked, three (3) premium levels (8.25%) above the rate currently received by the employee. (Pensionable when regularly assigned; non-pensionable when assigned on a daily basis.)

The provision below shall expire on March 23, 2024, and is replaced with the provisions above.

The City's present practice of providing adjusted compensation for work performed between the hours of 5:00 p.m. and 8:00 a.m. as described in Note N of Schedule A of Section 4.61 of the LAAC will be continued during the term of this MOU. The procedure for the payment of adjusted compensation for work performed under the provisions of Note N shall be in accordance with Sections 4.72, 4.74 and 4.75 of the LAAC. Additional compensation is pensionable when regularly assigned and non-pensionable when assigned on a daily basis.

## **ARTICLE 50            TRAINING AND PROFESSIONAL DEVELOPMENT**

The parties agree to continue the Joint Labor Management Committee for Training and Development (JL-MCTD) for the period this MOU is effective. The JL-MCTD will be responsible for developing and approving training programs for unit members and allocating the professional development funds provided below. The JL-MCTD will be composed of ten members with five appointed by the Association and five appointed by the City (i.e. General Manager Personnel). The JL-MCTD will choose its own chairperson from among its appointed members. The position of Chairperson shall rotate annually between Association- and City-appointed members.

The City will establish a trust fund for professional training and development to be administered by the Personnel Department consistent with the decisions of the JL-MCTD. The City shall deposit \$173,000 into the trust fund on or after the start of the pay period following Council adoption of this MOU, and \$173,000 on July 1, 2019, and each July in each year of this MOU. Unspent funds shall not revert to the City's General Fund at the end of the fiscal year, but shall remain in the trust fund. However, any unspent or unencumbered funds in the trust fund shall revert to the General Fund upon the implementation of a successor MOU.

The parties agree to reopen this Article on or after July 1, 2020, to discuss whether additional funding is available from the City for the trust fund.

## **ARTICLE 51            PROFESSIONAL DUES/REGISTRATION**

Employees in classifications represented by the Association, who require registration or professional membership as a condition of employment will have such expenses paid by the City. Payment may either be made directly by the City to the appropriate organization or agency or may be reimbursed to the employee. In either case payment will only be on the basis of adequate documentation as required by the employee's appointing authority.

**ARTICLE 52                    WORKERS' COMPENSATION**

Management agrees to adhere to the City's policies with regard to the Citywide Temporary Modified Duty (Return to Work) Program.

Management shall provide Workers' Compensation benefits in accordance with LAAC Section 4.104, except that salary continuation payments during absences for temporary disabilities arising from job-related injuries or illnesses shall be in an amount equal to the employee's regular biweekly, take-home pay at the time of incurring the disability condition. For the purposes of this article, take-home pay is defined as an employee's biweekly gross salary rate less the mandatory deductions for Federal and State income tax withholding, and employee retirement contributions.

**ARTICLE 53                    WORKERS'        COMPENSATION        ALTERNATIVE        DISPUTE  
RESOLUTION PROGRAM**

The following information is for informational purposes.

The parties to this agreement have entered into a Workers' Compensation Alternative Dispute Resolution (ADR) Program Agreement approved by the State on or about October 2, 2018. In accordance with California Labor Code Section 3201.7, this Agreement was reached separate and apart from the collective bargaining process for this MOU. Said Agreement includes a Joint Labor Management Committee (JLMC), the terms of which are incorporated in the body of the ADR Agreement.

The Workers' Compensation ADR Program, approved by the State of California, provides a dispute prevention and resolution process designed to improve the processing and quality of workers' compensation medical benefits, improve claim resolution, reduce workers' compensation claim costs, return injured employees to work in a timely manner, and increase injured employees' satisfaction with the process.

**ARTICLE 54                    LIFE INSURANCE**

The City of Los Angeles will contract with an insurance carrier of its choice to provide to each unit employee a City-paid life insurance benefit equal to the employees base annual salary at the time of death rounded to the nearest \$1,000. The life insurance benefit will be subject to the following provisions:

- A.     The life insurance benefit will be reduced to 65% of base annual salary at the time of death rounded to the nearest \$1,000 on the first of the month of the employees 65th birthday.
- B.     The life insurance benefit will be reduced to 50% of base annual salary at the time of death rounded to the nearest \$1,000 on the first of the month of the employees 70th birthday.



- C. The life insurance benefit will terminate upon retirement or separation from City service but may be converted to an individual policy.
- D. If an employee is totally and permanently disabled before the employee's 60th birthday, the insurance company will continue the benefit until the earlier of their 65th birthday or the date the employee is no longer disabled.
- E. The life insurance benefit will include a living benefits rider allowing terminally ill employees to elect to have a portion of the coverage paid prior to death.
- F. Federal law requires that an additional amount of income be added to an employee's taxable earnings for the premium the City pays for coverage in excess of \$50,000. The amount varies based on age.

The provisions listed above are descriptive of standard group term life insurance plans. In all cases the specific benefits provided will be in accordance with the contracted group term life insurance policy and the California Insurance Code.

**ARTICLE 55            UNIFORMS**

- A. A non-pensionable uniform allowance of fifty dollars (\$50.00) each pay period and an annual cash payment each February of one hundred fifty dollars (\$150.00) for the purchase or replacement of uniform shoes will be given to each employee in the classes listed below:

<u><b>Class</b></u>	<u><b>Class Code</b></u>
Chief of Parking Enforcement Operations	9180
Parking Enforcement Manager I	9025-1
Parking Enforcement Manager II	9025-2

- B. Effective the first full pay period after Council adoption, a non-pensionable uniform allowance of fifty dollars (\$50.00) each pay period shall be paid to employees in the classes listed below. Additionally, effective the first February after Council adoption, an annual cash payment each February of one hundred fifty dollars (\$150.00) for the purchase or replacement of uniform shoes will be given to each employee in the classes listed below:

<u><b>Class</b></u>	<u><b>Class Code</b></u>
Chief Street Services Investigator I	4286-1
Chief Street Services Investigator II	4286-2
Chief Park Ranger	1968
Principal Recreation Supervisor I (Aquatics)	2464-1
Principal Recreation Supervisor II (Aquatics)	2464-2

## **ARTICLE 56            ACTING PAY**

### **Section I        Job Classifications at the Salary Range of Chief Management Analyst and Above**

Effective March 24, 2024, the following provisions in Subsections A through D shall be implemented.

#### **A.        Absence at Higher Level Position**

Whenever Management assigns an employee to perform the duties of a higher level position (in a class for which the duties and responsibilities of the current class would provide qualifying experience for the higher level class) due to the temporary absence of the higher level incumbent, such employee shall become eligible for additional compensation upon completion of a qualifying period of ten (10) cumulative working days within a twelve-month period in such assignment at their regular rate of compensation. Management shall not divide or alternate the assignment of higher level duties during the qualifying period. Such additional compensation shall begin on the 11<sup>th</sup> cumulative working day in such assignment.

Each subsequent acting assignment following the employee's return to their regular assignment shall not require completion of a new qualifying period.

#### **B.        Vacant Higher Level Position**

Whenever Management assigns an employee on a temporary basis to perform the duties of vacant higher level position (in a class for which the duties and responsibilities of the current class would provide qualifying experience for the higher level class), such employee shall become eligible for additional compensation on the first day of said assignment.

#### **C.        Status Review**

Acting pay is not intended as compensation for a long-term out-of-class assignment and shall not extend past one (1) year. When an employee has filled an acting assignment for a period of three (3) months, Management will review the status of the vacancy to determine when the vacancy can be filled through appropriate measures. Upon request, Management will review the acting assignment with the employee. At that time, the employee may request to be removed from the acting assignment.

#### **D.        An employee qualifying for additional compensation as provided for in this section shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for the employee's class. Additional compensation is non-pensionable.**

The remaining provisions of Section I, below expire on March 23, 2024, and are replaced with the provisions above.

Whenever the General Manager/Bureau Head assigns an employee in a job classification at the salary range of Chief Management Analyst and above to perform the full duties of a higher level classification in this bargaining unit, such employee shall become eligible for additional compensation upon completion of a qualifying period of four cumulative months in a 12-month period in such assignment at the employee's regular rate of compensation.

An employee qualifying for additional compensation as provided for in this section shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for the employee's class. Additional compensation is non-pensionable.

The City Administrative Officer shall review and approve the appropriateness of the acting assignment for positions at the Chief Management Analyst salary level and above prior to the employee receiving the additional compensation as provided above.

## Section II     Job Classifications at the Salary Range below Chief Management Analyst

### A.     Absence at Higher Level Position

Effective March 24, 2024, the following provisions in Subsections 1 and 2 shall be implemented.

1.     Whenever Management assigns an employee to perform the duties of a higher level position (in a class for which the duties and responsibilities of the current class would provide qualifying experience for the higher level class) due to the temporary absence of the higher level incumbent, such employee shall become eligible for additional compensation upon completion of a qualifying period of ten (10) cumulative working days within a twelve-month period in such assignment at their regular rate of compensation. Management shall not divide or alternate the assignment of higher level duties during the qualifying period. Such additional compensation shall begin on the 11<sup>th</sup> cumulative working day in such assignment.
2.     Each subsequent acting assignment following the employee's return to their regular assignment shall not require completion of a new qualifying period.

The remaining provisions in Section II.A, below expire on March 23, 2024, and are replaced with the provisions above.

3.     Whenever Management assigns an employee to perform the duties of a higher level position (in a class for which the duties and responsibilities of the current class would provide qualifying experience for the higher level

class) due to the temporary absence of the higher level incumbent, such employee shall become eligible for additional compensation upon completion of a qualifying period of ten (10) consecutive working days in such assignment at the employee's regular rate of compensation. Management shall not divide or alternate the assignment of higher level duties during the qualifying period. Such additional compensation shall begin on the 11<sup>th</sup> consecutive working day in such assignment. For employees assigned to a modified work schedule, such as 9/80 or 4/10, compensation shall begin on the next day following the completion of 80 consecutive hours of assignment.

4. Approved leave time off taken during a qualifying period shall extend the 10-day (or 80 hour) qualifying period by the length of absence. All other absences shall constitute a disqualifying break in the qualifying period requirement, necessitating the initiation and completion of a new qualifying period.
5. Each subsequent acting assignment following the employee's return to their regular assignment shall not require completion of a new qualifying period.

B. Vacant Higher Level Position

Whenever Management assigns an employee on a temporary basis to perform the duties of vacant higher level position (in a class for which the duties and responsibilities of the current class would provide qualifying experience for the higher level class), such employee shall become eligible for additional compensation on the first day of said assignment.

C. Status Review

Acting pay is not intended as compensation for a long-term out-of-class assignment and shall not extend past one (1) year. When an employee has filled an acting assignment for a period of three (3) months, Management will review the status of the vacancy to determine when the vacancy can be filled through appropriate measures. Upon request, Management will review the acting assignment with the employee. At that time, the employee may request to be removed from the acting assignment.

- D. An employee qualifying for additional compensation as provided for in this section shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for the employee's class. Additional compensation is non-pensionable.

### Section III    Waivers and Exceptions

- A. Nothing in this Article shall be construed as limiting Management's authority to make temporary higher level assignments of qualified personnel during emergencies or unusual operating conditions. However, such assignments shall not be extended beyond the period of emergency or unusual operating conditions.
- B. Whenever an employee performs duties outside of the normal duties of their position for the purpose of training or providing experience, written confirmation of such performance will be placed in the employee's personnel file upon request by the employee. Management shall designate a knowledgeable person to supervise said training or experience.
- C. This provision shall not apply to any employee in a classification in this Unit that is receiving additional compensation under Article 61, Executive Officer Bonuses.

### **ARTICLE 57            SEVERANCE OR DOWNGRADE OF EXEMPT MANAGER**

The parties will reopen the MOU to meet and confer regarding salary protection and/or severance benefits for an exempt manager who is downgraded to a lower pay grade or class, or is terminated. Nothing in this Article obligates the City to recommend or agree to salary protection or severance benefits.

### **ARTICLE 58            RELEASE TIME**

The appointing authority may grant elected officers or appointed representatives of the Union time off for employee organization representation activities. No more than one (1) employee in a Department or Bureau of the Department of Public Works may be designated for such release time. A total of no more than eleven (11) employees for all bargaining units (4, 8, 14, 15, 17, 18, 36, 63, and 64) shall be allowed release time under this Article.

- A. The Union shall submit a written request for release of an employee to that employee's Department Management, which shall include a list of all employees currently on release time for these Units. Such request shall be submitted at least 21 calendar days prior to the effective release date, specifying the starting and ending dates of release. The Union shall provide a copy of said request to the CAO. The employee shall fill out any necessary paperwork required by Management for their release.
- B. Whenever operationally feasible, the Department shall grant the time off request. When it is not possible to immediately grant the request, the Department shall provide an explanation in writing and specify a date when the employee can be released.

- C. Release time for a given employee shall be granted for a maximum of one year in any three-year period unless additional release time is approved by the CAO and the affected department.
- D. Employees shall be paid the employee's current salary by the City while the employee is performing these duties for the Union.
- E. Employees shall retain all of the existing benefits, including but not limited to medical, dental, deferred compensation plan, retirement benefits and seniority accrual in their civil service class.
- F. The Union shall reimburse the City for all salary and benefits costs incurred as a result of release time, including, but not limited to, vacation, sick leave, compensated time off, retirement, short-term disability, life insurance, medical, dental and workers' compensation. The benefits cost shall be based on the benefits rates established by the CAO as contained in the City Budget in effect during the period of release time, and the cost of other benefits approved by the Joint Labor Management Benefits Committee that become effective during this period.
- G. Payment of any overtime worked while on release time shall be the responsibility of the Union.
- H. The CAO shall bill the Union and Union shall make payments to the CAO of all reimbursable costs identified in Section F above.
- I. An employee on release time shall submit weekly timesheets signed by the employee and the Union to their respective Personnel Director specifying the number of hours worked and use of any sick leave, vacation time or compensated time off.
- J. Should an employee incur a work-related injury while on release time, the employee shall remain on release time with the Union during the period of injury-on-duty (IOD), or until the release time has ended, and shall continue to be counted in determining the eleven (11) employee maximum, as provided for above. The Union will reimburse the City for all IOD and Workers' Compensation related costs.
- K. When the employee returns from release time, the employee shall return to the employee's civil service classification and pay grade at the time of release.
- L. The employee must have passed probation in their current class to be eligible for release time.
- M. The Union shall indemnify, defend and hold the City and its officers and employees harmless against any and all claims, suits, demands or other forms of liability that

might arise out of or result from any action taken by an employee in the service of the Union.

The CAO shall maintain a list of employees who have been approved for release time and the approved duration.

## **ARTICLE 59 POST CERTIFICATE AND TRAINING BONUSES**

Effective the first full pay period after Council adoption, employees in the classes of Chief Street Services Investigator I and II (Codes 4286-1 and -2) and Chief Park Ranger (Code 1968) shall be eligible for the Peace Officer Standards and Training (POST) and Continuing Education bonuses in accordance with the following provisions:

- A. A Unit member who is employed in one of the classifications and pay grades listed above, who possesses a valid and current PC 832 certificate, shall be paid additional compensation in the amount of one hundred fifty dollars (\$150.00) per pay period.
- B. A Unit member who is employed in one of the classifications and pay grade listed above, who possesses a valid and current Level III POST certificate, shall be paid additional compensation in the amount of two hundred fifty dollars (\$250.00) per pay period.
- C. Additional compensation provided for in this Article shall be paid as a flat-rate and shall be pensionable.

## **ARTICLE 60 EXECUTIVE DIRECTOR CLASSES ASSIGNED TO CHIEF ADMINISTRATIVE OFFICER/ MERIT PAY PLAN**

Effective the start of the pay period following the adoption of this MOU by the City Council, the classes of Executive Director Commission on the Status of Women (Code 9225) and Executive Director Human Relations Commission (Code 9020) shall be evaluated and compensated in accordance with the Chief Administrative Officer/ Merit Pay Plan, in accordance with Charter Section 508. Both classes shall be assigned to Salary Range M-6.

The Association agrees that evaluations and setting or adjusting of compensation for Executive Directors under Charter Section 508(d) shall not be grievable. Furthermore, the Association agrees that any changes to the process used under Charter Section 508(d) to evaluate or set the level of compensation for Executive Directors shall not be subject to meet-and-confer, as long as any such changes apply to all positions in the Chief Administrative Officer/Merit Pay Plan.

**ARTICLE 61 EXECUTIVE OFFICER BONUSES**

One employee in each of the classes listed below may be designated by the respective Department Head/General Manager/Bureau Director as the Executive Officer for the department/bureau. While serving as the Executive Officer, the employee will receive a two premium level bonus. Additional compensation is pensionable.

Assistant Director Bureau of Sanitation	Code 7225
Assistant General Manager Convention Center	Code 9694
Assistant General Manager LACERS	Code 9414
Assistant General Manager LAFPP	Code 9269
Assistant General Manager Bureau of Street Services	Code 4156
Assistant General Manager Transportation	Code 9263
First Deputy General Manager Harbor	Code 0805
Ethics Officer III	Code 0017
Assistant Director Bureau of Street Lighting	Code 7536
Chief Management Analyst, Board of Public Works	Code 9182

One employee in each of the classes listed below may be designated by the respective Department Head/General Manager/Bureau Director as the Executive Officer for the department/bureau. While serving as the Executive Officer, the employee will receive a four premium level bonus. Additional compensation is pensionable.

Assistant General Manager Recreation and Parks	Code 9241
Assistant General Manager Information Technology Agency	Code 9381
Assistant General Manager Housing	Code 9271
Deputy Director of Planning	Code 9444

**ARTICLE 62 SERVICE AND WORKFORCE RESTORATION**

- A. The City and Union will mutually designate trainee-level positions in applicable bargaining units and design training programs for targeted entry-level Civil Service classifications.
- B. Trainee-level positions will only be used by mutual agreement of the parties, contingent and specifically conditioned on the City funding Civil Service positions in department budgets.

**ARTICLE 63 CONTRACTING OF UNIT WORK**

The parties agree that during the term of this MOU the following terms and conditions shall apply to the contracting of unit work:

- A. No bargaining unit employee shall be laid off, demoted or suffer loss of pay or benefits as a result of the contracting of unit work.



- B. If any employee subject to the provisions herein is displaced as a result of contracting, the employee shall be retained in a position within a classification represented by the Union.
- C. Notwithstanding any provision of this MOU to the contrary and excluding the provisions of paragraph 6 below, the provisions of this article shall be subject to advisory arbitration only.
- D. In lieu of the meet-and-confer process prescribed by the Employee Relations Ordinance (ERO), the parties agree to meet and discuss, in accordance with the provisions outlined below, all contracts to perform unit work except for contracts required by bona fide emergencies.
- E. The parties agree that the following expedited procedure shall replace the impasse resolution provisions of the ERO for disputes arising out of the meet-and-discuss process specified above:
  - 1. The City shall provide timely notice, through the existing "clearinghouse" procedure, of proposed contracts to perform unit work. In addition, the City shall provide the union a list of individuals responsible for coordinating contracting information in each department.
  - 2. The Union may request to meet and discuss such proposed contracts within fifteen (15) calendar days following notice as indicated in subsection 1 above. Failure by the union to request such meeting(s) within the prescribed fifteen (15) days shall constitute a waiver of the union's right to continue this process.
  - 3. Meeting(s), if requested, shall begin within five (5) working days following notice to the City by the Union of its desire to discuss the proposed contract(s).
  - 4. If the parties cannot reach agreement through the meet-and-discuss process, the Union may request expedited advisory arbitration within five (5) working days following the last meet-and-discuss session. Failure by the Union to request arbitration within the specified five days shall constitute a waiver of the Union's right to continue in this process. The parties will attempt to establish a mutually agreeable, expedited process for selecting arbitrators. Absent any such agreement, arbitrators will be selected in accordance with Rules 11.03 and 11.04 of the Employee Relations Board.
  - 5. The parties agree that for contracts with a value of less than \$1 million, the hearing and issuance of the advisory decision by the arbitrator shall be concluded within thirty (30) calendar days following request for arbitration; and within (90) calendar days for contracts of \$1 million or more.

6. The arbitrator's advisory decision and recommendation shall be transmitted to the appropriate determining body simultaneously with the proposed contract.
  7. The time limits in this process may be extended only by the mutual, written agreement of the parties.
  8. The expedited arbitration process herein shall be informal. Court reporters shall not be used; rules of evidence shall be informal; the production of witnesses and documentary evidence shall be at the discretion of each party; the arbitrator's notes, exhibits (if any), and the written advisory decision and recommendation shall constitute the record of the proceedings; post hearing briefs shall not be required or submitted.
  9. Arbitration fees shall be shared equally by the Union and the City.
- F. Disputes over the practical consequences of the contracting of unit work, other than those occurring under paragraphs 4 and 5 above, shall be resolved in accordance with the provisions of the Grievance Procedure, Article 17 of the MOU, and shall not delay the implementation of the contract if all other provisions of this article have been met.

The parties agree that the review of "practical consequence" grievances shall begin with the first formal level of review of the grievance procedure and that said grievances shall be subject to advisory arbitration, except as provided in the Arbitration step (Step 4) of the Grievance Procedure.

- G. The parties agree that, effective December 13, 2015, the Union may file a grievance regarding the contract notification.
1. A grievance challenging the notification shall be filed within fifteen (15) calendar days of the Union's knowledge of the alleged deficient notification.
  2. The grievance will be submitted to an expedited informal arbitration process. The arbitration shall be conducted within thirty (30) days of filing of the Union's grievance. The arbitration fees shall be shared equally between the Union and the City.
  3. The arbitrator shall determine if the City has violated the notification procedures. The arbitrator's remedy shall be limited to ordering the City to reissue the notification. In no event will the arbitrator have the authority to void a Council-approved contract. The arbitrator's decision is binding on the parties.

**ARTICLE 64                   DISTURBANCE CALLS**

Whenever an hourly employee is contacted while on off-duty status by the Department/City to furnish information or take action needed to maintain the continuity of City business, without the necessity of having to personally report for duty, such employee shall receive a minimum of one hour of compensation at the overtime rate of time and one-half (1½) in cash for each such incident. Work in excess of one (1) hour shall be treated in accordance with the call back provisions of the MOU and subject to the following limitation:

Any employee receiving Standby Pay compensation for the same day shall not be eligible to receive compensation under this Article for that day.

**ARTICLE 65                   CALL BACK PAY**

Whenever Management orders an hourly employee to return to duty at a designated work site following the termination of the employee’s work shift and departure from their work location, the employee shall receive a minimum payment equivalent to four hours of work at the rate of time and one-half (1½) their regular rate of pay. Compensated time shall begin at the time the employee is called out and end upon completion of the job. This compensated time includes a maximum of one (1) hour travel time to the job location.

**ARTICLE 66                   ON-CALL/STANDBY COMPENSATION**

The table below provides a list of bargaining Unit members who may be required by their appointing authority to be on-call or on standby during off-duty hours. If a General Manager or their designee determines a need to assign an employee in a classification listed below (On-Call Employee) to an on-call or standby status during the employee’s off-duty hours, the employee shall be compensated accordingly.

The applicable on-call or standby time shall be the period of time between the end of one regular work shift and the beginning of the next regular work shift. When an On-Call Employee is assigned to standby status during off-duty works, the employee shall receive, in addition to any other compensation provided for herein, one (1) hour of non-pensionable compensation for every six hours required to be on standby.

For example, an employee may be placed on standby for 60 hours over a weekend. 60 divided by 6 equals 10 hours of straight time standby compensation.

<b>Code</b>	<b>Class Title</b>	<b>Maximum Number of Employees<sup>1</sup></b>	<b>Department</b>	<b>Assignment</b>
9304	Director of Airport Operations	1	Airports	Manager on Duty (MOD)
7260-3	Airport Manager III	4	Airports	Manager on Duty (MOD)
7260-2	Airport Manager II	3	Airports	Manager on Duty (MOD)
7258	Chief of Operations	1	Airports	Manager on Duty (MOD), Emergency Management at Van Nuys
7270	Director of Maintenance, Airports	3	Airports	Manager on Duty (MOD)
4128	Sanitation Wastewater Manager	3	Public Works, Bureau of Sanitation	While assigned at a water reclamation plant
7840	Wastewater Treatment Laboratory Manager	3	Public Works, Bureau of Sanitation	
3124 <sup>2</sup>	Building Maintenance and Construction Superintendent	3	General Services	
3129 <sup>2</sup>	Construction and Maintenance Superintendent	1	Public Works, Bureau of Sanitation	
1968 <sup>2</sup>	Chief Park Ranger	1	Recreation and Parks	
9375 <sup>2</sup>	Director of Systems	2	Los Angeles Police Department	
1409 <sup>2</sup>	Information Systems Manager	1	Los Angeles Police Department	
9375 <sup>2</sup>	Director of Systems	1	Public Works, Bureau of Sanitation	
9375 <sup>2</sup>	Director of Systems	1	Information Technology Agency	Elected support Official

Code	Class Title	Maximum Number of Employees <sup>1</sup>	Department	Assignment
3147 <sup>2</sup>	Principal Grounds Maintenance Supervisor II	1	Harbor	

<sup>1</sup>Maximum number of employees at any given time.

<sup>2</sup>Effective March 24, 2024

The parties agree to reopen this Article by mutual consent at any time during the term of this MOU to modify the list of classes listed above.

## **ARTICLE 67            PROFESSIONAL CERTIFICATION BONUSES**

- A. Any employee in this unit who has earned and possesses a senior-level certification from the Public Sector Human Resources Association (PSHRA) or the Society for Human Resources Management (SHRM); or a professional certification from the California Public Employers Labor Relations Association (CALPELRA) shall be eligible to receive additional compensation.
- B. Any Sanitation Wastewater Manager I, II, or III (Code 4218-1, -2, or -3) who possesses a State of California Level IV or V certification shall be eligible to receive additional compensation.
- C. If an employee qualifies for additional compensation under Sections A or B, above, this additional pay shall be a two premium level, pensionable, adds-to-rate bonus that shall be used in calculating promotion differentials prescribed in LAAC Section 4.91(a)(1). This additional pay shall be administered at the beginning of the first full pay period after presentation to Management.
- D. Employees shall only be eligible to qualify for additional compensation up to a maximum of two premium levels under the provisions of this Article, regardless of the number of qualified certifications an employee may possess.
- E. This additional pay shall continue through the expiration date of the certification, as applicable. The employee bears the full responsibility of providing proof of certification and recertification to Management in order to receive this additional pay.
- F. Employees in this unit who fail to gain recertification from the certifying agency shall cease being eligible for the additional pay described in this article.
- G. Additional certifications may be added to this article upon the request of a General Manager or LAPMA, with the approval of the CAO.

**ARTICLE 68                    PERSONAL LEAVE**

On January 1<sup>st</sup> of each year, each full-time unit member shall, in addition to all other compensatory time, receive forty (40) hours per calendar year as personal leave. Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall not be used as a proxy for vacation leave or sick leave. Personal leave shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost. Personal leave may be taken in one (1) hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of City service (180 calendar days from the date of hire). Under no circumstances shall such time be compensated in cash upon separating from City service, retirement, transfer to another bargaining unit, or any other reason.

On January 1<sup>st</sup> of each year, each part-time unit member shall, in addition to all other compensatory time, accrue personal leave based on hours compensated in the prior calendar year not to exceed 40 hours in a calendar year. All other terms and conditions as provided for full-time employees are applicable.

Effective March 23, 2024, the above provisions shall be temporarily suspended and replaced with the provisions in Article 68.A, Personal Leave and Hourly Unspecified Holiday Pilot program, as indicated below.

**ARTICLE 68.A                    PERSONAL LEAVE AND HOURLY UNSPECIFIED HOLIDAY PILOT PROGRAM**

Effective March 24, 2024, the following pilot program shall be in effect for the term of this 2023-2028 MOU and will expire on December 23, 2028.

Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall not be used as a proxy for vacation leave or sick leave. Personal leave shall only be taken in the calendar year in which it is credited. Personal leave may be taken in one-hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of City service (180 calendar days from the date of hire). Such time shall not be compensated in cash (e.g. upon separating from City service, retirement, transfer to another bargaining unit), except as described below.

**A.                    PERSONAL LEAVE AND HOURLY UNSPECIFIED HOLIDAY TIME FOR CALENDAR YEAR 2024**

The bank of unused Personal Leave time that was credited to an employee in calendar year 2024, shall be treated as follows.

For full-time employees:

1.                    A maximum of 24 hours remaining unused in an employee's Personal Leave bank shall remain as Personal Leave time.

2. Any remaining hours in excess of the 24 hours cited above shall be converted to Hourly Unspecified Holiday time.
3. Hourly Unspecified Holiday time is distinguished from time granted pursuant to Los Angeles Administrative Code Section 4.119 or similar unspecified holiday/floating holiday time provided for in MOUs in that Hourly Unspecified Holiday time may be taken in one hour increments and is available to employees who are eligible for personal leave. Employees shall request Hourly Unspecified Holiday time off in the same manner that they would request vacation or other similar compensated time off. Hourly Unspecified Holiday time shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost.
4. Employees on active payroll status as of December 31, 2024, who have any unused balance of hours as referenced in Subsection A.1. shall be compensated by cash payment at 100% of the employee's salary rate as of December 31, 2024. The payment shall be issued as soon as practicable after the end of calendar year 2024.

**B. PERSONAL LEAVE AND HOURLY UNSPECIFIED HOLIDAY TIME FOR CALENDAR YEARS 2025-2028**

The bank of Personal Leave time credited to an employee in calendar years 2025, 2026, 2027, and 2028, only shall be treated as follows.

For full-time employees:

1. On January 1st of each year listed above, each full-time unit member shall, in addition to all other compensatory time, receive 24 hours of Personal Leave in each calendar year.
2. On January 1st of each year listed above, each full-time unit member shall, in addition to all other compensatory time, receive 16 hours of Hourly Unspecified Holiday time in each calendar year.
3. Hourly Unspecified Holiday time is distinguished from time granted pursuant to Los Angeles Administrative Code Section 4.119 or similar unspecified holiday/floating holiday time provided for in MOUs whereas Hourly Unspecified Holiday time may be taken in hourly increments and is available to employees who are eligible for personal leave. Employees shall request Hourly Unspecified Holiday time off in the same manner that they would request vacation or other similar compensated time off. Hourly Unspecified Holiday time shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost.

4. Employees on active payroll status as of December 31 of each calendar year who have any unused balance of hours as referenced in Subsection B.1. (Personal Leave) shall be compensated by cash payment at the employee's salary rate as of December 31, of each calendar year. The payment shall be issued as soon as practicable after the end of each calendar year.


Upon expiration of these provisions on December 23, 2028, unless mutually agreed to, the terms of this article shall revert to the previous terms in Article 68 – Personal Leave. The remainder of any unused Personal Leave time credited to an employee as of December 23, 2028, shall be frozen and compensated by cash payment at the employee's salary rate as of December 31, 2028. The payment shall be issued as soon as practicable in 2029. The Hourly Unspecified Holiday time remaining as of December 23, 2028, shall be available for use through December 31, 2028. If the Hourly Unspecified Holiday time is not taken, such time shall be deemed waived and lost.




**IN WITNESS WHEREOF**, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first above written.

LOS ANGELES PROFESSIONAL  
MANAGERS' ASSOCIATION  
Management Employees Unit


  
\_\_\_\_\_  
Charley Mims, Executive Director  
LAPMA

  
\_\_\_\_\_  
Robert Potter, President

CITY OF LOS ANGELES  
Representatives

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

Approved as to Form and Legality:

  
\_\_\_\_\_  
Jorge Otano  
Office of the City Attorney

4/10/2024  
Date

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Appendix A

Operative on December 31, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9206-0	311 Director	6502	2	\$ 139,499	--	12	\$ 203,955
7256-1	Airport Engineer I	5551	2	\$ 119,099	--	12	\$ 174,139
7256-2	Airport Engineer II	5910	2	\$ 126,804	--	12	\$ 185,372
9210-0	Airport Labor Relations Advocate	4962	2	\$ 106,446	--	12	\$ 155,660
9210-1	Airport Labor Relations Advocate I	4962	2	\$ 106,446	--	12	\$ 155,660
9210-2	Airport Labor Relations Advocate II	5646	2	\$ 121,124	--	12	\$ 177,083
9422-1	Airports Environmental Manager I	5411	2	\$ 116,092	--	12	\$ 169,754
9422-2	Airports Environmental Manager II	6502	2	\$ 139,499	--	12	\$ 203,955
3331-0	Airports Maintenance Superintendent	4771	2	\$ 102,353	--	12	\$ 149,667
7260-1	Airports Manager I	5354	2	\$ 114,860	--	12	\$ 167,937
7260-2	Airports Manager II	6095	2	\$ 130,771	--	12	\$ 191,198
7260-3	Airports Manager III	7141	2	\$ 153,196	--	12	\$ 223,979
1788-1	Airports Public And Community Relations Director I	4583	2	\$ 98,323	--	12	\$ 143,779
1788-2	Airports Public And Community Relations Director II	5852	2	\$ 125,551	--	12	\$ 183,535
1957-0	Asset Manager	6502	2	\$ 139,499	--	12	\$ 203,955
7259-0	Assistant Airport Manager	5778	2	\$ 123,964	--	12	\$ 181,217
1577-0	Assistant Chief Grants Administrator	5410	2	\$ 116,071	--	12	\$ 169,712
9232-0	Assistant City Librarian	7445	2	\$ 159,732	--	12	\$ 233,501
4219-1	Assistant Deputy Superintendent of Building I	6148	2	\$ 131,898	--	12	\$ 192,847
4219-2	Assistant Deputy Superintendent of Building II	6502	2	\$ 139,499	--	12	\$ 203,955
7298-0	Assistant Director Bureau of Contract Administration	7163	2	\$ 153,676	--	12	\$ 224,668
7225-0	Assistant Director Bureau of Sanitation	7445	2	\$ 159,732	--	12	\$ 233,501
7536-0	Assistant Director Bureau of Street Lighting	7163	2	\$ 153,676	--	12	\$ 224,668
4156-0	Assistant Director Bureau of Street Services	7445	2	\$ 159,732	--	12	\$ 233,501
9651-0	Assistant Director of Finance	7445	2	\$ 159,732	--	12	\$ 233,501
9428-0	Assistant Executive Director Cannabis Department	7127	2	\$ 152,904	--	12	\$ 223,562
9414-0	Assistant General Manager - LACERS	7445	2	\$ 159,732	--	12	\$ 233,501
9220-0	Assistant General Manager Aging	6502	2	\$ 139,499	--	12	\$ 203,955
0160-0	Assistant General Manager Airports	11490	2	\$ 246,509	--	12	\$ 360,430
9244-0	Assistant General Manager Animal Services	7163	2	\$ 153,676	--	12	\$ 224,668
9251-0	Assistant General Manager Community Development	7445	2	\$ 159,732	--	12	\$ 233,501
9694-0	Assistant General Manager Convention Center	6502	2	\$ 139,499	--	12	\$ 203,955
9248-0	Assistant General Manager Cultural Affairs	6022	2	\$ 129,205	--	12	\$ 188,859
9701-0	Assistant General Manager El Pueblo Historical Monu	5674	2	\$ 121,730	--	12	\$ 177,960
9273-0	Assistant General Manager Emergency Preparedness	6022	2	\$ 129,205	--	12	\$ 188,859

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Operative on December 31, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9257-0	Assistant General Manager General Services Departm	7445	2	\$ 159,732	--	12	\$ 233,501
9381-0	Assistant General Manager Information Technology A	7445	2	\$ 159,732	--	12	\$ 233,501
9271-0	Assistant General Manager Los Angeles Housing Dep	7445	2	\$ 159,732	--	12	\$ 233,501
9221-0	Assistant General Manager Neighborhood Empowerm	6022	2	\$ 129,205	--	12	\$ 188,859
9269-0	Assistant General Manager Pension	7584	2	\$ 162,717	--	12	\$ 237,885
9241-0	Assistant General Manager Recreation and Parks	7445	2	\$ 159,732	--	12	\$ 233,501
9263-0	Assistant General Manager Transportation	7445	2	\$ 159,732	--	12	\$ 233,501
0603-0	Assistant Inspector General	7045	2	\$ 151,150	--	12	\$ 220,973
9415-0	Assistant Retirement Plan Manager	6022	2	\$ 129,205	--	12	\$ 188,859
9646-0	Assistant Treasurer	6864	2	\$ 147,266	--	12	\$ 215,293
7998-0	Associate Zoning Administrator	6178	2	\$ 132,546	--	12	\$ 193,766
3194-1	Building Construction and Maintenance General Supe	5852	2	\$ 125,551	--	12	\$ 183,535
3194-2	Building Construction and Maintenance General Supe	6502	2	\$ 139,499	--	12	\$ 203,955
3124-0	Building Construction and Maintenance Superintendent	5852	2	\$ 125,551	--	12	\$ 183,535
1592-0	Chief Accountant Controller	5523	2	\$ 118,494	--	12	\$ 173,220
7274-1	Chief Airports Engineer I	7206	2	\$ 154,595	--	12	\$ 226,026
7274-2	Chief Airports Engineer II	7603	2	\$ 163,114	--	12	\$ 238,512
1528-1	Chief Auditor Controller I	4835	2	\$ 103,731	--	12	\$ 151,672
1528-2	Chief Auditor Controller II	5410	2	\$ 116,071	--	12	\$ 169,712
9151-0	Chief Benefits Analyst	6502	2	\$ 139,499	--	12	\$ 203,955
7296-0	Chief Construction Inspector	6684	2	\$ 143,403	--	12	\$ 209,656
0302-0	Chief Deputy Controller	8296	2	\$ 177,981	--	12	\$ 260,248
4229-0	Chief Electrical Inspector	5601	2	\$ 120,164	--	12	\$ 175,663
9230-0	Chief Financial Officer	7562	2	\$ 162,237	--	12	\$ 237,196
9286-0	Chief Harbor Engineer	8039	2	\$ 172,468	--	12	\$ 252,146
4250-1	Chief Heating and Refrigeration Inspector I	4350	2	\$ 93,333	--	12	\$ 136,429
4250-2	Chief Heating and Refrigeration Inspector II	5120	2	\$ 109,849	--	12	\$ 160,567
9374-0	Chief Information Officer	8550	2	\$ 183,430	--	12	\$ 268,161
1404-0	Chief Information Security Officer	7197	2	\$ 154,407	--	12	\$ 225,733
4254-0	Chief Inspector	5601	2	\$ 120,164	--	12	\$ 175,663
1619-0	Chief Internal Auditor	6022	2	\$ 129,205	--	12	\$ 188,859
9147-0	Chief Investment Officer	11351	2	\$ 243,523	--	12	\$ 356,045
9182-0	Chief Management Analyst	6502	2	\$ 139,499	--	12	\$ 203,955
7945-1	Chief of Airport Planning I	6503	2	\$ 139,520	--	12	\$ 203,997
7945-2	Chief of Airport Planning II	6858	2	\$ 147,141	--	12	\$ 215,126

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7945-B	Chief of Airport Planning PMI	5180	12	\$ 162,488	--	12	\$ 162,488
7945-C	Chief of Airport Planning PMII	5994	12	\$ 188,003	--	12	\$ 188,003
7945-D	Chief of Airport Planning PMIII	6848	12	\$ 214,792	--	12	\$ 214,792
9424-0	Chief Of Aviation Technology	7551	2	\$ 162,007	--	12	\$ 236,820
7258-1	Chief Of Operations I	4780	2	\$ 102,541	--	12	\$ 149,939
7258-2	Chief Of Operations II	5343	2	\$ 114,631	--	12	\$ 167,624
9200-0	Chief Of Transit Programs	6502	2	\$ 139,499	--	12	\$ 203,955
3165-0	Chief Park Maintenance Supervisor	4995	2	\$ 107,156	--	12	\$ 156,683
1968-0	Chief Park Ranger	5408	2	\$ 116,030	--	12	\$ 169,650
9180-0	Chief Parking Enforcement Operations	6502	2	\$ 139,499	--	12	\$ 203,955
4239-0	Chief Plumbing Inspector	5601	2	\$ 120,164	--	12	\$ 175,663
2384-0	Chief Police Psychologist	7445	2	\$ 159,732	--	12	\$ 233,501
5154-1	Chief Port Pilot I	10659	7	\$ 284,093	--	12	\$ 334,309
5154-2	Chief Port Pilot II	11468	7	\$ 305,662	--	12	\$ 359,720
1949-1	Chief Real Estate Officer I	5432	2	\$ 116,531	--	12	\$ 170,359
1949-2	Chief Real Estate Officer II	6502	2	\$ 139,499	--	12	\$ 203,955
4269-0	Chief Safety Engineer Elevators	5601	2	\$ 120,164	--	12	\$ 175,663
4260-0	Chief Safety Engineer Pressure Vessels	4835	2	\$ 103,731	--	12	\$ 151,672
0604-0	Chief Special Investigator	6502	2	\$ 139,499	--	12	\$ 203,955
4286-1	Chief Street Services Investigator I	4928	2	\$ 105,736	--	12	\$ 154,532
4286-2	Chief Street Services Investigator II	5848	2	\$ 125,467	--	12	\$ 183,430
1211-1	Chief Tax Compliance Officer I	5371	2	\$ 115,236	--	12	\$ 168,459
1211-2	Chief Tax Compliance Officer II	6502	2	\$ 139,499	--	12	\$ 203,955
2360-0	Chief Veterinarian	5876	2	\$ 126,073	--	12	\$ 184,328
1189-1	Chief Wharfinger I	4254	2	\$ 91,266	--	12	\$ 133,402
1189-2	Chief Wharfinger II	5316	2	\$ 114,046	--	12	\$ 166,726
7999-0	Chief Zoning Administrator	6856	2	\$ 147,099	--	12	\$ 215,043
2492-0	Child Care Program Manager	3866	2	\$ 82,935	--	12	\$ 121,291
0566-0	City Attorney Chief Administrative Assistant	6502	2	\$ 139,499	--	12	\$ 203,955
0536-0	City Attorney Financial Manager	4962	2	\$ 106,446	--	12	\$ 155,660
3136-0	City Forest Officer	6502	2	\$ 139,499	--	12	\$ 203,955
2496-0	Community Affairs Advocate	5410	2	\$ 116,071	--	12	\$ 169,712
8500-0	Community Housing Programs Manager	5371	2	\$ 115,236	--	12	\$ 168,459
9165-1	Compliance Program Manager I	5534	2	\$ 118,723	--	12	\$ 173,596
9165-2	Compliance Program Manager II	6502	2	\$ 139,499	--	12	\$ 203,955

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9247-0	Concessions Manager	6502	2	\$ 139,499	--	12	\$ 203,955
3129-0	Construction and Maintenance Superintendent	5481	2	\$ 117,596	--	12	\$ 171,946
9168-0	Contract Administrator	5687	2	\$ 122,001	--	12	\$ 178,377
3330-1	Convention Center Building Superintendent I	4928	2	\$ 105,736	--	12	\$ 154,532
3330-2	Convention Center Building Superintendent II	5852	2	\$ 125,551	--	12	\$ 183,535
1610-0	Departmental Audit Manager	6502	2	\$ 139,499	--	12	\$ 203,955
1593-1	Departmental Chief Accountant I	4855	2	\$ 104,170	--	12	\$ 152,298
1593-2	Departmental Chief Accountant II	5123	2	\$ 109,912	--	12	\$ 160,713
1593-3	Departmental Chief Accountant III	6022	2	\$ 129,205	--	12	\$ 188,859
1593-4	Departmental Chief Accountant IV	6502	2	\$ 139,499	--	12	\$ 203,955
9490-1	Deputy City Engineer I	7445	2	\$ 159,732	--	12	\$ 233,501
9490-2	Deputy City Engineer II	8296	2	\$ 177,981	--	12	\$ 260,248
1607-0	Deputy Director Of Auditing	6502	2	\$ 139,499	--	12	\$ 203,955
9444-0	Deputy Director Of Planning	7445	2	\$ 159,732	--	12	\$ 233,501
0162-0	Deputy General Manager Airports/1	10284	2	\$ 220,638	--	12	\$ 322,575
0163-0	Deputy General Manager Airports/2	8412	2	\$ 180,465	--	12	\$ 263,860
9201-1	Deputy Superintendent Of Building I	7445	2	\$ 159,732	--	12	\$ 233,501
9201-2	Deputy Superintendent Of Building II	8296	2	\$ 177,981	--	12	\$ 260,248
1806-0	Development and Marketing Director	5425	2	\$ 116,385	--	12	\$ 170,151
1194-0	Director Cash Management Services	6502	2	\$ 139,499	--	12	\$ 203,955
4266-0	Director Enforcement Operations	6502	2	\$ 139,499	--	12	\$ 203,955
1768-0	Director of Airport Marketing	6502	2	\$ 139,499	--	12	\$ 203,955
9304-0	Director Of Airport Operations	7644	2	\$ 163,991	--	12	\$ 239,765
9306-0	Director Of Airport Safety Services	8412	2	\$ 180,465	--	12	\$ 263,860
9302-0	Director Of Airports Administration	7644	2	\$ 163,991	--	12	\$ 239,765
1606-0	Director Of Auditing	7445	2	\$ 159,732	--	12	\$ 233,501
9259-0	Director Of Building Services	5852	2	\$ 125,551	--	12	\$ 183,535
7625-0	Director Of Communications Services	6502	2	\$ 139,499	--	12	\$ 203,955
4321-0	Director Of Field Operations	5381	2	\$ 115,445	--	12	\$ 168,773
1608-0	Director Of Financial Analysis and Reporting	7445	2	\$ 159,732	--	12	\$ 233,501
3535-0	Director Of Fleet Services	6502	2	\$ 139,499	--	12	\$ 203,955
1568-0	Director Of Housing	6502	2	\$ 139,499	--	12	\$ 203,955
7270-1	Director Of Maintenance Airports I	5852	2	\$ 125,551	--	12	\$ 183,535
7270-2	Director Of Maintenance Airports II	6502	2	\$ 139,499	--	12	\$ 203,955
1858-0	Director Of Materials Management Services	5694	2	\$ 122,168	--	12	\$ 178,586

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Operative on December 31, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7974-0	Director Of Materials Testing Services	6502	2	\$ 139,499	--	12	\$ 203,955
3722-1	Director Of Police Transportation I	5123	2	\$ 109,912	--	12	\$ 160,713
3722-2	Director Of Police Transportation II	6502	2	\$ 139,499	--	12	\$ 203,955
9231-0	Director Of Port Administration	7209	2	\$ 154,658	--	12	\$ 226,109
3123-1	Director Of Port Construction and Maintenance I	5852	2	\$ 125,551	--	12	\$ 183,535
3123-2	Director Of Port Construction and Maintenance II	6502	2	\$ 139,499	--	12	\$ 203,955
1782-1	Director Of Port Marketing I	5286	2	\$ 113,399	--	12	\$ 165,828
1782-2	Director Of Port Marketing II	6502	2	\$ 139,499	--	12	\$ 203,955
9233-0	Director Of Port Operations	6847	2	\$ 146,890	--	12	\$ 214,771
1488-0	Director Of Printing Services	6214	2	\$ 133,318	--	12	\$ 194,893
1857-1	Director Of Purchasing Services I	4855	2	\$ 104,170	--	12	\$ 152,298
1857-2	Director Of Purchasing Services II General Services	5694	2	\$ 122,168	--	12	\$ 178,586
3208-0	Director Of Security Services	4120	2	\$ 88,385	--	12	\$ 129,226
1863-0	Director Of Supplies	6502	2	\$ 139,499	--	12	\$ 203,955
9375-0	Director Of Systems	6502	2	\$ 139,499	--	12	\$ 203,955
6157-0	Division Librarian	6502	2	\$ 139,499	--	12	\$ 203,955
9486-0	Engineer Of Surveys	6502	7	\$ 173,324	--	12	\$ 203,955
3750-0	Equipment Superintendent	5481	7	\$ 146,118	--	12	\$ 171,946
0015-0	Ethics Officer I	4363	2	\$ 93,605	--	12	\$ 136,826
0016-0	Ethics Officer II	5410	2	\$ 116,071	--	12	\$ 169,712
0017-0	Ethics Officer III	6562	2	\$ 140,772	--	12	\$ 205,855
3170-0	Event Services Manager	5551	2	\$ 119,099	--	12	\$ 174,139
9186-0	Executive Assistant Airports	6994	2	\$ 150,043	--	12	\$ 219,407
9225-0	Executive Director Commission on Status of Women	4802	12	\$ 150,628	--	12	\$ 150,628
2475-0	Executive Director Exposition Park Complex	6502	2	\$ 139,499	--	12	\$ 203,955
9020-0	Executive Director Human Relations Commission	5265	12	\$ 165,160	--	12	\$ 165,160
9252-0	Executive Officer City Clerk	7445	2	\$ 159,732	--	12	\$ 233,501
9198-1	Financial Management Specialist I	3732	2	\$ 80,074	--	12	\$ 117,074
9198-2	Financial Management Specialist II	4415	2	\$ 94,711	--	12	\$ 138,497
9198-3	Financial Management Specialist III	5463	2	\$ 117,199	--	12	\$ 171,424
9198-4	Financial Management Specialist IV	5751	2	\$ 123,379	--	12	\$ 180,382
9198-5	Financial Management Specialist V	6562	2	\$ 140,772	--	12	\$ 205,855
1557-1	Financial Manager I	5043	2	\$ 108,200	--	12	\$ 158,166
1557-2	Financial Manager II	6284	2	\$ 134,822	--	12	\$ 197,107
9197-0	Fire Administrator	7445	2	\$ 159,732	--	12	\$ 233,501

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1638-0	Fire Statistical Manager	5425	2	\$ 116,385	--	12	\$ 170,151
0805-0	First Deputy General Manager Harbor	10284	2	\$ 220,638	--	12	\$ 322,575
2458-0	Golf Manager	6502	2	\$ 139,499	--	12	\$ 203,955
9279-1	Harbor Engineer I	6502	2	\$ 139,499	--	12	\$ 203,955
9279-2	Harbor Engineer II	6864	2	\$ 147,266	--	12	\$ 215,293
9234-1	Harbor Planning and Research Director I	4855	2	\$ 104,170	--	12	\$ 152,298
9234-2	Harbor Planning and Research Director II	5694	2	\$ 122,168	--	12	\$ 178,586
9480-0	Harbor Public and Community Relations Director	5694	2	\$ 122,168	--	12	\$ 178,586
4130-0	Hyperion Treatment Plant Manager	7445	2	\$ 159,732	--	12	\$ 233,501
1409-1	Information Systems Manager I	5887	2	\$ 126,303	--	12	\$ 184,683
1409-2	Information Systems Manager II	6502	2	\$ 139,499	--	12	\$ 203,955
9482-0	Legislative Representative	4962	1	\$ 103,606	--	12	\$ 155,660
9482-H	Legislative Representative - Harbor	5481	1	\$ 114,443	--	12	\$ 171,946
4281-1	Lot Cleaning Superintendent I	4533	2	\$ 97,259	--	12	\$ 142,192
4281-2	Lot Cleaning Superintendent II	5002	2	\$ 107,323	--	12	\$ 156,871
9437-1	Marine Environmental Manager I	5632	2	\$ 120,832	--	12	\$ 176,665
9437-2	Marine Environmental Manager II	6261	2	\$ 134,321	--	12	\$ 196,397
2338-0	Medical Services Administrator	6502	2	\$ 139,499	--	12	\$ 203,955
1789-0	Motion Picture and Television Manager	6484	2	\$ 139,102	--	12	\$ 203,392
6229-1	Observatory Director I	5410	2	\$ 116,071	--	12	\$ 169,712
6229-2	Observatory Director II	6502	2	\$ 139,499	--	12	\$ 203,955
9264-0	Parking Administrator	7445	2	\$ 159,732	--	12	\$ 233,501
9025-1	Parking Enforcement Manager I	4671	2	\$ 100,203	--	12	\$ 146,494
9025-2	Parking Enforcement Manager II	5481	2	\$ 117,596	--	12	\$ 171,946
5153-0	Pilot Service Manager	12099	2	\$ 259,580	--	12	\$ 379,473
9196-1	Police Administrator I	6502	2	\$ 139,499	--	12	\$ 203,955
9196-2	Police Administrator II	7445	2	\$ 159,732	--	12	\$ 233,501
9196-3	Police Administrator III	8479	2	\$ 181,906	--	12	\$ 265,948
1781-0	Port Marketing Manager	4476	2	\$ 96,027	--	12	\$ 140,418
9143-1	Portfolio Manager I	6910	2	\$ 148,248	--	12	\$ 216,713
9143-2	Portfolio Manager II	8693	2	\$ 186,500	--	12	\$ 272,651
7928-0	Principal Architect	7087	2	\$ 152,048	--	12	\$ 222,267
7946-0	Principal City Planner	6502	2	\$ 139,499	--	12	\$ 203,955
9489-0	Principal Civil Engineer	6502	2	\$ 139,499	--	12	\$ 203,955
9489-D	Principal Civil Engineer PM III	6848	12	\$ 214,792	--	12	\$ 214,792

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9653-0	Principal Deputy Controller	7445	2	\$ 159,732	--	12	\$ 233,501
7875-0	Principal Environmental Engineer	6502	2	\$ 139,499	--	12	\$ 203,955
7875-B	Principal Environmental Engineer PMI	5180	12	\$ 162,488	--	12	\$ 162,488
7875-C	Principal Environmental Engineer PMII	5994	12	\$ 188,003	--	12	\$ 188,003
7875-D	Principal Environmental Engineer PMIII	6848	12	\$ 214,792	--	12	\$ 214,792
3147-1	Principal Grounds Maintenance Supervisor I	3574	2	\$ 76,671	--	12	\$ 112,083
3147-2	Principal Grounds Maintenance Supervisor II	4443	2	\$ 95,317	--	12	\$ 139,394
2464-1	Principal Recreation Supervisor I	3866	2	\$ 82,935	--	12	\$ 121,291
2464-2	Principal Recreation Supervisor II	4443	2	\$ 95,317	--	12	\$ 139,394
9266-0	Principal Transportation Engineer	6502	2	\$ 139,499	--	12	\$ 203,955
9266-B	Principal Transportation Engineer PMI	5180	12	\$ 162,488	--	12	\$ 162,488
9266-C	Principal Transportation Engineer PMII	5994	12	\$ 188,003	--	12	\$ 188,003
9266-D	Principal Transportation Engineer PMIII	6848	12	\$ 214,792	--	12	\$ 214,792
1964-1	Property Manager I	5123	2	\$ 109,912	--	12	\$ 160,713
1964-2	Property Manager II	5694	2	\$ 122,168	--	12	\$ 178,586
1964-3	Property Manager III	6167	2	\$ 132,316	--	12	\$ 193,432
1964-4	Property Manager IV	6856	2	\$ 147,099	--	12	\$ 215,043
1800-1	Public Information Director I	4583	2	\$ 98,323	--	12	\$ 143,779
1800-2	Public Information Director II	5386	2	\$ 115,549	--	12	\$ 168,940
7976-0	Public Safety Risk Manager	5800	2	\$ 124,423	--	12	\$ 181,885
1282-0	Records Management Officer	5408	2	\$ 116,030	--	12	\$ 169,650
1620-0	Revenue Manager	6311	2	\$ 135,406	--	12	\$ 197,963
2485-0	Rideshare Program Administrator	5600	2	\$ 120,143	--	12	\$ 175,642
7982-0	Risk Management and Prevention Program Manager	6502	2	\$ 139,499	--	12	\$ 203,955
1530-1	Risk Manager I	4375	2	\$ 93,855	--	12	\$ 137,244
1530-2	Risk Manager II	5410	2	\$ 116,071	--	12	\$ 169,712
1530-3	Risk Manager III	6502	2	\$ 139,499	--	12	\$ 203,955
1728-0	Safety Administrator	5736	2	\$ 123,066	--	12	\$ 179,943
9635-0	Sales and Marketing Manager	5694	2	\$ 122,168	--	12	\$ 178,586
4126-1	Sanitation Solid Resources Manager I	5852	2	\$ 125,551	--	12	\$ 183,535
4126-2	Sanitation Solid Resources Manager II	6502	2	\$ 139,499	--	12	\$ 203,955
4128-1	Sanitation Wastewater Manager I	4928	2	\$ 105,736	--	12	\$ 154,532
4128-2	Sanitation Wastewater Manager II	5852	2	\$ 125,551	--	12	\$ 183,535
4128-3	Sanitation Wastewater Manager III	6502	2	\$ 139,499	--	12	\$ 203,955
0807-0	Second Deputy General Manager Harbor Department	8738	2	\$ 187,460	--	12	\$ 274,050



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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7257-1	Senior Airport Engineer I	6327	2	\$ 135,740	--	12	\$ 198,422
7257-2	Senior Airport Engineer II	6833	2	\$ 146,598	--	12	\$ 214,333
3146-0	Senior Park Maintenance Supervisor	3731	2	\$ 80,053	--	12	\$ 117,032
3832-0	Signal Systems Superintendent	4995	2	\$ 107,156	--	12	\$ 156,683
1850-0	Stores Superintendent	4855	2	\$ 104,170	--	12	\$ 152,298
3820-1	Street Lighting Construction and Maintenance Superin	4839	2	\$ 103,815	--	12	\$ 151,818
3820-2	Street Lighting Construction and Maintenance Superin	5394	2	\$ 115,716	--	12	\$ 169,232
4160-1	Street Services General Superintendent I	5573	2	\$ 119,558	--	12	\$ 174,807
4160-2	Street Services General Superintendent II	6502	2	\$ 139,499	--	12	\$ 203,955
4158-1	Street Services Superintendent I	4533	2	\$ 97,259	--	12	\$ 142,192
4158-2	Street Services Superintendent II	5002	2	\$ 107,323	--	12	\$ 156,871
3160-1	Street Tree Superintendent I	4533	2	\$ 97,259	--	12	\$ 142,192
3160-2	Street Tree Superintendent II	5573	2	\$ 119,558	--	12	\$ 174,807
9237-0	Superintendent Of Planning and Construction	6502	2	\$ 139,499	--	12	\$ 203,955
2472-0	Superintendent Of Recreation and Parks Operations	6502	2	\$ 139,499	--	12	\$ 203,955
1865-1	Supply Services Manager I	5408	2	\$ 116,030	--	12	\$ 169,650
1865-2	Supply Services Manager II	6502	2	\$ 139,499	--	12	\$ 203,955
8870-0	Taxicab Administrator	5371	2	\$ 115,236	--	12	\$ 168,459
7640-0	Telecommunications Planning and Utilization Officer	5264	2	\$ 112,939	--	12	\$ 165,119
7650-1	Telecommunications Regulatory Officer I	4844	2	\$ 103,919	--	12	\$ 151,943
7650-2	Telecommunications Regulatory Officer II	5264	2	\$ 112,939	--	12	\$ 165,119
7650-3	Telecommunications Regulatory Officer III	5721	2	\$ 122,732	--	12	\$ 179,442
0803-0	Traffic Manager	7209	2	\$ 154,658	--	12	\$ 226,109
4125-1	Wastewater Collection Manager I	4855	2	\$ 104,170	--	12	\$ 152,298
4125-2	Wastewater Collection Manager II	6502	2	\$ 139,499	--	12	\$ 203,955
7880-0	Wastewater Residuals Research Engineer	6502	2	\$ 139,499	--	12	\$ 203,955
7840-1	Wastewater Treatment Laboratory Manager I	4928	2	\$ 105,736	--	12	\$ 154,532
7840-2	Wastewater Treatment Laboratory Manager II	5852	2	\$ 125,551	--	12	\$ 183,535
7840-3	Wastewater Treatment Laboratory Manager III	6502	2	\$ 139,499	--	12	\$ 203,955
3784-1	Wastewater Treatment Maintenance Manager I	4928	2	\$ 105,736	--	12	\$ 154,532
3784-2	Wastewater Treatment Maintenance Manager II	5852	2	\$ 125,551	--	12	\$ 183,535
3784-3	Wastewater Treatment Maintenance Manager III	6502	2	\$ 139,499	--	12	\$ 203,955
4127-1	Wastewater Treatment Plant Manager I	4917	2	\$ 105,485	--	12	\$ 154,261
4127-2	Wastewater Treatment Plant Manager II	5173	2	\$ 110,977	--	12	\$ 162,195
4127-3	Wastewater Treatment Plant Manager III	5738	2	\$ 123,108	--	12	\$ 180,027

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Operative on December 31, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY		STEP	SALARY	
1766-1	Workers' Compensation Administrator I	5410	2	\$ 116,071	--	12	\$	169,712
1766-2	Workers' Compensation Administrator II	6502	2	\$ 139,499	--	12	\$	203,955
9501-0	Zoo Assistant GM							

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**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3574	HR	\$ 35.74	\$ 36.72	\$ 37.73	\$ 38.77	\$ 40.93	\$ 43.21	\$ 45.61	\$ 48.16	\$ 49.48	\$ 50.84	\$ 52.24	\$ 53.68
	BW	\$ 2,859.20	\$ 2,937.60	\$ 3,018.40	\$ 3,101.60	\$ 3,274.40	\$ 3,456.80	\$ 3,648.80	\$ 3,852.80	\$ 3,958.40	\$ 4,067.20	\$ 4,179.20	\$ 4,294.40
	YR	\$ 74,625	\$ 76,671	\$ 78,780	\$ 80,951	\$ 85,461	\$ 90,222	\$ 95,233	\$ 100,558	\$ 103,314	\$ 106,153	\$ 109,077	\$ 112,083
3731	HR	\$ 37.31	\$ 38.34	\$ 39.39	\$ 40.47	\$ 42.73	\$ 45.12	\$ 47.63	\$ 50.29	\$ 51.67	\$ 53.09	\$ 54.55	\$ 56.05
	BW	\$ 2,984.80	\$ 3,067.20	\$ 3,151.20	\$ 3,237.60	\$ 3,418.40	\$ 3,609.60	\$ 3,810.40	\$ 4,023.20	\$ 4,133.60	\$ 4,247.20	\$ 4,364.00	\$ 4,484.00
	YR	\$ 77,903	\$ 80,053	\$ 82,246	\$ 84,501	\$ 89,220	\$ 94,210	\$ 99,451	\$ 105,005	\$ 107,886	\$ 110,851	\$ 113,900	\$ 117,032
3732	HR	\$ 37.32	\$ 38.35	\$ 39.40	\$ 40.48	\$ 42.74	\$ 45.13	\$ 47.65	\$ 50.31	\$ 51.69	\$ 53.11	\$ 54.57	\$ 56.07
	BW	\$ 2,985.60	\$ 3,068.00	\$ 3,152.00	\$ 3,238.40	\$ 3,419.20	\$ 3,610.40	\$ 3,812.00	\$ 4,024.80	\$ 4,135.20	\$ 4,248.80	\$ 4,365.60	\$ 4,485.60
	YR	\$ 77,924	\$ 80,074	\$ 82,267	\$ 84,522	\$ 89,241	\$ 94,231	\$ 99,493	\$ 105,047	\$ 107,928	\$ 110,893	\$ 113,942	\$ 117,074
3866	HR	\$ 38.66	\$ 39.72	\$ 40.82	\$ 41.94	\$ 44.29	\$ 46.75	\$ 49.36	\$ 52.11	\$ 53.55	\$ 55.02	\$ 56.54	\$ 58.09
	BW	\$ 3,092.80	\$ 3,177.60	\$ 3,265.60	\$ 3,355.20	\$ 3,543.20	\$ 3,740.00	\$ 3,948.80	\$ 4,168.80	\$ 4,284.00	\$ 4,401.60	\$ 4,523.20	\$ 4,647.20
	YR	\$ 80,722	\$ 82,935	\$ 85,232	\$ 87,570	\$ 92,477	\$ 97,614	\$ 103,063	\$ 108,805	\$ 111,812	\$ 114,881	\$ 118,055	\$ 121,291
4120	HR	\$ 41.20	\$ 42.33	\$ 43.50	\$ 44.70	\$ 47.19	\$ 49.82	\$ 52.60	\$ 55.53	\$ 57.05	\$ 58.62	\$ 60.23	\$ 61.89
	BW	\$ 3,296.00	\$ 3,386.40	\$ 3,480.00	\$ 3,576.00	\$ 3,775.20	\$ 3,985.60	\$ 4,208.00	\$ 4,442.40	\$ 4,564.00	\$ 4,689.60	\$ 4,818.40	\$ 4,951.20
	YR	\$ 86,025	\$ 88,385	\$ 90,828	\$ 93,333	\$ 98,532	\$ 104,024	\$ 109,828	\$ 115,946	\$ 119,120	\$ 122,398	\$ 125,760	\$ 129,226
4254	HR	\$ 42.54	\$ 43.71	\$ 44.91	\$ 46.15	\$ 48.71	\$ 51.43	\$ 54.29	\$ 57.32	\$ 58.90	\$ 60.52	\$ 62.18	\$ 63.89
	BW	\$ 3,403.20	\$ 3,496.80	\$ 3,592.80	\$ 3,692.00	\$ 3,896.80	\$ 4,114.40	\$ 4,343.20	\$ 4,585.60	\$ 4,712.00	\$ 4,841.60	\$ 4,974.40	\$ 5,111.20
	YR	\$ 88,823	\$ 91,266	\$ 93,772	\$ 96,361	\$ 101,706	\$ 107,385	\$ 113,357	\$ 119,684	\$ 122,983	\$ 126,365	\$ 129,831	\$ 133,402
4350	HR	\$ 43.50	\$ 44.70	\$ 45.93	\$ 47.19	\$ 49.82	\$ 52.60	\$ 55.53	\$ 58.62	\$ 60.23	\$ 61.89	\$ 63.59	\$ 65.34
	BW	\$ 3,480.00	\$ 3,576.00	\$ 3,674.40	\$ 3,775.20	\$ 3,985.60	\$ 4,208.00	\$ 4,442.40	\$ 4,689.60	\$ 4,818.40	\$ 4,951.20	\$ 5,087.20	\$ 5,227.20
	YR	\$ 90,828	\$ 93,333	\$ 95,901	\$ 98,532	\$ 104,024	\$ 109,828	\$ 115,946	\$ 122,398	\$ 125,760	\$ 129,226	\$ 132,775	\$ 136,429
4363	HR	\$ 43.63	\$ 44.83	\$ 46.06	\$ 47.33	\$ 49.97	\$ 52.75	\$ 55.69	\$ 58.79	\$ 60.41	\$ 62.07	\$ 63.78	\$ 65.53
	BW	\$ 3,490.40	\$ 3,586.40	\$ 3,684.80	\$ 3,786.40	\$ 3,997.60	\$ 4,220.00	\$ 4,455.20	\$ 4,703.20	\$ 4,832.80	\$ 4,965.60	\$ 5,102.40	\$ 5,242.40
	YR	\$ 91,099	\$ 93,605	\$ 96,173	\$ 98,825	\$ 104,337	\$ 110,142	\$ 116,280	\$ 122,753	\$ 126,136	\$ 129,602	\$ 133,172	\$ 136,826
4375	HR	\$ 43.75	\$ 44.95	\$ 46.19	\$ 47.46	\$ 50.11	\$ 52.91	\$ 55.85	\$ 58.97	\$ 60.59	\$ 62.26	\$ 63.97	\$ 65.73
	BW	\$ 3,500.00	\$ 3,596.00	\$ 3,695.20	\$ 3,796.80	\$ 4,008.80	\$ 4,232.80	\$ 4,468.00	\$ 4,717.60	\$ 4,847.20	\$ 4,980.80	\$ 5,117.60	\$ 5,258.40
	YR	\$ 91,350	\$ 93,855	\$ 96,444	\$ 99,096	\$ 104,629	\$ 110,476	\$ 116,614	\$ 123,129	\$ 126,511	\$ 129,998	\$ 133,569	\$ 137,244
4415	HR	\$ 44.15	\$ 45.36	\$ 46.61	\$ 47.89	\$ 50.56	\$ 53.38	\$ 56.36	\$ 59.50	\$ 61.14	\$ 62.82	\$ 64.55	\$ 66.33
	BW	\$ 3,532.00	\$ 3,628.80	\$ 3,728.80	\$ 3,831.20	\$ 4,044.80	\$ 4,270.40	\$ 4,508.80	\$ 4,760.00	\$ 4,891.20	\$ 5,025.60	\$ 5,164.00	\$ 5,306.40
	YR	\$ 92,185	\$ 94,711	\$ 97,321	\$ 99,994	\$ 105,569	\$ 111,457	\$ 117,679	\$ 124,236	\$ 127,660	\$ 131,168	\$ 134,780	\$ 138,497
4443	HR	\$ 44.43	\$ 45.65	\$ 46.91	\$ 48.20	\$ 50.89	\$ 53.73	\$ 56.73	\$ 59.89	\$ 61.54	\$ 63.23	\$ 64.97	\$ 66.76
	BW	\$ 3,554.40	\$ 3,652.00	\$ 3,752.80	\$ 3,856.00	\$ 4,071.20	\$ 4,298.40	\$ 4,538.40	\$ 4,791.20	\$ 4,923.20	\$ 5,058.40	\$ 5,197.60	\$ 5,340.80
	YR	\$ 92,769	\$ 95,317	\$ 97,948	\$ 100,641	\$ 106,258	\$ 112,188	\$ 118,452	\$ 125,050	\$ 128,495	\$ 132,024	\$ 135,657	\$ 139,394
4476	HR	\$ 44.76	\$ 45.99	\$ 47.26	\$ 48.56	\$ 51.27	\$ 54.13	\$ 57.15	\$ 60.33	\$ 61.99	\$ 63.69	\$ 65.45	\$ 67.25
	BW	\$ 3,580.80	\$ 3,679.20	\$ 3,780.80	\$ 3,884.80	\$ 4,101.60	\$ 4,330.40	\$ 4,572.00	\$ 4,826.40	\$ 4,959.20	\$ 5,095.20	\$ 5,236.00	\$ 5,380.00
	YR	\$ 93,458	\$ 96,027	\$ 98,678	\$ 101,393	\$ 107,051	\$ 113,023	\$ 119,329	\$ 125,969	\$ 129,435	\$ 132,984	\$ 136,659	\$ 140,418

**MOU 36**

**Appendix A**

**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4533	HR	\$ 45.33	\$ 46.58	\$ 47.86	\$ 49.18	\$ 51.92	\$ 54.82	\$ 57.87	\$ 61.10	\$ 62.78	\$ 64.51	\$ 66.28	\$ 68.10
	BW	\$ 3,626.40	\$ 3,726.40	\$ 3,828.80	\$ 3,934.40	\$ 4,153.60	\$ 4,385.60	\$ 4,629.60	\$ 4,888.00	\$ 5,022.40	\$ 5,160.80	\$ 5,302.40	\$ 5,448.00
	YR	\$ 94,649	\$ 97,259	\$ 99,931	\$ 102,687	\$ 108,408	\$ 114,464	\$ 120,832	\$ 127,576	\$ 131,084	\$ 134,696	\$ 138,392	\$ 142,192
4583	HR	\$ 45.83	\$ 47.09	\$ 48.39	\$ 49.72	\$ 52.49	\$ 55.42	\$ 58.52	\$ 61.78	\$ 63.48	\$ 65.23	\$ 67.02	\$ 68.86
	BW	\$ 3,666.40	\$ 3,767.20	\$ 3,871.20	\$ 3,977.60	\$ 4,199.20	\$ 4,433.60	\$ 4,681.60	\$ 4,942.40	\$ 5,078.40	\$ 5,218.40	\$ 5,361.60	\$ 5,508.80
	YR	\$ 95,693	\$ 98,323	\$ 101,038	\$ 103,815	\$ 109,599	\$ 115,716	\$ 122,189	\$ 128,996	\$ 132,546	\$ 136,200	\$ 139,937	\$ 143,779
4671	HR	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 53.49	\$ 56.47	\$ 59.62	\$ 62.93	\$ 64.67	\$ 66.45	\$ 68.28	\$ 70.16
	BW	\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,279.20	\$ 4,517.60	\$ 4,769.60	\$ 5,034.40	\$ 5,173.60	\$ 5,316.00	\$ 5,462.40	\$ 5,612.80
	YR	\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,798	\$ 111,687	\$ 117,909	\$ 124,486	\$ 131,397	\$ 135,030	\$ 138,747	\$ 142,568	\$ 146,494
4771	HR	\$ 47.71	\$ 49.02	\$ 50.37	\$ 51.76	\$ 54.64	\$ 57.69	\$ 60.91	\$ 64.31	\$ 66.08	\$ 67.90	\$ 69.76	\$ 71.68
	BW	\$ 3,816.80	\$ 3,921.60	\$ 4,029.60	\$ 4,140.80	\$ 4,371.20	\$ 4,615.20	\$ 4,872.80	\$ 5,144.80	\$ 5,286.40	\$ 5,432.00	\$ 5,580.80	\$ 5,734.40
	YR	\$ 99,618	\$ 102,353	\$ 105,172	\$ 108,074	\$ 114,088	\$ 120,456	\$ 127,180	\$ 134,279	\$ 137,975	\$ 141,775	\$ 145,658	\$ 149,667
4780	HR	\$ 47.80	\$ 49.11	\$ 50.47	\$ 51.86	\$ 54.75	\$ 57.80	\$ 61.02	\$ 64.42	\$ 66.20	\$ 68.02	\$ 69.89	\$ 71.81
	BW	\$ 3,824.00	\$ 3,928.80	\$ 4,037.60	\$ 4,148.80	\$ 4,380.00	\$ 4,624.00	\$ 4,881.60	\$ 5,153.60	\$ 5,296.00	\$ 5,441.60	\$ 5,591.20	\$ 5,744.80
	YR	\$ 99,806	\$ 102,541	\$ 105,381	\$ 108,283	\$ 114,318	\$ 120,686	\$ 127,409	\$ 134,508	\$ 138,225	\$ 142,025	\$ 145,930	\$ 149,939
4802	HR	\$ 48.02	\$ 49.34	\$ 50.70	\$ 52.09	\$ 55.00	\$ 58.06	\$ 61.30	\$ 64.72	\$ 66.50	\$ 68.33	\$ 70.21	\$ 72.14
	BW	\$ 3,841.60	\$ 3,947.20	\$ 4,056.00	\$ 4,167.20	\$ 4,400.00	\$ 4,644.80	\$ 4,904.00	\$ 5,177.60	\$ 5,320.00	\$ 5,466.40	\$ 5,616.80	\$ 5,771.20
	YR	\$ 100,265	\$ 103,021	\$ 105,861	\$ 108,763	\$ 114,840	\$ 121,229	\$ 127,994	\$ 135,135	\$ 138,852	\$ 142,673	\$ 146,598	\$ 150,628
4835	HR	\$ 48.35	\$ 49.68	\$ 51.05	\$ 52.45	\$ 55.38	\$ 58.48	\$ 61.73	\$ 65.17	\$ 66.97	\$ 68.81	\$ 70.70	\$ 72.64
	BW	\$ 3,868.00	\$ 3,974.40	\$ 4,084.00	\$ 4,196.00	\$ 4,430.40	\$ 4,678.40	\$ 4,938.40	\$ 5,213.60	\$ 5,357.60	\$ 5,504.80	\$ 5,656.00	\$ 5,811.20
	YR	\$ 100,954	\$ 103,731	\$ 106,592	\$ 109,515	\$ 115,633	\$ 122,106	\$ 128,892	\$ 136,074	\$ 139,833	\$ 143,675	\$ 147,621	\$ 151,672
4839	HR	\$ 48.39	\$ 49.72	\$ 51.09	\$ 52.49	\$ 55.42	\$ 58.52	\$ 61.78	\$ 65.23	\$ 67.02	\$ 68.86	\$ 70.76	\$ 72.71
	BW	\$ 3,871.20	\$ 3,977.60	\$ 4,087.20	\$ 4,199.20	\$ 4,433.60	\$ 4,681.60	\$ 4,942.40	\$ 5,218.40	\$ 5,361.60	\$ 5,508.80	\$ 5,660.80	\$ 5,816.80
	YR	\$ 101,038	\$ 103,815	\$ 106,675	\$ 109,599	\$ 115,716	\$ 122,189	\$ 128,996	\$ 136,200	\$ 139,937	\$ 143,779	\$ 147,746	\$ 151,818
4844	HR	\$ 48.44	\$ 49.77	\$ 51.14	\$ 52.55	\$ 55.47	\$ 58.57	\$ 61.83	\$ 65.29	\$ 67.08	\$ 68.92	\$ 70.82	\$ 72.77
	BW	\$ 3,875.20	\$ 3,981.60	\$ 4,091.20	\$ 4,204.00	\$ 4,437.60	\$ 4,685.60	\$ 4,946.40	\$ 5,223.20	\$ 5,366.40	\$ 5,513.60	\$ 5,665.60	\$ 5,821.60
	YR	\$ 101,142	\$ 103,919	\$ 106,780	\$ 109,724	\$ 115,821	\$ 122,294	\$ 129,101	\$ 136,325	\$ 140,063	\$ 143,904	\$ 147,872	\$ 151,943
4855	HR	\$ 48.55	\$ 49.89	\$ 51.26	\$ 52.67	\$ 55.61	\$ 58.71	\$ 61.99	\$ 65.44	\$ 67.24	\$ 69.09	\$ 70.99	\$ 72.94
	BW	\$ 3,884.00	\$ 3,991.20	\$ 4,100.80	\$ 4,213.60	\$ 4,448.80	\$ 4,696.80	\$ 4,959.20	\$ 5,235.20	\$ 5,379.20	\$ 5,527.20	\$ 5,679.20	\$ 5,835.20
	YR	\$ 101,372	\$ 104,170	\$ 107,030	\$ 109,974	\$ 116,113	\$ 122,586	\$ 129,435	\$ 136,638	\$ 140,397	\$ 144,259	\$ 148,227	\$ 152,298
4917	HR	\$ 49.17	\$ 50.52	\$ 51.91	\$ 53.34	\$ 56.31	\$ 59.45	\$ 62.77	\$ 66.27	\$ 68.10	\$ 69.97	\$ 71.90	\$ 73.88
	BW	\$ 3,933.60	\$ 4,041.60	\$ 4,152.80	\$ 4,267.20	\$ 4,504.80	\$ 4,756.00	\$ 5,021.60	\$ 5,301.60	\$ 5,448.00	\$ 5,597.60	\$ 5,752.00	\$ 5,910.40
	YR	\$ 102,666	\$ 105,485	\$ 108,388	\$ 111,373	\$ 117,575	\$ 124,131	\$ 131,063	\$ 138,371	\$ 142,192	\$ 146,097	\$ 150,127	\$ 154,261
4928	HR	\$ 49.28	\$ 50.64	\$ 52.03	\$ 53.46	\$ 56.44	\$ 59.58	\$ 62.90	\$ 66.41	\$ 68.23	\$ 70.11	\$ 72.03	\$ 74.01
	BW	\$ 3,942.40	\$ 4,051.20	\$ 4,162.40	\$ 4,276.80	\$ 4,515.20	\$ 4,766.40	\$ 5,032.00	\$ 5,312.80	\$ 5,458.40	\$ 5,608.80	\$ 5,762.40	\$ 5,920.80
	YR	\$ 102,896	\$ 105,736	\$ 108,638	\$ 111,624	\$ 117,846	\$ 124,403	\$ 131,335	\$ 138,664	\$ 142,464	\$ 146,389	\$ 150,398	\$ 154,532

**MOU 36**

**Appendix A**

**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4962	HR	\$ 49.62	\$ 50.98	\$ 52.39	\$ 53.83	\$ 56.83	\$ 60.00	\$ 63.35	\$ 66.88	\$ 68.72	\$ 70.61	\$ 72.55	\$ 74.55
	BW	\$ 3,969.60	\$ 4,078.40	\$ 4,191.20	\$ 4,306.40	\$ 4,546.40	\$ 4,800.00	\$ 5,068.00	\$ 5,350.40	\$ 5,497.60	\$ 5,648.80	\$ 5,804.00	\$ 5,964.00
	YR	\$ 103,606	\$ 106,446	\$ 109,390	\$ 112,397	\$ 118,661	\$ 125,280	\$ 132,274	\$ 139,645	\$ 143,487	\$ 147,433	\$ 151,484	\$ 155,660
4995	HR	\$ 49.95	\$ 51.32	\$ 52.74	\$ 54.19	\$ 57.21	\$ 60.40	\$ 63.77	\$ 67.32	\$ 69.17	\$ 71.07	\$ 73.03	\$ 75.04
	BW	\$ 3,996.00	\$ 4,105.60	\$ 4,219.20	\$ 4,335.20	\$ 4,576.80	\$ 4,832.00	\$ 5,101.60	\$ 5,385.60	\$ 5,533.60	\$ 5,685.60	\$ 5,842.40	\$ 6,003.20
	YR	\$ 104,295	\$ 107,156	\$ 110,121	\$ 113,148	\$ 119,454	\$ 126,115	\$ 133,151	\$ 140,564	\$ 144,426	\$ 148,394	\$ 152,486	\$ 156,683
5002	HR	\$ 50.02	\$ 51.40	\$ 52.81	\$ 54.26	\$ 57.28	\$ 60.48	\$ 63.85	\$ 67.40	\$ 69.26	\$ 71.16	\$ 73.12	\$ 75.13
	BW	\$ 4,001.60	\$ 4,112.00	\$ 4,224.80	\$ 4,340.80	\$ 4,582.40	\$ 4,838.40	\$ 5,108.00	\$ 5,392.00	\$ 5,540.80	\$ 5,692.80	\$ 5,849.60	\$ 6,010.40
	YR	\$ 104,441	\$ 107,323	\$ 110,267	\$ 113,294	\$ 119,600	\$ 126,282	\$ 133,318	\$ 140,731	\$ 144,614	\$ 148,582	\$ 152,674	\$ 156,871
5043	HR	\$ 50.43	\$ 51.82	\$ 53.24	\$ 54.70	\$ 57.76	\$ 60.97	\$ 64.37	\$ 67.96	\$ 69.83	\$ 71.75	\$ 73.72	\$ 75.75
	BW	\$ 4,034.40	\$ 4,145.60	\$ 4,259.20	\$ 4,376.00	\$ 4,620.80	\$ 4,877.60	\$ 5,149.60	\$ 5,436.80	\$ 5,586.40	\$ 5,740.00	\$ 5,897.60	\$ 6,060.00
	YR	\$ 105,297	\$ 108,200	\$ 111,165	\$ 114,213	\$ 120,602	\$ 127,305	\$ 134,404	\$ 141,900	\$ 145,805	\$ 149,814	\$ 153,927	\$ 158,166
5120	HR	\$ 51.20	\$ 52.61	\$ 54.05	\$ 55.54	\$ 58.63	\$ 61.90	\$ 65.35	\$ 69.00	\$ 70.89	\$ 72.84	\$ 74.84	\$ 76.90
	BW	\$ 4,096.00	\$ 4,208.80	\$ 4,324.00	\$ 4,443.20	\$ 4,690.40	\$ 4,952.00	\$ 5,228.00	\$ 5,520.00	\$ 5,671.20	\$ 5,827.20	\$ 5,987.20	\$ 6,152.00
	YR	\$ 106,905	\$ 109,849	\$ 112,856	\$ 115,967	\$ 122,419	\$ 129,247	\$ 136,450	\$ 144,072	\$ 148,018	\$ 152,089	\$ 156,265	\$ 160,567
5123	HR	\$ 51.23	\$ 52.64	\$ 54.09	\$ 55.58	\$ 58.68	\$ 61.95	\$ 65.40	\$ 69.05	\$ 70.95	\$ 72.90	\$ 74.91	\$ 76.97
	BW	\$ 4,098.40	\$ 4,211.20	\$ 4,327.20	\$ 4,446.40	\$ 4,694.40	\$ 4,956.00	\$ 5,232.00	\$ 5,524.00	\$ 5,676.00	\$ 5,832.00	\$ 5,992.80	\$ 6,157.60
	YR	\$ 106,968	\$ 109,912	\$ 112,939	\$ 116,051	\$ 122,523	\$ 129,351	\$ 136,555	\$ 144,176	\$ 148,143	\$ 152,215	\$ 156,412	\$ 160,713
5173	HR	\$ 51.73	\$ 53.15	\$ 54.61	\$ 56.11	\$ 59.24	\$ 62.53	\$ 66.02	\$ 69.70	\$ 71.61	\$ 73.58	\$ 75.60	\$ 77.68
	BW	\$ 4,138.40	\$ 4,252.00	\$ 4,368.80	\$ 4,488.80	\$ 4,739.20	\$ 5,002.40	\$ 5,281.60	\$ 5,576.00	\$ 5,728.80	\$ 5,886.40	\$ 6,048.00	\$ 6,214.40
	YR	\$ 108,012	\$ 110,977	\$ 114,025	\$ 117,157	\$ 123,693	\$ 130,562	\$ 137,849	\$ 145,533	\$ 149,521	\$ 153,635	\$ 157,852	\$ 162,195
5180	HR	\$ 51.80	\$ 53.22	\$ 54.69	\$ 56.19	\$ 59.33	\$ 62.64	\$ 66.13	\$ 69.82	\$ 71.74	\$ 73.71	\$ 75.74	\$ 77.82
	BW	\$ 4,144.00	\$ 4,257.60	\$ 4,375.20	\$ 4,495.20	\$ 4,746.40	\$ 5,011.20	\$ 5,290.40	\$ 5,585.60	\$ 5,739.20	\$ 5,896.80	\$ 6,059.20	\$ 6,225.60
	YR	\$ 108,158	\$ 111,123	\$ 114,192	\$ 117,324	\$ 123,881	\$ 130,792	\$ 138,079	\$ 145,784	\$ 149,793	\$ 153,906	\$ 158,145	\$ 162,488
5264	HR	\$ 52.64	\$ 54.09	\$ 55.58	\$ 57.11	\$ 60.29	\$ 63.65	\$ 67.20	\$ 70.95	\$ 72.90	\$ 74.90	\$ 76.96	\$ 79.08
	BW	\$ 4,211.20	\$ 4,327.20	\$ 4,446.40	\$ 4,568.80	\$ 4,823.20	\$ 5,092.00	\$ 5,376.00	\$ 5,676.00	\$ 5,832.00	\$ 5,992.00	\$ 6,156.80	\$ 6,326.40
	YR	\$ 109,912	\$ 112,939	\$ 116,051	\$ 119,245	\$ 125,885	\$ 132,901	\$ 140,313	\$ 148,143	\$ 152,215	\$ 156,391	\$ 160,692	\$ 165,119
5265	HR	\$ 52.65	\$ 54.10	\$ 55.59	\$ 57.12	\$ 60.30	\$ 63.66	\$ 67.21	\$ 70.96	\$ 72.91	\$ 74.92	\$ 76.98	\$ 79.10
	BW	\$ 4,212.00	\$ 4,328.00	\$ 4,447.20	\$ 4,569.60	\$ 4,824.00	\$ 5,092.80	\$ 5,376.80	\$ 5,676.80	\$ 5,832.80	\$ 5,993.60	\$ 6,158.40	\$ 6,328.00
	YR	\$ 109,933	\$ 112,960	\$ 116,071	\$ 119,266	\$ 125,906	\$ 132,922	\$ 140,334	\$ 148,164	\$ 152,236	\$ 156,432	\$ 160,734	\$ 165,160
5286	HR	\$ 52.86	\$ 54.31	\$ 55.81	\$ 57.34	\$ 60.54	\$ 63.92	\$ 67.49	\$ 71.25	\$ 73.21	\$ 75.22	\$ 77.29	\$ 79.42
	BW	\$ 4,228.80	\$ 4,344.80	\$ 4,464.80	\$ 4,587.20	\$ 4,843.20	\$ 5,113.60	\$ 5,399.20	\$ 5,700.00	\$ 5,856.80	\$ 6,017.60	\$ 6,183.20	\$ 6,353.60
	YR	\$ 110,371	\$ 113,399	\$ 116,531	\$ 119,725	\$ 126,407	\$ 133,464	\$ 140,919	\$ 148,770	\$ 152,862	\$ 157,059	\$ 161,381	\$ 165,828
5316	HR	\$ 53.16	\$ 54.62	\$ 56.12	\$ 57.66	\$ 60.88	\$ 64.27	\$ 67.86	\$ 71.64	\$ 73.61	\$ 75.63	\$ 77.71	\$ 79.85
	BW	\$ 4,252.80	\$ 4,369.60	\$ 4,489.60	\$ 4,612.80	\$ 4,870.40	\$ 5,141.60	\$ 5,428.80	\$ 5,731.20	\$ 5,888.80	\$ 6,050.40	\$ 6,216.80	\$ 6,388.00
	YR	\$ 110,998	\$ 114,046	\$ 117,178	\$ 120,394	\$ 127,117	\$ 134,195	\$ 141,691	\$ 149,584	\$ 153,697	\$ 157,915	\$ 162,258	\$ 166,726

**MOU 36**

**Appendix A**

**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5343	HR	\$ 53.43	\$ 54.90	\$ 56.41	\$ 57.96	\$ 61.20	\$ 64.61	\$ 68.22	\$ 72.02	\$ 74.00	\$ 76.04	\$ 78.13	\$ 80.28
	BW	\$ 4,274.40	\$ 4,392.00	\$ 4,512.80	\$ 4,636.80	\$ 4,896.00	\$ 5,168.80	\$ 5,457.60	\$ 5,761.60	\$ 5,920.00	\$ 6,083.20	\$ 6,250.40	\$ 6,422.40
	YR	\$ 111,561	\$ 114,631	\$ 117,784	\$ 121,020	\$ 127,785	\$ 134,905	\$ 142,443	\$ 150,377	\$ 154,512	\$ 158,771	\$ 163,135	\$ 167,624
5354	HR	\$ 53.54	\$ 55.01	\$ 56.53	\$ 58.08	\$ 61.32	\$ 64.74	\$ 68.35	\$ 72.16	\$ 74.15	\$ 76.19	\$ 78.28	\$ 80.43
	BW	\$ 4,283.20	\$ 4,400.80	\$ 4,522.40	\$ 4,646.40	\$ 4,905.60	\$ 5,179.20	\$ 5,468.00	\$ 5,772.80	\$ 5,932.00	\$ 6,095.20	\$ 6,262.40	\$ 6,434.40
	YR	\$ 111,791	\$ 114,860	\$ 118,034	\$ 121,271	\$ 128,036	\$ 135,177	\$ 142,714	\$ 150,670	\$ 154,825	\$ 159,084	\$ 163,448	\$ 167,937
5371	HR	\$ 53.71	\$ 55.19	\$ 56.70	\$ 58.26	\$ 61.51	\$ 64.94	\$ 68.55	\$ 72.38	\$ 74.37	\$ 76.42	\$ 78.52	\$ 80.68
	BW	\$ 4,296.80	\$ 4,415.20	\$ 4,536.00	\$ 4,660.80	\$ 4,920.80	\$ 5,195.20	\$ 5,484.00	\$ 5,790.40	\$ 5,949.60	\$ 6,113.60	\$ 6,281.60	\$ 6,454.40
	YR	\$ 112,146	\$ 115,236	\$ 118,389	\$ 121,646	\$ 128,432	\$ 135,594	\$ 143,132	\$ 151,129	\$ 155,284	\$ 159,564	\$ 163,949	\$ 168,459
5381	HR	\$ 53.81	\$ 55.29	\$ 56.81	\$ 58.37	\$ 61.63	\$ 65.06	\$ 68.69	\$ 72.52	\$ 74.52	\$ 76.57	\$ 78.67	\$ 80.83
	BW	\$ 4,304.80	\$ 4,423.20	\$ 4,544.80	\$ 4,669.60	\$ 4,930.40	\$ 5,204.80	\$ 5,495.20	\$ 5,801.60	\$ 5,961.60	\$ 6,125.60	\$ 6,293.60	\$ 6,466.40
	YR	\$ 112,355	\$ 115,445	\$ 118,619	\$ 121,876	\$ 128,683	\$ 135,845	\$ 143,424	\$ 151,421	\$ 155,597	\$ 159,878	\$ 164,262	\$ 168,773
5386	HR	\$ 53.86	\$ 55.34	\$ 56.86	\$ 58.42	\$ 61.68	\$ 65.12	\$ 68.75	\$ 72.58	\$ 74.58	\$ 76.63	\$ 78.74	\$ 80.91
	BW	\$ 4,308.80	\$ 4,427.20	\$ 4,548.80	\$ 4,673.60	\$ 4,934.40	\$ 5,209.60	\$ 5,500.00	\$ 5,806.40	\$ 5,966.40	\$ 6,130.40	\$ 6,299.20	\$ 6,472.80
	YR	\$ 112,459	\$ 115,549	\$ 118,723	\$ 121,980	\$ 128,787	\$ 135,970	\$ 143,550	\$ 151,547	\$ 155,723	\$ 160,003	\$ 164,409	\$ 168,940
5394	HR	\$ 53.94	\$ 55.42	\$ 56.95	\$ 58.52	\$ 61.78	\$ 65.23	\$ 68.86	\$ 72.71	\$ 74.71	\$ 76.76	\$ 78.88	\$ 81.05
	BW	\$ 4,315.20	\$ 4,433.60	\$ 4,556.00	\$ 4,681.60	\$ 4,942.40	\$ 5,218.40	\$ 5,508.80	\$ 5,816.80	\$ 5,976.80	\$ 6,140.80	\$ 6,310.40	\$ 6,484.00
	YR	\$ 112,626	\$ 115,716	\$ 118,911	\$ 122,189	\$ 128,996	\$ 136,200	\$ 143,779	\$ 151,818	\$ 155,994	\$ 160,274	\$ 164,701	\$ 169,232
5408	HR	\$ 54.08	\$ 55.57	\$ 57.10	\$ 58.67	\$ 61.94	\$ 65.39	\$ 69.04	\$ 72.89	\$ 74.90	\$ 76.96	\$ 79.08	\$ 81.25
	BW	\$ 4,326.40	\$ 4,445.60	\$ 4,568.00	\$ 4,693.60	\$ 4,955.20	\$ 5,231.20	\$ 5,523.20	\$ 5,831.20	\$ 5,992.00	\$ 6,156.80	\$ 6,326.40	\$ 6,500.00
	YR	\$ 112,919	\$ 116,030	\$ 119,224	\$ 122,502	\$ 129,330	\$ 136,534	\$ 144,155	\$ 152,194	\$ 156,391	\$ 160,692	\$ 165,119	\$ 169,650
5410	HR	\$ 54.10	\$ 55.59	\$ 57.12	\$ 58.69	\$ 61.96	\$ 65.41	\$ 69.06	\$ 72.91	\$ 74.92	\$ 76.98	\$ 79.10	\$ 81.28
	BW	\$ 4,328.00	\$ 4,447.20	\$ 4,569.60	\$ 4,695.20	\$ 4,956.80	\$ 5,232.80	\$ 5,524.80	\$ 5,832.80	\$ 5,993.60	\$ 6,158.40	\$ 6,328.00	\$ 6,502.40
	YR	\$ 112,960	\$ 116,071	\$ 119,266	\$ 122,544	\$ 129,372	\$ 136,576	\$ 144,197	\$ 152,236	\$ 156,432	\$ 160,734	\$ 165,160	\$ 169,712
5411	HR	\$ 54.11	\$ 55.60	\$ 57.13	\$ 58.70	\$ 61.98	\$ 65.43	\$ 69.08	\$ 72.93	\$ 74.94	\$ 77.00	\$ 79.12	\$ 81.30
	BW	\$ 4,328.80	\$ 4,448.00	\$ 4,570.40	\$ 4,696.00	\$ 4,958.40	\$ 5,234.40	\$ 5,526.40	\$ 5,834.40	\$ 5,995.20	\$ 6,160.00	\$ 6,329.60	\$ 6,504.00
	YR	\$ 112,981	\$ 116,092	\$ 119,287	\$ 122,565	\$ 129,414	\$ 136,617	\$ 144,239	\$ 152,277	\$ 156,474	\$ 160,776	\$ 165,202	\$ 169,754
5425	HR	\$ 54.25	\$ 55.74	\$ 57.27	\$ 58.84	\$ 62.12	\$ 65.59	\$ 69.24	\$ 73.11	\$ 75.12	\$ 77.19	\$ 79.31	\$ 81.49
	BW	\$ 4,340.00	\$ 4,459.20	\$ 4,581.60	\$ 4,707.20	\$ 4,969.60	\$ 5,247.20	\$ 5,539.20	\$ 5,848.80	\$ 6,009.60	\$ 6,175.20	\$ 6,344.80	\$ 6,519.20
	YR	\$ 113,274	\$ 116,385	\$ 119,579	\$ 122,857	\$ 129,706	\$ 136,951	\$ 144,573	\$ 152,653	\$ 156,850	\$ 161,172	\$ 165,599	\$ 170,151
5432	HR	\$ 54.32	\$ 55.81	\$ 57.35	\$ 58.93	\$ 62.22	\$ 65.69	\$ 69.35	\$ 73.21	\$ 75.22	\$ 77.29	\$ 79.41	\$ 81.59
	BW	\$ 4,345.60	\$ 4,464.80	\$ 4,588.00	\$ 4,714.40	\$ 4,977.60	\$ 5,255.20	\$ 5,548.00	\$ 5,856.80	\$ 6,017.60	\$ 6,183.20	\$ 6,352.80	\$ 6,527.20
	YR	\$ 113,420	\$ 116,531	\$ 119,746	\$ 123,045	\$ 129,915	\$ 137,160	\$ 144,802	\$ 152,862	\$ 157,059	\$ 161,381	\$ 165,808	\$ 170,359
5463	HR	\$ 54.63	\$ 56.13	\$ 57.68	\$ 59.27	\$ 62.57	\$ 66.07	\$ 69.76	\$ 73.65	\$ 75.68	\$ 77.76	\$ 79.90	\$ 82.10
	BW	\$ 4,370.40	\$ 4,490.40	\$ 4,614.40	\$ 4,741.60	\$ 5,005.60	\$ 5,285.60	\$ 5,580.80	\$ 5,892.00	\$ 6,054.40	\$ 6,220.80	\$ 6,392.00	\$ 6,568.00
	YR	\$ 114,067	\$ 117,199	\$ 120,435	\$ 123,755	\$ 130,646	\$ 137,954	\$ 145,658	\$ 153,781	\$ 158,019	\$ 162,362	\$ 166,831	\$ 171,424

**MOU 36**

**Appendix A**

**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5481	HR	\$ 54.81	\$ 56.32	\$ 57.87	\$ 59.46	\$ 62.78	\$ 66.28	\$ 69.98	\$ 73.89	\$ 75.92	\$ 78.01	\$ 80.15	\$ 82.35
	BW	\$ 4,384.80	\$ 4,505.60	\$ 4,629.60	\$ 4,756.80	\$ 5,022.40	\$ 5,302.40	\$ 5,598.40	\$ 5,911.20	\$ 6,073.60	\$ 6,240.80	\$ 6,412.00	\$ 6,588.00
	YR	\$ 114,443	\$ 117,596	\$ 120,832	\$ 124,152	\$ 131,084	\$ 138,392	\$ 146,118	\$ 154,282	\$ 158,520	\$ 162,884	\$ 167,353	\$ 171,946
5523	HR	\$ 55.23	\$ 56.75	\$ 58.31	\$ 59.91	\$ 63.25	\$ 66.78	\$ 70.50	\$ 74.43	\$ 76.48	\$ 78.58	\$ 80.74	\$ 82.96
	BW	\$ 4,418.40	\$ 4,540.00	\$ 4,664.80	\$ 4,792.80	\$ 5,060.00	\$ 5,342.40	\$ 5,640.00	\$ 5,954.40	\$ 6,118.40	\$ 6,286.40	\$ 6,459.20	\$ 6,636.80
	YR	\$ 115,320	\$ 118,494	\$ 121,751	\$ 125,092	\$ 132,066	\$ 139,436	\$ 147,204	\$ 155,409	\$ 159,690	\$ 164,075	\$ 168,585	\$ 173,220
5534	HR	\$ 55.34	\$ 56.86	\$ 58.43	\$ 60.04	\$ 63.39	\$ 66.92	\$ 70.65	\$ 74.59	\$ 76.64	\$ 78.75	\$ 80.91	\$ 83.14
	BW	\$ 4,427.20	\$ 4,548.80	\$ 4,674.40	\$ 4,803.20	\$ 5,071.20	\$ 5,353.60	\$ 5,652.00	\$ 5,967.20	\$ 6,131.20	\$ 6,300.00	\$ 6,472.80	\$ 6,651.20
	YR	\$ 115,549	\$ 118,723	\$ 122,001	\$ 125,363	\$ 132,358	\$ 139,728	\$ 147,517	\$ 155,743	\$ 160,024	\$ 164,430	\$ 168,940	\$ 173,596
5551	HR	\$ 55.51	\$ 57.04	\$ 58.61	\$ 60.22	\$ 63.58	\$ 67.13	\$ 70.87	\$ 74.82	\$ 76.88	\$ 78.99	\$ 81.17	\$ 83.40
	BW	\$ 4,440.80	\$ 4,563.20	\$ 4,688.80	\$ 4,817.60	\$ 5,086.40	\$ 5,370.40	\$ 5,669.60	\$ 5,985.60	\$ 6,150.40	\$ 6,319.20	\$ 6,493.60	\$ 6,672.00
	YR	\$ 115,904	\$ 119,099	\$ 122,377	\$ 125,739	\$ 132,755	\$ 140,167	\$ 147,976	\$ 156,224	\$ 160,525	\$ 164,931	\$ 169,482	\$ 174,139
5573	HR	\$ 55.73	\$ 57.26	\$ 58.84	\$ 60.46	\$ 63.83	\$ 67.38	\$ 71.14	\$ 75.11	\$ 77.18	\$ 79.30	\$ 81.48	\$ 83.72
	BW	\$ 4,458.40	\$ 4,580.80	\$ 4,707.20	\$ 4,836.80	\$ 5,106.40	\$ 5,390.40	\$ 5,691.20	\$ 6,008.80	\$ 6,174.40	\$ 6,344.00	\$ 6,518.40	\$ 6,697.60
	YR	\$ 116,364	\$ 119,558	\$ 122,857	\$ 126,240	\$ 133,277	\$ 140,689	\$ 148,540	\$ 156,829	\$ 161,151	\$ 165,578	\$ 170,130	\$ 174,807
5600	HR	\$ 56.00	\$ 57.54	\$ 59.12	\$ 60.75	\$ 64.14	\$ 67.71	\$ 71.48	\$ 75.47	\$ 77.55	\$ 79.68	\$ 81.87	\$ 84.12
	BW	\$ 4,480.00	\$ 4,603.20	\$ 4,729.60	\$ 4,860.00	\$ 5,131.20	\$ 5,416.80	\$ 5,718.40	\$ 6,037.60	\$ 6,204.00	\$ 6,374.40	\$ 6,549.60	\$ 6,729.60
	YR	\$ 116,928	\$ 120,143	\$ 123,442	\$ 126,846	\$ 133,924	\$ 141,378	\$ 149,250	\$ 157,581	\$ 161,924	\$ 166,371	\$ 170,944	\$ 175,642
5601	HR	\$ 56.01	\$ 57.55	\$ 59.13	\$ 60.76	\$ 64.15	\$ 67.72	\$ 71.49	\$ 75.48	\$ 77.56	\$ 79.69	\$ 81.88	\$ 84.13
	BW	\$ 4,480.80	\$ 4,604.00	\$ 4,730.40	\$ 4,860.80	\$ 5,132.00	\$ 5,417.60	\$ 5,719.20	\$ 6,038.40	\$ 6,204.80	\$ 6,375.20	\$ 6,550.40	\$ 6,730.40
	YR	\$ 116,948	\$ 120,164	\$ 123,463	\$ 126,866	\$ 133,945	\$ 141,399	\$ 149,271	\$ 157,602	\$ 161,945	\$ 166,392	\$ 170,965	\$ 175,663
5632	HR	\$ 56.32	\$ 57.87	\$ 59.46	\$ 61.10	\$ 64.51	\$ 68.10	\$ 71.90	\$ 75.91	\$ 78.00	\$ 80.15	\$ 82.35	\$ 84.61
	BW	\$ 4,505.60	\$ 4,629.60	\$ 4,756.80	\$ 4,888.00	\$ 5,160.80	\$ 5,448.00	\$ 5,752.00	\$ 6,072.80	\$ 6,240.00	\$ 6,412.00	\$ 6,588.00	\$ 6,768.80
	YR	\$ 117,596	\$ 120,832	\$ 124,152	\$ 127,576	\$ 134,696	\$ 142,192	\$ 150,127	\$ 158,500	\$ 162,864	\$ 167,353	\$ 171,946	\$ 176,665
5646	HR	\$ 56.46	\$ 58.01	\$ 59.61	\$ 61.25	\$ 64.66	\$ 68.27	\$ 72.07	\$ 76.09	\$ 78.18	\$ 80.33	\$ 82.54	\$ 84.81
	BW	\$ 4,516.80	\$ 4,640.80	\$ 4,768.80	\$ 4,900.00	\$ 5,172.80	\$ 5,461.60	\$ 5,765.60	\$ 6,087.20	\$ 6,254.40	\$ 6,426.40	\$ 6,603.20	\$ 6,784.80
	YR	\$ 117,888	\$ 121,124	\$ 124,465	\$ 127,890	\$ 135,010	\$ 142,547	\$ 150,482	\$ 158,875	\$ 163,239	\$ 167,729	\$ 172,343	\$ 177,083
5674	HR	\$ 56.74	\$ 58.30	\$ 59.90	\$ 61.55	\$ 64.98	\$ 68.61	\$ 72.43	\$ 76.47	\$ 78.57	\$ 80.73	\$ 82.95	\$ 85.23
	BW	\$ 4,539.20	\$ 4,664.00	\$ 4,792.00	\$ 4,924.00	\$ 5,198.40	\$ 5,488.80	\$ 5,794.40	\$ 6,117.60	\$ 6,285.60	\$ 6,458.40	\$ 6,636.00	\$ 6,818.40
	YR	\$ 118,473	\$ 121,730	\$ 125,071	\$ 128,516	\$ 135,678	\$ 143,257	\$ 151,233	\$ 159,669	\$ 164,054	\$ 168,564	\$ 173,199	\$ 177,960
5687	HR	\$ 56.87	\$ 58.43	\$ 60.04	\$ 61.69	\$ 65.13	\$ 68.76	\$ 72.59	\$ 76.64	\$ 78.75	\$ 80.92	\$ 83.14	\$ 85.43
	BW	\$ 4,549.60	\$ 4,674.40	\$ 4,803.20	\$ 4,935.20	\$ 5,210.40	\$ 5,500.80	\$ 5,807.20	\$ 6,131.20	\$ 6,300.00	\$ 6,473.60	\$ 6,651.20	\$ 6,834.40
	YR	\$ 118,744	\$ 122,001	\$ 125,363	\$ 128,808	\$ 135,991	\$ 143,570	\$ 151,567	\$ 160,024	\$ 164,430	\$ 168,960	\$ 173,596	\$ 178,377
5694	HR	\$ 56.94	\$ 58.51	\$ 60.11	\$ 61.76	\$ 65.21	\$ 68.84	\$ 72.69	\$ 76.73	\$ 78.84	\$ 81.01	\$ 83.24	\$ 85.53
	BW	\$ 4,555.20	\$ 4,680.80	\$ 4,808.80	\$ 4,940.80	\$ 5,216.80	\$ 5,507.20	\$ 5,815.20	\$ 6,138.40	\$ 6,307.20	\$ 6,480.80	\$ 6,659.20	\$ 6,842.40
	YR	\$ 118,890	\$ 122,168	\$ 125,509	\$ 128,954	\$ 136,158	\$ 143,737	\$ 151,776	\$ 160,212	\$ 164,617	\$ 169,148	\$ 173,805	\$ 178,586

**MOU 36**

**Appendix A**

**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5721	HR	\$ 57.21	\$ 58.78	\$ 60.40	\$ 62.06	\$ 65.52	\$ 69.18	\$ 73.03	\$ 77.10	\$ 79.22	\$ 81.40	\$ 83.64	\$ 85.94
	BW	\$ 4,576.80	\$ 4,702.40	\$ 4,832.00	\$ 4,964.80	\$ 5,241.60	\$ 5,534.40	\$ 5,842.40	\$ 6,168.00	\$ 6,337.60	\$ 6,512.00	\$ 6,691.20	\$ 6,875.20
	YR	\$ 119,454	\$ 122,732	\$ 126,115	\$ 129,581	\$ 136,805	\$ 144,447	\$ 152,486	\$ 160,984	\$ 165,411	\$ 169,963	\$ 174,640	\$ 179,442
5736	HR	\$ 57.36	\$ 58.94	\$ 60.56	\$ 62.23	\$ 65.70	\$ 69.37	\$ 73.23	\$ 77.31	\$ 79.44	\$ 81.62	\$ 83.87	\$ 86.18
	BW	\$ 4,588.80	\$ 4,715.20	\$ 4,844.80	\$ 4,978.40	\$ 5,256.00	\$ 5,549.60	\$ 5,858.40	\$ 6,184.80	\$ 6,355.20	\$ 6,529.60	\$ 6,709.60	\$ 6,894.40
	YR	\$ 119,767	\$ 123,066	\$ 126,449	\$ 129,936	\$ 137,181	\$ 144,844	\$ 152,904	\$ 161,423	\$ 165,870	\$ 170,422	\$ 175,120	\$ 179,943
5738	HR	\$ 57.38	\$ 58.96	\$ 60.58	\$ 62.25	\$ 65.72	\$ 69.39	\$ 73.26	\$ 77.35	\$ 79.48	\$ 81.67	\$ 83.91	\$ 86.22
	BW	\$ 4,590.40	\$ 4,716.80	\$ 4,846.40	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,860.80	\$ 6,188.00	\$ 6,358.40	\$ 6,533.60	\$ 6,712.80	\$ 6,897.60
	YR	\$ 119,809	\$ 123,108	\$ 126,491	\$ 129,978	\$ 137,223	\$ 144,886	\$ 152,966	\$ 161,506	\$ 165,954	\$ 170,526	\$ 175,204	\$ 180,027
5751	HR	\$ 57.51	\$ 59.09	\$ 60.72	\$ 62.39	\$ 65.87	\$ 69.54	\$ 73.41	\$ 77.50	\$ 79.64	\$ 81.83	\$ 84.08	\$ 86.39
	BW	\$ 4,600.80	\$ 4,727.20	\$ 4,857.60	\$ 4,991.20	\$ 5,269.60	\$ 5,563.20	\$ 5,872.80	\$ 6,200.00	\$ 6,371.20	\$ 6,546.40	\$ 6,726.40	\$ 6,911.20
	YR	\$ 120,080	\$ 123,379	\$ 126,783	\$ 130,270	\$ 137,536	\$ 145,199	\$ 153,280	\$ 161,820	\$ 166,288	\$ 170,861	\$ 175,559	\$ 180,382
5778	HR	\$ 57.78	\$ 59.37	\$ 61.00	\$ 62.68	\$ 66.17	\$ 69.86	\$ 73.75	\$ 77.86	\$ 80.01	\$ 82.21	\$ 84.47	\$ 86.79
	BW	\$ 4,622.40	\$ 4,749.60	\$ 4,880.00	\$ 5,014.40	\$ 5,293.60	\$ 5,588.80	\$ 5,900.00	\$ 6,228.80	\$ 6,400.80	\$ 6,576.80	\$ 6,757.60	\$ 6,943.20
	YR	\$ 120,644	\$ 123,964	\$ 127,368	\$ 130,875	\$ 138,162	\$ 145,867	\$ 153,990	\$ 162,571	\$ 167,060	\$ 171,654	\$ 176,373	\$ 181,217
5800	HR	\$ 58.00	\$ 59.59	\$ 61.23	\$ 62.91	\$ 66.42	\$ 70.12	\$ 74.02	\$ 78.15	\$ 80.30	\$ 82.51	\$ 84.78	\$ 87.11
	BW	\$ 4,640.00	\$ 4,767.20	\$ 4,898.40	\$ 5,032.80	\$ 5,313.60	\$ 5,609.60	\$ 5,921.60	\$ 6,252.00	\$ 6,424.00	\$ 6,600.80	\$ 6,782.40	\$ 6,968.80
	YR	\$ 121,104	\$ 124,423	\$ 127,848	\$ 131,356	\$ 138,684	\$ 146,410	\$ 154,553	\$ 163,177	\$ 167,666	\$ 172,280	\$ 177,020	\$ 181,885
5848	HR	\$ 58.48	\$ 60.09	\$ 61.74	\$ 63.44	\$ 66.97	\$ 70.70	\$ 74.65	\$ 78.81	\$ 80.98	\$ 83.21	\$ 85.50	\$ 87.85
	BW	\$ 4,678.40	\$ 4,807.20	\$ 4,939.20	\$ 5,075.20	\$ 5,357.60	\$ 5,656.00	\$ 5,972.00	\$ 6,304.80	\$ 6,478.40	\$ 6,656.80	\$ 6,840.00	\$ 7,028.00
	YR	\$ 122,106	\$ 125,467	\$ 128,913	\$ 132,462	\$ 139,833	\$ 147,621	\$ 155,869	\$ 164,555	\$ 169,086	\$ 173,742	\$ 178,524	\$ 183,430
5852	HR	\$ 58.52	\$ 60.13	\$ 61.78	\$ 63.48	\$ 67.01	\$ 70.75	\$ 74.70	\$ 78.86	\$ 81.03	\$ 83.26	\$ 85.55	\$ 87.90
	BW	\$ 4,681.60	\$ 4,810.40	\$ 4,942.40	\$ 5,078.40	\$ 5,360.80	\$ 5,660.00	\$ 5,976.00	\$ 6,308.80	\$ 6,482.40	\$ 6,660.80	\$ 6,844.00	\$ 7,032.00
	YR	\$ 122,189	\$ 125,551	\$ 128,996	\$ 132,546	\$ 139,916	\$ 147,726	\$ 155,973	\$ 164,659	\$ 169,190	\$ 173,846	\$ 178,628	\$ 183,535
5876	HR	\$ 58.76	\$ 60.38	\$ 62.04	\$ 63.75	\$ 67.30	\$ 71.05	\$ 75.02	\$ 79.20	\$ 81.38	\$ 83.62	\$ 85.92	\$ 88.28
	BW	\$ 4,700.80	\$ 4,830.40	\$ 4,963.20	\$ 5,100.00	\$ 5,384.00	\$ 5,684.00	\$ 6,001.60	\$ 6,336.00	\$ 6,510.40	\$ 6,689.60	\$ 6,873.60	\$ 7,062.40
	YR	\$ 122,690	\$ 126,073	\$ 129,539	\$ 133,110	\$ 140,522	\$ 148,352	\$ 156,641	\$ 165,369	\$ 169,921	\$ 174,598	\$ 179,400	\$ 184,328
5887	HR	\$ 58.87	\$ 60.49	\$ 62.15	\$ 63.86	\$ 67.42	\$ 71.19	\$ 75.15	\$ 79.34	\$ 81.53	\$ 83.77	\$ 86.08	\$ 88.45
	BW	\$ 4,709.60	\$ 4,839.20	\$ 4,972.00	\$ 5,108.80	\$ 5,393.60	\$ 5,695.20	\$ 6,012.00	\$ 6,347.20	\$ 6,522.40	\$ 6,701.60	\$ 6,886.40	\$ 7,076.00
	YR	\$ 122,920	\$ 126,303	\$ 129,769	\$ 133,339	\$ 140,772	\$ 148,644	\$ 156,913	\$ 165,661	\$ 170,234	\$ 174,911	\$ 179,735	\$ 184,683
5910	HR	\$ 59.10	\$ 60.73	\$ 62.40	\$ 64.12	\$ 67.69	\$ 71.46	\$ 75.45	\$ 79.65	\$ 81.84	\$ 84.09	\$ 86.40	\$ 88.78
	BW	\$ 4,728.00	\$ 4,858.40	\$ 4,992.00	\$ 5,129.60	\$ 5,415.20	\$ 5,716.80	\$ 6,036.00	\$ 6,372.00	\$ 6,547.20	\$ 6,727.20	\$ 6,912.00	\$ 7,102.40
	YR	\$ 123,400	\$ 126,804	\$ 130,291	\$ 133,882	\$ 141,336	\$ 149,208	\$ 157,539	\$ 166,309	\$ 170,881	\$ 175,579	\$ 180,403	\$ 185,372
5994	HR	\$ 59.94	\$ 61.59	\$ 63.28	\$ 65.02	\$ 68.65	\$ 72.48	\$ 76.52	\$ 80.78	\$ 83.00	\$ 85.28	\$ 87.63	\$ 90.04
	BW	\$ 4,795.20	\$ 4,927.20	\$ 5,062.40	\$ 5,201.60	\$ 5,492.00	\$ 5,798.40	\$ 6,121.60	\$ 6,462.40	\$ 6,640.00	\$ 6,822.40	\$ 7,010.40	\$ 7,203.20
	YR	\$ 125,154	\$ 128,599	\$ 132,128	\$ 135,761	\$ 143,341	\$ 151,338	\$ 159,773	\$ 168,668	\$ 173,304	\$ 178,064	\$ 182,971	\$ 188,003



**MOU 36**

**Appendix A**

**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6022	HR	\$ 60.22	\$ 61.88	\$ 63.58	\$ 65.33	\$ 68.97	\$ 72.81	\$ 76.87	\$ 81.15	\$ 83.38	\$ 85.67	\$ 88.03	\$ 90.45
	BW	\$ 4,817.60	\$ 4,950.40	\$ 5,086.40	\$ 5,226.40	\$ 5,517.60	\$ 5,824.80	\$ 6,149.60	\$ 6,492.00	\$ 6,670.40	\$ 6,853.60	\$ 7,042.40	\$ 7,236.00
	YR	\$ 125,739	\$ 129,205	\$ 132,755	\$ 136,409	\$ 144,009	\$ 152,027	\$ 160,504	\$ 169,441	\$ 174,097	\$ 178,878	\$ 183,806	\$ 188,859
6095	HR	\$ 60.95	\$ 62.63	\$ 64.35	\$ 66.12	\$ 69.81	\$ 73.70	\$ 77.81	\$ 82.15	\$ 84.41	\$ 86.73	\$ 89.12	\$ 91.57
	BW	\$ 4,876.00	\$ 5,010.40	\$ 5,148.00	\$ 5,289.60	\$ 5,584.80	\$ 5,896.00	\$ 6,224.80	\$ 6,572.00	\$ 6,752.80	\$ 6,938.40	\$ 7,129.60	\$ 7,325.60
	YR	\$ 127,263	\$ 130,771	\$ 134,362	\$ 138,058	\$ 145,763	\$ 153,885	\$ 162,467	\$ 171,529	\$ 176,248	\$ 181,092	\$ 186,082	\$ 191,198
6148	HR	\$ 61.48	\$ 63.17	\$ 64.91	\$ 66.70	\$ 70.41	\$ 74.34	\$ 78.48	\$ 82.86	\$ 85.14	\$ 87.48	\$ 89.89	\$ 92.36
	BW	\$ 4,918.40	\$ 5,053.60	\$ 5,192.80	\$ 5,336.00	\$ 5,632.80	\$ 5,947.20	\$ 6,278.40	\$ 6,628.80	\$ 6,811.20	\$ 6,998.40	\$ 7,191.20	\$ 7,388.80
	YR	\$ 128,370	\$ 131,898	\$ 135,532	\$ 139,269	\$ 147,016	\$ 155,221	\$ 163,866	\$ 173,011	\$ 177,772	\$ 182,658	\$ 187,690	\$ 192,847
6167	HR	\$ 61.67	\$ 63.37	\$ 65.11	\$ 66.90	\$ 70.63	\$ 74.57	\$ 78.73	\$ 83.11	\$ 85.40	\$ 87.75	\$ 90.16	\$ 92.64
	BW	\$ 4,933.60	\$ 5,069.60	\$ 5,208.80	\$ 5,352.00	\$ 5,650.40	\$ 5,965.60	\$ 6,298.40	\$ 6,648.80	\$ 6,832.00	\$ 7,020.00	\$ 7,212.80	\$ 7,411.20
	YR	\$ 128,766	\$ 132,316	\$ 135,949	\$ 139,687	\$ 147,475	\$ 155,702	\$ 164,388	\$ 173,533	\$ 178,315	\$ 183,222	\$ 188,254	\$ 193,432
6178	HR	\$ 61.78	\$ 63.48	\$ 65.22	\$ 67.01	\$ 70.75	\$ 74.70	\$ 78.86	\$ 83.26	\$ 85.55	\$ 87.90	\$ 90.32	\$ 92.80
	BW	\$ 4,942.40	\$ 5,078.40	\$ 5,217.60	\$ 5,360.80	\$ 5,660.00	\$ 5,976.00	\$ 6,308.80	\$ 6,660.80	\$ 6,844.00	\$ 7,032.00	\$ 7,225.60	\$ 7,424.00
	YR	\$ 128,996	\$ 132,546	\$ 136,179	\$ 139,916	\$ 147,726	\$ 155,973	\$ 164,659	\$ 173,846	\$ 178,628	\$ 183,535	\$ 188,588	\$ 193,766
6214	HR	\$ 62.14	\$ 63.85	\$ 65.60	\$ 67.40	\$ 71.16	\$ 75.13	\$ 79.32	\$ 83.74	\$ 86.04	\$ 88.41	\$ 90.84	\$ 93.34
	BW	\$ 4,971.20	\$ 5,108.00	\$ 5,248.00	\$ 5,392.00	\$ 5,692.80	\$ 6,010.40	\$ 6,345.60	\$ 6,699.20	\$ 6,883.20	\$ 7,072.80	\$ 7,267.20	\$ 7,467.20
	YR	\$ 129,748	\$ 133,318	\$ 136,972	\$ 140,731	\$ 148,582	\$ 156,871	\$ 165,620	\$ 174,849	\$ 179,651	\$ 184,600	\$ 189,673	\$ 194,893
6261	HR	\$ 62.61	\$ 64.33	\$ 66.10	\$ 67.92	\$ 71.71	\$ 75.71	\$ 79.93	\$ 84.39	\$ 86.71	\$ 89.09	\$ 91.54	\$ 94.06
	BW	\$ 5,008.80	\$ 5,146.40	\$ 5,288.00	\$ 5,433.60	\$ 5,736.80	\$ 6,056.80	\$ 6,394.40	\$ 6,751.20	\$ 6,936.80	\$ 7,127.20	\$ 7,323.20	\$ 7,524.80
	YR	\$ 130,729	\$ 134,321	\$ 138,016	\$ 141,816	\$ 149,730	\$ 158,082	\$ 166,893	\$ 176,206	\$ 181,050	\$ 186,019	\$ 191,135	\$ 196,397
6284	HR	\$ 62.84	\$ 64.57	\$ 66.34	\$ 68.16	\$ 71.97	\$ 75.98	\$ 80.22	\$ 84.69	\$ 87.02	\$ 89.41	\$ 91.87	\$ 94.40
	BW	\$ 5,027.20	\$ 5,165.60	\$ 5,307.20	\$ 5,452.80	\$ 5,757.60	\$ 6,078.40	\$ 6,417.60	\$ 6,775.20	\$ 6,961.60	\$ 7,152.80	\$ 7,349.60	\$ 7,552.00
	YR	\$ 131,209	\$ 134,822	\$ 138,517	\$ 142,318	\$ 150,273	\$ 158,646	\$ 167,499	\$ 176,832	\$ 181,697	\$ 186,688	\$ 191,824	\$ 197,107
6311	HR	\$ 63.11	\$ 64.85	\$ 66.63	\$ 68.46	\$ 72.28	\$ 76.31	\$ 80.57	\$ 85.06	\$ 87.40	\$ 89.80	\$ 92.27	\$ 94.81
	BW	\$ 5,048.80	\$ 5,188.00	\$ 5,330.40	\$ 5,476.80	\$ 5,782.40	\$ 6,104.80	\$ 6,445.60	\$ 6,804.80	\$ 6,992.00	\$ 7,184.00	\$ 7,381.60	\$ 7,584.80
	YR	\$ 131,773	\$ 135,406	\$ 139,123	\$ 142,944	\$ 150,920	\$ 159,335	\$ 168,230	\$ 177,605	\$ 182,491	\$ 187,502	\$ 192,659	\$ 197,963
6327	HR	\$ 63.27	\$ 65.01	\$ 66.80	\$ 68.64	\$ 72.46	\$ 76.50	\$ 80.76	\$ 85.26	\$ 87.61	\$ 90.02	\$ 92.49	\$ 95.03
	BW	\$ 5,061.60	\$ 5,200.80	\$ 5,344.00	\$ 5,491.20	\$ 5,796.80	\$ 6,120.00	\$ 6,460.80	\$ 6,820.80	\$ 7,008.80	\$ 7,201.60	\$ 7,399.20	\$ 7,602.40
	YR	\$ 132,107	\$ 135,740	\$ 139,478	\$ 143,320	\$ 151,296	\$ 159,732	\$ 168,626	\$ 178,022	\$ 182,929	\$ 187,961	\$ 193,119	\$ 198,422
6484	HR	\$ 64.84	\$ 66.62	\$ 68.46	\$ 70.34	\$ 74.27	\$ 78.41	\$ 82.78	\$ 87.39	\$ 89.79	\$ 92.26	\$ 94.80	\$ 97.41
	BW	\$ 5,187.20	\$ 5,329.60	\$ 5,476.80	\$ 5,627.20	\$ 5,941.60	\$ 6,272.80	\$ 6,622.40	\$ 6,991.20	\$ 7,183.20	\$ 7,380.80	\$ 7,584.00	\$ 7,792.80
	YR	\$ 135,385	\$ 139,102	\$ 142,944	\$ 146,869	\$ 155,075	\$ 163,720	\$ 172,844	\$ 182,470	\$ 187,481	\$ 192,638	\$ 197,942	\$ 203,392
6502	HR	\$ 65.02	\$ 66.81	\$ 68.65	\$ 70.54	\$ 74.47	\$ 78.62	\$ 83.01	\$ 87.64	\$ 90.05	\$ 92.53	\$ 95.07	\$ 97.68
	BW	\$ 5,201.60	\$ 5,344.80	\$ 5,492.00	\$ 5,643.20	\$ 5,957.60	\$ 6,289.60	\$ 6,640.80	\$ 7,011.20	\$ 7,204.00	\$ 7,402.40	\$ 7,605.60	\$ 7,814.40
	YR	\$ 135,761	\$ 139,499	\$ 143,341	\$ 147,287	\$ 155,493	\$ 164,158	\$ 173,324	\$ 182,992	\$ 188,024	\$ 193,202	\$ 198,506	\$ 203,955

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**Appendix A**

**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6503	HR	\$ 65.03	\$ 66.82	\$ 68.66	\$ 70.55	\$ 74.48	\$ 78.63	\$ 83.02	\$ 87.66	\$ 90.07	\$ 92.55	\$ 95.09	\$ 97.70
	BW	\$ 5,202.40	\$ 5,345.60	\$ 5,492.80	\$ 5,644.00	\$ 5,958.40	\$ 6,290.40	\$ 6,641.60	\$ 7,012.80	\$ 7,205.60	\$ 7,404.00	\$ 7,607.20	\$ 7,816.00
	YR	\$ 135,782	\$ 139,520	\$ 143,362	\$ 147,308	\$ 155,514	\$ 164,179	\$ 173,345	\$ 183,034	\$ 188,066	\$ 193,244	\$ 198,547	\$ 203,997
6562	HR	\$ 65.62	\$ 67.42	\$ 69.28	\$ 71.19	\$ 75.15	\$ 79.34	\$ 83.77	\$ 88.45	\$ 90.88	\$ 93.38	\$ 95.95	\$ 98.59
	BW	\$ 5,249.60	\$ 5,393.60	\$ 5,542.40	\$ 5,695.20	\$ 6,012.00	\$ 6,347.20	\$ 6,701.60	\$ 7,076.00	\$ 7,270.40	\$ 7,470.40	\$ 7,676.00	\$ 7,887.20
	YR	\$ 137,014	\$ 140,772	\$ 144,656	\$ 148,644	\$ 156,913	\$ 165,661	\$ 174,911	\$ 184,683	\$ 189,757	\$ 194,977	\$ 200,343	\$ 205,855
6684	HR	\$ 66.84	\$ 68.68	\$ 70.57	\$ 72.51	\$ 76.55	\$ 80.81	\$ 85.32	\$ 90.08	\$ 92.56	\$ 95.11	\$ 97.72	\$ 100.41
	BW	\$ 5,347.20	\$ 5,494.40	\$ 5,645.60	\$ 5,800.80	\$ 6,124.00	\$ 6,464.80	\$ 6,825.60	\$ 7,206.40	\$ 7,404.80	\$ 7,608.80	\$ 7,817.60	\$ 8,032.80
	YR	\$ 139,561	\$ 143,403	\$ 147,350	\$ 151,400	\$ 159,836	\$ 168,731	\$ 178,148	\$ 188,087	\$ 193,265	\$ 198,589	\$ 204,039	\$ 209,656
6833	HR	\$ 68.33	\$ 70.21	\$ 72.14	\$ 74.12	\$ 78.25	\$ 82.62	\$ 87.22	\$ 92.08	\$ 94.62	\$ 97.22	\$ 99.90	\$ 102.65
	BW	\$ 5,466.40	\$ 5,616.80	\$ 5,771.20	\$ 5,929.60	\$ 6,260.00	\$ 6,609.60	\$ 6,977.60	\$ 7,366.40	\$ 7,569.60	\$ 7,777.60	\$ 7,992.00	\$ 8,212.00
	YR	\$ 142,673	\$ 146,598	\$ 150,628	\$ 154,762	\$ 163,386	\$ 172,510	\$ 182,115	\$ 192,263	\$ 197,566	\$ 202,995	\$ 208,591	\$ 214,333
6847	HR	\$ 68.47	\$ 70.35	\$ 72.29	\$ 74.28	\$ 78.42	\$ 82.80	\$ 87.41	\$ 92.28	\$ 94.82	\$ 97.43	\$ 100.11	\$ 102.86
	BW	\$ 5,477.60	\$ 5,628.00	\$ 5,783.20	\$ 5,942.40	\$ 6,273.60	\$ 6,624.00	\$ 6,992.80	\$ 7,382.40	\$ 7,585.60	\$ 7,794.40	\$ 8,008.80	\$ 8,228.80
	YR	\$ 142,965	\$ 146,890	\$ 150,941	\$ 155,096	\$ 163,740	\$ 172,886	\$ 182,512	\$ 192,680	\$ 197,984	\$ 203,433	\$ 209,029	\$ 214,771
6848	HR	\$ 68.48	\$ 70.36	\$ 72.30	\$ 74.29	\$ 78.43	\$ 82.81	\$ 87.42	\$ 92.29	\$ 94.83	\$ 97.44	\$ 100.12	\$ 102.87
	BW	\$ 5,478.40	\$ 5,628.80	\$ 5,784.00	\$ 5,943.20	\$ 6,274.40	\$ 6,624.80	\$ 6,993.60	\$ 7,383.20	\$ 7,586.40	\$ 7,795.20	\$ 8,009.60	\$ 8,229.60
	YR	\$ 142,986	\$ 146,911	\$ 150,962	\$ 155,117	\$ 163,761	\$ 172,907	\$ 182,532	\$ 192,701	\$ 198,005	\$ 203,454	\$ 209,050	\$ 214,792
6856	HR	\$ 68.56	\$ 70.45	\$ 72.38	\$ 74.37	\$ 78.52	\$ 82.90	\$ 87.52	\$ 92.40	\$ 94.94	\$ 97.55	\$ 100.23	\$ 102.99
	BW	\$ 5,484.80	\$ 5,636.00	\$ 5,790.40	\$ 5,949.60	\$ 6,281.60	\$ 6,632.00	\$ 7,001.60	\$ 7,392.00	\$ 7,595.20	\$ 7,804.00	\$ 8,018.40	\$ 8,239.20
	YR	\$ 143,153	\$ 147,099	\$ 151,129	\$ 155,284	\$ 163,949	\$ 173,095	\$ 182,741	\$ 192,931	\$ 198,234	\$ 203,684	\$ 209,280	\$ 215,043
6858	HR	\$ 68.58	\$ 70.47	\$ 72.40	\$ 74.39	\$ 78.54	\$ 82.92	\$ 87.54	\$ 92.42	\$ 94.97	\$ 97.58	\$ 100.27	\$ 103.03
	BW	\$ 5,486.40	\$ 5,637.60	\$ 5,792.00	\$ 5,951.20	\$ 6,283.20	\$ 6,633.60	\$ 7,003.20	\$ 7,393.60	\$ 7,597.60	\$ 7,806.40	\$ 8,021.60	\$ 8,242.40
	YR	\$ 143,195	\$ 147,141	\$ 151,171	\$ 155,326	\$ 163,991	\$ 173,136	\$ 182,783	\$ 192,972	\$ 198,297	\$ 203,747	\$ 209,363	\$ 215,126
6864	HR	\$ 68.64	\$ 70.53	\$ 72.47	\$ 74.46	\$ 78.61	\$ 83.00	\$ 87.63	\$ 92.51	\$ 95.05	\$ 97.66	\$ 100.35	\$ 103.11
	BW	\$ 5,491.20	\$ 5,642.40	\$ 5,797.60	\$ 5,956.80	\$ 6,288.80	\$ 6,640.00	\$ 7,010.40	\$ 7,400.80	\$ 7,604.00	\$ 7,812.80	\$ 8,028.00	\$ 8,248.80
	YR	\$ 143,320	\$ 147,266	\$ 151,317	\$ 155,472	\$ 164,137	\$ 173,304	\$ 182,971	\$ 193,160	\$ 198,464	\$ 203,914	\$ 209,530	\$ 215,293
6910	HR	\$ 69.10	\$ 71.00	\$ 72.95	\$ 74.96	\$ 79.14	\$ 83.55	\$ 88.20	\$ 93.12	\$ 95.68	\$ 98.31	\$ 101.01	\$ 103.79
	BW	\$ 5,528.00	\$ 5,680.00	\$ 5,836.00	\$ 5,996.80	\$ 6,331.20	\$ 6,684.00	\$ 7,056.00	\$ 7,449.60	\$ 7,654.40	\$ 7,864.80	\$ 8,080.80	\$ 8,303.20
	YR	\$ 144,280	\$ 148,248	\$ 152,319	\$ 156,516	\$ 165,244	\$ 174,452	\$ 184,161	\$ 194,434	\$ 199,779	\$ 205,271	\$ 210,908	\$ 216,713
6994	HR	\$ 69.94	\$ 71.86	\$ 73.84	\$ 75.87	\$ 80.10	\$ 84.57	\$ 89.29	\$ 94.27	\$ 96.87	\$ 99.53	\$ 102.27	\$ 105.08
	BW	\$ 5,595.20	\$ 5,748.80	\$ 5,907.20	\$ 6,069.60	\$ 6,408.00	\$ 6,765.60	\$ 7,143.20	\$ 7,541.60	\$ 7,749.60	\$ 7,962.40	\$ 8,181.60	\$ 8,406.40
	YR	\$ 146,034	\$ 150,043	\$ 154,177	\$ 158,416	\$ 167,248	\$ 176,582	\$ 186,437	\$ 196,835	\$ 202,264	\$ 207,818	\$ 213,539	\$ 219,407
7045	HR	\$ 70.45	\$ 72.39	\$ 74.38	\$ 76.43	\$ 80.69	\$ 85.19	\$ 89.94	\$ 94.95	\$ 97.56	\$ 100.24	\$ 103.00	\$ 105.83
	BW	\$ 5,636.00	\$ 5,791.20	\$ 5,950.40	\$ 6,114.40	\$ 6,455.20	\$ 6,815.20	\$ 7,195.20	\$ 7,596.00	\$ 7,804.80	\$ 8,019.20	\$ 8,240.00	\$ 8,466.40
	YR	\$ 147,099	\$ 151,150	\$ 155,305	\$ 159,585	\$ 168,480	\$ 177,876	\$ 187,794	\$ 198,255	\$ 203,705	\$ 209,301	\$ 215,064	\$ 220,973

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**Appendix A**

**Operative on December 31, 2023**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7087	HR	\$ 70.87	\$ 72.82	\$ 74.82	\$ 76.88	\$ 81.16	\$ 85.68	\$ 90.46	\$ 95.51	\$ 98.13	\$ 100.83	\$ 103.60	\$ 106.45
	BW	\$ 5,669.60	\$ 5,825.60	\$ 5,985.60	\$ 6,150.40	\$ 6,492.80	\$ 6,854.40	\$ 7,236.80	\$ 7,640.80	\$ 7,850.40	\$ 8,066.40	\$ 8,288.00	\$ 8,516.00
	YR	\$ 147,976	\$ 152,048	\$ 156,224	\$ 160,525	\$ 169,462	\$ 178,899	\$ 188,880	\$ 199,424	\$ 204,895	\$ 210,533	\$ 216,316	\$ 222,267
7127	HR	\$ 71.27	\$ 73.23	\$ 75.24	\$ 77.31	\$ 81.62	\$ 86.18	\$ 90.99	\$ 96.06	\$ 98.70	\$ 101.41	\$ 104.20	\$ 107.07
	BW	\$ 5,701.60	\$ 5,858.40	\$ 6,019.20	\$ 6,184.80	\$ 6,529.60	\$ 6,894.40	\$ 7,279.20	\$ 7,684.80	\$ 7,896.00	\$ 8,112.80	\$ 8,336.00	\$ 8,565.60
	YR	\$ 148,811	\$ 152,904	\$ 157,101	\$ 161,423	\$ 170,422	\$ 179,943	\$ 189,987	\$ 200,573	\$ 206,085	\$ 211,744	\$ 217,569	\$ 223,562

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Appendix B

Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9206-0	311 Director	6699	2	\$ 143,717	--	12	\$ 210,115
7256-1	Airport Engineer I	5719	2	\$ 122,690	--	12	\$ 179,380
7256-2	Airport Engineer II	6088	2	\$ 130,604	--	12	\$ 190,926
9210-0	Airport Labor Relations Advocate	5111	2	\$ 109,661	--	12	\$ 160,337
9210-1	Airport Labor Relations Advocate I	5111	2	\$ 109,661	--	12	\$ 160,337
9210-2	Airport Labor Relations Advocate II	5816	2	\$ 124,778	--	12	\$ 182,407
9422-1	Airports Environmental Manager I	5575	2	\$ 119,600	--	12	\$ 174,849
9422-2	Airports Environmental Manager II	6699	2	\$ 143,717	--	12	\$ 210,115
3331-0	Airports Maintenance Superintendent	4917	2	\$ 105,485	--	12	\$ 154,261
7260-1	Airports Manager I	5514	2	\$ 118,306	--	12	\$ 172,969
7260-2	Airports Manager II	6279	2	\$ 134,717	--	12	\$ 196,940
7260-3	Airports Manager III	7355	2	\$ 157,790	--	12	\$ 230,724
1788-1	Airports Public And Community Relations Director I	4722	2	\$ 101,309	--	12	\$ 148,101
1788-2	Airports Public And Community Relations Director II	6027	2	\$ 129,309	--	12	\$ 189,047
1957-0	Asset Manager	6699	2	\$ 143,717	--	12	\$ 210,115
7259-0	Assistant Airport Manager	5952	2	\$ 127,702	--	12	\$ 186,688
1577-0	Assistant Chief Grants Administrator	5573	2	\$ 119,558	--	12	\$ 174,807
9232-0	Assistant City Librarian	7668	2	\$ 164,513	--	12	\$ 240,516
4219-1	Assistant Deputy Superintendent of Building I	6332	2	\$ 135,845	--	12	\$ 198,631
4219-2	Assistant Deputy Superintendent of Building II	6699	2	\$ 143,717	--	12	\$ 210,115
7298-0	Assistant Director Bureau of Contract Administration	7379	2	\$ 158,312	--	12	\$ 231,454
7225-0	Assistant Director Bureau of Sanitation	7668	2	\$ 164,513	--	12	\$ 240,516
7536-0	Assistant Director Bureau of Street Lighting	7379	2	\$ 158,312	--	12	\$ 231,454
4156-0	Assistant Director Bureau of Street Services	7668	2	\$ 164,513	--	12	\$ 240,516
9651-0	Assistant Director of Finance	7668	2	\$ 164,513	--	12	\$ 240,516
9428-0	Assistant Executive Director Cannabis Department	7342	2	\$ 157,518	--	12	\$ 230,285
9414-0	Assistant General Manager - LACERS	8456	2	\$ 181,426	--	12	\$ 265,238
9220-0	Assistant General Manager Aging	6699	2	\$ 143,717	--	12	\$ 210,115
0160-0	Assistant General Manager Airports	11836	2	\$ 253,921	--	12	\$ 371,246
9244-0	Assistant General Manager Animal Services	7379	2	\$ 158,312	--	12	\$ 231,454
9251-0	Assistant General Manager Community Development	7668	2	\$ 164,513	--	12	\$ 240,516
9694-0	Assistant General Manager Convention Center	6699	2	\$ 143,717	--	12	\$ 210,115
9248-0	Assistant General Manager Cultural Affairs	6201	2	\$ 133,047	--	12	\$ 194,518
9701-0	Assistant General Manager El Pueblo Historical Monu	5845	2	\$ 125,405	--	12	\$ 183,305
9273-0	Assistant General Manager Emergency Preparedness	6201	2	\$ 133,047	--	12	\$ 194,518

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Appendix B

Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9257-0	Assistant General Manager General Services Departm	7668	2	\$ 164,513	--	12	\$ 240,516
9381-0	Assistant General Manager Information Technology A	7668	2	\$ 164,513	--	12	\$ 240,516
9271-0	Assistant General Manager Los Angeles Housing Dep	7668	2	\$ 164,513	--	12	\$ 240,516
9221-0	Assistant General Manager Neighborhood Empowerm	6201	2	\$ 133,047	--	12	\$ 194,518
9269-0	Assistant General Manager Pension	8456	2	\$ 181,426	--	12	\$ 265,238
9241-0	Assistant General Manager Recreation and Parks	7668	2	\$ 164,513	--	12	\$ 240,516
9263-0	Assistant General Manager Transportation	7668	2	\$ 164,513	--	12	\$ 240,516
0603-0	Assistant Inspector General	7255	2	\$ 155,660	--	12	\$ 227,592
9415-0	Assistant Retirement Plan Manager	6201	2	\$ 133,047	--	12	\$ 194,518
9646-0	Assistant Treasurer	7070	2	\$ 151,672	--	12	\$ 221,745
7998-0	Associate Zoning Administrator	6363	2	\$ 136,513	--	12	\$ 199,591
3194-1	Building Construction and Maintenance General Supe	6027	2	\$ 129,309	--	12	\$ 189,047
3194-2	Building Construction and Maintenance General Supe	6699	2	\$ 143,717	--	12	\$ 210,115
3124-0	Building Construction and Maintenance Superintendent	6027	2	\$ 129,309	--	12	\$ 189,047
1592-0	Chief Accountant Controller	5689	2	\$ 122,043	--	12	\$ 178,440
7274-1	Chief Airports Engineer I	7423	2	\$ 159,251	--	12	\$ 232,812
7274-2	Chief Airports Engineer II	7831	2	\$ 168,000	--	12	\$ 245,674
1528-1	Chief Auditor Controller I	4980	2	\$ 106,842	--	12	\$ 156,224
1528-2	Chief Auditor Controller II	5573	2	\$ 119,558	--	12	\$ 174,807
9151-0	Chief Benefits Analyst	6699	2	\$ 143,717	--	12	\$ 210,115
7296-0	Chief Construction Inspector	6884	2	\$ 147,684	--	12	\$ 215,940
0302-0	Chief Deputy Controller	8546	2	\$ 183,347	--	12	\$ 268,057
4229-0	Chief Electrical Inspector	5768	2	\$ 123,755	--	12	\$ 180,966
9230-0	Chief Financial Officer	7790	2	\$ 167,123	--	12	\$ 244,337
9286-0	Chief Harbor Engineer	8279	2	\$ 177,626	--	12	\$ 259,705
4250-1	Chief Heating and Refrigeration Inspector I	4480	2	\$ 96,110	--	12	\$ 140,522
4250-2	Chief Heating and Refrigeration Inspector II	5273	2	\$ 113,127	--	12	\$ 165,390
9374-0	Chief Information Officer	8806	2	\$ 188,922	--	12	\$ 276,200
1404-0	Chief Information Security Officer	7414	2	\$ 159,063	--	12	\$ 232,519
4254-0	Chief Inspector	5768	2	\$ 123,755	--	12	\$ 180,966
1619-0	Chief Internal Auditor	6201	2	\$ 133,047	--	12	\$ 194,518
9147-0	Chief Investment Officer	11694	2	\$ 250,894	--	12	\$ 366,798
9182-0	Chief Management Analyst	6699	2	\$ 143,717	--	12	\$ 210,115
7945-1	Chief of Airport Planning I	6699	2	\$ 143,717	--	12	\$ 210,115
7945-2	Chief of Airport Planning II	7064	2	\$ 151,547	--	12	\$ 221,578

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Appendix B

Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7945-B	Chief of Airport Planning PMI	5335	12	\$ 167,353	--	12	\$ 167,353
7945-C	Chief of Airport Planning PMII	6174	12	\$ 193,662	--	12	\$ 193,662
7945-D	Chief of Airport Planning PMIII	7053	12	\$ 221,244	--	12	\$ 221,244
9424-0	Chief Of Aviation Technology	7776	2	\$ 166,831	--	12	\$ 243,920
7258-1	Chief Of Operations I	4924	2	\$ 105,631	--	12	\$ 154,449
7258-2	Chief Of Operations II	5505	2	\$ 118,097	--	12	\$ 172,656
9200-0	Chief Of Transit Programs	6699	2	\$ 143,717	--	12	\$ 210,115
3165-0	Chief Park Maintenance Supervisor	5145	2	\$ 110,371	--	12	\$ 161,381
1968-0	Chief Park Ranger	5571	2	\$ 119,517	--	12	\$ 174,744
9180-0	Chief Parking Enforcement Operations	6699	2	\$ 143,717	--	12	\$ 210,115
4239-0	Chief Plumbing Inspector	5768	2	\$ 123,755	--	12	\$ 180,966
2384-0	Chief Police Psychologist	8349	2	\$ 179,129	--	12	\$ 261,897
5154-0	Chief Port Pilot	11812	12	\$ 370,515	--	12	\$ 370,515
1949-1	Chief Real Estate Officer I	5594	2	\$ 120,018	--	12	\$ 175,475
1949-2	Chief Real Estate Officer II	6699	2	\$ 143,717	--	12	\$ 210,115
4269-0	Chief Safety Engineer Elevators	5768	2	\$ 123,755	--	12	\$ 180,966
4260-0	Chief Safety Engineer Pressure Vessels	4980	2	\$ 106,842	--	12	\$ 156,224
0604-0	Chief Special Investigator	6699	2	\$ 143,717	--	12	\$ 210,115
4286-1	Chief Street Services Investigator I	6027	2	\$ 129,309	--	12	\$ 189,047
4286-2	Chief Street Services Investigator II	6699	2	\$ 143,717	--	12	\$ 210,115
1211-1	Chief Tax Compliance Officer I	5532	2	\$ 118,681	--	12	\$ 173,512
1211-2	Chief Tax Compliance Officer II	6699	2	\$ 143,717	--	12	\$ 210,115
2360-0	Chief Veterinarian	7264	2	\$ 155,848	--	12	\$ 227,842
1189-1	Chief Wharfinger I	4383	2	\$ 94,043	--	12	\$ 137,473
1189-2	Chief Wharfinger II	5477	2	\$ 117,512	--	12	\$ 171,738
7999-0	Chief Zoning Administrator	7062	2	\$ 151,505	--	12	\$ 221,495
2492-0	Child Care Program Manager	3984	2	\$ 85,482	--	12	\$ 124,966
0566-0	City Attorney Chief Administrative Assistant	6699	2	\$ 143,717	--	12	\$ 210,115
0536-0	City Attorney Financial Manager	5111	2	\$ 109,661	--	12	\$ 160,337
3136-0	City Forest Officer	6699	2	\$ 143,717	--	12	\$ 210,115
2496-0	Community Affairs Advocate	5573	2	\$ 119,558	--	12	\$ 174,807
8500-0	Community Housing Programs Manager	5532	2	\$ 118,681	--	12	\$ 173,512
9165-1	Compliance Program Manager I	5700	2	\$ 122,294	--	12	\$ 178,795
9165-2	Compliance Program Manager II	6699	2	\$ 143,717	--	12	\$ 210,115
9247-0	Concessions Manager	6699	2	\$ 143,717	--	12	\$ 210,115

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Appendix B

Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3129-0	Construction and Maintenance Superintendent	5647	2	\$ 121,145	--	12	\$ 177,125
9168-0	Contract Administrator	5858	2	\$ 125,676	--	12	\$ 183,744
3330-1	Convention Center Building Superintendent I	5075	2	\$ 108,889	--	12	\$ 159,189
3330-2	Convention Center Building Superintendent II	6027	2	\$ 129,309	--	12	\$ 189,047
1610-0	Departmental Audit Manager	6699	2	\$ 143,717	--	12	\$ 210,115
1593-1	Departmental Chief Accountant I	5054	2	\$ 108,429	--	12	\$ 158,541
1593-2	Departmental Chief Accountant II	5358	2	\$ 114,944	--	12	\$ 168,063
1593-3	Departmental Chief Accountant III	6201	2	\$ 133,047	--	12	\$ 194,518
1593-4	Departmental Chief Accountant IV	6699	2	\$ 143,717	--	12	\$ 210,115
9490-1	Deputy City Engineer I	7668	2	\$ 164,513	--	12	\$ 240,516
9490-2	Deputy City Engineer II	8546	2	\$ 183,347	--	12	\$ 268,057
1607-0	Deputy Director Of Auditing	6699	2	\$ 143,717	--	12	\$ 210,115
9444-0	Deputy Director Of Planning	7668	2	\$ 164,513	--	12	\$ 240,516
0162-0	Deputy General Manager Airports/1	10592	2	\$ 227,237	--	12	\$ 332,242
0163-0	Deputy General Manager Airports/2	8666	2	\$ 185,915	--	12	\$ 271,815
9201-1	Deputy Superintendent Of Building I	7668	2	\$ 164,513	--	12	\$ 240,516
9201-2	Deputy Superintendent Of Building II	8546	2	\$ 183,347	--	12	\$ 268,057
1806-0	Development and Marketing Director	5587	2	\$ 119,872	--	12	\$ 175,266
1194-0	Director Cash Management Services	6699	2	\$ 143,717	--	12	\$ 210,115
4266-0	Director Enforcement Operations	6699	2	\$ 143,717	--	12	\$ 210,115
1768-0	Director of Airport Marketing	6699	2	\$ 143,717	--	12	\$ 210,115
9304-0	Director Of Airport Operations	7873	2	\$ 168,919	--	12	\$ 246,947
9306-0	Director Of Airport Safety Services	8666	2	\$ 185,915	--	12	\$ 271,815
9302-0	Director Of Airports Administration	7873	2	\$ 168,919	--	12	\$ 246,947
1606-0	Director Of Auditing	7668	2	\$ 164,513	--	12	\$ 240,516
9259-0	Director Of Building Services	6027	2	\$ 129,309	--	12	\$ 189,047
7625-0	Director Of Communications Services	6699	2	\$ 143,717	--	12	\$ 210,115
4321-0	Director Of Field Operations	5542	2	\$ 118,890	--	12	\$ 173,826
1608-0	Director Of Financial Analysis and Reporting	7668	2	\$ 164,513	--	12	\$ 240,516
3535-0	Director Of Fleet Services	6699	2	\$ 143,717	--	12	\$ 210,115
1568-0	Director Of Housing	6699	2	\$ 143,717	--	12	\$ 210,115
7270-1	Director Of Maintenance Airports I	6027	2	\$ 129,309	--	12	\$ 189,047
7270-2	Director Of Maintenance Airports II	6699	2	\$ 143,717	--	12	\$ 210,115
1858-0	Director Of Materials Management Services	5865	2	\$ 125,822	--	12	\$ 183,952
7974-0	Director Of Materials Testing Services	6699	2	\$ 143,717	--	12	\$ 210,115

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Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3722-1	Director Of Police Transportation I	5278	2	\$ 113,232	--	12	\$ 165,557
3722-2	Director Of Police Transportation II	6699	2	\$ 143,717	--	12	\$ 210,115
9231-0	Director Of Port Administration	7426	2	\$ 159,314	--	12	\$ 232,895
3123-1	Director Of Port Construction and Maintenance I	6027	2	\$ 129,309	--	12	\$ 189,047
3123-2	Director Of Port Construction and Maintenance II	6699	2	\$ 143,717	--	12	\$ 210,115
1782-1	Director Of Port Marketing I	5446	2	\$ 116,844	--	12	\$ 170,798
1782-2	Director Of Port Marketing II	6699	2	\$ 143,717	--	12	\$ 210,115
9233-0	Director Of Port Operations	7053	2	\$ 151,317	--	12	\$ 221,244
1488-0	Director Of Printing Services	6400	2	\$ 137,306	--	12	\$ 200,740
1857-1	Director Of Purchasing Services I	5002	2	\$ 107,323	--	12	\$ 156,871
1857-2	Director Of Purchasing Services II General Services	5865	2	\$ 125,822	--	12	\$ 183,952
3208-0	Director Of Security Services	4243	2	\$ 91,036	--	12	\$ 133,110
1863-0	Director Of Supplies	6699	2	\$ 143,717	--	12	\$ 210,115
9375-0	Director Of Systems	6699	2	\$ 143,717	--	12	\$ 210,115
6157-0	Division Librarian	6699	2	\$ 143,717	--	12	\$ 210,115
9486-0	Engineer Of Surveys	6699	7	\$ 178,565	--	12	\$ 210,115
3750-0	Equipment Superintendent	5647	7	\$ 150,523	--	12	\$ 177,125
0015-0	Ethics Officer I	4493	2	\$ 96,402	--	12	\$ 140,960
0016-0	Ethics Officer II	5573	2	\$ 119,558	--	12	\$ 174,807
0017-0	Ethics Officer III	6760	2	\$ 145,032	--	12	\$ 212,036
3170-0	Event Services Manager	5719	2	\$ 122,690	--	12	\$ 179,380
9186-0	Executive Assistant Airports	7204	2	\$ 154,553	--	12	\$ 225,984
9225-0	Executive Director Commission on Status of Women	4946	12	\$ 155,159	--	12	\$ 155,159
2475-0	Executive Director Exposition Park Complex	6699	2	\$ 143,717	--	12	\$ 210,115
9020-0	Executive Director Human Relations Commission	5423	12	\$ 170,109	--	12	\$ 170,109
9252-0	Executive Officer City Clerk	7668	2	\$ 164,513	--	12	\$ 240,516
9198-1	Financial Management Specialist I	3845	2	\$ 82,496	--	12	\$ 120,582
9198-2	Financial Management Specialist II	4547	2	\$ 97,551	--	12	\$ 142,652
9198-3	Financial Management Specialist III	5629	2	\$ 120,769	--	12	\$ 176,561
9198-4	Financial Management Specialist IV	5924	2	\$ 127,096	--	12	\$ 185,790
9198-5	Financial Management Specialist V	6760	2	\$ 145,032	--	12	\$ 212,036
1557-1	Financial Manager I	5193	2	\$ 111,415	--	12	\$ 162,926
1557-2	Financial Manager II	6473	2	\$ 138,872	--	12	\$ 203,016
9197-0	Fire Administrator	7668	2	\$ 164,513	--	12	\$ 240,516
1638-0	Fire Statistical Manager	5587	2	\$ 119,872	--	12	\$ 175,266



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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
0805-0	First Deputy General Manager Harbor	10592	2	\$ 227,237	--	12	\$ 332,242
2458-0	Golf Manager	6699	2	\$ 143,717	--	12	\$ 210,115
9279-1	Harbor Engineer I	6699	2	\$ 143,717	--	12	\$ 210,115
9279-2	Harbor Engineer II	7070	2	\$ 151,672	--	12	\$ 221,745
9234-1	Harbor Planning and Research Director I	5002	2	\$ 107,323	--	12	\$ 156,871
9234-2	Harbor Planning and Research Director II	5865	2	\$ 125,822	--	12	\$ 183,952
9480-0	Harbor Public and Community Relations Director	5865	2	\$ 125,822	--	12	\$ 183,952
4130-0	Hyperion Treatment Plant Manager	7668	2	\$ 164,513	--	12	\$ 240,516
1409-1	Information Systems Manager I	6065	2	\$ 130,124	--	12	\$ 190,237
1409-2	Information Systems Manager II	6699	2	\$ 143,717	--	12	\$ 210,115
9482-0	Legislative Representative	5111	1	\$ 106,717	--	12	\$ 160,337
9482-H	Legislative Representative - Harbor	5647	1	\$ 117,909	--	12	\$ 177,125
4281-1	Lot Cleaning Superintendent I	4671	2	\$ 100,203	--	12	\$ 146,494
4281-2	Lot Cleaning Superintendent II	5151	2	\$ 110,517	--	12	\$ 161,569
9437-1	Marine Environmental Manager I	5802	2	\$ 124,486	--	12	\$ 181,990
9437-2	Marine Environmental Manager II	6448	2	\$ 138,330	--	12	\$ 202,285
2338-0	Medical Services Administrator	7371	2	\$ 158,145	--	12	\$ 231,204
1789-0	Motion Picture and Television Manager	6679	2	\$ 143,299	--	12	\$ 209,489
6229-1	Observatory Director I	5573	2	\$ 119,558	--	12	\$ 174,807
6229-2	Observatory Director II	6699	2	\$ 143,717	--	12	\$ 210,115
9264-0	Parking Administrator	7668	2	\$ 164,513	--	12	\$ 240,516
9025-1	Parking Enforcement Manager I	4811	2	\$ 103,209	--	12	\$ 150,878
9025-2	Parking Enforcement Manager II	5647	2	\$ 121,145	--	12	\$ 177,125
5153-0	Pilot Service Manager	12461	2	\$ 267,347	--	12	\$ 390,852
9196-1	Police Administrator I	7915	2	\$ 169,817	--	12	\$ 248,242
9196-2	Police Administrator II	8349	2	\$ 179,129	--	12	\$ 261,897
9196-3	Police Administrator III	9691	2	\$ 207,923	--	12	\$ 303,950
1781-0	Port Marketing Manager	4612	2	\$ 98,950	--	12	\$ 144,635
9143-1	Portfolio Manager I	7117	2	\$ 152,695	--	12	\$ 223,207
9143-2	Portfolio Manager II	8955	2	\$ 192,116	--	12	\$ 280,877
7928-0	Principal Architect	7297	2	\$ 156,558	--	12	\$ 228,928
7946-0	Principal City Planner	6699	2	\$ 143,717	--	12	\$ 210,115
9489-0	Principal Civil Engineer	6699	2	\$ 143,717	--	12	\$ 210,115
9489-D	Principal Civil Engineer PM III	7053	12	\$ 221,244	--	12	\$ 221,244
9653-0	Principal Deputy Controller	7668	2	\$ 164,513	--	12	\$ 240,516

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7875-0	Principal Environmental Engineer	6699	2	\$ 143,717	--	12	\$ 210,115
7875-B	Principal Environmental Engineer PMI	5335	12	\$ 167,353	--	12	\$ 167,353
7875-C	Principal Environmental Engineer PMII	6174	12	\$ 193,662	--	12	\$ 193,662
7875-D	Principal Environmental Engineer PMIII	7053	12	\$ 221,244	--	12	\$ 221,244
3147-1	Principal Grounds Maintenance Supervisor I	3681	2	\$ 78,968	--	12	\$ 115,466
3147-2	Principal Grounds Maintenance Supervisor II	4579	2	\$ 98,240	--	12	\$ 143,633
2464-1	Principal Recreation Supervisor I	3984	2	\$ 85,482	--	12	\$ 124,966
2464-2	Principal Recreation Supervisor II	4579	2	\$ 98,240	--	12	\$ 143,633
9266-0	Principal Transportation Engineer	6699	2	\$ 143,717	--	12	\$ 210,115
9266-B	Principal Transportation Engineer PMI	5335	12	\$ 167,353	--	12	\$ 167,353
9266-C	Principal Transportation Engineer PMII	6174	12	\$ 193,662	--	12	\$ 193,662
9266-D	Principal Transportation Engineer PMIII	7053	12	\$ 221,244	--	12	\$ 221,244
1964-1	Property Manager I	5278	2	\$ 113,232	--	12	\$ 165,557
1964-2	Property Manager II	5865	2	\$ 125,822	--	12	\$ 183,952
1964-3	Property Manager III	6352	2	\$ 136,283	--	12	\$ 199,236
1964-4	Property Manager IV	7062	2	\$ 151,505	--	12	\$ 221,495
1800-1	Public Information Director I	4722	2	\$ 101,309	--	12	\$ 148,101
1800-2	Public Information Director II	5548	2	\$ 119,036	--	12	\$ 174,013
7976-0	Public Safety Risk Manager	5972	2	\$ 128,119	--	12	\$ 187,335
1282-0	Records Management Officer	5571	2	\$ 119,517	--	12	\$ 174,744
1620-0	Revenue Manager	6699	2	\$ 143,717	--	12	\$ 210,115
2485-0	Rideshare Program Administrator	5768	2	\$ 123,755	--	12	\$ 180,966
7982-0	Risk Management and Prevention Program Manager	6699	2	\$ 143,717	--	12	\$ 210,115
1530-1	Risk Manager I	4507	2	\$ 96,695	--	12	\$ 141,357
1530-2	Risk Manager II	5573	2	\$ 119,558	--	12	\$ 174,807
1530-3	Risk Manager III	6699	2	\$ 143,717	--	12	\$ 210,115
1728-0	Safety Administrator	6699	2	\$ 143,717	--	12	\$ 210,115
9635-0	Sales and Marketing Manager	5865	2	\$ 125,822	--	12	\$ 183,952
4126-1	Sanitation Solid Resources Manager I	6027	2	\$ 129,309	--	12	\$ 189,047
4126-2	Sanitation Solid Resources Manager II	6699	2	\$ 143,717	--	12	\$ 210,115
4128-1	Sanitation Wastewater Manager I	5075	2	\$ 108,889	--	12	\$ 159,189
4128-2	Sanitation Wastewater Manager II	6027	2	\$ 129,309	--	12	\$ 189,047
4128-3	Sanitation Wastewater Manager III	6699	2	\$ 143,717	--	12	\$ 210,115
0807-0	Second Deputy General Manager Harbor Department	9000	2	\$ 193,098	--	12	\$ 282,297
7257-1	Senior Airport Engineer I	6516	2	\$ 139,791	--	12	\$ 204,394

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7257-2	Senior Airport Engineer II	7039	2	\$ 151,025	--	12	\$ 220,764
3146-0	Senior Park Maintenance Supervisor	3844	2	\$ 82,476	--	12	\$ 120,561
3832-0	Signal Systems Superintendent	5145	2	\$ 110,371	--	12	\$ 161,381
1850-0	Stores Superintendent	5002	2	\$ 107,323	--	12	\$ 156,871
3820-1	Street Lighting Construction and Maintenance Superin	6027	2	\$ 129,309	--	12	\$ 189,047
3820-2	Street Lighting Construction and Maintenance Superin	6699	2	\$ 143,717	--	12	\$ 210,115
4160-1	Street Services General Superintendent I	5739	2	\$ 123,129	--	12	\$ 180,048
4160-2	Street Services General Superintendent II	6699	2	\$ 143,717	--	12	\$ 210,115
4158-1	Street Services Superintendent I	4671	2	\$ 100,203	--	12	\$ 146,494
4158-2	Street Services Superintendent II	5151	2	\$ 110,517	--	12	\$ 161,569
3160-1	Street Tree Superintendent I	4671	2	\$ 100,203	--	12	\$ 146,494
3160-2	Street Tree Superintendent II	5739	2	\$ 123,129	--	12	\$ 180,048
9237-0	Superintendent Of Planning and Construction	6699	2	\$ 143,717	--	12	\$ 210,115
2472-0	Superintendent Of Recreation and Parks Operations	6699	2	\$ 143,717	--	12	\$ 210,115
1865-1	Supply Services Manager I	5571	2	\$ 119,517	--	12	\$ 174,744
1865-2	Supply Services Manager II	6699	2	\$ 143,717	--	12	\$ 210,115
8870-0	Taxicab Administrator	6699	2	\$ 143,717	--	12	\$ 210,115
7640-0	Telecommunications Planning and Utilization Officer	5422	2	\$ 116,322	--	12	\$ 170,088
7650-1	Telecommunications Regulatory Officer I	4989	2	\$ 107,030	--	12	\$ 156,495
7650-2	Telecommunications Regulatory Officer II	5422	2	\$ 116,322	--	12	\$ 170,088
7650-3	Telecommunications Regulatory Officer III	5892	2	\$ 126,407	--	12	\$ 184,829
0803-0	Traffic Manager	7426	2	\$ 159,314	--	12	\$ 232,895
4125-1	Wastewater Collection Manager I	5002	2	\$ 107,323	--	12	\$ 156,871
4125-2	Wastewater Collection Manager II	6699	2	\$ 143,717	--	12	\$ 210,115
7880-0	Wastewater Residuals Research Engineer	6699	2	\$ 143,717	--	12	\$ 210,115
7840-1	Wastewater Treatment Laboratory Manager I	5075	2	\$ 108,889	--	12	\$ 159,189
7840-2	Wastewater Treatment Laboratory Manager II	6027	2	\$ 129,309	--	12	\$ 189,047
7840-3	Wastewater Treatment Laboratory Manager III	6699	2	\$ 143,717	--	12	\$ 210,115
3784-1	Wastewater Treatment Maintenance Manager I	5075	2	\$ 108,889	--	12	\$ 159,189
3784-2	Wastewater Treatment Maintenance Manager II	6027	2	\$ 129,309	--	12	\$ 189,047
3784-3	Wastewater Treatment Maintenance Manager III	6699	2	\$ 143,717	--	12	\$ 210,115
4127-1	Wastewater Treatment Plant Manager I	5067	2	\$ 108,701	--	12	\$ 158,938
4127-2	Wastewater Treatment Plant Manager II	5326	2	\$ 114,255	--	12	\$ 167,060
4127-3	Wastewater Treatment Plant Manager III	5912	2	\$ 126,846	--	12	\$ 185,435
1766-1	Workers' Compensation Administrator I	5573	2	\$ 119,558	--	12	\$ 174,807

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Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY		STEP	SALARY
1766-2	Workers' Compensation Administrator II	6699	2	\$ 143,717	--	12	\$ 210,115
9501-0	Zoo Assistant GM	7379	2	\$ 158,312	--	12	\$ 231,454

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<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3681	HR	\$ 36.81	\$ 37.82	\$ 38.86	\$ 39.93	\$ 42.16	\$ 44.51	\$ 47.00	\$ 49.62	\$ 50.98	\$ 52.38	\$ 53.82	\$ 55.30
	BW	\$ 2,944.80	\$ 3,025.60	\$ 3,108.80	\$ 3,194.40	\$ 3,372.80	\$ 3,560.80	\$ 3,760.00	\$ 3,969.60	\$ 4,078.40	\$ 4,190.40	\$ 4,305.60	\$ 4,424.00
	YR	\$ 76,859	\$ 78,968	\$ 81,139	\$ 83,373	\$ 88,030	\$ 92,936	\$ 98,136	\$ 103,606	\$ 106,446	\$ 109,369	\$ 112,376	\$ 115,466
3844	HR	\$ 38.44	\$ 39.50	\$ 40.58	\$ 41.70	\$ 44.02	\$ 46.47	\$ 49.06	\$ 51.80	\$ 53.22	\$ 54.68	\$ 56.19	\$ 57.74
	BW	\$ 3,075.20	\$ 3,160.00	\$ 3,246.40	\$ 3,336.00	\$ 3,521.60	\$ 3,717.60	\$ 3,924.80	\$ 4,144.00	\$ 4,257.60	\$ 4,374.40	\$ 4,495.20	\$ 4,619.20
	YR	\$ 80,262	\$ 82,476	\$ 84,731	\$ 87,069	\$ 91,913	\$ 97,029	\$ 102,437	\$ 108,158	\$ 111,123	\$ 114,171	\$ 117,324	\$ 120,561
3845	HR	\$ 38.45	\$ 39.51	\$ 40.59	\$ 41.71	\$ 44.03	\$ 46.48	\$ 49.07	\$ 51.81	\$ 53.23	\$ 54.69	\$ 56.20	\$ 57.75
	BW	\$ 3,076.00	\$ 3,160.80	\$ 3,247.20	\$ 3,336.80	\$ 3,522.40	\$ 3,718.40	\$ 3,925.60	\$ 4,144.80	\$ 4,258.40	\$ 4,375.20	\$ 4,496.00	\$ 4,620.00
	YR	\$ 80,283	\$ 82,496	\$ 84,751	\$ 87,090	\$ 91,934	\$ 97,050	\$ 102,458	\$ 108,179	\$ 111,144	\$ 114,192	\$ 117,345	\$ 120,582
3984	HR	\$ 39.84	\$ 40.94	\$ 42.06	\$ 43.22	\$ 45.63	\$ 48.18	\$ 50.86	\$ 53.70	\$ 55.17	\$ 56.69	\$ 58.25	\$ 59.85
	BW	\$ 3,187.20	\$ 3,275.20	\$ 3,364.80	\$ 3,457.60	\$ 3,650.40	\$ 3,854.40	\$ 4,068.80	\$ 4,296.00	\$ 4,413.60	\$ 4,535.20	\$ 4,660.00	\$ 4,788.00
	YR	\$ 83,185	\$ 85,482	\$ 87,821	\$ 90,243	\$ 95,275	\$ 100,599	\$ 106,195	\$ 112,125	\$ 115,194	\$ 118,368	\$ 121,626	\$ 124,966
4243	HR	\$ 42.43	\$ 43.60	\$ 44.80	\$ 46.03	\$ 48.60	\$ 51.31	\$ 54.17	\$ 57.19	\$ 58.76	\$ 60.38	\$ 62.04	\$ 63.75
	BW	\$ 3,394.40	\$ 3,488.00	\$ 3,584.00	\$ 3,682.40	\$ 3,888.00	\$ 4,104.80	\$ 4,333.60	\$ 4,575.20	\$ 4,700.80	\$ 4,830.40	\$ 4,963.20	\$ 5,100.00
	YR	\$ 88,593	\$ 91,036	\$ 93,542	\$ 96,110	\$ 101,476	\$ 107,135	\$ 113,106	\$ 119,412	\$ 122,690	\$ 126,073	\$ 129,539	\$ 133,110
4383	HR	\$ 43.83	\$ 45.04	\$ 46.27	\$ 47.54	\$ 50.19	\$ 52.99	\$ 55.95	\$ 59.07	\$ 60.70	\$ 62.37	\$ 64.08	\$ 65.84
	BW	\$ 3,506.40	\$ 3,603.20	\$ 3,701.60	\$ 3,803.20	\$ 4,015.20	\$ 4,239.20	\$ 4,476.00	\$ 4,725.60	\$ 4,856.00	\$ 4,989.60	\$ 5,126.40	\$ 5,267.20
	YR	\$ 91,517	\$ 94,043	\$ 96,611	\$ 99,263	\$ 104,796	\$ 110,643	\$ 116,823	\$ 123,338	\$ 126,741	\$ 130,228	\$ 133,799	\$ 137,473
4480	HR	\$ 44.80	\$ 46.03	\$ 47.30	\$ 48.60	\$ 51.31	\$ 54.17	\$ 57.19	\$ 60.38	\$ 62.04	\$ 63.75	\$ 65.50	\$ 67.30
	BW	\$ 3,584.00	\$ 3,682.40	\$ 3,784.00	\$ 3,888.00	\$ 4,104.80	\$ 4,333.60	\$ 4,575.20	\$ 4,830.40	\$ 4,963.20	\$ 5,100.00	\$ 5,240.00	\$ 5,384.00
	YR	\$ 93,542	\$ 96,110	\$ 98,762	\$ 101,476	\$ 107,135	\$ 113,106	\$ 119,412	\$ 126,073	\$ 129,539	\$ 133,110	\$ 136,764	\$ 140,522
4493	HR	\$ 44.93	\$ 46.17	\$ 47.44	\$ 48.74	\$ 51.47	\$ 54.33	\$ 57.37	\$ 60.56	\$ 62.23	\$ 63.94	\$ 65.70	\$ 67.51
	BW	\$ 3,594.40	\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,117.60	\$ 4,346.40	\$ 4,589.60	\$ 4,844.80	\$ 4,978.40	\$ 5,115.20	\$ 5,256.00	\$ 5,400.80
	YR	\$ 93,813	\$ 96,402	\$ 99,054	\$ 101,769	\$ 107,469	\$ 113,441	\$ 119,788	\$ 126,449	\$ 129,936	\$ 133,506	\$ 137,181	\$ 140,960
4507	HR	\$ 45.07	\$ 46.31	\$ 47.58	\$ 48.89	\$ 51.61	\$ 54.49	\$ 57.53	\$ 60.74	\$ 62.41	\$ 64.13	\$ 65.89	\$ 67.70
	BW	\$ 3,605.60	\$ 3,704.80	\$ 3,806.40	\$ 3,911.20	\$ 4,128.80	\$ 4,359.20	\$ 4,602.40	\$ 4,859.20	\$ 4,992.80	\$ 5,130.40	\$ 5,271.20	\$ 5,416.00
	YR	\$ 94,106	\$ 96,695	\$ 99,347	\$ 102,082	\$ 107,761	\$ 113,775	\$ 120,122	\$ 126,825	\$ 130,312	\$ 133,903	\$ 137,578	\$ 141,357
4547	HR	\$ 45.47	\$ 46.72	\$ 48.01	\$ 49.33	\$ 52.08	\$ 54.99	\$ 58.05	\$ 61.29	\$ 62.98	\$ 64.71	\$ 66.49	\$ 68.32
	BW	\$ 3,637.60	\$ 3,737.60	\$ 3,840.80	\$ 3,946.40	\$ 4,166.40	\$ 4,399.20	\$ 4,644.00	\$ 4,903.20	\$ 5,038.40	\$ 5,176.80	\$ 5,319.20	\$ 5,465.60
	YR	\$ 94,941	\$ 97,551	\$ 100,244	\$ 103,001	\$ 108,743	\$ 114,819	\$ 121,208	\$ 127,973	\$ 131,502	\$ 135,114	\$ 138,831	\$ 142,652
4579	HR	\$ 45.79	\$ 47.05	\$ 48.34	\$ 49.67	\$ 52.44	\$ 55.37	\$ 58.45	\$ 61.71	\$ 63.41	\$ 65.15	\$ 66.95	\$ 68.79
	BW	\$ 3,663.20	\$ 3,764.00	\$ 3,867.20	\$ 3,973.60	\$ 4,195.20	\$ 4,429.60	\$ 4,676.00	\$ 4,936.80	\$ 5,072.80	\$ 5,212.00	\$ 5,356.00	\$ 5,503.20
	YR	\$ 95,609	\$ 98,240	\$ 100,933	\$ 103,710	\$ 109,494	\$ 115,612	\$ 122,043	\$ 128,850	\$ 132,400	\$ 136,033	\$ 139,791	\$ 143,633
4612	HR	\$ 46.12	\$ 47.39	\$ 48.69	\$ 50.03	\$ 52.81	\$ 55.76	\$ 58.88	\$ 62.15	\$ 63.86	\$ 65.62	\$ 67.42	\$ 69.27
	BW	\$ 3,689.60	\$ 3,791.20	\$ 3,895.20	\$ 4,002.40	\$ 4,224.80	\$ 4,460.80	\$ 4,710.40	\$ 4,972.00	\$ 5,108.80	\$ 5,249.60	\$ 5,393.60	\$ 5,541.60
	YR	\$ 96,298	\$ 98,950	\$ 101,664	\$ 104,462	\$ 110,267	\$ 116,426	\$ 122,941	\$ 129,769	\$ 133,339	\$ 137,014	\$ 140,772	\$ 144,635

**MOU 36**

**Appendix B**

**Operative on March 24, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4671	HR	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 53.49	\$ 56.47	\$ 59.62	\$ 62.93	\$ 64.67	\$ 66.45	\$ 68.28	\$ 70.16
	BW	\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,279.20	\$ 4,517.60	\$ 4,769.60	\$ 5,034.40	\$ 5,173.60	\$ 5,316.00	\$ 5,462.40	\$ 5,612.80
	YR	\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,798	\$ 111,687	\$ 117,909	\$ 124,486	\$ 131,397	\$ 135,030	\$ 138,747	\$ 142,568	\$ 146,494
4722	HR	\$ 47.22	\$ 48.52	\$ 49.85	\$ 51.22	\$ 54.08	\$ 57.09	\$ 60.27	\$ 63.63	\$ 65.38	\$ 67.18	\$ 69.03	\$ 70.93
	BW	\$ 3,777.60	\$ 3,881.60	\$ 3,988.00	\$ 4,097.60	\$ 4,326.40	\$ 4,567.20	\$ 4,821.60	\$ 5,090.40	\$ 5,230.40	\$ 5,374.40	\$ 5,522.40	\$ 5,674.40
	YR	\$ 98,595	\$ 101,309	\$ 104,086	\$ 106,947	\$ 112,919	\$ 119,203	\$ 125,843	\$ 132,859	\$ 136,513	\$ 140,271	\$ 144,134	\$ 148,101
4811	HR	\$ 48.11	\$ 49.43	\$ 50.79	\$ 52.19	\$ 55.09	\$ 58.17	\$ 61.41	\$ 64.84	\$ 66.62	\$ 68.45	\$ 70.33	\$ 72.26
	BW	\$ 3,848.80	\$ 3,954.40	\$ 4,063.20	\$ 4,175.20	\$ 4,407.20	\$ 4,653.60	\$ 4,912.80	\$ 5,187.20	\$ 5,329.60	\$ 5,476.00	\$ 5,626.40	\$ 5,780.80
	YR	\$ 100,453	\$ 103,209	\$ 106,049	\$ 108,972	\$ 115,027	\$ 121,458	\$ 128,224	\$ 135,385	\$ 139,102	\$ 142,923	\$ 146,849	\$ 150,878
4917	HR	\$ 49.17	\$ 50.52	\$ 51.91	\$ 53.34	\$ 56.31	\$ 59.45	\$ 62.77	\$ 66.27	\$ 68.10	\$ 69.97	\$ 71.90	\$ 73.88
	BW	\$ 3,933.60	\$ 4,041.60	\$ 4,152.80	\$ 4,267.20	\$ 4,504.80	\$ 4,756.00	\$ 5,021.60	\$ 5,301.60	\$ 5,448.00	\$ 5,597.60	\$ 5,752.00	\$ 5,910.40
	YR	\$ 102,666	\$ 105,485	\$ 108,388	\$ 111,373	\$ 117,575	\$ 124,131	\$ 131,063	\$ 138,371	\$ 142,192	\$ 146,097	\$ 150,127	\$ 154,261
4924	HR	\$ 49.24	\$ 50.59	\$ 51.99	\$ 53.42	\$ 56.40	\$ 59.54	\$ 62.86	\$ 66.37	\$ 68.19	\$ 70.07	\$ 71.99	\$ 73.97
	BW	\$ 3,939.20	\$ 4,047.20	\$ 4,159.20	\$ 4,273.60	\$ 4,512.00	\$ 4,763.20	\$ 5,028.80	\$ 5,309.60	\$ 5,455.20	\$ 5,605.60	\$ 5,759.20	\$ 5,917.60
	YR	\$ 102,813	\$ 105,631	\$ 108,555	\$ 111,540	\$ 117,763	\$ 124,319	\$ 131,251	\$ 138,580	\$ 142,380	\$ 146,306	\$ 150,315	\$ 154,449
4946	HR	\$ 49.46	\$ 50.82	\$ 52.22	\$ 53.66	\$ 56.65	\$ 59.80	\$ 63.14	\$ 66.66	\$ 68.50	\$ 70.38	\$ 72.32	\$ 74.31
	BW	\$ 3,956.80	\$ 4,065.60	\$ 4,177.60	\$ 4,292.80	\$ 4,532.00	\$ 4,784.00	\$ 5,051.20	\$ 5,332.80	\$ 5,480.00	\$ 5,630.40	\$ 5,785.60	\$ 5,944.80
	YR	\$ 103,272	\$ 106,112	\$ 109,035	\$ 112,042	\$ 118,285	\$ 124,862	\$ 131,836	\$ 139,186	\$ 143,028	\$ 146,953	\$ 151,004	\$ 155,159
4980	HR	\$ 49.80	\$ 51.17	\$ 52.58	\$ 54.03	\$ 57.04	\$ 60.22	\$ 63.58	\$ 67.13	\$ 68.97	\$ 70.87	\$ 72.82	\$ 74.82
	BW	\$ 3,984.00	\$ 4,093.60	\$ 4,206.40	\$ 4,322.40	\$ 4,563.20	\$ 4,817.60	\$ 5,086.40	\$ 5,370.40	\$ 5,517.60	\$ 5,669.60	\$ 5,825.60	\$ 5,985.60
	YR	\$ 103,982	\$ 106,842	\$ 109,787	\$ 112,814	\$ 119,099	\$ 125,739	\$ 132,755	\$ 140,167	\$ 144,009	\$ 147,976	\$ 152,048	\$ 156,224
4989	HR	\$ 49.89	\$ 51.26	\$ 52.67	\$ 54.12	\$ 57.14	\$ 60.32	\$ 63.68	\$ 67.24	\$ 69.09	\$ 70.99	\$ 72.94	\$ 74.95
	BW	\$ 3,991.20	\$ 4,100.80	\$ 4,213.60	\$ 4,329.60	\$ 4,571.20	\$ 4,825.60	\$ 5,094.40	\$ 5,379.20	\$ 5,527.20	\$ 5,679.20	\$ 5,835.20	\$ 5,996.00
	YR	\$ 104,170	\$ 107,030	\$ 109,974	\$ 113,002	\$ 119,308	\$ 125,948	\$ 132,963	\$ 140,397	\$ 144,259	\$ 148,227	\$ 152,298	\$ 156,495
5002	HR	\$ 50.02	\$ 51.40	\$ 52.81	\$ 54.26	\$ 57.28	\$ 60.48	\$ 63.85	\$ 67.40	\$ 69.26	\$ 71.16	\$ 73.12	\$ 75.13
	BW	\$ 4,001.60	\$ 4,112.00	\$ 4,224.80	\$ 4,340.80	\$ 4,582.40	\$ 4,838.40	\$ 5,108.00	\$ 5,392.00	\$ 5,540.80	\$ 5,692.80	\$ 5,849.60	\$ 6,010.40
	YR	\$ 104,441	\$ 107,323	\$ 110,267	\$ 113,294	\$ 119,600	\$ 126,282	\$ 133,318	\$ 140,731	\$ 144,614	\$ 148,582	\$ 152,674	\$ 156,871
5054	HR	\$ 50.54	\$ 51.93	\$ 53.36	\$ 54.83	\$ 57.89	\$ 61.12	\$ 64.53	\$ 68.12	\$ 70.00	\$ 71.93	\$ 73.90	\$ 75.93
	BW	\$ 4,043.20	\$ 4,154.40	\$ 4,268.80	\$ 4,386.40	\$ 4,631.20	\$ 4,889.60	\$ 5,162.40	\$ 5,449.60	\$ 5,600.00	\$ 5,754.40	\$ 5,912.00	\$ 6,074.40
	YR	\$ 105,527	\$ 108,429	\$ 111,415	\$ 114,485	\$ 120,874	\$ 127,618	\$ 134,738	\$ 142,234	\$ 146,160	\$ 150,189	\$ 154,303	\$ 158,541
5067	HR	\$ 50.67	\$ 52.06	\$ 53.50	\$ 54.97	\$ 58.03	\$ 61.27	\$ 64.68	\$ 68.29	\$ 70.17	\$ 72.10	\$ 74.08	\$ 76.12
	BW	\$ 4,053.60	\$ 4,164.80	\$ 4,280.00	\$ 4,397.60	\$ 4,642.40	\$ 4,901.60	\$ 5,174.40	\$ 5,463.20	\$ 5,613.60	\$ 5,768.00	\$ 5,926.40	\$ 6,089.60
	YR	\$ 105,798	\$ 108,701	\$ 111,708	\$ 114,777	\$ 121,166	\$ 127,931	\$ 135,051	\$ 142,589	\$ 146,514	\$ 150,544	\$ 154,679	\$ 158,938
5075	HR	\$ 50.75	\$ 52.15	\$ 53.58	\$ 55.05	\$ 58.13	\$ 61.36	\$ 64.78	\$ 68.40	\$ 70.28	\$ 72.21	\$ 74.20	\$ 76.24
	BW	\$ 4,060.00	\$ 4,172.00	\$ 4,286.40	\$ 4,404.00	\$ 4,650.40	\$ 4,908.80	\$ 5,182.40	\$ 5,472.00	\$ 5,622.40	\$ 5,776.80	\$ 5,936.00	\$ 6,099.20
	YR	\$ 105,966	\$ 108,889	\$ 111,875	\$ 114,944	\$ 121,375	\$ 128,119	\$ 135,260	\$ 142,819	\$ 146,744	\$ 150,774	\$ 154,929	\$ 159,189

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Appendix B

Operative on March 24, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
5111	HR	\$ 51.11	\$ 52.52	\$ 53.96	\$ 55.44	\$ 58.54	\$ 61.80	\$ 65.25	\$ 68.88	\$ 70.78	\$ 72.73	\$ 74.73	\$ 76.79
	BW	\$ 4,088.80	\$ 4,201.60	\$ 4,316.80	\$ 4,435.20	\$ 4,683.20	\$ 4,944.00	\$ 5,220.00	\$ 5,510.40	\$ 5,662.40	\$ 5,818.40	\$ 5,978.40	\$ 6,143.20
	YR	\$ 106,717	\$ 109,661	\$ 112,668	\$ 115,758	\$ 122,231	\$ 129,038	\$ 136,242	\$ 143,821	\$ 147,788	\$ 151,860	\$ 156,036	\$ 160,337
5145	HR	\$ 51.45	\$ 52.86	\$ 54.32	\$ 55.81	\$ 58.93	\$ 62.22	\$ 65.69	\$ 69.35	\$ 71.25	\$ 73.21	\$ 75.22	\$ 77.29
	BW	\$ 4,116.00	\$ 4,228.80	\$ 4,345.60	\$ 4,464.80	\$ 4,714.40	\$ 4,977.60	\$ 5,255.20	\$ 5,548.00	\$ 5,700.00	\$ 5,856.80	\$ 6,017.60	\$ 6,183.20
	YR	\$ 107,427	\$ 110,371	\$ 113,420	\$ 116,531	\$ 123,045	\$ 129,915	\$ 137,160	\$ 144,802	\$ 148,770	\$ 152,862	\$ 157,059	\$ 161,381
5151	HR	\$ 51.51	\$ 52.93	\$ 54.38	\$ 55.88	\$ 58.99	\$ 62.28	\$ 65.75	\$ 69.42	\$ 71.33	\$ 73.29	\$ 75.31	\$ 77.38
	BW	\$ 4,120.80	\$ 4,234.40	\$ 4,350.40	\$ 4,470.40	\$ 4,719.20	\$ 4,982.40	\$ 5,260.00	\$ 5,553.60	\$ 5,706.40	\$ 5,863.20	\$ 6,024.80	\$ 6,190.40
	YR	\$ 107,552	\$ 110,517	\$ 113,545	\$ 116,677	\$ 123,171	\$ 130,040	\$ 137,286	\$ 144,948	\$ 148,937	\$ 153,029	\$ 157,247	\$ 161,569
5193	HR	\$ 51.93	\$ 53.36	\$ 54.83	\$ 56.34	\$ 59.48	\$ 62.80	\$ 66.30	\$ 70.00	\$ 71.93	\$ 73.91	\$ 75.94	\$ 78.03
	BW	\$ 4,154.40	\$ 4,268.80	\$ 4,386.40	\$ 4,507.20	\$ 4,758.40	\$ 5,024.00	\$ 5,304.00	\$ 5,600.00	\$ 5,754.40	\$ 5,912.80	\$ 6,075.20	\$ 6,242.40
	YR	\$ 108,429	\$ 111,415	\$ 114,485	\$ 117,637	\$ 124,194	\$ 131,126	\$ 138,434	\$ 146,160	\$ 150,189	\$ 154,324	\$ 158,562	\$ 162,926
5273	HR	\$ 52.73	\$ 54.18	\$ 55.67	\$ 57.20	\$ 60.39	\$ 63.76	\$ 67.31	\$ 71.06	\$ 73.02	\$ 75.03	\$ 77.09	\$ 79.21
	BW	\$ 4,218.40	\$ 4,334.40	\$ 4,453.60	\$ 4,576.00	\$ 4,831.20	\$ 5,100.80	\$ 5,384.80	\$ 5,684.80	\$ 5,841.60	\$ 6,002.40	\$ 6,167.20	\$ 6,336.80
	YR	\$ 110,100	\$ 113,127	\$ 116,238	\$ 119,433	\$ 126,094	\$ 133,130	\$ 140,543	\$ 148,373	\$ 152,465	\$ 156,662	\$ 160,963	\$ 165,390
5278	HR	\$ 52.78	\$ 54.23	\$ 55.72	\$ 57.25	\$ 60.45	\$ 63.82	\$ 67.37	\$ 71.13	\$ 73.09	\$ 75.10	\$ 77.17	\$ 79.29
	BW	\$ 4,222.40	\$ 4,338.40	\$ 4,457.60	\$ 4,580.00	\$ 4,836.00	\$ 5,105.60	\$ 5,389.60	\$ 5,690.40	\$ 5,847.20	\$ 6,008.00	\$ 6,173.60	\$ 6,343.20
	YR	\$ 110,204	\$ 113,232	\$ 116,343	\$ 119,538	\$ 126,219	\$ 133,256	\$ 140,668	\$ 148,519	\$ 152,611	\$ 156,808	\$ 161,130	\$ 165,557
5326	HR	\$ 53.26	\$ 54.72	\$ 56.23	\$ 57.78	\$ 61.00	\$ 64.40	\$ 67.99	\$ 71.78	\$ 73.76	\$ 75.79	\$ 77.87	\$ 80.01
	BW	\$ 4,260.80	\$ 4,377.60	\$ 4,498.40	\$ 4,622.40	\$ 4,880.00	\$ 5,152.00	\$ 5,439.20	\$ 5,742.40	\$ 5,900.80	\$ 6,063.20	\$ 6,229.60	\$ 6,400.80
	YR	\$ 111,206	\$ 114,255	\$ 117,408	\$ 120,644	\$ 127,368	\$ 134,467	\$ 141,963	\$ 149,876	\$ 154,010	\$ 158,249	\$ 162,592	\$ 167,060
5335	HR	\$ 53.35	\$ 54.82	\$ 56.32	\$ 57.87	\$ 61.10	\$ 64.51	\$ 68.10	\$ 71.90	\$ 73.88	\$ 75.91	\$ 78.00	\$ 80.15
	BW	\$ 4,268.00	\$ 4,385.60	\$ 4,505.60	\$ 4,629.60	\$ 4,888.00	\$ 5,160.80	\$ 5,448.00	\$ 5,752.00	\$ 5,910.40	\$ 6,072.80	\$ 6,240.00	\$ 6,412.00
	YR	\$ 111,394	\$ 114,464	\$ 117,596	\$ 120,832	\$ 127,576	\$ 134,696	\$ 142,192	\$ 150,127	\$ 154,261	\$ 158,500	\$ 162,864	\$ 167,353
5358	HR	\$ 53.58	\$ 55.05	\$ 56.57	\$ 58.13	\$ 61.36	\$ 64.78	\$ 68.40	\$ 72.21	\$ 74.20	\$ 76.24	\$ 78.34	\$ 80.49
	BW	\$ 4,286.40	\$ 4,404.00	\$ 4,525.60	\$ 4,650.40	\$ 4,908.80	\$ 5,182.40	\$ 5,472.00	\$ 5,776.80	\$ 5,936.00	\$ 6,099.20	\$ 6,267.20	\$ 6,439.20
	YR	\$ 111,875	\$ 114,944	\$ 118,118	\$ 121,375	\$ 128,119	\$ 135,260	\$ 142,819	\$ 150,774	\$ 154,929	\$ 159,189	\$ 163,573	\$ 168,063
5422	HR	\$ 54.22	\$ 55.71	\$ 57.24	\$ 58.81	\$ 62.09	\$ 65.55	\$ 69.21	\$ 73.08	\$ 75.09	\$ 77.15	\$ 79.28	\$ 81.46
	BW	\$ 4,337.60	\$ 4,456.80	\$ 4,579.20	\$ 4,704.80	\$ 4,967.20	\$ 5,244.00	\$ 5,536.80	\$ 5,846.40	\$ 6,007.20	\$ 6,172.00	\$ 6,342.40	\$ 6,516.80
	YR	\$ 113,211	\$ 116,322	\$ 119,517	\$ 122,795	\$ 129,643	\$ 136,868	\$ 144,510	\$ 152,591	\$ 156,787	\$ 161,089	\$ 165,536	\$ 170,088
5423	HR	\$ 54.23	\$ 55.72	\$ 57.25	\$ 58.82	\$ 62.10	\$ 65.56	\$ 69.22	\$ 73.09	\$ 75.10	\$ 77.17	\$ 79.29	\$ 81.47
	BW	\$ 4,338.40	\$ 4,457.60	\$ 4,580.00	\$ 4,705.60	\$ 4,968.00	\$ 5,244.80	\$ 5,537.60	\$ 5,847.20	\$ 6,008.00	\$ 6,173.60	\$ 6,343.20	\$ 6,517.60
	YR	\$ 113,232	\$ 116,343	\$ 119,538	\$ 122,816	\$ 129,664	\$ 136,889	\$ 144,531	\$ 152,611	\$ 156,808	\$ 161,130	\$ 165,557	\$ 170,109
5446	HR	\$ 54.46	\$ 55.96	\$ 57.50	\$ 59.08	\$ 62.38	\$ 65.85	\$ 69.52	\$ 73.39	\$ 75.41	\$ 77.48	\$ 79.61	\$ 81.80
	BW	\$ 4,356.80	\$ 4,476.80	\$ 4,600.00	\$ 4,726.40	\$ 4,990.40	\$ 5,268.00	\$ 5,561.60	\$ 5,871.20	\$ 6,032.80	\$ 6,198.40	\$ 6,368.80	\$ 6,544.00
	YR	\$ 113,712	\$ 116,844	\$ 120,060	\$ 123,359	\$ 130,249	\$ 137,494	\$ 145,157	\$ 153,238	\$ 157,456	\$ 161,778	\$ 166,225	\$ 170,798

**MOU 36**

**Appendix B**

**Operative on March 24, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5477	HR	\$ 54.77	\$ 56.28	\$ 57.82	\$ 59.41	\$ 62.72	\$ 66.21	\$ 69.90	\$ 73.80	\$ 75.82	\$ 77.91	\$ 80.05	\$ 82.25
	BW	\$ 4,381.60	\$ 4,502.40	\$ 4,625.60	\$ 4,752.80	\$ 5,017.60	\$ 5,296.80	\$ 5,592.00	\$ 5,904.00	\$ 6,065.60	\$ 6,232.80	\$ 6,404.00	\$ 6,580.00
	YR	\$ 114,359	\$ 117,512	\$ 120,728	\$ 124,048	\$ 130,959	\$ 138,246	\$ 145,951	\$ 154,094	\$ 158,312	\$ 162,676	\$ 167,144	\$ 171,738
5505	HR	\$ 55.05	\$ 56.56	\$ 58.12	\$ 59.72	\$ 63.05	\$ 66.56	\$ 70.27	\$ 74.19	\$ 76.23	\$ 78.33	\$ 80.48	\$ 82.69
	BW	\$ 4,404.00	\$ 4,524.80	\$ 4,649.60	\$ 4,777.60	\$ 5,044.00	\$ 5,324.80	\$ 5,621.60	\$ 5,935.20	\$ 6,098.40	\$ 6,266.40	\$ 6,438.40	\$ 6,615.20
	YR	\$ 114,944	\$ 118,097	\$ 121,354	\$ 124,695	\$ 131,648	\$ 138,977	\$ 146,723	\$ 154,908	\$ 159,168	\$ 163,553	\$ 168,042	\$ 172,656
5514	HR	\$ 55.14	\$ 56.66	\$ 58.21	\$ 59.81	\$ 63.15	\$ 66.67	\$ 70.39	\$ 74.32	\$ 76.36	\$ 78.46	\$ 80.62	\$ 82.84
	BW	\$ 4,411.20	\$ 4,532.80	\$ 4,656.80	\$ 4,784.80	\$ 5,052.00	\$ 5,333.60	\$ 5,631.20	\$ 5,945.60	\$ 6,108.80	\$ 6,276.80	\$ 6,449.60	\$ 6,627.20
	YR	\$ 115,132	\$ 118,306	\$ 121,542	\$ 124,883	\$ 131,857	\$ 139,206	\$ 146,974	\$ 155,180	\$ 159,439	\$ 163,824	\$ 168,334	\$ 172,969
5532	HR	\$ 55.32	\$ 56.84	\$ 58.40	\$ 60.01	\$ 63.36	\$ 66.89	\$ 70.62	\$ 74.56	\$ 76.61	\$ 78.72	\$ 80.88	\$ 83.10
	BW	\$ 4,425.60	\$ 4,547.20	\$ 4,672.00	\$ 4,800.80	\$ 5,068.80	\$ 5,351.20	\$ 5,649.60	\$ 5,964.80	\$ 6,128.80	\$ 6,297.60	\$ 6,470.40	\$ 6,648.00
	YR	\$ 115,508	\$ 118,681	\$ 121,939	\$ 125,300	\$ 132,295	\$ 139,666	\$ 147,454	\$ 155,681	\$ 159,961	\$ 164,367	\$ 168,877	\$ 173,512
5542	HR	\$ 55.42	\$ 56.94	\$ 58.51	\$ 60.12	\$ 63.47	\$ 67.00	\$ 70.74	\$ 74.69	\$ 76.74	\$ 78.85	\$ 81.02	\$ 83.25
	BW	\$ 4,433.60	\$ 4,555.20	\$ 4,680.80	\$ 4,809.60	\$ 5,077.60	\$ 5,360.00	\$ 5,659.20	\$ 5,975.20	\$ 6,139.20	\$ 6,308.00	\$ 6,481.60	\$ 6,660.00
	YR	\$ 115,716	\$ 118,890	\$ 122,168	\$ 125,530	\$ 132,525	\$ 139,896	\$ 147,705	\$ 155,952	\$ 160,233	\$ 164,638	\$ 169,169	\$ 173,826
5548	HR	\$ 55.48	\$ 57.01	\$ 58.57	\$ 60.18	\$ 63.54	\$ 67.09	\$ 70.83	\$ 74.77	\$ 76.83	\$ 78.94	\$ 81.11	\$ 83.34
	BW	\$ 4,438.40	\$ 4,560.80	\$ 4,685.60	\$ 4,814.40	\$ 5,083.20	\$ 5,367.20	\$ 5,666.40	\$ 5,981.60	\$ 6,146.40	\$ 6,315.20	\$ 6,488.80	\$ 6,667.20
	YR	\$ 115,842	\$ 119,036	\$ 122,294	\$ 125,655	\$ 132,671	\$ 140,083	\$ 147,893	\$ 156,119	\$ 160,421	\$ 164,826	\$ 169,357	\$ 174,013
5571	HR	\$ 55.71	\$ 57.24	\$ 58.82	\$ 60.44	\$ 63.81	\$ 67.36	\$ 71.12	\$ 75.09	\$ 77.15	\$ 79.27	\$ 81.45	\$ 83.69
	BW	\$ 4,456.80	\$ 4,579.20	\$ 4,705.60	\$ 4,835.20	\$ 5,104.80	\$ 5,388.80	\$ 5,689.60	\$ 6,007.20	\$ 6,172.00	\$ 6,341.60	\$ 6,516.00	\$ 6,695.20
	YR	\$ 116,322	\$ 119,517	\$ 122,816	\$ 126,198	\$ 133,235	\$ 140,647	\$ 148,498	\$ 156,787	\$ 161,089	\$ 165,515	\$ 170,067	\$ 174,744
5573	HR	\$ 55.73	\$ 57.26	\$ 58.84	\$ 60.46	\$ 63.83	\$ 67.38	\$ 71.14	\$ 75.11	\$ 77.18	\$ 79.30	\$ 81.48	\$ 83.72
	BW	\$ 4,458.40	\$ 4,580.80	\$ 4,707.20	\$ 4,836.80	\$ 5,106.40	\$ 5,390.40	\$ 5,691.20	\$ 6,008.80	\$ 6,174.40	\$ 6,344.00	\$ 6,518.40	\$ 6,697.60
	YR	\$ 116,364	\$ 119,558	\$ 122,857	\$ 126,240	\$ 133,277	\$ 140,689	\$ 148,540	\$ 156,829	\$ 161,151	\$ 165,578	\$ 170,130	\$ 174,807
5575	HR	\$ 55.75	\$ 57.28	\$ 58.86	\$ 60.48	\$ 63.85	\$ 67.40	\$ 71.16	\$ 75.13	\$ 77.20	\$ 79.32	\$ 81.50	\$ 83.74
	BW	\$ 4,460.00	\$ 4,582.40	\$ 4,708.80	\$ 4,838.40	\$ 5,108.00	\$ 5,392.00	\$ 5,692.80	\$ 6,010.40	\$ 6,176.00	\$ 6,345.60	\$ 6,520.00	\$ 6,699.20
	YR	\$ 116,406	\$ 119,600	\$ 122,899	\$ 126,282	\$ 133,318	\$ 140,731	\$ 148,582	\$ 156,871	\$ 161,193	\$ 165,620	\$ 170,172	\$ 174,849
5587	HR	\$ 55.87	\$ 57.41	\$ 58.99	\$ 60.61	\$ 63.99	\$ 67.56	\$ 71.33	\$ 75.31	\$ 77.38	\$ 79.51	\$ 81.69	\$ 83.94
	BW	\$ 4,469.60	\$ 4,592.80	\$ 4,719.20	\$ 4,848.80	\$ 5,119.20	\$ 5,404.80	\$ 5,706.40	\$ 6,024.80	\$ 6,190.40	\$ 6,360.80	\$ 6,535.20	\$ 6,715.20
	YR	\$ 116,656	\$ 119,872	\$ 123,171	\$ 126,553	\$ 133,611	\$ 141,065	\$ 148,937	\$ 157,247	\$ 161,569	\$ 166,016	\$ 170,568	\$ 175,266
5594	HR	\$ 55.94	\$ 57.48	\$ 59.06	\$ 60.68	\$ 64.06	\$ 67.64	\$ 71.41	\$ 75.40	\$ 77.47	\$ 79.60	\$ 81.79	\$ 84.04
	BW	\$ 4,475.20	\$ 4,598.40	\$ 4,724.80	\$ 4,854.40	\$ 5,124.80	\$ 5,411.20	\$ 5,712.80	\$ 6,032.00	\$ 6,197.60	\$ 6,368.00	\$ 6,543.20	\$ 6,723.20
	YR	\$ 116,802	\$ 120,018	\$ 123,317	\$ 126,699	\$ 133,757	\$ 141,232	\$ 149,104	\$ 157,435	\$ 161,757	\$ 166,204	\$ 170,777	\$ 175,475
5629	HR	\$ 56.29	\$ 57.84	\$ 59.43	\$ 61.06	\$ 64.47	\$ 68.06	\$ 71.85	\$ 75.86	\$ 77.95	\$ 80.09	\$ 82.30	\$ 84.56
	BW	\$ 4,503.20	\$ 4,627.20	\$ 4,754.40	\$ 4,884.80	\$ 5,157.60	\$ 5,444.80	\$ 5,748.00	\$ 6,068.80	\$ 6,236.00	\$ 6,407.20	\$ 6,584.00	\$ 6,764.80
	YR	\$ 117,533	\$ 120,769	\$ 124,089	\$ 127,493	\$ 134,613	\$ 142,109	\$ 150,022	\$ 158,395	\$ 162,759	\$ 167,227	\$ 171,842	\$ 176,561



**MOU 36**

**Appendix B**

**Operative on March 24, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5647	HR	\$ 56.47	\$ 58.02	\$ 59.62	\$ 61.26	\$ 64.67	\$ 68.28	\$ 72.09	\$ 76.11	\$ 78.20	\$ 80.35	\$ 82.56	\$ 84.83
	BW	\$ 4,517.60	\$ 4,641.60	\$ 4,769.60	\$ 4,900.80	\$ 5,173.60	\$ 5,462.40	\$ 5,767.20	\$ 6,088.80	\$ 6,256.00	\$ 6,428.00	\$ 6,604.80	\$ 6,786.40
	YR	\$ 117,909	\$ 121,145	\$ 124,486	\$ 127,910	\$ 135,030	\$ 142,568	\$ 150,523	\$ 158,917	\$ 163,281	\$ 167,770	\$ 172,385	\$ 177,125
5689	HR	\$ 56.89	\$ 58.45	\$ 60.06	\$ 61.71	\$ 65.15	\$ 68.79	\$ 72.62	\$ 76.67	\$ 78.78	\$ 80.95	\$ 83.17	\$ 85.46
	BW	\$ 4,551.20	\$ 4,676.00	\$ 4,804.80	\$ 4,936.80	\$ 5,212.00	\$ 5,503.20	\$ 5,809.60	\$ 6,133.60	\$ 6,302.40	\$ 6,476.00	\$ 6,653.60	\$ 6,836.80
	YR	\$ 118,786	\$ 122,043	\$ 125,405	\$ 128,850	\$ 136,033	\$ 143,633	\$ 151,630	\$ 160,086	\$ 164,492	\$ 169,023	\$ 173,658	\$ 178,440
5700	HR	\$ 57.00	\$ 58.57	\$ 60.18	\$ 61.83	\$ 65.29	\$ 68.92	\$ 72.77	\$ 76.83	\$ 78.94	\$ 81.11	\$ 83.34	\$ 85.63
	BW	\$ 4,560.00	\$ 4,685.60	\$ 4,814.40	\$ 4,946.40	\$ 5,223.20	\$ 5,513.60	\$ 5,821.60	\$ 6,146.40	\$ 6,315.20	\$ 6,488.80	\$ 6,667.20	\$ 6,850.40
	YR	\$ 119,016	\$ 122,294	\$ 125,655	\$ 129,101	\$ 136,325	\$ 143,904	\$ 151,943	\$ 160,421	\$ 164,826	\$ 169,357	\$ 174,013	\$ 178,795
5719	HR	\$ 57.19	\$ 58.76	\$ 60.38	\$ 62.04	\$ 65.50	\$ 69.15	\$ 73.00	\$ 77.07	\$ 79.19	\$ 81.37	\$ 83.61	\$ 85.91
	BW	\$ 4,575.20	\$ 4,700.80	\$ 4,830.40	\$ 4,963.20	\$ 5,240.00	\$ 5,532.00	\$ 5,840.00	\$ 6,165.60	\$ 6,335.20	\$ 6,509.60	\$ 6,688.80	\$ 6,872.80
	YR	\$ 119,412	\$ 122,690	\$ 126,073	\$ 129,539	\$ 136,764	\$ 144,385	\$ 152,424	\$ 160,922	\$ 165,348	\$ 169,900	\$ 174,577	\$ 179,380
5739	HR	\$ 57.39	\$ 58.97	\$ 60.59	\$ 62.26	\$ 65.73	\$ 69.40	\$ 73.27	\$ 77.36	\$ 79.49	\$ 81.68	\$ 83.92	\$ 86.23
	BW	\$ 4,591.20	\$ 4,717.60	\$ 4,847.20	\$ 4,980.80	\$ 5,258.40	\$ 5,552.00	\$ 5,861.60	\$ 6,188.80	\$ 6,359.20	\$ 6,534.40	\$ 6,713.60	\$ 6,898.40
	YR	\$ 119,830	\$ 123,129	\$ 126,511	\$ 129,998	\$ 137,244	\$ 144,907	\$ 152,987	\$ 161,527	\$ 165,975	\$ 170,547	\$ 175,224	\$ 180,048
5768	HR	\$ 57.68	\$ 59.27	\$ 60.90	\$ 62.57	\$ 66.07	\$ 69.76	\$ 73.65	\$ 77.76	\$ 79.90	\$ 82.10	\$ 84.35	\$ 86.67
	BW	\$ 4,614.40	\$ 4,741.60	\$ 4,872.00	\$ 5,005.60	\$ 5,285.60	\$ 5,580.80	\$ 5,892.00	\$ 6,220.80	\$ 6,392.00	\$ 6,568.00	\$ 6,748.00	\$ 6,933.60
	YR	\$ 120,435	\$ 123,755	\$ 127,159	\$ 130,646	\$ 137,954	\$ 145,658	\$ 153,781	\$ 162,362	\$ 166,831	\$ 171,424	\$ 176,122	\$ 180,966
5802	HR	\$ 58.02	\$ 59.62	\$ 61.25	\$ 62.93	\$ 66.45	\$ 70.16	\$ 74.07	\$ 78.20	\$ 80.35	\$ 82.56	\$ 84.83	\$ 87.16
	BW	\$ 4,641.60	\$ 4,769.60	\$ 4,900.00	\$ 5,034.40	\$ 5,316.00	\$ 5,612.80	\$ 5,925.60	\$ 6,256.00	\$ 6,428.00	\$ 6,604.80	\$ 6,786.40	\$ 6,972.80
	YR	\$ 121,145	\$ 124,486	\$ 127,890	\$ 131,397	\$ 138,747	\$ 146,494	\$ 154,658	\$ 163,281	\$ 167,770	\$ 172,385	\$ 177,125	\$ 181,990
5816	HR	\$ 58.16	\$ 59.76	\$ 61.40	\$ 63.09	\$ 66.60	\$ 70.31	\$ 74.24	\$ 78.38	\$ 80.53	\$ 82.74	\$ 85.02	\$ 87.36
	BW	\$ 4,652.80	\$ 4,780.80	\$ 4,912.00	\$ 5,047.20	\$ 5,328.00	\$ 5,624.80	\$ 5,939.20	\$ 6,270.40	\$ 6,442.40	\$ 6,619.20	\$ 6,801.60	\$ 6,988.80
	YR	\$ 121,438	\$ 124,778	\$ 128,203	\$ 131,731	\$ 139,060	\$ 146,807	\$ 155,013	\$ 163,657	\$ 168,146	\$ 172,761	\$ 177,521	\$ 182,407
5845	HR	\$ 58.45	\$ 60.06	\$ 61.71	\$ 63.41	\$ 66.94	\$ 70.67	\$ 74.61	\$ 78.77	\$ 80.93	\$ 83.16	\$ 85.44	\$ 87.79
	BW	\$ 4,676.00	\$ 4,804.80	\$ 4,936.80	\$ 5,072.80	\$ 5,355.20	\$ 5,653.60	\$ 5,968.80	\$ 6,301.60	\$ 6,474.40	\$ 6,652.80	\$ 6,835.20	\$ 7,023.20
	YR	\$ 122,043	\$ 125,405	\$ 128,850	\$ 132,400	\$ 139,770	\$ 147,558	\$ 155,785	\$ 164,471	\$ 168,981	\$ 173,638	\$ 178,398	\$ 183,305
5858	HR	\$ 58.58	\$ 60.19	\$ 61.85	\$ 63.55	\$ 67.10	\$ 70.84	\$ 74.78	\$ 78.95	\$ 81.12	\$ 83.35	\$ 85.64	\$ 88.00
	BW	\$ 4,686.40	\$ 4,815.20	\$ 4,948.00	\$ 5,084.00	\$ 5,368.00	\$ 5,667.20	\$ 5,982.40	\$ 6,316.00	\$ 6,489.60	\$ 6,668.00	\$ 6,851.20	\$ 7,040.00
	YR	\$ 122,315	\$ 125,676	\$ 129,142	\$ 132,692	\$ 140,104	\$ 147,913	\$ 156,140	\$ 164,847	\$ 169,378	\$ 174,034	\$ 178,816	\$ 183,744
5865	HR	\$ 58.65	\$ 60.26	\$ 61.92	\$ 63.62	\$ 67.17	\$ 70.91	\$ 74.86	\$ 79.04	\$ 81.21	\$ 83.44	\$ 85.74	\$ 88.10
	BW	\$ 4,692.00	\$ 4,820.80	\$ 4,953.60	\$ 5,089.60	\$ 5,373.60	\$ 5,672.80	\$ 5,988.80	\$ 6,323.20	\$ 6,496.80	\$ 6,675.20	\$ 6,859.20	\$ 7,048.00
	YR	\$ 122,461	\$ 125,822	\$ 129,288	\$ 132,838	\$ 140,250	\$ 148,060	\$ 156,307	\$ 165,035	\$ 169,566	\$ 174,222	\$ 179,025	\$ 183,952
5892	HR	\$ 58.92	\$ 60.54	\$ 62.21	\$ 63.92	\$ 67.49	\$ 71.25	\$ 75.22	\$ 79.42	\$ 81.60	\$ 83.84	\$ 86.15	\$ 88.52
	BW	\$ 4,713.60	\$ 4,843.20	\$ 4,976.80	\$ 5,113.60	\$ 5,399.20	\$ 5,700.00	\$ 6,017.60	\$ 6,353.60	\$ 6,528.00	\$ 6,707.20	\$ 6,892.00	\$ 7,081.60
	YR	\$ 123,024	\$ 126,407	\$ 129,894	\$ 133,464	\$ 140,919	\$ 148,770	\$ 157,059	\$ 165,828	\$ 170,380	\$ 175,057	\$ 179,881	\$ 184,829

**MOU 36**

**Appendix B**

**Operative on March 24, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5912	HR	\$ 59.12	\$ 60.75	\$ 62.42	\$ 64.14	\$ 67.71	\$ 71.48	\$ 75.47	\$ 79.68	\$ 81.87	\$ 84.12	\$ 86.43	\$ 88.81
	BW	\$ 4,729.60	\$ 4,860.00	\$ 4,993.60	\$ 5,131.20	\$ 5,416.80	\$ 5,718.40	\$ 6,037.60	\$ 6,374.40	\$ 6,549.60	\$ 6,729.60	\$ 6,914.40	\$ 7,104.80
	YR	\$ 123,442	\$ 126,846	\$ 130,332	\$ 133,924	\$ 141,378	\$ 149,250	\$ 157,581	\$ 166,371	\$ 170,944	\$ 175,642	\$ 180,465	\$ 185,435
5924	HR	\$ 59.24	\$ 60.87	\$ 62.54	\$ 64.26	\$ 67.85	\$ 71.63	\$ 75.62	\$ 79.84	\$ 82.03	\$ 84.29	\$ 86.60	\$ 88.98
	BW	\$ 4,739.20	\$ 4,869.60	\$ 5,003.20	\$ 5,140.80	\$ 5,428.00	\$ 5,730.40	\$ 6,049.60	\$ 6,387.20	\$ 6,562.40	\$ 6,743.20	\$ 6,928.00	\$ 7,118.40
	YR	\$ 123,693	\$ 127,096	\$ 130,583	\$ 134,174	\$ 141,670	\$ 149,563	\$ 157,894	\$ 166,705	\$ 171,278	\$ 175,997	\$ 180,820	\$ 185,790
5952	HR	\$ 59.52	\$ 61.16	\$ 62.84	\$ 64.57	\$ 68.16	\$ 71.97	\$ 75.98	\$ 80.22	\$ 82.42	\$ 84.69	\$ 87.02	\$ 89.41
	BW	\$ 4,761.60	\$ 4,892.80	\$ 5,027.20	\$ 5,165.60	\$ 5,452.80	\$ 5,757.60	\$ 6,078.40	\$ 6,417.60	\$ 6,593.60	\$ 6,775.20	\$ 6,961.60	\$ 7,152.80
	YR	\$ 124,277	\$ 127,702	\$ 131,209	\$ 134,822	\$ 142,318	\$ 150,273	\$ 158,646	\$ 167,499	\$ 172,092	\$ 176,832	\$ 181,697	\$ 186,688
5972	HR	\$ 59.72	\$ 61.36	\$ 63.05	\$ 64.78	\$ 68.40	\$ 72.21	\$ 76.24	\$ 80.49	\$ 82.71	\$ 84.98	\$ 87.32	\$ 89.72
	BW	\$ 4,777.60	\$ 4,908.80	\$ 5,044.00	\$ 5,182.40	\$ 5,472.00	\$ 5,776.80	\$ 6,099.20	\$ 6,439.20	\$ 6,616.80	\$ 6,798.40	\$ 6,985.60	\$ 7,177.60
	YR	\$ 124,695	\$ 128,119	\$ 131,648	\$ 135,260	\$ 142,819	\$ 150,774	\$ 159,189	\$ 168,063	\$ 172,698	\$ 177,438	\$ 182,324	\$ 187,335
6027	HR	\$ 60.27	\$ 61.93	\$ 63.63	\$ 65.38	\$ 69.03	\$ 72.88	\$ 76.94	\$ 81.23	\$ 83.47	\$ 85.77	\$ 88.12	\$ 90.54
	BW	\$ 4,821.60	\$ 4,954.40	\$ 5,090.40	\$ 5,230.40	\$ 5,522.40	\$ 5,830.40	\$ 6,155.20	\$ 6,498.40	\$ 6,677.60	\$ 6,861.60	\$ 7,049.60	\$ 7,243.20
	YR	\$ 125,843	\$ 129,309	\$ 132,859	\$ 136,513	\$ 144,134	\$ 152,173	\$ 160,650	\$ 169,608	\$ 174,285	\$ 179,087	\$ 183,994	\$ 189,047
6065	HR	\$ 60.65	\$ 62.32	\$ 64.03	\$ 65.79	\$ 69.46	\$ 73.33	\$ 77.42	\$ 81.74	\$ 83.99	\$ 86.30	\$ 88.67	\$ 91.11
	BW	\$ 4,852.00	\$ 4,985.60	\$ 5,122.40	\$ 5,263.20	\$ 5,556.80	\$ 5,866.40	\$ 6,193.60	\$ 6,539.20	\$ 6,719.20	\$ 6,904.00	\$ 7,093.60	\$ 7,288.80
	YR	\$ 126,637	\$ 130,124	\$ 133,694	\$ 137,369	\$ 145,032	\$ 153,113	\$ 161,652	\$ 170,673	\$ 175,371	\$ 180,194	\$ 185,142	\$ 190,237
6088	HR	\$ 60.88	\$ 62.55	\$ 64.27	\$ 66.04	\$ 69.72	\$ 73.60	\$ 77.70	\$ 82.04	\$ 84.29	\$ 86.61	\$ 88.99	\$ 91.44
	BW	\$ 4,870.40	\$ 5,004.00	\$ 5,141.60	\$ 5,283.20	\$ 5,577.60	\$ 5,888.00	\$ 6,216.00	\$ 6,563.20	\$ 6,743.20	\$ 6,928.80	\$ 7,119.20	\$ 7,315.20
	YR	\$ 127,117	\$ 130,604	\$ 134,195	\$ 137,891	\$ 145,575	\$ 153,676	\$ 162,237	\$ 171,299	\$ 175,997	\$ 180,841	\$ 185,811	\$ 190,926
6174	HR	\$ 61.74	\$ 63.44	\$ 65.18	\$ 66.97	\$ 70.70	\$ 74.65	\$ 78.81	\$ 83.21	\$ 85.50	\$ 87.85	\$ 90.27	\$ 92.75
	BW	\$ 4,939.20	\$ 5,075.20	\$ 5,214.40	\$ 5,357.60	\$ 5,656.00	\$ 5,972.00	\$ 6,304.80	\$ 6,656.80	\$ 6,840.00	\$ 7,028.00	\$ 7,221.60	\$ 7,420.00
	YR	\$ 128,913	\$ 132,462	\$ 136,095	\$ 139,833	\$ 147,621	\$ 155,869	\$ 164,555	\$ 173,742	\$ 178,524	\$ 183,430	\$ 188,483	\$ 193,662
6201	HR	\$ 62.01	\$ 63.72	\$ 65.47	\$ 67.27	\$ 71.02	\$ 74.98	\$ 79.16	\$ 83.58	\$ 85.88	\$ 88.24	\$ 90.67	\$ 93.16
	BW	\$ 4,960.80	\$ 5,097.60	\$ 5,237.60	\$ 5,381.60	\$ 5,681.60	\$ 5,998.40	\$ 6,332.80	\$ 6,686.40	\$ 6,870.40	\$ 7,059.20	\$ 7,253.60	\$ 7,452.80
	YR	\$ 129,476	\$ 133,047	\$ 136,701	\$ 140,459	\$ 148,289	\$ 156,558	\$ 165,286	\$ 174,515	\$ 179,317	\$ 184,245	\$ 189,318	\$ 194,518
6279	HR	\$ 62.79	\$ 64.52	\$ 66.29	\$ 68.11	\$ 71.91	\$ 75.92	\$ 80.16	\$ 84.62	\$ 86.95	\$ 89.34	\$ 91.80	\$ 94.32
	BW	\$ 5,023.20	\$ 5,161.60	\$ 5,303.20	\$ 5,448.80	\$ 5,752.80	\$ 6,073.60	\$ 6,412.80	\$ 6,769.60	\$ 6,956.00	\$ 7,147.20	\$ 7,344.00	\$ 7,545.60
	YR	\$ 131,105	\$ 134,717	\$ 138,413	\$ 142,213	\$ 150,148	\$ 158,520	\$ 167,374	\$ 176,686	\$ 181,551	\$ 186,541	\$ 191,678	\$ 196,940
6332	HR	\$ 63.32	\$ 65.06	\$ 66.85	\$ 68.69	\$ 72.52	\$ 76.57	\$ 80.83	\$ 85.34	\$ 87.69	\$ 90.10	\$ 92.58	\$ 95.13
	BW	\$ 5,065.60	\$ 5,204.80	\$ 5,348.00	\$ 5,495.20	\$ 5,801.60	\$ 6,125.60	\$ 6,466.40	\$ 6,827.20	\$ 7,015.20	\$ 7,208.00	\$ 7,406.40	\$ 7,610.40
	YR	\$ 132,212	\$ 135,845	\$ 139,582	\$ 143,424	\$ 151,421	\$ 159,878	\$ 168,773	\$ 178,189	\$ 183,096	\$ 188,128	\$ 193,307	\$ 198,631
6352	HR	\$ 63.52	\$ 65.27	\$ 67.06	\$ 68.90	\$ 72.75	\$ 76.81	\$ 81.09	\$ 85.61	\$ 87.97	\$ 90.39	\$ 92.87	\$ 95.42
	BW	\$ 5,081.60	\$ 5,221.60	\$ 5,364.80	\$ 5,512.00	\$ 5,820.00	\$ 6,144.80	\$ 6,487.20	\$ 6,848.80	\$ 7,037.60	\$ 7,231.20	\$ 7,429.60	\$ 7,633.60
	YR	\$ 132,629	\$ 136,283	\$ 140,021	\$ 143,863	\$ 151,902	\$ 160,379	\$ 169,315	\$ 178,753	\$ 183,681	\$ 188,734	\$ 193,912	\$ 199,236

MOU 36

Appendix B

Operative on March 24, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
6363	HR	\$ 63.63	\$ 65.38	\$ 67.18	\$ 69.03	\$ 72.88	\$ 76.94	\$ 81.23	\$ 85.77	\$ 88.12	\$ 90.54	\$ 93.03	\$ 95.59
	BW	\$ 5,090.40	\$ 5,230.40	\$ 5,374.40	\$ 5,522.40	\$ 5,830.40	\$ 6,155.20	\$ 6,498.40	\$ 6,861.60	\$ 7,049.60	\$ 7,243.20	\$ 7,442.40	\$ 7,647.20
	YR	\$ 132,859	\$ 136,513	\$ 140,271	\$ 144,134	\$ 152,173	\$ 160,650	\$ 169,608	\$ 179,087	\$ 183,994	\$ 189,047	\$ 194,246	\$ 199,591
6400	HR	\$ 64.00	\$ 65.76	\$ 67.57	\$ 69.43	\$ 73.30	\$ 77.39	\$ 81.71	\$ 86.26	\$ 88.63	\$ 91.07	\$ 93.57	\$ 96.14
	BW	\$ 5,120.00	\$ 5,260.80	\$ 5,405.60	\$ 5,554.40	\$ 5,864.00	\$ 6,191.20	\$ 6,536.80	\$ 6,900.80	\$ 7,090.40	\$ 7,285.60	\$ 7,485.60	\$ 7,691.20
	YR	\$ 133,632	\$ 137,306	\$ 141,086	\$ 144,969	\$ 153,050	\$ 161,590	\$ 170,610	\$ 180,110	\$ 185,059	\$ 190,154	\$ 195,374	\$ 200,740
6448	HR	\$ 64.48	\$ 66.25	\$ 68.08	\$ 69.95	\$ 73.86	\$ 77.98	\$ 82.32	\$ 86.92	\$ 89.31	\$ 91.77	\$ 94.29	\$ 96.88
	BW	\$ 5,158.40	\$ 5,300.00	\$ 5,446.40	\$ 5,596.00	\$ 5,908.80	\$ 6,238.40	\$ 6,585.60	\$ 6,953.60	\$ 7,144.80	\$ 7,341.60	\$ 7,543.20	\$ 7,750.40
	YR	\$ 134,634	\$ 138,330	\$ 142,151	\$ 146,055	\$ 154,219	\$ 162,822	\$ 171,884	\$ 181,488	\$ 186,479	\$ 191,615	\$ 196,877	\$ 202,285
6473	HR	\$ 64.73	\$ 66.51	\$ 68.34	\$ 70.22	\$ 74.13	\$ 78.26	\$ 82.63	\$ 87.23	\$ 89.63	\$ 92.09	\$ 94.63	\$ 97.23
	BW	\$ 5,178.40	\$ 5,320.80	\$ 5,467.20	\$ 5,617.60	\$ 5,930.40	\$ 6,260.80	\$ 6,610.40	\$ 6,978.40	\$ 7,170.40	\$ 7,367.20	\$ 7,570.40	\$ 7,778.40
	YR	\$ 135,156	\$ 138,872	\$ 142,693	\$ 146,619	\$ 154,783	\$ 163,406	\$ 172,531	\$ 182,136	\$ 187,147	\$ 192,283	\$ 197,587	\$ 203,016
6516	HR	\$ 65.16	\$ 66.95	\$ 68.79	\$ 70.68	\$ 74.63	\$ 78.79	\$ 83.19	\$ 87.82	\$ 90.24	\$ 92.72	\$ 95.27	\$ 97.89
	BW	\$ 5,212.80	\$ 5,356.00	\$ 5,503.20	\$ 5,654.40	\$ 5,970.40	\$ 6,303.20	\$ 6,655.20	\$ 7,025.60	\$ 7,219.20	\$ 7,417.60	\$ 7,621.60	\$ 7,831.20
	YR	\$ 136,054	\$ 139,791	\$ 143,633	\$ 147,579	\$ 155,827	\$ 164,513	\$ 173,700	\$ 183,368	\$ 188,421	\$ 193,599	\$ 198,923	\$ 204,394
6679	HR	\$ 66.79	\$ 68.63	\$ 70.51	\$ 72.45	\$ 76.49	\$ 80.75	\$ 85.25	\$ 90.01	\$ 92.48	\$ 95.02	\$ 97.64	\$ 100.33
	BW	\$ 5,343.20	\$ 5,490.40	\$ 5,640.80	\$ 5,796.00	\$ 6,119.20	\$ 6,460.00	\$ 6,820.00	\$ 7,200.80	\$ 7,398.40	\$ 7,601.60	\$ 7,811.20	\$ 8,026.40
	YR	\$ 139,457	\$ 143,299	\$ 147,224	\$ 151,275	\$ 159,711	\$ 168,606	\$ 178,002	\$ 187,940	\$ 193,098	\$ 198,401	\$ 203,872	\$ 209,489
6699	HR	\$ 66.99	\$ 68.83	\$ 70.73	\$ 72.68	\$ 76.72	\$ 81.00	\$ 85.52	\$ 90.29	\$ 92.77	\$ 95.32	\$ 97.94	\$ 100.63
	BW	\$ 5,359.20	\$ 5,506.40	\$ 5,658.40	\$ 5,814.40	\$ 6,137.60	\$ 6,480.00	\$ 6,841.60	\$ 7,223.20	\$ 7,421.60	\$ 7,625.60	\$ 7,835.20	\$ 8,050.40
	YR	\$ 139,875	\$ 143,717	\$ 147,684	\$ 151,755	\$ 160,191	\$ 169,128	\$ 178,565	\$ 188,525	\$ 193,703	\$ 199,028	\$ 204,498	\$ 210,115
6760	HR	\$ 67.60	\$ 69.46	\$ 71.37	\$ 73.33	\$ 77.42	\$ 81.74	\$ 86.30	\$ 91.11	\$ 93.61	\$ 96.18	\$ 98.83	\$ 101.55
	BW	\$ 5,408.00	\$ 5,556.80	\$ 5,709.60	\$ 5,866.40	\$ 6,193.60	\$ 6,539.20	\$ 6,904.00	\$ 7,288.80	\$ 7,488.80	\$ 7,694.40	\$ 7,906.40	\$ 8,124.00
	YR	\$ 141,148	\$ 145,032	\$ 149,020	\$ 153,113	\$ 161,652	\$ 170,673	\$ 180,194	\$ 190,237	\$ 195,457	\$ 200,823	\$ 206,357	\$ 212,036
6884	HR	\$ 68.84	\$ 70.73	\$ 72.68	\$ 74.68	\$ 78.84	\$ 83.24	\$ 87.88	\$ 92.78	\$ 95.33	\$ 97.95	\$ 100.65	\$ 103.42
	BW	\$ 5,507.20	\$ 5,658.40	\$ 5,814.40	\$ 5,974.40	\$ 6,307.20	\$ 6,659.20	\$ 7,030.40	\$ 7,422.40	\$ 7,626.40	\$ 7,836.00	\$ 8,052.00	\$ 8,273.60
	YR	\$ 143,737	\$ 147,684	\$ 151,755	\$ 155,931	\$ 164,617	\$ 173,805	\$ 183,493	\$ 193,724	\$ 199,049	\$ 204,519	\$ 210,157	\$ 215,940
7039	HR	\$ 70.39	\$ 72.33	\$ 74.31	\$ 76.35	\$ 80.61	\$ 85.10	\$ 89.84	\$ 94.86	\$ 97.47	\$ 100.15	\$ 102.90	\$ 105.73
	BW	\$ 5,631.20	\$ 5,786.40	\$ 5,944.80	\$ 6,108.00	\$ 6,448.80	\$ 6,808.00	\$ 7,187.20	\$ 7,588.80	\$ 7,797.60	\$ 8,012.00	\$ 8,232.00	\$ 8,458.40
	YR	\$ 146,974	\$ 151,025	\$ 155,159	\$ 159,418	\$ 168,313	\$ 177,688	\$ 187,585	\$ 198,067	\$ 203,517	\$ 209,113	\$ 214,855	\$ 220,764
7053	HR	\$ 70.53	\$ 72.47	\$ 74.46	\$ 76.51	\$ 80.77	\$ 85.27	\$ 90.03	\$ 95.05	\$ 97.67	\$ 100.36	\$ 103.12	\$ 105.96
	BW	\$ 5,642.40	\$ 5,797.60	\$ 5,956.80	\$ 6,120.80	\$ 6,461.60	\$ 6,821.60	\$ 7,202.40	\$ 7,604.00	\$ 7,813.60	\$ 8,028.80	\$ 8,249.60	\$ 8,476.80
	YR	\$ 147,266	\$ 151,317	\$ 155,472	\$ 159,752	\$ 168,647	\$ 178,043	\$ 187,982	\$ 198,464	\$ 203,934	\$ 209,551	\$ 215,314	\$ 221,244
7062	HR	\$ 70.62	\$ 72.56	\$ 74.56	\$ 76.61	\$ 80.88	\$ 85.40	\$ 90.15	\$ 95.18	\$ 97.79	\$ 100.48	\$ 103.24	\$ 106.08
	BW	\$ 5,649.60	\$ 5,804.80	\$ 5,964.80	\$ 6,128.80	\$ 6,470.40	\$ 6,832.00	\$ 7,212.00	\$ 7,614.40	\$ 7,823.20	\$ 8,038.40	\$ 8,259.20	\$ 8,486.40
	YR	\$ 147,454	\$ 151,505	\$ 155,681	\$ 159,961	\$ 168,877	\$ 178,315	\$ 188,233	\$ 198,735	\$ 204,185	\$ 209,802	\$ 215,565	\$ 221,495

**MOU 36**

**Appendix B**

**Operative on March 24, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7064	HR	\$ 70.64	\$ 72.58	\$ 74.58	\$ 76.63	\$ 80.91	\$ 85.42	\$ 90.18	\$ 95.21	\$ 97.83	\$ 100.52	\$ 103.28	\$ 106.12
	BW	\$ 5,651.20	\$ 5,806.40	\$ 5,966.40	\$ 6,130.40	\$ 6,472.80	\$ 6,833.60	\$ 7,214.40	\$ 7,616.80	\$ 7,826.40	\$ 8,041.60	\$ 8,262.40	\$ 8,489.60
	YR	\$ 147,496	\$ 151,547	\$ 155,723	\$ 160,003	\$ 168,940	\$ 178,356	\$ 188,295	\$ 198,798	\$ 204,269	\$ 209,885	\$ 215,648	\$ 221,578
7070	HR	\$ 70.70	\$ 72.64	\$ 74.64	\$ 76.69	\$ 80.97	\$ 85.48	\$ 90.25	\$ 95.28	\$ 97.90	\$ 100.59	\$ 103.36	\$ 106.20
	BW	\$ 5,656.00	\$ 5,811.20	\$ 5,971.20	\$ 6,135.20	\$ 6,477.60	\$ 6,838.40	\$ 7,220.00	\$ 7,622.40	\$ 7,832.00	\$ 8,047.20	\$ 8,268.80	\$ 8,496.00
	YR	\$ 147,621	\$ 151,672	\$ 155,848	\$ 160,128	\$ 169,065	\$ 178,482	\$ 188,442	\$ 198,944	\$ 204,415	\$ 210,031	\$ 215,815	\$ 221,745
7117	HR	\$ 71.17	\$ 73.13	\$ 75.14	\$ 77.21	\$ 81.51	\$ 86.05	\$ 90.85	\$ 95.92	\$ 98.55	\$ 101.26	\$ 104.04	\$ 106.90
	BW	\$ 5,693.60	\$ 5,850.40	\$ 6,011.20	\$ 6,176.80	\$ 6,520.80	\$ 6,884.00	\$ 7,268.00	\$ 7,673.60	\$ 7,884.00	\$ 8,100.80	\$ 8,323.20	\$ 8,552.00
	YR	\$ 148,602	\$ 152,695	\$ 156,892	\$ 161,214	\$ 170,192	\$ 179,672	\$ 189,694	\$ 200,280	\$ 205,772	\$ 211,430	\$ 217,235	\$ 223,207
7204	HR	\$ 72.04	\$ 74.02	\$ 76.06	\$ 78.15	\$ 82.51	\$ 87.11	\$ 91.97	\$ 97.10	\$ 99.77	\$ 102.51	\$ 105.33	\$ 108.23
	BW	\$ 5,763.20	\$ 5,921.60	\$ 6,084.80	\$ 6,252.00	\$ 6,600.80	\$ 6,968.80	\$ 7,357.60	\$ 7,768.00	\$ 7,981.60	\$ 8,200.80	\$ 8,426.40	\$ 8,658.40
	YR	\$ 150,419	\$ 154,553	\$ 158,813	\$ 163,177	\$ 172,280	\$ 181,885	\$ 192,033	\$ 202,744	\$ 208,319	\$ 214,040	\$ 219,929	\$ 225,984
7255	HR	\$ 72.55	\$ 74.55	\$ 76.60	\$ 78.71	\$ 83.09	\$ 87.73	\$ 92.62	\$ 97.79	\$ 100.48	\$ 103.24	\$ 106.08	\$ 109.00
	BW	\$ 5,804.00	\$ 5,964.00	\$ 6,128.00	\$ 6,296.80	\$ 6,647.20	\$ 7,018.40	\$ 7,409.60	\$ 7,823.20	\$ 8,038.40	\$ 8,259.20	\$ 8,486.40	\$ 8,720.00
	YR	\$ 151,484	\$ 155,660	\$ 159,940	\$ 164,346	\$ 173,491	\$ 183,180	\$ 193,390	\$ 204,185	\$ 209,802	\$ 215,565	\$ 221,495	\$ 227,592
7264	HR	\$ 72.64	\$ 74.64	\$ 76.69	\$ 78.80	\$ 83.20	\$ 87.83	\$ 92.73	\$ 97.90	\$ 100.59	\$ 103.36	\$ 106.20	\$ 109.12
	BW	\$ 5,811.20	\$ 5,971.20	\$ 6,135.20	\$ 6,304.00	\$ 6,656.00	\$ 7,026.40	\$ 7,418.40	\$ 7,832.00	\$ 8,047.20	\$ 8,268.80	\$ 8,496.00	\$ 8,729.60
	YR	\$ 151,672	\$ 155,848	\$ 160,128	\$ 164,534	\$ 173,721	\$ 183,389	\$ 193,620	\$ 204,415	\$ 210,031	\$ 215,815	\$ 221,745	\$ 227,842
7297	HR	\$ 72.97	\$ 74.98	\$ 77.04	\$ 79.16	\$ 83.58	\$ 88.24	\$ 93.16	\$ 98.36	\$ 101.07	\$ 103.85	\$ 106.71	\$ 109.64
	BW	\$ 5,837.60	\$ 5,998.40	\$ 6,163.20	\$ 6,332.80	\$ 6,686.40	\$ 7,059.20	\$ 7,452.80	\$ 7,868.80	\$ 8,085.60	\$ 8,308.00	\$ 8,536.80	\$ 8,771.20
	YR	\$ 152,361	\$ 156,558	\$ 160,859	\$ 165,286	\$ 174,515	\$ 184,245	\$ 194,518	\$ 205,375	\$ 211,034	\$ 216,838	\$ 222,810	\$ 228,928
7342	HR	\$ 73.42	\$ 75.44	\$ 77.51	\$ 79.64	\$ 84.08	\$ 88.77	\$ 93.72	\$ 98.95	\$ 101.67	\$ 104.47	\$ 107.34	\$ 110.29
	BW	\$ 5,873.60	\$ 6,035.20	\$ 6,200.80	\$ 6,371.20	\$ 6,726.40	\$ 7,101.60	\$ 7,497.60	\$ 7,916.00	\$ 8,133.60	\$ 8,357.60	\$ 8,587.20	\$ 8,823.20
	YR	\$ 153,300	\$ 157,518	\$ 161,840	\$ 166,288	\$ 175,559	\$ 185,351	\$ 195,687	\$ 206,607	\$ 212,286	\$ 218,133	\$ 224,125	\$ 230,285
7355	HR	\$ 73.55	\$ 75.57	\$ 77.65	\$ 79.79	\$ 84.23	\$ 88.93	\$ 93.89	\$ 99.13	\$ 101.86	\$ 104.66	\$ 107.54	\$ 110.50
	BW	\$ 5,884.00	\$ 6,045.60	\$ 6,212.00	\$ 6,383.20	\$ 6,738.40	\$ 7,114.40	\$ 7,511.20	\$ 7,930.40	\$ 8,148.80	\$ 8,372.80	\$ 8,603.20	\$ 8,840.00
	YR	\$ 153,572	\$ 157,790	\$ 162,133	\$ 166,601	\$ 175,872	\$ 185,685	\$ 196,042	\$ 206,983	\$ 212,683	\$ 218,530	\$ 224,543	\$ 230,724
7371	HR	\$ 73.71	\$ 75.74	\$ 77.82	\$ 79.96	\$ 84.42	\$ 89.13	\$ 94.10	\$ 99.35	\$ 102.08	\$ 104.89	\$ 107.77	\$ 110.73
	BW	\$ 5,896.80	\$ 6,059.20	\$ 6,225.60	\$ 6,396.80	\$ 6,753.60	\$ 7,130.40	\$ 7,528.00	\$ 7,948.00	\$ 8,166.40	\$ 8,391.20	\$ 8,621.60	\$ 8,858.40
	YR	\$ 153,906	\$ 158,145	\$ 162,488	\$ 166,956	\$ 176,268	\$ 186,103	\$ 196,480	\$ 207,442	\$ 213,143	\$ 219,010	\$ 225,023	\$ 231,204
7379	HR	\$ 73.79	\$ 75.82	\$ 77.90	\$ 80.04	\$ 84.50	\$ 89.22	\$ 94.19	\$ 99.44	\$ 102.18	\$ 104.99	\$ 107.88	\$ 110.85
	BW	\$ 5,903.20	\$ 6,065.60	\$ 6,232.00	\$ 6,403.20	\$ 6,760.00	\$ 7,137.60	\$ 7,535.20	\$ 7,955.20	\$ 8,174.40	\$ 8,399.20	\$ 8,630.40	\$ 8,868.00
	YR	\$ 154,073	\$ 158,312	\$ 162,655	\$ 167,123	\$ 176,436	\$ 186,291	\$ 196,668	\$ 207,630	\$ 213,351	\$ 219,219	\$ 225,253	\$ 231,454
7414	HR	\$ 74.14	\$ 76.18	\$ 78.27	\$ 80.42	\$ 84.90	\$ 89.64	\$ 94.63	\$ 99.91	\$ 102.66	\$ 105.48	\$ 108.38	\$ 111.36
	BW	\$ 5,931.20	\$ 6,094.40	\$ 6,261.60	\$ 6,433.60	\$ 6,792.00	\$ 7,171.20	\$ 7,570.40	\$ 7,992.80	\$ 8,212.80	\$ 8,438.40	\$ 8,670.40	\$ 8,908.80
	YR	\$ 154,804	\$ 159,063	\$ 163,427	\$ 167,916	\$ 177,271	\$ 187,168	\$ 197,587	\$ 208,612	\$ 214,354	\$ 220,242	\$ 226,297	\$ 232,519

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**Appendix B**

**Operative on March 24, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7423	HR	\$ 74.23	\$ 76.27	\$ 78.37	\$ 80.53	\$ 85.02	\$ 89.75	\$ 94.76	\$ 100.04	\$ 102.79	\$ 105.62	\$ 108.52	\$ 111.50
	BW	\$ 5,938.40	\$ 6,101.60	\$ 6,269.60	\$ 6,442.40	\$ 6,801.60	\$ 7,180.00	\$ 7,580.80	\$ 8,003.20	\$ 8,223.20	\$ 8,449.60	\$ 8,681.60	\$ 8,920.00
	YR	\$ 154,992	\$ 159,251	\$ 163,636	\$ 168,146	\$ 177,521	\$ 187,398	\$ 197,858	\$ 208,883	\$ 214,625	\$ 220,534	\$ 226,589	\$ 232,812
7426	HR	\$ 74.26	\$ 76.30	\$ 78.40	\$ 80.56	\$ 85.05	\$ 89.78	\$ 94.79	\$ 100.07	\$ 102.82	\$ 105.65	\$ 108.55	\$ 111.54
	BW	\$ 5,940.80	\$ 6,104.00	\$ 6,272.00	\$ 6,444.80	\$ 6,804.00	\$ 7,182.40	\$ 7,583.20	\$ 8,005.60	\$ 8,225.60	\$ 8,452.00	\$ 8,684.00	\$ 8,923.20
	YR	\$ 155,054	\$ 159,314	\$ 163,699	\$ 168,209	\$ 177,584	\$ 187,460	\$ 197,921	\$ 208,946	\$ 214,688	\$ 220,597	\$ 226,652	\$ 232,895

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Appendix C

Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9206-0	311 Director	6899	2	\$ 148,018	--	12	\$ 216,421
7256-1	Airport Engineer I	5891	2	\$ 126,386	--	12	\$ 184,788
7256-2	Airport Engineer II	6270	2	\$ 134,508	--	12	\$ 196,668
9210-0	Airport Labor Relations Advocate	5265	2	\$ 112,960	--	12	\$ 165,160
9210-1	Airport Labor Relations Advocate I	5265	2	\$ 112,960	--	12	\$ 165,160
9210-2	Airport Labor Relations Advocate II	5990	2	\$ 128,516	--	12	\$ 187,878
9422-1	Airports Environmental Manager I	5741	2	\$ 123,171	--	12	\$ 180,090
9422-2	Airports Environmental Manager II	6899	2	\$ 148,018	--	12	\$ 216,421
3331-0	Airports Maintenance Superintendent	5067	2	\$ 108,701	--	12	\$ 158,938
7260-1	Airports Manager I	5681	2	\$ 121,876	--	12	\$ 178,189
7260-2	Airports Manager II	6467	2	\$ 138,747	--	12	\$ 202,849
7260-3	Airports Manager III	7577	2	\$ 162,550	--	12	\$ 237,656
1788-1	Airports Public And Community Relations Director I	4864	2	\$ 104,358	--	12	\$ 152,570
1788-2	Airports Public And Community Relations Director II	6209	2	\$ 133,214	--	12	\$ 194,726
1957-0	Asset Manager	6899	2	\$ 148,018	--	12	\$ 216,421
7259-0	Assistant Airport Manager	6131	2	\$ 131,544	--	12	\$ 192,283
1577-0	Assistant Chief Grants Administrator	5739	2	\$ 123,129	--	12	\$ 180,048
9232-0	Assistant City Librarian	7898	2	\$ 169,441	--	12	\$ 247,741
4219-1	Assistant Deputy Superintendent of Building I	6522	2	\$ 139,916	--	12	\$ 204,582
4219-2	Assistant Deputy Superintendent of Building II	6899	2	\$ 148,018	--	12	\$ 216,421
7298-0	Assistant Director Bureau of Contract Administration	7601	2	\$ 163,072	--	12	\$ 238,428
7225-0	Assistant Director Bureau of Sanitation	7898	2	\$ 169,441	--	12	\$ 247,741
7536-0	Assistant Director Bureau of Street Lighting	7601	2	\$ 163,072	--	12	\$ 238,428
4156-0	Assistant Director Bureau of Street Services	7898	2	\$ 169,441	--	12	\$ 247,741
9651-0	Assistant Director of Finance	7898	2	\$ 169,441	--	12	\$ 247,741
9428-0	Assistant Executive Director Cannabis Department	7562	2	\$ 162,237	--	12	\$ 237,196
9414-0	Assistant General Manager - LACERS	8710	2	\$ 186,876	--	12	\$ 273,214
9220-0	Assistant General Manager Aging	6899	2	\$ 148,018	--	12	\$ 216,421
0160-0	Assistant General Manager Airports	12191	2	\$ 261,542	--	12	\$ 382,396
9244-0	Assistant General Manager Animal Services	7601	2	\$ 163,072	--	12	\$ 238,428
9251-0	Assistant General Manager Community Development	7898	2	\$ 169,441	--	12	\$ 247,741
9694-0	Assistant General Manager Convention Center	6899	2	\$ 148,018	--	12	\$ 216,421
9248-0	Assistant General Manager Cultural Affairs	6388	2	\$ 137,056	--	12	\$ 200,343
9701-0	Assistant General Manager El Pueblo Historical Monu	6019	2	\$ 129,142	--	12	\$ 188,796
9273-0	Assistant General Manager Emergency Preparedness	6388	2	\$ 137,056	--	12	\$ 200,343

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Appendix C

Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9257-0	Assistant General Manager General Services Departm	7898	2	\$ 169,441	--	12	\$ 247,741
9381-0	Assistant General Manager Information Technology A	7898	2	\$ 169,441	--	12	\$ 247,741
9271-0	Assistant General Manager Los Angeles Housing Dep	7898	2	\$ 169,441	--	12	\$ 247,741
9221-0	Assistant General Manager Neighborhood Empowerm	6388	2	\$ 137,056	--	12	\$ 200,343
9269-0	Assistant General Manager Pension	8710	2	\$ 186,876	--	12	\$ 273,214
9241-0	Assistant General Manager Recreation and Parks	7898	2	\$ 169,441	--	12	\$ 247,741
9263-0	Assistant General Manager Transportation	7898	2	\$ 169,441	--	12	\$ 247,741
0603-0	Assistant Inspector General	7474	2	\$ 160,358	--	12	\$ 234,461
9415-0	Assistant Retirement Plan Manager	6388	2	\$ 137,056	--	12	\$ 200,343
9646-0	Assistant Treasurer	7281	2	\$ 156,203	--	12	\$ 228,406
7998-0	Associate Zoning Administrator	6555	2	\$ 140,626	--	12	\$ 205,584
3194-1	Building Construction and Maintenance General Supe	6209	2	\$ 133,214	--	12	\$ 194,726
3194-2	Building Construction and Maintenance General Supe	6899	2	\$ 148,018	--	12	\$ 216,421
3124-0	Building Construction and Maintenance Superintendent	6209	2	\$ 133,214	--	12	\$ 194,726
1592-0	Chief Accountant Controller	5860	2	\$ 125,718	--	12	\$ 183,806
7274-1	Chief Airports Engineer I	7646	2	\$ 164,033	--	12	\$ 239,806
7274-2	Chief Airports Engineer II	8068	2	\$ 173,095	--	12	\$ 253,044
1528-1	Chief Auditor Controller I	5130	2	\$ 110,058	--	12	\$ 160,901
1528-2	Chief Auditor Controller II	5739	2	\$ 123,129	--	12	\$ 180,048
9151-0	Chief Benefits Analyst	6899	2	\$ 148,018	--	12	\$ 216,421
7296-0	Chief Construction Inspector	7092	2	\$ 152,152	--	12	\$ 222,434
0302-0	Chief Deputy Controller	8802	2	\$ 188,838	--	12	\$ 276,117
4229-0	Chief Electrical Inspector	5942	2	\$ 127,472	--	12	\$ 186,395
9230-0	Chief Financial Officer	8024	2	\$ 172,155	--	12	\$ 251,687
9286-0	Chief Harbor Engineer	8528	2	\$ 182,971	--	12	\$ 267,493
4250-1	Chief Heating and Refrigeration Inspector I	4614	2	\$ 98,992	--	12	\$ 144,740
4250-2	Chief Heating and Refrigeration Inspector II	5432	2	\$ 116,531	--	12	\$ 170,359
9374-0	Chief Information Officer	9070	2	\$ 194,580	--	12	\$ 284,490
1404-0	Chief Information Security Officer	7636	2	\$ 163,824	--	12	\$ 239,556
4254-0	Chief Inspector	5942	2	\$ 127,472	--	12	\$ 186,395
1619-0	Chief Internal Auditor	6388	2	\$ 137,056	--	12	\$ 200,343
9147-0	Chief Investment Officer	12046	2	\$ 258,431	--	12	\$ 377,823
9182-0	Chief Management Analyst	6899	2	\$ 148,018	--	12	\$ 216,421
7945-1	Chief of Airport Planning I	6899	2	\$ 148,018	--	12	\$ 216,421
7945-2	Chief of Airport Planning II	7276	2	\$ 156,098	--	12	\$ 228,218

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Appendix C

Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7945-B	Chief of Airport Planning PMI	5496	12	\$ 172,385	--	12	\$ 172,385
7945-C	Chief of Airport Planning PMII	6360	12	\$ 199,487	--	12	\$ 199,487
7945-D	Chief of Airport Planning PMIII	7265	12	\$ 227,884	--	12	\$ 227,884
9424-0	Chief Of Aviation Technology	8009	2	\$ 171,821	--	12	\$ 251,228
7258-1	Chief Of Operations I	5071	2	\$ 108,784	--	12	\$ 159,084
7258-2	Chief Of Operations II	5669	2	\$ 121,626	--	12	\$ 177,834
9200-0	Chief Of Transit Programs	6899	2	\$ 148,018	--	12	\$ 216,421
3165-0	Chief Park Maintenance Supervisor	5300	2	\$ 113,712	--	12	\$ 166,246
1968-0	Chief Park Ranger	5738	2	\$ 123,108	--	12	\$ 180,027
9180-0	Chief Parking Enforcement Operations	6899	2	\$ 148,018	--	12	\$ 216,421
4239-0	Chief Plumbing Inspector	5942	2	\$ 127,472	--	12	\$ 186,395
2384-0	Chief Police Psychologist	8600	2	\$ 184,516	--	12	\$ 269,748
5154-0	Chief Port Pilot	12166	12	\$ 381,623	--	12	\$ 381,623
1949-1	Chief Real Estate Officer I	5763	2	\$ 123,630	--	12	\$ 180,737
1949-2	Chief Real Estate Officer II	6899	2	\$ 148,018	--	12	\$ 216,421
4269-0	Chief Safety Engineer Elevators	5942	2	\$ 127,472	--	12	\$ 186,395
4260-0	Chief Safety Engineer Pressure Vessels	5130	2	\$ 110,058	--	12	\$ 160,901
0604-0	Chief Special Investigator	6899	2	\$ 148,018	--	12	\$ 216,421
4286-1	Chief Street Services Investigator I	6209	2	\$ 133,214	--	12	\$ 194,726
4286-2	Chief Street Services Investigator II	6899	2	\$ 148,018	--	12	\$ 216,421
1211-1	Chief Tax Compliance Officer I	5697	2	\$ 122,231	--	12	\$ 178,711
1211-2	Chief Tax Compliance Officer II	6899	2	\$ 148,018	--	12	\$ 216,421
2360-0	Chief Veterinarian	7482	2	\$ 160,525	--	12	\$ 234,670
1189-1	Chief Wharfinger I	4513	2	\$ 96,820	--	12	\$ 141,608
1189-2	Chief Wharfinger II	5641	2	\$ 121,020	--	12	\$ 176,978
7999-0	Chief Zoning Administrator	7273	2	\$ 156,036	--	12	\$ 228,134
2492-0	Child Care Program Manager	4104	2	\$ 88,050	--	12	\$ 128,725
0566-0	City Attorney Chief Administrative Assistant	6899	2	\$ 148,018	--	12	\$ 216,421
0536-0	City Attorney Financial Manager	5265	2	\$ 112,960	--	12	\$ 165,160
3136-0	City Forest Officer	6899	2	\$ 148,018	--	12	\$ 216,421
2496-0	Community Affairs Advocate	5739	2	\$ 123,129	--	12	\$ 180,048
8500-0	Community Housing Programs Manager	5697	2	\$ 122,231	--	12	\$ 178,711
9165-1	Compliance Program Manager I	5872	2	\$ 125,969	--	12	\$ 184,161
9165-2	Compliance Program Manager II	6899	2	\$ 148,018	--	12	\$ 216,421
9247-0	Concessions Manager	6899	2	\$ 148,018	--	12	\$ 216,421



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Appendix C

Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3129-0	Construction and Maintenance Superintendent	5817	2	\$ 124,799	--	12	\$ 182,428
9168-0	Contract Administrator	6034	2	\$ 129,456	--	12	\$ 189,256
3330-1	Convention Center Building Superintendent I	5228	2	\$ 112,167	--	12	\$ 163,970
3330-2	Convention Center Building Superintendent II	6209	2	\$ 133,214	--	12	\$ 194,726
1610-0	Departmental Audit Manager	6899	2	\$ 148,018	--	12	\$ 216,421
1593-1	Departmental Chief Accountant I	5207	2	\$ 111,708	--	12	\$ 163,323
1593-2	Departmental Chief Accountant II	5518	2	\$ 118,389	--	12	\$ 173,095
1593-3	Departmental Chief Accountant III	6388	2	\$ 137,056	--	12	\$ 200,343
1593-4	Departmental Chief Accountant IV	6899	2	\$ 148,018	--	12	\$ 216,421
9490-1	Deputy City Engineer I	7898	2	\$ 169,441	--	12	\$ 247,741
9490-2	Deputy City Engineer II	8802	2	\$ 188,838	--	12	\$ 276,117
1607-0	Deputy Director Of Auditing	6899	2	\$ 148,018	--	12	\$ 216,421
9444-0	Deputy Director Of Planning	7898	2	\$ 169,441	--	12	\$ 247,741
0162-0	Deputy General Manager Airports/1	10910	2	\$ 234,064	--	12	\$ 342,202
0163-0	Deputy General Manager Airports/2	8926	2	\$ 191,490	--	12	\$ 279,979
9201-1	Deputy Superintendent Of Building I	7898	2	\$ 169,441	--	12	\$ 247,741
9201-2	Deputy Superintendent Of Building II	8802	2	\$ 188,838	--	12	\$ 276,117
1806-0	Development and Marketing Director	5755	2	\$ 123,463	--	12	\$ 180,528
1194-0	Director Cash Management Services	6899	2	\$ 148,018	--	12	\$ 216,421
4266-0	Director Enforcement Operations	6899	2	\$ 148,018	--	12	\$ 216,421
1768-0	Director of Airport Marketing	6899	2	\$ 148,018	--	12	\$ 216,421
9304-0	Director Of Airport Operations	8110	2	\$ 173,993	--	12	\$ 254,360
9306-0	Director Of Airport Safety Services	8926	2	\$ 191,490	--	12	\$ 279,979
9302-0	Director Of Airports Administration	8110	2	\$ 173,993	--	12	\$ 254,360
1606-0	Director Of Auditing	7898	2	\$ 169,441	--	12	\$ 247,741
9259-0	Director Of Building Services	6209	2	\$ 133,214	--	12	\$ 194,726
7625-0	Director Of Communications Services	6899	2	\$ 148,018	--	12	\$ 216,421
4321-0	Director Of Field Operations	5709	2	\$ 122,482	--	12	\$ 179,087
1608-0	Director Of Financial Analysis and Reporting	7898	2	\$ 169,441	--	12	\$ 247,741
3535-0	Director Of Fleet Services	6899	2	\$ 148,018	--	12	\$ 216,421
1568-0	Director Of Housing	6899	2	\$ 148,018	--	12	\$ 216,421
7270-1	Director Of Maintenance Airports I	6209	2	\$ 133,214	--	12	\$ 194,726
7270-2	Director Of Maintenance Airports II	6899	2	\$ 148,018	--	12	\$ 216,421
1858-0	Director Of Materials Management Services	6041	2	\$ 129,602	--	12	\$ 189,465
7974-0	Director Of Materials Testing Services	6899	2	\$ 148,018	--	12	\$ 216,421

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Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3722-1	Director Of Police Transportation I	5435	2	\$ 116,593	--	12	\$ 170,526
3722-2	Director Of Police Transportation II	6899	2	\$ 148,018	--	12	\$ 216,421
9231-0	Director Of Port Administration	7649	2	\$ 164,095	--	12	\$ 239,911
3123-1	Director Of Port Construction and Maintenance I	6209	2	\$ 133,214	--	12	\$ 194,726
3123-2	Director Of Port Construction and Maintenance II	6899	2	\$ 148,018	--	12	\$ 216,421
1782-1	Director Of Port Marketing I	5608	2	\$ 120,310	--	12	\$ 175,934
1782-2	Director Of Port Marketing II	6899	2	\$ 148,018	--	12	\$ 216,421
9233-0	Director Of Port Operations	7265	2	\$ 155,869	--	12	\$ 227,884
1488-0	Director Of Printing Services	6592	2	\$ 141,420	--	12	\$ 206,795
1857-1	Director Of Purchasing Services I	5151	2	\$ 110,517	--	12	\$ 161,569
1857-2	Director Of Purchasing Services II General Services	6041	2	\$ 129,602	--	12	\$ 189,465
3208-0	Director Of Security Services	4370	2	\$ 93,751	--	12	\$ 137,098
1863-0	Director Of Supplies	6899	2	\$ 148,018	--	12	\$ 216,421
9375-0	Director Of Systems	6899	2	\$ 148,018	--	12	\$ 216,421
6157-0	Division Librarian	6899	2	\$ 148,018	--	12	\$ 216,421
9486-0	Engineer Of Surveys	6899	7	\$ 183,911	--	12	\$ 216,421
3750-0	Equipment Superintendent	5817	7	\$ 155,034	--	12	\$ 182,428
0015-0	Ethics Officer I	4629	2	\$ 99,305	--	12	\$ 145,199
0016-0	Ethics Officer II	5739	2	\$ 123,129	--	12	\$ 180,048
0017-0	Ethics Officer III	6963	2	\$ 149,375	--	12	\$ 218,404
3170-0	Event Services Manager	5891	2	\$ 126,386	--	12	\$ 184,788
9186-0	Executive Assistant Airports	7421	2	\$ 159,210	--	12	\$ 232,770
9225-0	Executive Director Commission on Status of Women	5095	12	\$ 159,815	--	12	\$ 159,815
2475-0	Executive Director Exposition Park Complex	6899	2	\$ 148,018	--	12	\$ 216,421
9020-0	Executive Director Human Relations Commission	5587	12	\$ 175,266	--	12	\$ 175,266
9252-0	Executive Officer City Clerk	7898	2	\$ 169,441	--	12	\$ 247,741
9198-1	Financial Management Specialist I	3959	2	\$ 84,939	--	12	\$ 124,194
9198-2	Financial Management Specialist II	4685	2	\$ 100,516	--	12	\$ 146,953
9198-3	Financial Management Specialist III	5799	2	\$ 124,403	--	12	\$ 181,864
9198-4	Financial Management Specialist IV	6102	2	\$ 130,917	--	12	\$ 191,365
9198-5	Financial Management Specialist V	6963	2	\$ 149,375	--	12	\$ 218,404
1557-1	Financial Manager I	5351	2	\$ 114,798	--	12	\$ 167,833
1557-2	Financial Manager II	6667	2	\$ 143,028	--	12	\$ 209,113
9197-0	Fire Administrator	7898	2	\$ 169,441	--	12	\$ 247,741
1638-0	Fire Statistical Manager	5755	2	\$ 123,463	--	12	\$ 180,528

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
0805-0	First Deputy General Manager Harbor	10910	2	\$ 234,064	--	12	\$ 342,202
2458-0	Golf Manager	6899	2	\$ 148,018	--	12	\$ 216,421
9279-1	Harbor Engineer I	6899	2	\$ 148,018	--	12	\$ 216,421
9279-2	Harbor Engineer II	7281	2	\$ 156,203	--	12	\$ 228,406
9234-1	Harbor Planning and Research Director I	5151	2	\$ 110,517	--	12	\$ 161,569
9234-2	Harbor Planning and Research Director II	6041	2	\$ 129,602	--	12	\$ 189,465
9480-0	Harbor Public and Community Relations Director	6041	2	\$ 129,602	--	12	\$ 189,465
4130-0	Hyperion Treatment Plant Manager	7898	2	\$ 169,441	--	12	\$ 247,741
1409-1	Information Systems Manager I	6247	2	\$ 134,028	--	12	\$ 195,937
1409-2	Information Systems Manager II	6899	2	\$ 148,018	--	12	\$ 216,421
9482-0	Legislative Representative	5265	1	\$ 109,933	--	12	\$ 165,160
9482-H	Legislative Representative - Harbor	5817	1	\$ 121,458	--	12	\$ 182,428
4281-1	Lot Cleaning Superintendent I	4811	2	\$ 103,209	--	12	\$ 150,878
4281-2	Lot Cleaning Superintendent II	5306	2	\$ 113,837	--	12	\$ 166,434
9437-1	Marine Environmental Manager I	5977	2	\$ 128,224	--	12	\$ 187,439
9437-2	Marine Environmental Manager II	6643	2	\$ 142,526	--	12	\$ 208,361
2338-0	Medical Services Administrator	7593	2	\$ 162,905	--	12	\$ 238,136
1789-0	Motion Picture and Television Manager	6879	2	\$ 147,579	--	12	\$ 215,794
6229-1	Observatory Director I	5739	2	\$ 123,129	--	12	\$ 180,048
6229-2	Observatory Director II	6899	2	\$ 148,018	--	12	\$ 216,421
9264-0	Parking Administrator	7898	2	\$ 169,441	--	12	\$ 247,741
9025-1	Parking Enforcement Manager I	4955	2	\$ 106,300	--	12	\$ 155,409
9025-2	Parking Enforcement Manager II	5817	2	\$ 124,799	--	12	\$ 182,428
5153-0	Pilot Service Manager	12835	2	\$ 275,365	--	12	\$ 402,608
9196-1	Police Administrator I	8152	2	\$ 174,890	--	12	\$ 255,717
9196-2	Police Administrator II	8600	2	\$ 184,516	--	12	\$ 269,748
9196-3	Police Administrator III	9981	2	\$ 214,124	--	12	\$ 313,074
1781-0	Port Marketing Manager	4749	2	\$ 101,894	--	12	\$ 148,978
9143-1	Portfolio Manager I	7330	2	\$ 157,268	--	12	\$ 229,930
9143-2	Portfolio Manager II	9224	2	\$ 197,900	--	12	\$ 289,313
7928-0	Principal Architect	7518	2	\$ 161,298	--	12	\$ 235,797
7946-0	Principal City Planner	6899	2	\$ 148,018	--	12	\$ 216,421
9489-0	Principal Civil Engineer	6899	2	\$ 148,018	--	12	\$ 216,421
9489-D	Principal Civil Engineer PM III	7265	12	\$ 227,884	--	12	\$ 227,884
9653-0	Principal Deputy Controller	7898	2	\$ 169,441	--	12	\$ 247,741

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7875-0	Principal Environmental Engineer	6899	2	\$ 148,018	--	12	\$ 216,421
7875-B	Principal Environmental Engineer PMI	5496	12	\$ 172,385	--	12	\$ 172,385
7875-C	Principal Environmental Engineer PMII	6360	12	\$ 199,487	--	12	\$ 199,487
7875-D	Principal Environmental Engineer PMIII	7265	12	\$ 227,884	--	12	\$ 227,884
3147-1	Principal Grounds Maintenance Supervisor I	3792	2	\$ 81,348	--	12	\$ 118,932
3147-2	Principal Grounds Maintenance Supervisor II	4716	2	\$ 101,184	--	12	\$ 147,934
2464-1	Principal Recreation Supervisor I	4104	2	\$ 88,050	--	12	\$ 128,725
2464-2	Principal Recreation Supervisor II	4716	2	\$ 101,184	--	12	\$ 147,934
9266-0	Principal Transportation Engineer	6899	2	\$ 148,018	--	12	\$ 216,421
9266-B	Principal Transportation Engineer PMI	5496	12	\$ 172,385	--	12	\$ 172,385
9266-C	Principal Transportation Engineer PMII	6360	12	\$ 199,487	--	12	\$ 199,487
9266-D	Principal Transportation Engineer PMIII	7265	12	\$ 227,884	--	12	\$ 227,884
1964-1	Property Manager I	5435	2	\$ 116,593	--	12	\$ 170,526
1964-2	Property Manager II	6041	2	\$ 129,602	--	12	\$ 189,465
1964-3	Property Manager III	6543	2	\$ 140,376	--	12	\$ 205,229
1964-4	Property Manager IV	7273	2	\$ 156,036	--	12	\$ 228,134
1800-1	Public Information Director I	4864	2	\$ 104,358	--	12	\$ 152,570
1800-2	Public Information Director II	5714	2	\$ 122,586	--	12	\$ 179,233
7976-0	Public Safety Risk Manager	6152	2	\$ 131,982	--	12	\$ 192,952
1282-0	Records Management Officer	5738	2	\$ 123,108	--	12	\$ 180,027
1620-0	Revenue Manager	6899	2	\$ 148,018	--	12	\$ 216,421
2485-0	Rideshare Program Administrator	5942	2	\$ 127,472	--	12	\$ 186,395
7982-0	Risk Management and Prevention Program Manager	6899	2	\$ 148,018	--	12	\$ 216,421
1530-1	Risk Manager I	4642	2	\$ 99,597	--	12	\$ 145,596
1530-2	Risk Manager II	5739	2	\$ 123,129	--	12	\$ 180,048
1530-3	Risk Manager III	6899	2	\$ 148,018	--	12	\$ 216,421
1728-0	Safety Administrator	6899	2	\$ 148,018	--	12	\$ 216,421
9635-0	Sales and Marketing Manager	6041	2	\$ 129,602	--	12	\$ 189,465
4126-1	Sanitation Solid Resources Manager I	6209	2	\$ 133,214	--	12	\$ 194,726
4126-2	Sanitation Solid Resources Manager II	6899	2	\$ 148,018	--	12	\$ 216,421
4128-1	Sanitation Wastewater Manager I	5228	2	\$ 112,167	--	12	\$ 163,970
4128-2	Sanitation Wastewater Manager II	6209	2	\$ 133,214	--	12	\$ 194,726
4128-3	Sanitation Wastewater Manager III	6899	2	\$ 148,018	--	12	\$ 216,421
0807-0	Second Deputy General Manager Harbor Department	9270	2	\$ 198,882	--	12	\$ 290,774
7257-1	Senior Airport Engineer I	6713	2	\$ 144,030	--	12	\$ 210,533

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7257-2	Senior Airport Engineer II	7249	2	\$ 155,514	--	12	\$ 227,383
3146-0	Senior Park Maintenance Supervisor	3959	2	\$ 84,939	--	12	\$ 124,194
3832-0	Signal Systems Superintendent	5300	2	\$ 113,712	--	12	\$ 166,246
1850-0	Stores Superintendent	5151	2	\$ 110,517	--	12	\$ 161,569
3820-1	Street Lighting Construction and Maintenance Superin	6209	2	\$ 133,214	--	12	\$ 194,726
3820-2	Street Lighting Construction and Maintenance Superin	6899	2	\$ 148,018	--	12	\$ 216,421
4160-1	Street Services General Superintendent I	5913	2	\$ 126,866	--	12	\$ 185,477
4160-2	Street Services General Superintendent II	6899	2	\$ 148,018	--	12	\$ 216,421
4158-1	Street Services Superintendent I	4811	2	\$ 103,209	--	12	\$ 150,878
4158-2	Street Services Superintendent II	5306	2	\$ 113,837	--	12	\$ 166,434
3160-1	Street Tree Superintendent I	4811	2	\$ 103,209	--	12	\$ 150,878
3160-2	Street Tree Superintendent II	5913	2	\$ 126,866	--	12	\$ 185,477
9237-0	Superintendent Of Planning and Construction	6899	2	\$ 148,018	--	12	\$ 216,421
2472-0	Superintendent Of Recreation and Parks Operations	6899	2	\$ 148,018	--	12	\$ 216,421
1865-1	Supply Services Manager I	5738	2	\$ 123,108	--	12	\$ 180,027
1865-2	Supply Services Manager II	6899	2	\$ 148,018	--	12	\$ 216,421
8870-0	Taxicab Administrator	6899	2	\$ 148,018	--	12	\$ 216,421
7640-0	Telecommunications Planning and Utilization Officer	5586	2	\$ 119,851	--	12	\$ 175,183
7650-1	Telecommunications Regulatory Officer I	5139	2	\$ 110,246	--	12	\$ 161,214
7650-2	Telecommunications Regulatory Officer II	5586	2	\$ 119,851	--	12	\$ 175,183
7650-3	Telecommunications Regulatory Officer III	6071	2	\$ 130,249	--	12	\$ 190,383
0803-0	Traffic Manager	7649	2	\$ 164,095	--	12	\$ 239,911
4125-1	Wastewater Collection Manager I	5151	2	\$ 110,517	--	12	\$ 161,569
4125-2	Wastewater Collection Manager II	6899	2	\$ 148,018	--	12	\$ 216,421
7880-0	Wastewater Residuals Research Engineer	6899	2	\$ 148,018	--	12	\$ 216,421
7840-1	Wastewater Treatment Laboratory Manager I	5228	2	\$ 112,167	--	12	\$ 163,970
7840-2	Wastewater Treatment Laboratory Manager II	6209	2	\$ 133,214	--	12	\$ 194,726
7840-3	Wastewater Treatment Laboratory Manager III	6899	2	\$ 148,018	--	12	\$ 216,421
3784-1	Wastewater Treatment Maintenance Manager I	5228	2	\$ 112,167	--	12	\$ 163,970
3784-2	Wastewater Treatment Maintenance Manager II	6209	2	\$ 133,214	--	12	\$ 194,726
3784-3	Wastewater Treatment Maintenance Manager III	6899	2	\$ 148,018	--	12	\$ 216,421
4127-1	Wastewater Treatment Plant Manager I	5220	2	\$ 112,000	--	12	\$ 163,720
4127-2	Wastewater Treatment Plant Manager II	5485	2	\$ 117,679	--	12	\$ 172,072
4127-3	Wastewater Treatment Plant Manager III	6090	2	\$ 130,646	--	12	\$ 191,052
1766-1	Workers' Compensation Administrator I	5739	2	\$ 123,129	--	12	\$ 180,048

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY		STEP	SALARY
1766-2	Workers' Compensation Administrator II	6899	2	\$ 148,018	--	12	\$ 216,421
9501-0	Zoo Assistant GM	7601	2	\$ 163,072	--	12	\$ 238,428

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Range		1	2	3	4	5	6	7	8	9	10	11	12
3792	HR	\$ 37.92	\$ 38.96	\$ 40.03	\$ 41.13	\$ 43.42	\$ 45.85	\$ 48.41	\$ 51.11	\$ 52.51	\$ 53.95	\$ 55.44	\$ 56.96
	BW	\$ 3,033.60	\$ 3,116.80	\$ 3,202.40	\$ 3,290.40	\$ 3,473.60	\$ 3,668.00	\$ 3,872.80	\$ 4,088.80	\$ 4,200.80	\$ 4,316.00	\$ 4,435.20	\$ 4,556.80
	YR	\$ 79,176	\$ 81,348	\$ 83,582	\$ 85,879	\$ 90,660	\$ 95,734	\$ 101,080	\$ 106,717	\$ 109,640	\$ 112,647	\$ 115,758	\$ 118,932
3959	HR	\$ 39.59	\$ 40.68	\$ 41.80	\$ 42.95	\$ 45.34	\$ 47.87	\$ 50.54	\$ 53.36	\$ 54.83	\$ 56.34	\$ 57.89	\$ 59.48
	BW	\$ 3,167.20	\$ 3,254.40	\$ 3,344.00	\$ 3,436.00	\$ 3,627.20	\$ 3,829.60	\$ 4,043.20	\$ 4,268.80	\$ 4,386.40	\$ 4,507.20	\$ 4,631.20	\$ 4,758.40
	YR	\$ 82,663	\$ 84,939	\$ 87,278	\$ 89,679	\$ 94,669	\$ 99,952	\$ 105,527	\$ 111,415	\$ 114,485	\$ 117,637	\$ 120,874	\$ 124,194
4104	HR	\$ 41.04	\$ 42.17	\$ 43.33	\$ 44.52	\$ 47.01	\$ 49.63	\$ 52.39	\$ 55.31	\$ 56.83	\$ 58.39	\$ 60.00	\$ 61.65
	BW	\$ 3,283.20	\$ 3,373.60	\$ 3,466.40	\$ 3,561.60	\$ 3,760.80	\$ 3,970.40	\$ 4,191.20	\$ 4,424.80	\$ 4,546.40	\$ 4,671.20	\$ 4,800.00	\$ 4,932.00
	YR	\$ 85,691	\$ 88,050	\$ 90,473	\$ 92,957	\$ 98,156	\$ 103,627	\$ 109,390	\$ 115,487	\$ 118,661	\$ 121,918	\$ 125,280	\$ 128,725
4370	HR	\$ 43.70	\$ 44.90	\$ 46.14	\$ 47.41	\$ 50.05	\$ 52.84	\$ 55.79	\$ 58.91	\$ 60.53	\$ 62.19	\$ 63.90	\$ 65.66
	BW	\$ 3,496.00	\$ 3,592.00	\$ 3,691.20	\$ 3,792.80	\$ 4,004.00	\$ 4,227.20	\$ 4,463.20	\$ 4,712.80	\$ 4,842.40	\$ 4,975.20	\$ 5,112.00	\$ 5,252.80
	YR	\$ 91,245	\$ 93,751	\$ 96,340	\$ 98,992	\$ 104,504	\$ 110,329	\$ 116,489	\$ 123,004	\$ 126,386	\$ 129,852	\$ 133,423	\$ 137,098
4513	HR	\$ 45.13	\$ 46.37	\$ 47.65	\$ 48.96	\$ 51.69	\$ 54.58	\$ 57.62	\$ 60.84	\$ 62.51	\$ 64.23	\$ 66.00	\$ 67.82
	BW	\$ 3,610.40	\$ 3,709.60	\$ 3,812.00	\$ 3,916.80	\$ 4,135.20	\$ 4,366.40	\$ 4,609.60	\$ 4,867.20	\$ 5,000.80	\$ 5,138.40	\$ 5,280.00	\$ 5,425.60
	YR	\$ 94,231	\$ 96,820	\$ 99,493	\$ 102,228	\$ 107,928	\$ 113,963	\$ 120,310	\$ 127,033	\$ 130,520	\$ 134,112	\$ 137,808	\$ 141,608
4614	HR	\$ 46.14	\$ 47.41	\$ 48.71	\$ 50.05	\$ 52.84	\$ 55.79	\$ 58.91	\$ 62.19	\$ 63.90	\$ 65.66	\$ 67.46	\$ 69.32
	BW	\$ 3,691.20	\$ 3,792.80	\$ 3,896.80	\$ 4,004.00	\$ 4,227.20	\$ 4,463.20	\$ 4,712.80	\$ 4,975.20	\$ 5,112.00	\$ 5,252.80	\$ 5,396.80	\$ 5,545.60
	YR	\$ 96,340	\$ 98,992	\$ 101,706	\$ 104,504	\$ 110,329	\$ 116,489	\$ 123,004	\$ 129,852	\$ 133,423	\$ 137,098	\$ 140,856	\$ 144,740
4629	HR	\$ 46.29	\$ 47.56	\$ 48.87	\$ 50.21	\$ 53.01	\$ 55.97	\$ 59.09	\$ 62.39	\$ 64.11	\$ 65.87	\$ 67.68	\$ 69.54
	BW	\$ 3,703.20	\$ 3,804.80	\$ 3,909.60	\$ 4,016.80	\$ 4,240.80	\$ 4,477.60	\$ 4,727.20	\$ 4,991.20	\$ 5,128.80	\$ 5,269.60	\$ 5,414.40	\$ 5,563.20
	YR	\$ 96,653	\$ 99,305	\$ 102,040	\$ 104,838	\$ 110,684	\$ 116,865	\$ 123,379	\$ 130,270	\$ 133,861	\$ 137,536	\$ 141,315	\$ 145,199
4642	HR	\$ 46.42	\$ 47.70	\$ 49.01	\$ 50.36	\$ 53.16	\$ 56.12	\$ 59.26	\$ 62.56	\$ 64.28	\$ 66.05	\$ 67.86	\$ 69.73
	BW	\$ 3,713.60	\$ 3,816.00	\$ 3,920.80	\$ 4,028.80	\$ 4,252.80	\$ 4,489.60	\$ 4,740.80	\$ 5,004.80	\$ 5,142.40	\$ 5,284.00	\$ 5,428.80	\$ 5,578.40
	YR	\$ 96,924	\$ 99,597	\$ 102,332	\$ 105,151	\$ 110,998	\$ 117,178	\$ 123,734	\$ 130,625	\$ 134,216	\$ 137,912	\$ 141,691	\$ 145,596
4685	HR	\$ 46.85	\$ 48.14	\$ 49.46	\$ 50.82	\$ 53.66	\$ 56.65	\$ 59.80	\$ 63.14	\$ 64.88	\$ 66.66	\$ 68.50	\$ 70.38
	BW	\$ 3,748.00	\$ 3,851.20	\$ 3,956.80	\$ 4,065.60	\$ 4,292.80	\$ 4,532.00	\$ 4,784.00	\$ 5,051.20	\$ 5,190.40	\$ 5,332.80	\$ 5,480.00	\$ 5,630.40
	YR	\$ 97,822	\$ 100,516	\$ 103,272	\$ 106,112	\$ 112,042	\$ 118,285	\$ 124,862	\$ 131,836	\$ 135,469	\$ 139,186	\$ 143,028	\$ 146,953
4716	HR	\$ 47.16	\$ 48.46	\$ 49.79	\$ 51.16	\$ 54.02	\$ 57.03	\$ 60.20	\$ 63.56	\$ 65.31	\$ 67.11	\$ 68.95	\$ 70.85
	BW	\$ 3,772.80	\$ 3,876.80	\$ 3,983.20	\$ 4,092.80	\$ 4,321.60	\$ 4,562.40	\$ 4,816.00	\$ 5,084.80	\$ 5,224.80	\$ 5,368.80	\$ 5,516.00	\$ 5,668.00
	YR	\$ 98,470	\$ 101,184	\$ 103,961	\$ 106,822	\$ 112,793	\$ 119,078	\$ 125,697	\$ 132,713	\$ 136,367	\$ 140,125	\$ 143,967	\$ 147,934
4749	HR	\$ 47.49	\$ 48.80	\$ 50.14	\$ 51.52	\$ 54.40	\$ 57.43	\$ 60.63	\$ 64.01	\$ 65.77	\$ 67.58	\$ 69.44	\$ 71.35
	BW	\$ 3,799.20	\$ 3,904.00	\$ 4,011.20	\$ 4,121.60	\$ 4,352.00	\$ 4,594.40	\$ 4,850.40	\$ 5,120.80	\$ 5,261.60	\$ 5,406.40	\$ 5,555.20	\$ 5,708.00
	YR	\$ 99,159	\$ 101,894	\$ 104,692	\$ 107,573	\$ 113,587	\$ 119,913	\$ 126,595	\$ 133,652	\$ 137,327	\$ 141,107	\$ 144,990	\$ 148,978
4811	HR	\$ 48.11	\$ 49.43	\$ 50.79	\$ 52.19	\$ 55.09	\$ 58.17	\$ 61.41	\$ 64.84	\$ 66.62	\$ 68.45	\$ 70.33	\$ 72.26
	BW	\$ 3,848.80	\$ 3,954.40	\$ 4,063.20	\$ 4,175.20	\$ 4,407.20	\$ 4,653.60	\$ 4,912.80	\$ 5,187.20	\$ 5,329.60	\$ 5,476.00	\$ 5,626.40	\$ 5,780.80
	YR	\$ 100,453	\$ 103,209	\$ 106,049	\$ 108,972	\$ 115,027	\$ 121,458	\$ 128,224	\$ 135,385	\$ 139,102	\$ 142,923	\$ 146,849	\$ 150,878

**MOU 36**

**Appendix C**

**Operative on September 22, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4864	HR	\$ 48.64	\$ 49.98	\$ 51.35	\$ 52.76	\$ 55.70	\$ 58.80	\$ 62.08	\$ 65.54	\$ 67.35	\$ 69.20	\$ 71.11	\$ 73.07
	BW	\$ 3,891.20	\$ 3,998.40	\$ 4,108.00	\$ 4,220.80	\$ 4,456.00	\$ 4,704.00	\$ 4,966.40	\$ 5,243.20	\$ 5,388.00	\$ 5,536.00	\$ 5,688.80	\$ 5,845.60
	YR	\$ 101,560	\$ 104,358	\$ 107,218	\$ 110,162	\$ 116,301	\$ 122,774	\$ 129,623	\$ 136,847	\$ 140,626	\$ 144,489	\$ 148,477	\$ 152,570
4955	HR	\$ 49.55	\$ 50.91	\$ 52.31	\$ 53.75	\$ 56.75	\$ 59.91	\$ 63.25	\$ 66.78	\$ 68.61	\$ 70.50	\$ 72.44	\$ 74.43
	BW	\$ 3,964.00	\$ 4,072.80	\$ 4,184.80	\$ 4,300.00	\$ 4,540.00	\$ 4,792.80	\$ 5,060.00	\$ 5,342.40	\$ 5,488.80	\$ 5,640.00	\$ 5,795.20	\$ 5,954.40
	YR	\$ 103,460	\$ 106,300	\$ 109,223	\$ 112,230	\$ 118,494	\$ 125,092	\$ 132,066	\$ 139,436	\$ 143,257	\$ 147,204	\$ 151,254	\$ 155,409
5067	HR	\$ 50.67	\$ 52.06	\$ 53.50	\$ 54.97	\$ 58.03	\$ 61.27	\$ 64.68	\$ 68.29	\$ 70.17	\$ 72.10	\$ 74.08	\$ 76.12
	BW	\$ 4,053.60	\$ 4,164.80	\$ 4,280.00	\$ 4,397.60	\$ 4,642.40	\$ 4,901.60	\$ 5,174.40	\$ 5,463.20	\$ 5,613.60	\$ 5,768.00	\$ 5,926.40	\$ 6,089.60
	YR	\$ 105,798	\$ 108,701	\$ 111,708	\$ 114,777	\$ 121,166	\$ 127,931	\$ 135,051	\$ 142,589	\$ 146,514	\$ 150,544	\$ 154,679	\$ 158,938
5071	HR	\$ 50.71	\$ 52.10	\$ 53.54	\$ 55.01	\$ 58.08	\$ 61.32	\$ 64.74	\$ 68.35	\$ 70.23	\$ 72.16	\$ 74.15	\$ 76.19
	BW	\$ 4,056.80	\$ 4,168.00	\$ 4,283.20	\$ 4,400.80	\$ 4,646.40	\$ 4,905.60	\$ 5,179.20	\$ 5,468.00	\$ 5,618.40	\$ 5,772.80	\$ 5,932.00	\$ 6,095.20
	YR	\$ 105,882	\$ 108,784	\$ 111,791	\$ 114,860	\$ 121,271	\$ 128,036	\$ 135,177	\$ 142,714	\$ 146,640	\$ 150,670	\$ 154,825	\$ 159,084
5095	HR	\$ 50.95	\$ 52.35	\$ 53.79	\$ 55.27	\$ 58.35	\$ 61.61	\$ 65.04	\$ 68.67	\$ 70.56	\$ 72.50	\$ 74.49	\$ 76.54
	BW	\$ 4,076.00	\$ 4,188.00	\$ 4,303.20	\$ 4,421.60	\$ 4,668.00	\$ 4,928.80	\$ 5,203.20	\$ 5,493.60	\$ 5,644.80	\$ 5,800.00	\$ 5,959.20	\$ 6,123.20
	YR	\$ 106,383	\$ 109,306	\$ 112,313	\$ 115,403	\$ 121,834	\$ 128,641	\$ 135,803	\$ 143,382	\$ 147,329	\$ 151,380	\$ 155,535	\$ 159,815
5130	HR	\$ 51.30	\$ 52.71	\$ 54.16	\$ 55.65	\$ 58.75	\$ 62.03	\$ 65.49	\$ 69.14	\$ 71.04	\$ 72.99	\$ 75.00	\$ 77.06
	BW	\$ 4,104.00	\$ 4,216.80	\$ 4,332.80	\$ 4,452.00	\$ 4,700.00	\$ 4,962.40	\$ 5,239.20	\$ 5,531.20	\$ 5,683.20	\$ 5,839.20	\$ 6,000.00	\$ 6,164.80
	YR	\$ 107,114	\$ 110,058	\$ 113,086	\$ 116,197	\$ 122,670	\$ 129,518	\$ 136,743	\$ 144,364	\$ 148,331	\$ 152,403	\$ 156,600	\$ 160,901
5139	HR	\$ 51.39	\$ 52.80	\$ 54.26	\$ 55.75	\$ 58.87	\$ 62.14	\$ 65.61	\$ 69.26	\$ 71.17	\$ 73.13	\$ 75.14	\$ 77.21
	BW	\$ 4,111.20	\$ 4,224.00	\$ 4,340.80	\$ 4,460.00	\$ 4,709.60	\$ 4,971.20	\$ 5,248.80	\$ 5,540.80	\$ 5,693.60	\$ 5,850.40	\$ 6,011.20	\$ 6,176.80
	YR	\$ 107,302	\$ 110,246	\$ 113,294	\$ 116,406	\$ 122,920	\$ 129,748	\$ 136,993	\$ 144,614	\$ 148,602	\$ 152,695	\$ 156,892	\$ 161,214
5151	HR	\$ 51.51	\$ 52.93	\$ 54.38	\$ 55.88	\$ 58.99	\$ 62.28	\$ 65.75	\$ 69.42	\$ 71.33	\$ 73.29	\$ 75.31	\$ 77.38
	BW	\$ 4,120.80	\$ 4,234.40	\$ 4,350.40	\$ 4,470.40	\$ 4,719.20	\$ 4,982.40	\$ 5,260.00	\$ 5,553.60	\$ 5,706.40	\$ 5,863.20	\$ 6,024.80	\$ 6,190.40
	YR	\$ 107,552	\$ 110,517	\$ 113,545	\$ 116,677	\$ 123,171	\$ 130,040	\$ 137,286	\$ 144,948	\$ 148,937	\$ 153,029	\$ 157,247	\$ 161,569
5207	HR	\$ 52.07	\$ 53.50	\$ 54.97	\$ 56.48	\$ 59.63	\$ 62.95	\$ 66.47	\$ 70.18	\$ 72.11	\$ 74.09	\$ 76.13	\$ 78.22
	BW	\$ 4,165.60	\$ 4,280.00	\$ 4,397.60	\$ 4,518.40	\$ 4,770.40	\$ 5,036.00	\$ 5,317.60	\$ 5,614.40	\$ 5,768.80	\$ 5,927.20	\$ 6,090.40	\$ 6,257.60
	YR	\$ 108,722	\$ 111,708	\$ 114,777	\$ 117,930	\$ 124,507	\$ 131,439	\$ 138,789	\$ 146,535	\$ 150,565	\$ 154,699	\$ 158,959	\$ 163,323
5220	HR	\$ 52.20	\$ 53.64	\$ 55.11	\$ 56.63	\$ 59.78	\$ 63.11	\$ 66.62	\$ 70.34	\$ 72.28	\$ 74.27	\$ 76.31	\$ 78.41
	BW	\$ 4,176.00	\$ 4,291.20	\$ 4,408.80	\$ 4,530.40	\$ 4,782.40	\$ 5,048.80	\$ 5,329.60	\$ 5,627.20	\$ 5,782.40	\$ 5,941.60	\$ 6,104.80	\$ 6,272.80
	YR	\$ 108,993	\$ 112,000	\$ 115,069	\$ 118,243	\$ 124,820	\$ 131,773	\$ 139,102	\$ 146,869	\$ 150,920	\$ 155,075	\$ 159,335	\$ 163,720
5228	HR	\$ 52.28	\$ 53.72	\$ 55.19	\$ 56.71	\$ 59.87	\$ 63.21	\$ 66.74	\$ 70.46	\$ 72.39	\$ 74.38	\$ 76.43	\$ 78.53
	BW	\$ 4,182.40	\$ 4,297.60	\$ 4,415.20	\$ 4,536.80	\$ 4,789.60	\$ 5,056.80	\$ 5,339.20	\$ 5,636.80	\$ 5,791.20	\$ 5,950.40	\$ 6,114.40	\$ 6,282.40
	YR	\$ 109,160	\$ 112,167	\$ 115,236	\$ 118,410	\$ 125,008	\$ 131,982	\$ 139,353	\$ 147,120	\$ 151,150	\$ 155,305	\$ 159,585	\$ 163,970
5265	HR	\$ 52.65	\$ 54.10	\$ 55.59	\$ 57.12	\$ 60.30	\$ 63.66	\$ 67.21	\$ 70.96	\$ 72.91	\$ 74.92	\$ 76.98	\$ 79.10
	BW	\$ 4,212.00	\$ 4,328.00	\$ 4,447.20	\$ 4,569.60	\$ 4,824.00	\$ 5,092.80	\$ 5,376.80	\$ 5,676.80	\$ 5,832.80	\$ 5,993.60	\$ 6,158.40	\$ 6,328.00
	YR	\$ 109,933	\$ 112,960	\$ 116,071	\$ 119,266	\$ 125,906	\$ 132,922	\$ 140,334	\$ 148,164	\$ 152,236	\$ 156,432	\$ 160,734	\$ 165,160



**MOU 36**

**Appendix C**

**Operative on September 22, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5300	HR	\$ 53.00	\$ 54.46	\$ 55.96	\$ 57.50	\$ 60.70	\$ 64.09	\$ 67.66	\$ 71.43	\$ 73.40	\$ 75.42	\$ 77.49	\$ 79.62
	BW	\$ 4,240.00	\$ 4,356.80	\$ 4,476.80	\$ 4,600.00	\$ 4,856.00	\$ 5,127.20	\$ 5,412.80	\$ 5,714.40	\$ 5,872.00	\$ 6,033.60	\$ 6,199.20	\$ 6,369.60
	YR	\$ 110,664	\$ 113,712	\$ 116,844	\$ 120,060	\$ 126,741	\$ 133,819	\$ 141,274	\$ 149,145	\$ 153,259	\$ 157,476	\$ 161,799	\$ 166,246
5306	HR	\$ 53.06	\$ 54.52	\$ 56.02	\$ 57.56	\$ 60.77	\$ 64.16	\$ 67.73	\$ 71.51	\$ 73.48	\$ 75.50	\$ 77.58	\$ 79.71
	BW	\$ 4,244.80	\$ 4,361.60	\$ 4,481.60	\$ 4,604.80	\$ 4,861.60	\$ 5,132.80	\$ 5,418.40	\$ 5,720.80	\$ 5,878.40	\$ 6,040.00	\$ 6,206.40	\$ 6,376.80
	YR	\$ 110,789	\$ 113,837	\$ 116,969	\$ 120,185	\$ 126,887	\$ 133,966	\$ 141,420	\$ 149,312	\$ 153,426	\$ 157,644	\$ 161,987	\$ 166,434
5351	HR	\$ 53.51	\$ 54.98	\$ 56.49	\$ 58.04	\$ 61.28	\$ 64.70	\$ 68.31	\$ 72.12	\$ 74.10	\$ 76.14	\$ 78.23	\$ 80.38
	BW	\$ 4,280.80	\$ 4,398.40	\$ 4,519.20	\$ 4,643.20	\$ 4,902.40	\$ 5,176.00	\$ 5,464.80	\$ 5,769.60	\$ 5,928.00	\$ 6,091.20	\$ 6,258.40	\$ 6,430.40
	YR	\$ 111,728	\$ 114,798	\$ 117,951	\$ 121,187	\$ 127,952	\$ 135,093	\$ 142,631	\$ 150,586	\$ 154,720	\$ 158,980	\$ 163,344	\$ 167,833
5432	HR	\$ 54.32	\$ 55.81	\$ 57.35	\$ 58.93	\$ 62.22	\$ 65.69	\$ 69.35	\$ 73.21	\$ 75.22	\$ 77.29	\$ 79.41	\$ 81.59
	BW	\$ 4,345.60	\$ 4,464.80	\$ 4,588.00	\$ 4,714.40	\$ 4,977.60	\$ 5,255.20	\$ 5,548.00	\$ 5,856.80	\$ 6,017.60	\$ 6,183.20	\$ 6,352.80	\$ 6,527.20
	YR	\$ 113,420	\$ 116,531	\$ 119,746	\$ 123,045	\$ 129,915	\$ 137,160	\$ 144,802	\$ 152,862	\$ 157,059	\$ 161,381	\$ 165,808	\$ 170,359
5435	HR	\$ 54.35	\$ 55.84	\$ 57.38	\$ 58.96	\$ 62.25	\$ 65.72	\$ 69.39	\$ 73.26	\$ 75.28	\$ 77.35	\$ 79.48	\$ 81.67
	BW	\$ 4,348.00	\$ 4,467.20	\$ 4,590.40	\$ 4,716.80	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,860.80	\$ 6,022.40	\$ 6,188.00	\$ 6,358.40	\$ 6,533.60
	YR	\$ 113,482	\$ 116,593	\$ 119,809	\$ 123,108	\$ 129,978	\$ 137,223	\$ 144,886	\$ 152,966	\$ 157,184	\$ 161,506	\$ 165,954	\$ 170,526
5485	HR	\$ 54.85	\$ 56.36	\$ 57.91	\$ 59.50	\$ 62.82	\$ 66.33	\$ 70.02	\$ 73.93	\$ 75.96	\$ 78.05	\$ 80.20	\$ 82.41
	BW	\$ 4,388.00	\$ 4,508.80	\$ 4,632.80	\$ 4,760.00	\$ 5,025.60	\$ 5,306.40	\$ 5,601.60	\$ 5,914.40	\$ 6,076.80	\$ 6,244.00	\$ 6,416.00	\$ 6,592.80
	YR	\$ 114,526	\$ 117,679	\$ 120,916	\$ 124,236	\$ 131,168	\$ 138,497	\$ 146,201	\$ 154,365	\$ 158,604	\$ 162,968	\$ 167,457	\$ 172,072
5496	HR	\$ 54.96	\$ 56.47	\$ 58.02	\$ 59.62	\$ 62.93	\$ 66.45	\$ 70.16	\$ 74.07	\$ 76.11	\$ 78.20	\$ 80.35	\$ 82.56
	BW	\$ 4,396.80	\$ 4,517.60	\$ 4,641.60	\$ 4,769.60	\$ 5,034.40	\$ 5,316.00	\$ 5,612.80	\$ 5,925.60	\$ 6,088.80	\$ 6,256.00	\$ 6,428.00	\$ 6,604.80
	YR	\$ 114,756	\$ 117,909	\$ 121,145	\$ 124,486	\$ 131,397	\$ 138,747	\$ 146,494	\$ 154,658	\$ 158,917	\$ 163,281	\$ 167,770	\$ 172,385
5518	HR	\$ 55.18	\$ 56.70	\$ 58.26	\$ 59.86	\$ 63.20	\$ 66.73	\$ 70.45	\$ 74.37	\$ 76.42	\$ 78.52	\$ 80.68	\$ 82.90
	BW	\$ 4,414.40	\$ 4,536.00	\$ 4,660.80	\$ 4,788.80	\$ 5,056.00	\$ 5,338.40	\$ 5,636.00	\$ 5,949.60	\$ 6,113.60	\$ 6,281.60	\$ 6,454.40	\$ 6,632.00
	YR	\$ 115,215	\$ 118,389	\$ 121,646	\$ 124,987	\$ 131,961	\$ 139,332	\$ 147,099	\$ 155,284	\$ 159,564	\$ 163,949	\$ 168,459	\$ 173,095
5586	HR	\$ 55.86	\$ 57.40	\$ 58.97	\$ 60.59	\$ 63.97	\$ 67.54	\$ 71.30	\$ 75.27	\$ 77.34	\$ 79.47	\$ 81.65	\$ 83.90
	BW	\$ 4,468.80	\$ 4,592.00	\$ 4,717.60	\$ 4,847.20	\$ 5,117.60	\$ 5,403.20	\$ 5,704.00	\$ 6,021.60	\$ 6,187.20	\$ 6,357.60	\$ 6,532.00	\$ 6,712.00
	YR	\$ 116,635	\$ 119,851	\$ 123,129	\$ 126,511	\$ 133,569	\$ 141,023	\$ 148,874	\$ 157,163	\$ 161,485	\$ 165,933	\$ 170,485	\$ 175,183
5587	HR	\$ 55.87	\$ 57.41	\$ 58.99	\$ 60.61	\$ 63.99	\$ 67.56	\$ 71.33	\$ 75.31	\$ 77.38	\$ 79.51	\$ 81.69	\$ 83.94
	BW	\$ 4,469.60	\$ 4,592.80	\$ 4,719.20	\$ 4,848.80	\$ 5,119.20	\$ 5,404.80	\$ 5,706.40	\$ 6,024.80	\$ 6,190.40	\$ 6,360.80	\$ 6,535.20	\$ 6,715.20
	YR	\$ 116,656	\$ 119,872	\$ 123,171	\$ 126,553	\$ 133,611	\$ 141,065	\$ 148,937	\$ 157,247	\$ 161,569	\$ 166,016	\$ 170,568	\$ 175,266
5608	HR	\$ 56.08	\$ 57.62	\$ 59.21	\$ 60.84	\$ 64.23	\$ 67.82	\$ 71.60	\$ 75.59	\$ 77.67	\$ 79.81	\$ 82.00	\$ 84.26
	BW	\$ 4,486.40	\$ 4,609.60	\$ 4,736.80	\$ 4,867.20	\$ 5,138.40	\$ 5,425.60	\$ 5,728.00	\$ 6,047.20	\$ 6,213.60	\$ 6,384.80	\$ 6,560.00	\$ 6,740.80
	YR	\$ 117,095	\$ 120,310	\$ 123,630	\$ 127,033	\$ 134,112	\$ 141,608	\$ 149,500	\$ 157,831	\$ 162,174	\$ 166,643	\$ 171,216	\$ 175,934
5641	HR	\$ 56.41	\$ 57.96	\$ 59.56	\$ 61.20	\$ 64.61	\$ 68.22	\$ 72.02	\$ 76.04	\$ 78.13	\$ 80.28	\$ 82.49	\$ 84.76
	BW	\$ 4,512.80	\$ 4,636.80	\$ 4,764.80	\$ 4,896.00	\$ 5,168.80	\$ 5,457.60	\$ 5,761.60	\$ 6,083.20	\$ 6,250.40	\$ 6,422.40	\$ 6,599.20	\$ 6,780.80
	YR	\$ 117,784	\$ 121,020	\$ 124,361	\$ 127,785	\$ 134,905	\$ 142,443	\$ 150,377	\$ 158,771	\$ 163,135	\$ 167,624	\$ 172,239	\$ 176,978

MOU 36

Appendix C

Operative on September 22, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
5669	HR	\$ 56.69	\$ 58.25	\$ 59.85	\$ 61.50	\$ 64.93	\$ 68.54	\$ 72.37	\$ 76.40	\$ 78.51	\$ 80.67	\$ 82.89	\$ 85.17
	BW	\$ 4,535.20	\$ 4,660.00	\$ 4,788.00	\$ 4,920.00	\$ 5,194.40	\$ 5,483.20	\$ 5,789.60	\$ 6,112.00	\$ 6,280.80	\$ 6,453.60	\$ 6,631.20	\$ 6,813.60
	YR	\$ 118,368	\$ 121,626	\$ 124,966	\$ 128,412	\$ 135,573	\$ 143,111	\$ 151,108	\$ 159,523	\$ 163,928	\$ 168,438	\$ 173,074	\$ 177,834
5681	HR	\$ 56.81	\$ 58.37	\$ 59.98	\$ 61.63	\$ 65.06	\$ 68.69	\$ 72.52	\$ 76.57	\$ 78.67	\$ 80.83	\$ 83.06	\$ 85.34
	BW	\$ 4,544.80	\$ 4,669.60	\$ 4,798.40	\$ 4,930.40	\$ 5,204.80	\$ 5,495.20	\$ 5,801.60	\$ 6,125.60	\$ 6,293.60	\$ 6,466.40	\$ 6,644.80	\$ 6,827.20
	YR	\$ 118,619	\$ 121,876	\$ 125,238	\$ 128,683	\$ 135,845	\$ 143,424	\$ 151,421	\$ 159,878	\$ 164,262	\$ 168,773	\$ 173,429	\$ 178,189
5697	HR	\$ 56.97	\$ 58.54	\$ 60.15	\$ 61.80	\$ 65.25	\$ 68.88	\$ 72.73	\$ 76.79	\$ 78.90	\$ 81.07	\$ 83.30	\$ 85.59
	BW	\$ 4,557.60	\$ 4,683.20	\$ 4,812.00	\$ 4,944.00	\$ 5,220.00	\$ 5,510.40	\$ 5,818.40	\$ 6,143.20	\$ 6,312.00	\$ 6,485.60	\$ 6,664.00	\$ 6,847.20
	YR	\$ 118,953	\$ 122,231	\$ 125,593	\$ 129,038	\$ 136,242	\$ 143,821	\$ 151,860	\$ 160,337	\$ 164,743	\$ 169,274	\$ 173,930	\$ 178,711
5709	HR	\$ 57.09	\$ 58.66	\$ 60.27	\$ 61.93	\$ 65.38	\$ 69.03	\$ 72.88	\$ 76.94	\$ 79.06	\$ 81.23	\$ 83.47	\$ 85.77
	BW	\$ 4,567.20	\$ 4,692.80	\$ 4,821.60	\$ 4,954.40	\$ 5,230.40	\$ 5,522.40	\$ 5,830.40	\$ 6,155.20	\$ 6,324.80	\$ 6,498.40	\$ 6,677.60	\$ 6,861.60
	YR	\$ 119,203	\$ 122,482	\$ 125,843	\$ 129,309	\$ 136,513	\$ 144,134	\$ 152,173	\$ 160,650	\$ 165,077	\$ 169,608	\$ 174,285	\$ 179,087
5714	HR	\$ 57.14	\$ 58.71	\$ 60.33	\$ 61.99	\$ 65.44	\$ 69.09	\$ 72.94	\$ 77.01	\$ 79.13	\$ 81.31	\$ 83.54	\$ 85.84
	BW	\$ 4,571.20	\$ 4,696.80	\$ 4,826.40	\$ 4,959.20	\$ 5,235.20	\$ 5,527.20	\$ 5,835.20	\$ 6,160.80	\$ 6,330.40	\$ 6,504.80	\$ 6,683.20	\$ 6,867.20
	YR	\$ 119,308	\$ 122,586	\$ 125,969	\$ 129,435	\$ 136,638	\$ 144,259	\$ 152,298	\$ 160,796	\$ 165,223	\$ 169,775	\$ 174,431	\$ 179,233
5738	HR	\$ 57.38	\$ 58.96	\$ 60.58	\$ 62.25	\$ 65.72	\$ 69.39	\$ 73.26	\$ 77.35	\$ 79.48	\$ 81.67	\$ 83.91	\$ 86.22
	BW	\$ 4,590.40	\$ 4,716.80	\$ 4,846.40	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,860.80	\$ 6,188.00	\$ 6,358.40	\$ 6,533.60	\$ 6,712.80	\$ 6,897.60
	YR	\$ 119,809	\$ 123,108	\$ 126,491	\$ 129,978	\$ 137,223	\$ 144,886	\$ 152,966	\$ 161,506	\$ 165,954	\$ 170,526	\$ 175,204	\$ 180,027
5739	HR	\$ 57.39	\$ 58.97	\$ 60.59	\$ 62.26	\$ 65.73	\$ 69.40	\$ 73.27	\$ 77.36	\$ 79.49	\$ 81.68	\$ 83.92	\$ 86.23
	BW	\$ 4,591.20	\$ 4,717.60	\$ 4,847.20	\$ 4,980.80	\$ 5,258.40	\$ 5,552.00	\$ 5,861.60	\$ 6,188.80	\$ 6,359.20	\$ 6,534.40	\$ 6,713.60	\$ 6,898.40
	YR	\$ 119,830	\$ 123,129	\$ 126,511	\$ 129,998	\$ 137,244	\$ 144,907	\$ 152,987	\$ 161,527	\$ 165,975	\$ 170,547	\$ 175,224	\$ 180,048
5741	HR	\$ 57.41	\$ 58.99	\$ 60.61	\$ 62.28	\$ 65.75	\$ 69.42	\$ 73.29	\$ 77.38	\$ 79.51	\$ 81.70	\$ 83.94	\$ 86.25
	BW	\$ 4,592.80	\$ 4,719.20	\$ 4,848.80	\$ 4,982.40	\$ 5,260.00	\$ 5,553.60	\$ 5,863.20	\$ 6,190.40	\$ 6,360.80	\$ 6,536.00	\$ 6,715.20	\$ 6,900.00
	YR	\$ 119,872	\$ 123,171	\$ 126,553	\$ 130,040	\$ 137,286	\$ 144,948	\$ 153,029	\$ 161,569	\$ 166,016	\$ 170,589	\$ 175,266	\$ 180,090
5755	HR	\$ 57.55	\$ 59.13	\$ 60.76	\$ 62.43	\$ 65.91	\$ 69.59	\$ 73.48	\$ 77.58	\$ 79.71	\$ 81.90	\$ 84.15	\$ 86.46
	BW	\$ 4,604.00	\$ 4,730.40	\$ 4,860.80	\$ 4,994.40	\$ 5,272.80	\$ 5,567.20	\$ 5,878.40	\$ 6,206.40	\$ 6,376.80	\$ 6,552.00	\$ 6,732.00	\$ 6,916.80
	YR	\$ 120,164	\$ 123,463	\$ 126,866	\$ 130,353	\$ 137,620	\$ 145,303	\$ 153,426	\$ 161,987	\$ 166,434	\$ 171,007	\$ 175,705	\$ 180,528
5763	HR	\$ 57.63	\$ 59.21	\$ 60.84	\$ 62.51	\$ 66.00	\$ 69.67	\$ 73.56	\$ 77.66	\$ 79.79	\$ 81.98	\$ 84.24	\$ 86.56
	BW	\$ 4,610.40	\$ 4,736.80	\$ 4,867.20	\$ 5,000.80	\$ 5,280.00	\$ 5,573.60	\$ 5,884.80	\$ 6,212.80	\$ 6,383.20	\$ 6,558.40	\$ 6,739.20	\$ 6,924.80
	YR	\$ 120,331	\$ 123,630	\$ 127,033	\$ 130,520	\$ 137,808	\$ 145,470	\$ 153,593	\$ 162,154	\$ 166,601	\$ 171,174	\$ 175,893	\$ 180,737
5799	HR	\$ 57.99	\$ 59.58	\$ 61.22	\$ 62.90	\$ 66.41	\$ 70.11	\$ 74.01	\$ 78.14	\$ 80.29	\$ 82.50	\$ 84.77	\$ 87.10
	BW	\$ 4,639.20	\$ 4,766.40	\$ 4,897.60	\$ 5,032.00	\$ 5,312.80	\$ 5,608.80	\$ 5,920.80	\$ 6,251.20	\$ 6,423.20	\$ 6,600.00	\$ 6,781.60	\$ 6,968.00
	YR	\$ 121,083	\$ 124,403	\$ 127,827	\$ 131,335	\$ 138,664	\$ 146,389	\$ 154,532	\$ 163,156	\$ 167,645	\$ 172,260	\$ 176,999	\$ 181,864
5817	HR	\$ 58.17	\$ 59.77	\$ 61.41	\$ 63.10	\$ 66.61	\$ 70.32	\$ 74.25	\$ 78.39	\$ 80.54	\$ 82.75	\$ 85.03	\$ 87.37
	BW	\$ 4,653.60	\$ 4,781.60	\$ 4,912.80	\$ 5,048.00	\$ 5,328.80	\$ 5,625.60	\$ 5,940.00	\$ 6,271.20	\$ 6,443.20	\$ 6,620.00	\$ 6,802.40	\$ 6,989.60
	YR	\$ 121,458	\$ 124,799	\$ 128,224	\$ 131,752	\$ 139,081	\$ 146,828	\$ 155,034	\$ 163,678	\$ 168,167	\$ 172,782	\$ 177,542	\$ 182,428

MOU 36

Appendix C

Operative on September 22, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
5860	HR	\$ 58.60	\$ 60.21	\$ 61.87	\$ 63.57	\$ 67.12	\$ 70.86	\$ 74.80	\$ 78.97	\$ 81.15	\$ 83.38	\$ 85.67	\$ 88.03
	BW	\$ 4,688.00	\$ 4,816.80	\$ 4,949.60	\$ 5,085.60	\$ 5,369.60	\$ 5,668.80	\$ 5,984.00	\$ 6,317.60	\$ 6,492.00	\$ 6,670.40	\$ 6,853.60	\$ 7,042.40
	YR	\$ 122,356	\$ 125,718	\$ 129,184	\$ 132,734	\$ 140,146	\$ 147,955	\$ 156,182	\$ 164,889	\$ 169,441	\$ 174,097	\$ 178,878	\$ 183,806
5872	HR	\$ 58.72	\$ 60.33	\$ 61.99	\$ 63.69	\$ 67.25	\$ 71.00	\$ 74.96	\$ 79.14	\$ 81.31	\$ 83.55	\$ 85.84	\$ 88.20
	BW	\$ 4,697.60	\$ 4,826.40	\$ 4,959.20	\$ 5,095.20	\$ 5,380.00	\$ 5,680.00	\$ 5,996.80	\$ 6,331.20	\$ 6,504.80	\$ 6,684.00	\$ 6,867.20	\$ 7,056.00
	YR	\$ 122,607	\$ 125,969	\$ 129,435	\$ 132,984	\$ 140,418	\$ 148,248	\$ 156,516	\$ 165,244	\$ 169,775	\$ 174,452	\$ 179,233	\$ 184,161
5891	HR	\$ 58.91	\$ 60.53	\$ 62.19	\$ 63.90	\$ 67.47	\$ 71.23	\$ 75.20	\$ 79.39	\$ 81.58	\$ 83.82	\$ 86.13	\$ 88.50
	BW	\$ 4,712.80	\$ 4,842.40	\$ 4,975.20	\$ 5,112.00	\$ 5,397.60	\$ 5,698.40	\$ 6,016.00	\$ 6,351.20	\$ 6,526.40	\$ 6,705.60	\$ 6,890.40	\$ 7,080.00
	YR	\$ 123,004	\$ 126,386	\$ 129,852	\$ 133,423	\$ 140,877	\$ 148,728	\$ 157,017	\$ 165,766	\$ 170,339	\$ 175,016	\$ 179,839	\$ 184,788
5913	HR	\$ 59.13	\$ 60.76	\$ 62.43	\$ 64.15	\$ 67.72	\$ 71.49	\$ 75.48	\$ 79.69	\$ 81.88	\$ 84.13	\$ 86.45	\$ 88.83
	BW	\$ 4,730.40	\$ 4,860.80	\$ 4,994.40	\$ 5,132.00	\$ 5,417.60	\$ 5,719.20	\$ 6,038.40	\$ 6,375.20	\$ 6,550.40	\$ 6,730.40	\$ 6,916.00	\$ 7,106.40
	YR	\$ 123,463	\$ 126,866	\$ 130,353	\$ 133,945	\$ 141,399	\$ 149,271	\$ 157,602	\$ 166,392	\$ 170,965	\$ 175,663	\$ 180,507	\$ 185,477
5942	HR	\$ 59.42	\$ 61.05	\$ 62.73	\$ 64.46	\$ 68.05	\$ 71.84	\$ 75.85	\$ 80.08	\$ 82.29	\$ 84.55	\$ 86.88	\$ 89.27
	BW	\$ 4,753.60	\$ 4,884.00	\$ 5,018.40	\$ 5,156.80	\$ 5,444.00	\$ 5,747.20	\$ 6,068.00	\$ 6,406.40	\$ 6,583.20	\$ 6,764.00	\$ 6,950.40	\$ 7,141.60
	YR	\$ 124,068	\$ 127,472	\$ 130,980	\$ 134,592	\$ 142,088	\$ 150,001	\$ 158,374	\$ 167,207	\$ 171,821	\$ 176,540	\$ 181,405	\$ 186,395
5977	HR	\$ 59.77	\$ 61.41	\$ 63.10	\$ 64.84	\$ 68.45	\$ 72.26	\$ 76.29	\$ 80.55	\$ 82.76	\$ 85.04	\$ 87.37	\$ 89.77
	BW	\$ 4,781.60	\$ 4,912.80	\$ 5,048.00	\$ 5,187.20	\$ 5,476.00	\$ 5,780.80	\$ 6,103.20	\$ 6,444.00	\$ 6,620.80	\$ 6,803.20	\$ 6,989.60	\$ 7,181.60
	YR	\$ 124,799	\$ 128,224	\$ 131,752	\$ 135,385	\$ 142,923	\$ 150,878	\$ 159,293	\$ 168,188	\$ 172,802	\$ 177,563	\$ 182,428	\$ 187,439
5990	HR	\$ 59.90	\$ 61.55	\$ 63.24	\$ 64.98	\$ 68.61	\$ 72.43	\$ 76.47	\$ 80.73	\$ 82.95	\$ 85.23	\$ 87.57	\$ 89.98
	BW	\$ 4,792.00	\$ 4,924.00	\$ 5,059.20	\$ 5,198.40	\$ 5,488.80	\$ 5,794.40	\$ 6,117.60	\$ 6,458.40	\$ 6,636.00	\$ 6,818.40	\$ 7,005.60	\$ 7,198.40
	YR	\$ 125,071	\$ 128,516	\$ 132,045	\$ 135,678	\$ 143,257	\$ 151,233	\$ 159,669	\$ 168,564	\$ 173,199	\$ 177,960	\$ 182,846	\$ 187,878
6019	HR	\$ 60.19	\$ 61.85	\$ 63.55	\$ 65.30	\$ 68.93	\$ 72.78	\$ 76.84	\$ 81.12	\$ 83.35	\$ 85.64	\$ 88.00	\$ 90.42
	BW	\$ 4,815.20	\$ 4,948.00	\$ 5,084.00	\$ 5,224.00	\$ 5,514.40	\$ 5,822.40	\$ 6,147.20	\$ 6,489.60	\$ 6,668.00	\$ 6,851.20	\$ 7,040.00	\$ 7,233.60
	YR	\$ 125,676	\$ 129,142	\$ 132,692	\$ 136,346	\$ 143,925	\$ 151,964	\$ 160,441	\$ 169,378	\$ 174,034	\$ 178,816	\$ 183,744	\$ 188,796
6034	HR	\$ 60.34	\$ 62.00	\$ 63.70	\$ 65.45	\$ 69.10	\$ 72.95	\$ 77.02	\$ 81.32	\$ 83.55	\$ 85.85	\$ 88.21	\$ 90.64
	BW	\$ 4,827.20	\$ 4,960.00	\$ 5,096.00	\$ 5,236.00	\$ 5,528.00	\$ 5,836.00	\$ 6,161.60	\$ 6,505.60	\$ 6,684.00	\$ 6,868.00	\$ 7,056.80	\$ 7,251.20
	YR	\$ 125,989	\$ 129,456	\$ 133,005	\$ 136,659	\$ 144,280	\$ 152,319	\$ 160,817	\$ 169,796	\$ 174,452	\$ 179,254	\$ 184,182	\$ 189,256
6041	HR	\$ 60.41	\$ 62.07	\$ 63.78	\$ 65.53	\$ 69.19	\$ 73.04	\$ 77.11	\$ 81.41	\$ 83.65	\$ 85.95	\$ 88.31	\$ 90.74
	BW	\$ 4,832.80	\$ 4,965.60	\$ 5,102.40	\$ 5,242.40	\$ 5,535.20	\$ 5,843.20	\$ 6,168.80	\$ 6,512.80	\$ 6,692.00	\$ 6,876.00	\$ 7,064.80	\$ 7,259.20
	YR	\$ 126,136	\$ 129,602	\$ 133,172	\$ 136,826	\$ 144,468	\$ 152,507	\$ 161,005	\$ 169,984	\$ 174,661	\$ 179,463	\$ 184,391	\$ 189,465
6071	HR	\$ 60.71	\$ 62.38	\$ 64.09	\$ 65.85	\$ 69.52	\$ 73.39	\$ 77.48	\$ 81.80	\$ 84.05	\$ 86.36	\$ 88.74	\$ 91.18
	BW	\$ 4,856.80	\$ 4,990.40	\$ 5,127.20	\$ 5,268.00	\$ 5,561.60	\$ 5,871.20	\$ 6,198.40	\$ 6,544.00	\$ 6,724.00	\$ 6,908.80	\$ 7,099.20	\$ 7,294.40
	YR	\$ 126,762	\$ 130,249	\$ 133,819	\$ 137,494	\$ 145,157	\$ 153,238	\$ 161,778	\$ 170,798	\$ 175,496	\$ 180,319	\$ 185,289	\$ 190,383
6090	HR	\$ 60.90	\$ 62.57	\$ 64.30	\$ 66.07	\$ 69.76	\$ 73.65	\$ 77.76	\$ 82.10	\$ 84.35	\$ 86.67	\$ 89.05	\$ 91.50
	BW	\$ 4,872.00	\$ 5,005.60	\$ 5,144.00	\$ 5,285.60	\$ 5,580.80	\$ 5,892.00	\$ 6,220.80	\$ 6,568.00	\$ 6,748.00	\$ 6,933.60	\$ 7,124.00	\$ 7,320.00
	YR	\$ 127,159	\$ 130,646	\$ 134,258	\$ 137,954	\$ 145,658	\$ 153,781	\$ 162,362	\$ 171,424	\$ 176,122	\$ 180,966	\$ 185,936	\$ 191,052

**MOU 36**

**Appendix C**

**Operative on September 22, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6102	HR	\$ 61.02	\$ 62.70	\$ 64.42	\$ 66.19	\$ 69.88	\$ 73.77	\$ 77.88	\$ 82.23	\$ 84.49	\$ 86.81	\$ 89.20	\$ 91.65
	BW	\$ 4,881.60	\$ 5,016.00	\$ 5,153.60	\$ 5,295.20	\$ 5,590.40	\$ 5,901.60	\$ 6,230.40	\$ 6,578.40	\$ 6,759.20	\$ 6,944.80	\$ 7,136.00	\$ 7,332.00
	YR	\$ 127,409	\$ 130,917	\$ 134,508	\$ 138,204	\$ 145,909	\$ 154,031	\$ 162,613	\$ 171,696	\$ 176,415	\$ 181,259	\$ 186,249	\$ 191,365
6131	HR	\$ 61.31	\$ 63.00	\$ 64.73	\$ 66.51	\$ 70.22	\$ 74.13	\$ 78.26	\$ 82.63	\$ 84.90	\$ 87.23	\$ 89.63	\$ 92.09
	BW	\$ 4,904.80	\$ 5,040.00	\$ 5,178.40	\$ 5,320.80	\$ 5,617.60	\$ 5,930.40	\$ 6,260.80	\$ 6,610.40	\$ 6,792.00	\$ 6,978.40	\$ 7,170.40	\$ 7,367.20
	YR	\$ 128,015	\$ 131,544	\$ 135,156	\$ 138,872	\$ 146,619	\$ 154,783	\$ 163,406	\$ 172,531	\$ 177,271	\$ 182,136	\$ 187,147	\$ 192,283
6152	HR	\$ 61.52	\$ 63.21	\$ 64.95	\$ 66.74	\$ 70.46	\$ 74.38	\$ 78.53	\$ 82.91	\$ 85.19	\$ 87.53	\$ 89.94	\$ 92.41
	BW	\$ 4,921.60	\$ 5,056.80	\$ 5,196.00	\$ 5,339.20	\$ 5,636.80	\$ 5,950.40	\$ 6,282.40	\$ 6,632.80	\$ 6,815.20	\$ 7,002.40	\$ 7,195.20	\$ 7,392.80
	YR	\$ 128,453	\$ 131,982	\$ 135,615	\$ 139,353	\$ 147,120	\$ 155,305	\$ 163,970	\$ 173,116	\$ 177,876	\$ 182,762	\$ 187,794	\$ 192,952
6209	HR	\$ 62.09	\$ 63.80	\$ 65.55	\$ 67.35	\$ 71.10	\$ 75.07	\$ 79.25	\$ 83.67	\$ 85.97	\$ 88.33	\$ 90.76	\$ 93.26
	BW	\$ 4,967.20	\$ 5,104.00	\$ 5,244.00	\$ 5,388.00	\$ 5,688.00	\$ 6,005.60	\$ 6,340.00	\$ 6,693.60	\$ 6,877.60	\$ 7,066.40	\$ 7,260.80	\$ 7,460.80
	YR	\$ 129,643	\$ 133,214	\$ 136,868	\$ 140,626	\$ 148,456	\$ 156,746	\$ 165,474	\$ 174,702	\$ 179,505	\$ 184,433	\$ 189,506	\$ 194,726
6247	HR	\$ 62.47	\$ 64.19	\$ 65.95	\$ 67.76	\$ 71.54	\$ 75.53	\$ 79.74	\$ 84.19	\$ 86.51	\$ 88.89	\$ 91.33	\$ 93.84
	BW	\$ 4,997.60	\$ 5,135.20	\$ 5,276.00	\$ 5,420.80	\$ 5,723.20	\$ 6,042.40	\$ 6,379.20	\$ 6,735.20	\$ 6,920.80	\$ 7,111.20	\$ 7,306.40	\$ 7,507.20
	YR	\$ 130,437	\$ 134,028	\$ 137,703	\$ 141,482	\$ 149,375	\$ 157,706	\$ 166,497	\$ 175,788	\$ 180,632	\$ 185,602	\$ 190,697	\$ 195,937
6270	HR	\$ 62.70	\$ 64.42	\$ 66.20	\$ 68.02	\$ 71.81	\$ 75.82	\$ 80.04	\$ 84.50	\$ 86.83	\$ 89.22	\$ 91.67	\$ 94.19
	BW	\$ 5,016.00	\$ 5,153.60	\$ 5,296.00	\$ 5,441.60	\$ 5,744.80	\$ 6,065.60	\$ 6,403.20	\$ 6,760.00	\$ 6,946.40	\$ 7,137.60	\$ 7,333.60	\$ 7,535.20
	YR	\$ 130,917	\$ 134,508	\$ 138,225	\$ 142,025	\$ 149,939	\$ 158,312	\$ 167,123	\$ 176,436	\$ 181,301	\$ 186,291	\$ 191,406	\$ 196,668
6360	HR	\$ 63.60	\$ 65.35	\$ 67.15	\$ 69.00	\$ 72.84	\$ 76.90	\$ 81.18	\$ 85.71	\$ 88.07	\$ 90.49	\$ 92.98	\$ 95.54
	BW	\$ 5,088.00	\$ 5,228.00	\$ 5,372.00	\$ 5,520.00	\$ 5,827.20	\$ 6,152.00	\$ 6,494.40	\$ 6,856.80	\$ 7,045.60	\$ 7,239.20	\$ 7,438.40	\$ 7,643.20
	YR	\$ 132,796	\$ 136,450	\$ 140,209	\$ 144,072	\$ 152,089	\$ 160,567	\$ 169,503	\$ 178,962	\$ 183,890	\$ 188,943	\$ 194,142	\$ 199,487
6388	HR	\$ 63.88	\$ 65.64	\$ 67.44	\$ 69.29	\$ 73.16	\$ 77.24	\$ 81.54	\$ 86.08	\$ 88.45	\$ 90.88	\$ 93.38	\$ 95.95
	BW	\$ 5,110.40	\$ 5,251.20	\$ 5,395.20	\$ 5,543.20	\$ 5,852.80	\$ 6,179.20	\$ 6,523.20	\$ 6,886.40	\$ 7,076.00	\$ 7,270.40	\$ 7,470.40	\$ 7,676.00
	YR	\$ 133,381	\$ 137,056	\$ 140,814	\$ 144,677	\$ 152,758	\$ 161,277	\$ 170,255	\$ 179,735	\$ 184,683	\$ 189,757	\$ 194,977	\$ 200,343
6467	HR	\$ 64.67	\$ 66.45	\$ 68.28	\$ 70.16	\$ 74.07	\$ 78.20	\$ 82.56	\$ 87.16	\$ 89.56	\$ 92.02	\$ 94.55	\$ 97.15
	BW	\$ 5,173.60	\$ 5,316.00	\$ 5,462.40	\$ 5,612.80	\$ 5,925.60	\$ 6,256.00	\$ 6,604.80	\$ 6,972.80	\$ 7,164.80	\$ 7,361.60	\$ 7,564.00	\$ 7,772.00
	YR	\$ 135,030	\$ 138,747	\$ 142,568	\$ 146,494	\$ 154,658	\$ 163,281	\$ 172,385	\$ 181,990	\$ 187,001	\$ 192,137	\$ 197,420	\$ 202,849
6522	HR	\$ 65.22	\$ 67.01	\$ 68.86	\$ 70.75	\$ 74.70	\$ 78.86	\$ 83.26	\$ 87.90	\$ 90.32	\$ 92.80	\$ 95.36	\$ 97.98
	BW	\$ 5,217.60	\$ 5,360.80	\$ 5,508.80	\$ 5,660.00	\$ 5,976.00	\$ 6,308.80	\$ 6,660.80	\$ 7,032.00	\$ 7,225.60	\$ 7,424.00	\$ 7,628.80	\$ 7,838.40
	YR	\$ 136,179	\$ 139,916	\$ 143,779	\$ 147,726	\$ 155,973	\$ 164,659	\$ 173,846	\$ 183,535	\$ 188,588	\$ 193,766	\$ 199,111	\$ 204,582
6543	HR	\$ 65.43	\$ 67.23	\$ 69.08	\$ 70.98	\$ 74.94	\$ 79.12	\$ 83.53	\$ 88.18	\$ 90.61	\$ 93.10	\$ 95.66	\$ 98.29
	BW	\$ 5,234.40	\$ 5,378.40	\$ 5,526.40	\$ 5,678.40	\$ 5,995.20	\$ 6,329.60	\$ 6,682.40	\$ 7,054.40	\$ 7,248.80	\$ 7,448.00	\$ 7,652.80	\$ 7,863.20
	YR	\$ 136,617	\$ 140,376	\$ 144,239	\$ 148,206	\$ 156,474	\$ 165,202	\$ 174,410	\$ 184,119	\$ 189,193	\$ 194,392	\$ 199,738	\$ 205,229
6555	HR	\$ 65.55	\$ 67.35	\$ 69.20	\$ 71.10	\$ 75.07	\$ 79.25	\$ 83.67	\$ 88.33	\$ 90.76	\$ 93.26	\$ 95.82	\$ 98.46
	BW	\$ 5,244.00	\$ 5,388.00	\$ 5,536.00	\$ 5,688.00	\$ 6,005.60	\$ 6,340.00	\$ 6,693.60	\$ 7,066.40	\$ 7,260.80	\$ 7,460.80	\$ 7,665.60	\$ 7,876.80
	YR	\$ 136,868	\$ 140,626	\$ 144,489	\$ 148,456	\$ 156,746	\$ 165,474	\$ 174,702	\$ 184,433	\$ 189,506	\$ 194,726	\$ 200,072	\$ 205,584

**MOU 36**

**Appendix C**

**Operative on September 22, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6592	HR	\$ 65.92	\$ 67.73	\$ 69.60	\$ 71.51	\$ 75.50	\$ 79.71	\$ 84.16	\$ 88.86	\$ 91.30	\$ 93.81	\$ 96.39	\$ 99.04
	BW	\$ 5,273.60	\$ 5,418.40	\$ 5,568.00	\$ 5,720.80	\$ 6,040.00	\$ 6,376.80	\$ 6,732.80	\$ 7,108.80	\$ 7,304.00	\$ 7,504.80	\$ 7,711.20	\$ 7,923.20
	YR	\$ 137,640	\$ 141,420	\$ 145,324	\$ 149,312	\$ 157,644	\$ 166,434	\$ 175,726	\$ 185,539	\$ 190,634	\$ 195,875	\$ 201,262	\$ 206,795
6643	HR	\$ 66.43	\$ 68.26	\$ 70.13	\$ 72.06	\$ 76.08	\$ 80.32	\$ 84.80	\$ 89.53	\$ 91.99	\$ 94.52	\$ 97.12	\$ 99.79
	BW	\$ 5,314.40	\$ 5,460.80	\$ 5,610.40	\$ 5,764.80	\$ 6,086.40	\$ 6,425.60	\$ 6,784.00	\$ 7,162.40	\$ 7,359.20	\$ 7,561.60	\$ 7,769.60	\$ 7,983.20
	YR	\$ 138,705	\$ 142,526	\$ 146,431	\$ 150,461	\$ 158,855	\$ 167,708	\$ 177,062	\$ 186,938	\$ 192,075	\$ 197,357	\$ 202,786	\$ 208,361
6667	HR	\$ 66.67	\$ 68.50	\$ 70.39	\$ 72.33	\$ 76.35	\$ 80.61	\$ 85.10	\$ 89.84	\$ 92.32	\$ 94.86	\$ 97.47	\$ 100.15
	BW	\$ 5,333.60	\$ 5,480.00	\$ 5,631.20	\$ 5,786.40	\$ 6,108.00	\$ 6,448.80	\$ 6,808.00	\$ 7,187.20	\$ 7,385.60	\$ 7,588.80	\$ 7,797.60	\$ 8,012.00
	YR	\$ 139,206	\$ 143,028	\$ 146,974	\$ 151,025	\$ 159,418	\$ 168,313	\$ 177,688	\$ 187,585	\$ 192,764	\$ 198,067	\$ 203,517	\$ 209,113
6713	HR	\$ 67.13	\$ 68.98	\$ 70.87	\$ 72.82	\$ 76.88	\$ 81.16	\$ 85.68	\$ 90.46	\$ 92.95	\$ 95.51	\$ 98.13	\$ 100.83
	BW	\$ 5,370.40	\$ 5,518.40	\$ 5,669.60	\$ 5,825.60	\$ 6,150.40	\$ 6,492.80	\$ 6,854.40	\$ 7,236.80	\$ 7,436.00	\$ 7,640.80	\$ 7,850.40	\$ 8,066.40
	YR	\$ 140,167	\$ 144,030	\$ 147,976	\$ 152,048	\$ 160,525	\$ 169,462	\$ 178,899	\$ 188,880	\$ 194,079	\$ 199,424	\$ 204,895	\$ 210,533
6879	HR	\$ 68.79	\$ 70.68	\$ 72.63	\$ 74.63	\$ 78.79	\$ 83.19	\$ 87.82	\$ 92.72	\$ 95.27	\$ 97.89	\$ 100.58	\$ 103.35
	BW	\$ 5,503.20	\$ 5,654.40	\$ 5,810.40	\$ 5,970.40	\$ 6,303.20	\$ 6,655.20	\$ 7,025.60	\$ 7,417.60	\$ 7,621.60	\$ 7,831.20	\$ 8,046.40	\$ 8,268.00
	YR	\$ 143,633	\$ 147,579	\$ 151,651	\$ 155,827	\$ 164,513	\$ 173,700	\$ 183,368	\$ 193,599	\$ 198,923	\$ 204,394	\$ 210,011	\$ 215,794
6899	HR	\$ 68.99	\$ 70.89	\$ 72.84	\$ 74.84	\$ 79.01	\$ 83.42	\$ 88.08	\$ 92.99	\$ 95.55	\$ 98.18	\$ 100.88	\$ 103.65
	BW	\$ 5,519.20	\$ 5,671.20	\$ 5,827.20	\$ 5,987.20	\$ 6,320.80	\$ 6,673.60	\$ 7,046.40	\$ 7,439.20	\$ 7,644.00	\$ 7,854.40	\$ 8,070.40	\$ 8,292.00
	YR	\$ 144,051	\$ 148,018	\$ 152,089	\$ 156,265	\$ 164,972	\$ 174,180	\$ 183,911	\$ 194,163	\$ 199,508	\$ 204,999	\$ 210,637	\$ 216,421
6963	HR	\$ 69.63	\$ 71.54	\$ 73.51	\$ 75.53	\$ 79.74	\$ 84.19	\$ 88.89	\$ 93.84	\$ 96.42	\$ 99.07	\$ 101.80	\$ 104.60
	BW	\$ 5,570.40	\$ 5,723.20	\$ 5,880.80	\$ 6,042.40	\$ 6,379.20	\$ 6,735.20	\$ 7,111.20	\$ 7,507.20	\$ 7,713.60	\$ 7,925.60	\$ 8,144.00	\$ 8,368.00
	YR	\$ 145,387	\$ 149,375	\$ 153,488	\$ 157,706	\$ 166,497	\$ 175,788	\$ 185,602	\$ 195,937	\$ 201,324	\$ 206,858	\$ 212,558	\$ 218,404
7092	HR	\$ 70.92	\$ 72.87	\$ 74.87	\$ 76.93	\$ 81.21	\$ 85.74	\$ 90.52	\$ 95.57	\$ 98.20	\$ 100.90	\$ 103.68	\$ 106.53
	BW	\$ 5,673.60	\$ 5,829.60	\$ 5,989.60	\$ 6,154.40	\$ 6,496.80	\$ 6,859.20	\$ 7,241.60	\$ 7,645.60	\$ 7,856.00	\$ 8,072.00	\$ 8,294.40	\$ 8,522.40
	YR	\$ 148,080	\$ 152,152	\$ 156,328	\$ 160,629	\$ 169,566	\$ 179,025	\$ 189,005	\$ 199,550	\$ 205,041	\$ 210,679	\$ 216,483	\$ 222,434
7249	HR	\$ 72.49	\$ 74.48	\$ 76.53	\$ 78.63	\$ 83.02	\$ 87.66	\$ 92.55	\$ 97.70	\$ 100.39	\$ 103.15	\$ 105.99	\$ 108.90
	BW	\$ 5,799.20	\$ 5,958.40	\$ 6,122.40	\$ 6,290.40	\$ 6,641.60	\$ 7,012.80	\$ 7,404.00	\$ 7,816.00	\$ 8,031.20	\$ 8,252.00	\$ 8,479.20	\$ 8,712.00
	YR	\$ 151,359	\$ 155,514	\$ 159,794	\$ 164,179	\$ 173,345	\$ 183,034	\$ 193,244	\$ 203,997	\$ 209,614	\$ 215,377	\$ 221,307	\$ 227,383
7265	HR	\$ 72.65	\$ 74.65	\$ 76.70	\$ 78.81	\$ 83.21	\$ 87.85	\$ 92.75	\$ 97.92	\$ 100.61	\$ 103.38	\$ 106.22	\$ 109.14
	BW	\$ 5,812.00	\$ 5,972.00	\$ 6,136.00	\$ 6,304.80	\$ 6,656.80	\$ 7,028.00	\$ 7,420.00	\$ 7,833.60	\$ 8,048.80	\$ 8,270.40	\$ 8,497.60	\$ 8,731.20
	YR	\$ 151,693	\$ 155,869	\$ 160,149	\$ 164,555	\$ 173,742	\$ 183,430	\$ 193,662	\$ 204,456	\$ 210,073	\$ 215,857	\$ 221,787	\$ 227,884
7273	HR	\$ 72.73	\$ 74.73	\$ 76.79	\$ 78.90	\$ 83.30	\$ 87.94	\$ 92.84	\$ 98.02	\$ 100.72	\$ 103.49	\$ 106.34	\$ 109.26
	BW	\$ 5,818.40	\$ 5,978.40	\$ 6,143.20	\$ 6,312.00	\$ 6,664.00	\$ 7,035.20	\$ 7,427.20	\$ 7,841.60	\$ 8,057.60	\$ 8,279.20	\$ 8,507.20	\$ 8,740.80
	YR	\$ 151,860	\$ 156,036	\$ 160,337	\$ 164,743	\$ 173,930	\$ 183,618	\$ 193,849	\$ 204,665	\$ 210,303	\$ 216,087	\$ 222,037	\$ 228,134
7276	HR	\$ 72.76	\$ 74.76	\$ 76.82	\$ 78.93	\$ 83.33	\$ 87.97	\$ 92.88	\$ 98.05	\$ 100.75	\$ 103.52	\$ 106.37	\$ 109.30
	BW	\$ 5,820.80	\$ 5,980.80	\$ 6,145.60	\$ 6,314.40	\$ 6,666.40	\$ 7,037.60	\$ 7,430.40	\$ 7,844.00	\$ 8,060.00	\$ 8,281.60	\$ 8,509.60	\$ 8,744.00
	YR	\$ 151,922	\$ 156,098	\$ 160,400	\$ 164,805	\$ 173,993	\$ 183,681	\$ 193,933	\$ 204,728	\$ 210,366	\$ 216,149	\$ 222,100	\$ 228,218

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Appendix C

Operative on September 22, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
7281	HR	\$ 72.81	\$ 74.81	\$ 76.87	\$ 78.98	\$ 83.39	\$ 88.05	\$ 92.96	\$ 98.14	\$ 100.84	\$ 103.61	\$ 106.46	\$ 109.39
	BW	\$ 5,824.80	\$ 5,984.80	\$ 6,149.60	\$ 6,318.40	\$ 6,671.20	\$ 7,044.00	\$ 7,436.80	\$ 7,851.20	\$ 8,067.20	\$ 8,288.80	\$ 8,516.80	\$ 8,751.20
	YR	\$ 152,027	\$ 156,203	\$ 160,504	\$ 164,910	\$ 174,118	\$ 183,848	\$ 194,100	\$ 204,916	\$ 210,553	\$ 216,337	\$ 222,288	\$ 228,406
7330	HR	\$ 73.30	\$ 75.32	\$ 77.39	\$ 79.52	\$ 83.95	\$ 88.63	\$ 93.57	\$ 98.79	\$ 101.51	\$ 104.30	\$ 107.17	\$ 110.12
	BW	\$ 5,864.00	\$ 6,025.60	\$ 6,191.20	\$ 6,361.60	\$ 6,716.00	\$ 7,090.40	\$ 7,485.60	\$ 7,903.20	\$ 8,120.80	\$ 8,344.00	\$ 8,573.60	\$ 8,809.60
	YR	\$ 153,050	\$ 157,268	\$ 161,590	\$ 166,037	\$ 175,287	\$ 185,059	\$ 195,374	\$ 206,273	\$ 211,952	\$ 217,778	\$ 223,770	\$ 229,930
7421	HR	\$ 74.21	\$ 76.25	\$ 78.35	\$ 80.50	\$ 84.99	\$ 89.73	\$ 94.74	\$ 100.02	\$ 102.77	\$ 105.60	\$ 108.50	\$ 111.48
	BW	\$ 5,936.80	\$ 6,100.00	\$ 6,268.00	\$ 6,440.00	\$ 6,799.20	\$ 7,178.40	\$ 7,579.20	\$ 8,001.60	\$ 8,221.60	\$ 8,448.00	\$ 8,680.00	\$ 8,918.40
	YR	\$ 154,950	\$ 159,210	\$ 163,594	\$ 168,084	\$ 177,459	\$ 187,356	\$ 197,817	\$ 208,841	\$ 214,583	\$ 220,492	\$ 226,548	\$ 232,770
7474	HR	\$ 74.74	\$ 76.80	\$ 78.91	\$ 81.08	\$ 85.60	\$ 90.38	\$ 95.41	\$ 100.74	\$ 103.51	\$ 106.36	\$ 109.28	\$ 112.29
	BW	\$ 5,979.20	\$ 6,144.00	\$ 6,312.80	\$ 6,486.40	\$ 6,848.00	\$ 7,230.40	\$ 7,632.80	\$ 8,059.20	\$ 8,280.80	\$ 8,508.80	\$ 8,742.40	\$ 8,983.20
	YR	\$ 156,057	\$ 160,358	\$ 164,764	\$ 169,295	\$ 178,732	\$ 188,713	\$ 199,216	\$ 210,345	\$ 216,128	\$ 222,079	\$ 228,176	\$ 234,461
7482	HR	\$ 74.82	\$ 76.88	\$ 78.99	\$ 81.16	\$ 85.68	\$ 90.46	\$ 95.51	\$ 100.83	\$ 103.60	\$ 106.45	\$ 109.38	\$ 112.39
	BW	\$ 5,985.60	\$ 6,150.40	\$ 6,319.20	\$ 6,492.80	\$ 6,854.40	\$ 7,236.80	\$ 7,640.80	\$ 8,066.40	\$ 8,288.00	\$ 8,516.00	\$ 8,750.40	\$ 8,991.20
	YR	\$ 156,224	\$ 160,525	\$ 164,931	\$ 169,462	\$ 178,899	\$ 188,880	\$ 199,424	\$ 210,533	\$ 216,316	\$ 222,267	\$ 228,385	\$ 234,670
7518	HR	\$ 75.18	\$ 77.25	\$ 79.37	\$ 81.55	\$ 86.10	\$ 90.90	\$ 95.97	\$ 101.32	\$ 104.11	\$ 106.97	\$ 109.91	\$ 112.93
	BW	\$ 6,014.40	\$ 6,180.00	\$ 6,349.60	\$ 6,524.00	\$ 6,888.00	\$ 7,272.00	\$ 7,677.60	\$ 8,105.60	\$ 8,328.80	\$ 8,557.60	\$ 8,792.80	\$ 9,034.40
	YR	\$ 156,975	\$ 161,298	\$ 165,724	\$ 170,276	\$ 179,776	\$ 189,799	\$ 200,385	\$ 211,556	\$ 217,381	\$ 223,353	\$ 229,492	\$ 235,797
7562	HR	\$ 75.62	\$ 77.70	\$ 79.84	\$ 82.04	\$ 86.61	\$ 91.44	\$ 96.53	\$ 101.92	\$ 104.72	\$ 107.60	\$ 110.56	\$ 113.60
	BW	\$ 6,049.60	\$ 6,216.00	\$ 6,387.20	\$ 6,563.20	\$ 6,928.80	\$ 7,315.20	\$ 7,722.40	\$ 8,153.60	\$ 8,377.60	\$ 8,608.00	\$ 8,844.80	\$ 9,088.00
	YR	\$ 157,894	\$ 162,237	\$ 166,705	\$ 171,299	\$ 180,841	\$ 190,926	\$ 201,554	\$ 212,808	\$ 218,655	\$ 224,668	\$ 230,849	\$ 237,196
7577	HR	\$ 75.77	\$ 77.85	\$ 79.99	\$ 82.19	\$ 86.77	\$ 91.61	\$ 96.72	\$ 102.11	\$ 104.92	\$ 107.81	\$ 110.77	\$ 113.82
	BW	\$ 6,061.60	\$ 6,228.00	\$ 6,399.20	\$ 6,575.20	\$ 6,941.60	\$ 7,328.80	\$ 7,737.60	\$ 8,168.80	\$ 8,393.60	\$ 8,624.80	\$ 8,861.60	\$ 9,105.60
	YR	\$ 158,207	\$ 162,550	\$ 167,019	\$ 171,612	\$ 181,175	\$ 191,281	\$ 201,951	\$ 213,205	\$ 219,072	\$ 225,107	\$ 231,287	\$ 237,656
7593	HR	\$ 75.93	\$ 78.02	\$ 80.16	\$ 82.36	\$ 86.96	\$ 91.81	\$ 96.92	\$ 102.33	\$ 105.14	\$ 108.03	\$ 111.00	\$ 114.05
	BW	\$ 6,074.40	\$ 6,241.60	\$ 6,412.80	\$ 6,588.80	\$ 6,956.80	\$ 7,344.80	\$ 7,753.60	\$ 8,186.40	\$ 8,411.20	\$ 8,642.40	\$ 8,880.00	\$ 9,124.00
	YR	\$ 158,541	\$ 162,905	\$ 167,374	\$ 171,967	\$ 181,572	\$ 191,699	\$ 202,368	\$ 213,665	\$ 219,532	\$ 225,566	\$ 231,768	\$ 238,136
7601	HR	\$ 76.01	\$ 78.10	\$ 80.25	\$ 82.46	\$ 87.05	\$ 91.90	\$ 97.03	\$ 102.44	\$ 105.26	\$ 108.15	\$ 111.13	\$ 114.19
	BW	\$ 6,080.80	\$ 6,248.00	\$ 6,420.00	\$ 6,596.80	\$ 6,964.00	\$ 7,352.00	\$ 7,762.40	\$ 8,195.20	\$ 8,420.80	\$ 8,652.00	\$ 8,890.40	\$ 9,135.20
	YR	\$ 158,708	\$ 163,072	\$ 167,562	\$ 172,176	\$ 181,760	\$ 191,887	\$ 202,598	\$ 213,894	\$ 219,782	\$ 225,817	\$ 232,039	\$ 238,428
7636	HR	\$ 76.36	\$ 78.46	\$ 80.62	\$ 82.84	\$ 87.46	\$ 92.34	\$ 97.49	\$ 102.92	\$ 105.76	\$ 108.67	\$ 111.66	\$ 114.73
	BW	\$ 6,108.80	\$ 6,276.80	\$ 6,449.60	\$ 6,627.20	\$ 6,996.80	\$ 7,387.20	\$ 7,799.20	\$ 8,233.60	\$ 8,460.80	\$ 8,693.60	\$ 8,932.80	\$ 9,178.40
	YR	\$ 159,439	\$ 163,824	\$ 168,334	\$ 172,969	\$ 182,616	\$ 192,805	\$ 203,559	\$ 214,896	\$ 220,826	\$ 226,902	\$ 233,146	\$ 239,556
7646	HR	\$ 76.46	\$ 78.56	\$ 80.72	\$ 82.94	\$ 87.56	\$ 92.44	\$ 97.60	\$ 103.05	\$ 105.88	\$ 108.79	\$ 111.78	\$ 114.85
	BW	\$ 6,116.80	\$ 6,284.80	\$ 6,457.60	\$ 6,635.20	\$ 7,004.80	\$ 7,395.20	\$ 7,808.00	\$ 8,244.00	\$ 8,470.40	\$ 8,703.20	\$ 8,942.40	\$ 9,188.00
	YR	\$ 159,648	\$ 164,033	\$ 168,543	\$ 173,178	\$ 182,825	\$ 193,014	\$ 203,788	\$ 215,168	\$ 221,077	\$ 227,153	\$ 233,396	\$ 239,806

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Appendix C

Operative on September 22, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
7649	HR	\$ 76.49	\$ 78.59	\$ 80.75	\$ 82.97	\$ 87.59	\$ 92.48	\$ 97.63	\$ 103.08	\$ 105.91	\$ 108.82	\$ 111.82	\$ 114.90
	BW	\$ 6,119.20	\$ 6,287.20	\$ 6,460.00	\$ 6,637.60	\$ 7,007.20	\$ 7,398.40	\$ 7,810.40	\$ 8,246.40	\$ 8,472.80	\$ 8,705.60	\$ 8,945.60	\$ 9,192.00
	YR	\$ 159,711	\$ 164,095	\$ 168,606	\$ 173,241	\$ 182,887	\$ 193,098	\$ 203,851	\$ 215,231	\$ 221,140	\$ 227,216	\$ 233,480	\$ 239,911

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Appendix D

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9206-0	311 Director	7176	2	\$ 153,948	--	12	\$ 225,086
7256-1	Airport Engineer I	6127	2	\$ 131,439	--	12	\$ 192,179
7256-2	Airport Engineer II	6521	2	\$ 139,896	--	12	\$ 204,561
9210-0	Airport Labor Relations Advocate	5478	2	\$ 117,533	--	12	\$ 171,758
9210-1	Airport Labor Relations Advocate I	5478	2	\$ 117,533	--	12	\$ 171,758
9210-2	Airport Labor Relations Advocate II	6230	2	\$ 133,652	--	12	\$ 195,415
9422-1	Airports Environmental Manager I	5971	2	\$ 128,098	--	12	\$ 187,293
9422-2	Airports Environmental Manager II	7176	2	\$ 153,948	--	12	\$ 225,086
3331-0	Airports Maintenance Superintendent	5270	2	\$ 113,065	--	12	\$ 165,306
7260-1	Airports Manager I	5908	2	\$ 126,741	--	12	\$ 185,310
7260-2	Airports Manager II	6727	2	\$ 144,322	--	12	\$ 210,971
7260-3	Airports Manager III	7880	2	\$ 169,065	--	12	\$ 247,156
1788-1	Airports Public And Community Relations Director I	5059	2	\$ 108,534	--	12	\$ 158,667
1788-2	Airports Public And Community Relations Director II	6457	2	\$ 138,538	--	12	\$ 202,536
1957-0	Asset Manager	7176	2	\$ 153,948	--	12	\$ 225,086
7259-0	Assistant Airport Manager	6376	2	\$ 136,784	--	12	\$ 199,967
1577-0	Assistant Chief Grants Administrator	5970	2	\$ 128,077	--	12	\$ 187,272
9232-0	Assistant City Librarian	8214	2	\$ 176,227	--	12	\$ 257,659
4219-1	Assistant Deputy Superintendent of Building I	6783	2	\$ 145,533	--	12	\$ 212,767
4219-2	Assistant Deputy Superintendent of Building II	7176	2	\$ 153,948	--	12	\$ 225,086
7298-0	Assistant Director Bureau of Contract Administration	7906	2	\$ 169,608	--	12	\$ 247,970
7225-0	Assistant Director Bureau of Sanitation	8214	2	\$ 176,227	--	12	\$ 257,659
7536-0	Assistant Director Bureau of Street Lighting	7906	2	\$ 169,608	--	12	\$ 247,970
4156-0	Assistant Director Bureau of Street Services	8214	2	\$ 176,227	--	12	\$ 257,659
9651-0	Assistant Director of Finance	8214	2	\$ 176,227	--	12	\$ 257,659
9428-0	Assistant Executive Director Cannabis Department	7865	2	\$ 168,731	--	12	\$ 246,697
9414-0	Assistant General Manager - LACERS	9060	2	\$ 194,371	--	12	\$ 284,176
9220-0	Assistant General Manager Aging	7176	2	\$ 153,948	--	12	\$ 225,086
0160-0	Assistant General Manager Airports	12680	2	\$ 272,045	--	12	\$ 397,701
9244-0	Assistant General Manager Animal Services	7906	2	\$ 169,608	--	12	\$ 247,970
9251-0	Assistant General Manager Community Development	8214	2	\$ 176,227	--	12	\$ 257,659
9694-0	Assistant General Manager Convention Center	7176	2	\$ 153,948	--	12	\$ 225,086
9248-0	Assistant General Manager Cultural Affairs	6643	2	\$ 142,526	--	12	\$ 208,361
9701-0	Assistant General Manager El Pueblo Historical Monu	6260	2	\$ 134,300	--	12	\$ 196,355
9273-0	Assistant General Manager Emergency Preparedness	6643	2	\$ 142,526	--	12	\$ 208,361



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Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9257-0	Assistant General Manager General Services Departm	8214	2	\$ 176,227	--	12	\$ 257,659
9381-0	Assistant General Manager Information Technology A	8214	2	\$ 176,227	--	12	\$ 257,659
9271-0	Assistant General Manager Los Angeles Housing Dep	8214	2	\$ 176,227	--	12	\$ 257,659
9221-0	Assistant General Manager Neighborhood Empowerm	6643	2	\$ 142,526	--	12	\$ 208,361
9269-0	Assistant General Manager Pension	9060	2	\$ 194,371	--	12	\$ 284,176
9241-0	Assistant General Manager Recreation and Parks	8214	2	\$ 176,227	--	12	\$ 257,659
9263-0	Assistant General Manager Transportation	8214	2	\$ 176,227	--	12	\$ 257,659
0603-0	Assistant Inspector General	7775	2	\$ 166,810	--	12	\$ 243,899
9415-0	Assistant Retirement Plan Manager	6643	2	\$ 142,526	--	12	\$ 208,361
9646-0	Assistant Treasurer	7573	2	\$ 162,467	--	12	\$ 237,572
7998-0	Associate Zoning Administrator	6817	2	\$ 146,243	--	12	\$ 213,811
3194-1	Building Construction and Maintenance General Supe	6457	2	\$ 138,538	--	12	\$ 202,536
3194-2	Building Construction and Maintenance General Supe	7176	2	\$ 153,948	--	12	\$ 225,086
3124-0	Building Construction and Maintenance Superintendent	6457	2	\$ 138,538	--	12	\$ 202,536
1592-0	Chief Accountant Controller	6093	2	\$ 130,729	--	12	\$ 191,156
7274-1	Chief Airports Engineer I	7951	2	\$ 170,589	--	12	\$ 249,390
7274-2	Chief Airports Engineer II	8391	2	\$ 180,027	--	12	\$ 263,192
1528-1	Chief Auditor Controller I	5335	2	\$ 114,464	--	12	\$ 167,353
1528-2	Chief Auditor Controller II	5970	2	\$ 128,077	--	12	\$ 187,272
9151-0	Chief Benefits Analyst	7176	2	\$ 153,948	--	12	\$ 225,086
7296-0	Chief Construction Inspector	7376	2	\$ 158,249	--	12	\$ 231,329
0302-0	Chief Deputy Controller	9155	2	\$ 196,418	--	12	\$ 287,162
4229-0	Chief Electrical Inspector	6180	2	\$ 132,588	--	12	\$ 193,849
9230-0	Chief Financial Officer	8345	2	\$ 179,025	--	12	\$ 261,751
9286-0	Chief Harbor Engineer	8869	2	\$ 190,279	--	12	\$ 278,205
4250-1	Chief Heating and Refrigeration Inspector I	4799	2	\$ 102,959	--	12	\$ 150,544
4250-2	Chief Heating and Refrigeration Inspector II	5649	2	\$ 121,187	--	12	\$ 177,187
9374-0	Chief Information Officer	9434	2	\$ 202,389	--	12	\$ 295,869
1404-0	Chief Information Security Officer	7943	2	\$ 170,401	--	12	\$ 249,140
4254-0	Chief Inspector	6180	2	\$ 132,588	--	12	\$ 193,849
1619-0	Chief Internal Auditor	6643	2	\$ 142,526	--	12	\$ 208,361
9147-0	Chief Investment Officer	12527	2	\$ 268,746	--	12	\$ 392,940
9182-0	Chief Management Analyst	7176	2	\$ 153,948	--	12	\$ 225,086
7945-1	Chief of Airport Planning I	7176	2	\$ 153,948	--	12	\$ 225,086
7945-2	Chief of Airport Planning II	7568	2	\$ 162,362	--	12	\$ 237,342

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Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7945-B	Chief of Airport Planning PMI	5716	12	\$ 179,275	--	12	\$ 179,275
7945-C	Chief of Airport Planning PMII	6614	12	\$ 207,463	--	12	\$ 207,463
7945-D	Chief of Airport Planning PMIII	7556	12	\$ 237,008	--	12	\$ 237,008
9424-0	Chief Of Aviation Technology	8330	2	\$ 178,711	--	12	\$ 261,271
7258-1	Chief Of Operations I	5275	2	\$ 113,169	--	12	\$ 165,453
7258-2	Chief Of Operations II	5898	2	\$ 126,532	--	12	\$ 184,996
9200-0	Chief Of Transit Programs	7176	2	\$ 153,948	--	12	\$ 225,086
3165-0	Chief Park Maintenance Supervisor	5512	2	\$ 118,264	--	12	\$ 172,907
1968-0	Chief Park Ranger	5969	2	\$ 128,057	--	12	\$ 187,230
9180-0	Chief Parking Enforcement Operations	7176	2	\$ 153,948	--	12	\$ 225,086
4239-0	Chief Plumbing Inspector	6180	2	\$ 132,588	--	12	\$ 193,849
2384-0	Chief Police Psychologist	8943	2	\$ 191,866	--	12	\$ 280,543
5154-0	Chief Port Pilot	12654	12	\$ 396,907	--	12	\$ 396,907
1949-1	Chief Real Estate Officer I	5993	2	\$ 128,579	--	12	\$ 187,961
1949-2	Chief Real Estate Officer II	7176	2	\$ 153,948	--	12	\$ 225,086
4269-0	Chief Safety Engineer Elevators	6180	2	\$ 132,588	--	12	\$ 193,849
4260-0	Chief Safety Engineer Pressure Vessels	5335	2	\$ 114,464	--	12	\$ 167,353
0604-0	Chief Special Investigator	7176	2	\$ 153,948	--	12	\$ 225,086
4286-1	Chief Street Services Investigator I	6457	2	\$ 138,538	--	12	\$ 202,536
4286-2	Chief Street Services Investigator II	7176	2	\$ 153,948	--	12	\$ 225,086
1211-1	Chief Tax Compliance Officer I	5927	2	\$ 127,159	--	12	\$ 185,894
1211-2	Chief Tax Compliance Officer II	7176	2	\$ 153,948	--	12	\$ 225,086
2360-0	Chief Veterinarian	7780	2	\$ 166,914	--	12	\$ 244,066
1189-1	Chief Wharfinger I	4696	2	\$ 100,746	--	12	\$ 147,287
1189-2	Chief Wharfinger II	5869	2	\$ 125,906	--	12	\$ 184,078
7999-0	Chief Zoning Administrator	7565	2	\$ 162,300	--	12	\$ 237,259
2492-0	Child Care Program Manager	4268	2	\$ 91,558	--	12	\$ 133,882
0566-0	City Attorney Chief Administrative Assistant	7176	2	\$ 153,948	--	12	\$ 225,086
0536-0	City Attorney Financial Manager	5478	2	\$ 117,533	--	12	\$ 171,758
3136-0	City Forest Officer	7176	2	\$ 153,948	--	12	\$ 225,086
2496-0	Community Affairs Advocate	5970	2	\$ 128,077	--	12	\$ 187,272
8500-0	Community Housing Programs Manager	5927	2	\$ 127,159	--	12	\$ 185,894
9165-1	Compliance Program Manager I	6107	2	\$ 131,022	--	12	\$ 191,615
9165-2	Compliance Program Manager II	7176	2	\$ 153,948	--	12	\$ 225,086
9247-0	Concessions Manager	7176	2	\$ 153,948	--	12	\$ 225,086

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Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3129-0	Construction and Maintenance Superintendent	6049	2	\$ 129,769	--	12	\$ 189,715
9168-0	Contract Administrator	6275	2	\$ 134,634	--	12	\$ 196,835
3330-1	Convention Center Building Superintendent I	5435	2	\$ 116,593	--	12	\$ 170,526
3330-2	Convention Center Building Superintendent II	6457	2	\$ 138,538	--	12	\$ 202,536
1610-0	Departmental Audit Manager	7176	2	\$ 153,948	--	12	\$ 225,086
1593-1	Departmental Chief Accountant I	5415	2	\$ 116,176	--	12	\$ 169,858
1593-2	Departmental Chief Accountant II	5738	2	\$ 123,108	--	12	\$ 180,027
1593-3	Departmental Chief Accountant III	6643	2	\$ 142,526	--	12	\$ 208,361
1593-4	Departmental Chief Accountant IV	7176	2	\$ 153,948	--	12	\$ 225,086
9490-1	Deputy City Engineer I	8214	2	\$ 176,227	--	12	\$ 257,659
9490-2	Deputy City Engineer II	9155	2	\$ 196,418	--	12	\$ 287,162
1607-0	Deputy Director Of Auditing	7176	2	\$ 153,948	--	12	\$ 225,086
9444-0	Deputy Director Of Planning	8214	2	\$ 176,227	--	12	\$ 257,659
0162-0	Deputy General Manager Airports/1	11348	2	\$ 243,460	--	12	\$ 355,920
0163-0	Deputy General Manager Airports/2	9283	2	\$ 199,153	--	12	\$ 291,171
9201-1	Deputy Superintendent Of Building I	8214	2	\$ 176,227	--	12	\$ 257,659
9201-2	Deputy Superintendent Of Building II	9155	2	\$ 196,418	--	12	\$ 287,162
1806-0	Development and Marketing Director	5985	2	\$ 128,412	--	12	\$ 187,752
1194-0	Director Cash Management Services	7176	2	\$ 153,948	--	12	\$ 225,086
4266-0	Director Enforcement Operations	7176	2	\$ 153,948	--	12	\$ 225,086
1768-0	Director of Airport Marketing	7176	2	\$ 153,948	--	12	\$ 225,086
9304-0	Director Of Airport Operations	8435	2	\$ 180,966	--	12	\$ 264,549
9306-0	Director Of Airport Safety	9283	2	\$ 199,153	--	12	\$ 291,171
9302-0	Director Of Airports Administration	8435	2	\$ 180,966	--	12	\$ 264,549
1606-0	Director Of Auditing	8214	2	\$ 176,227	--	12	\$ 257,659
9259-0	Director Of Building Services	6457	2	\$ 138,538	--	12	\$ 202,536
7625-0	Director Of Communications Services	7176	2	\$ 153,948	--	12	\$ 225,086
4321-0	Director Of Field Operations	5938	2	\$ 127,388	--	12	\$ 186,249
1608-0	Director Of Financial Analysis and Reporting	8214	2	\$ 176,227	--	12	\$ 257,659
3535-0	Director Of Fleet Services	7176	2	\$ 153,948	--	12	\$ 225,086
1568-0	Director Of Housing	7176	2	\$ 153,948	--	12	\$ 225,086
7270-1	Director Of Maintenance Airports I	6457	2	\$ 138,538	--	12	\$ 202,536
7270-2	Director Of Maintenance Airports II	7176	2	\$ 153,948	--	12	\$ 225,086
1858-0	Director Of Materials Management Services	6283	2	\$ 134,801	--	12	\$ 197,044
7974-0	Director Of Materials Testing Services	7176	2	\$ 153,948	--	12	\$ 225,086

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Appendix D

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3722-1	Director Of Police Transportation I	5655	2	\$ 121,333	--	12	\$ 177,375
3722-2	Director Of Police Transportation II	7176	2	\$ 153,948	--	12	\$ 225,086
9231-0	Director Of Port Administration	7955	2	\$ 170,673	--	12	\$ 249,516
3123-1	Director Of Port Construction and Maintenance I	6457	2	\$ 138,538	--	12	\$ 202,536
3123-2	Director Of Port Construction and Maintenance II	7176	2	\$ 153,948	--	12	\$ 225,086
1782-1	Director Of Port Marketing I	5834	2	\$ 125,154	--	12	\$ 182,992
1782-2	Director Of Port Marketing II	7176	2	\$ 153,948	--	12	\$ 225,086
9233-0	Director Of Port Operations	7556	2	\$ 162,112	--	12	\$ 237,008
1488-0	Director Of Printing Services	6857	2	\$ 147,120	--	12	\$ 215,064
1857-1	Director Of Purchasing Services I	5358	2	\$ 114,944	--	12	\$ 168,063
1857-2	Director Of Purchasing Services II General Services	6283	2	\$ 134,801	--	12	\$ 197,044
3208-0	Director Of Security Services	4546	2	\$ 97,530	--	12	\$ 142,589
1863-0	Director Of Supplies	7176	2	\$ 153,948	--	12	\$ 225,086
9375-0	Director Of Systems	7176	2	\$ 153,948	--	12	\$ 225,086
6157-0	Division Librarian	7176	2	\$ 153,948	--	12	\$ 225,086
9486-0	Engineer Of Surveys	7176	7	\$ 191,260	--	12	\$ 225,086
3750-0	Equipment Superintendent	6049	7	\$ 161,235	--	12	\$ 189,715
0015-0	Ethics Officer I	4815	2	\$ 103,293	--	12	\$ 151,004
0016-0	Ethics Officer II	5970	2	\$ 128,077	--	12	\$ 187,272
0017-0	Ethics Officer III	7241	2	\$ 155,347	--	12	\$ 227,132
3170-0	Event Services Manager	6127	2	\$ 131,439	--	12	\$ 192,179
9186-0	Executive Assistant Airports	7719	2	\$ 165,599	--	12	\$ 242,082
9225-0	Executive Director Commission on Status of Women	5299	12	\$ 166,204	--	12	\$ 166,204
2475-0	Executive Director Exposition Park Complex	7176	2	\$ 153,948	--	12	\$ 225,086
9020-0	Executive Director Human Relations Commission	5811	12	\$ 182,282	--	12	\$ 182,282
9252-0	Executive Officer City Clerk	8214	2	\$ 176,227	--	12	\$ 257,659
9198-1	Financial Management Specialist I	4118	2	\$ 88,343	--	12	\$ 129,163
9198-2	Financial Management Specialist II	4872	2	\$ 104,525	--	12	\$ 152,841
9198-3	Financial Management Specialist III	6029	2	\$ 129,351	--	12	\$ 189,131
9198-4	Financial Management Specialist IV	6345	2	\$ 136,116	--	12	\$ 199,028
9198-5	Financial Management Specialist V	7241	2	\$ 155,347	--	12	\$ 227,132
1557-1	Financial Manager I	5565	2	\$ 119,391	--	12	\$ 174,556
1557-2	Financial Manager II	6934	2	\$ 148,770	--	12	\$ 217,486
9197-0	Fire Administrator	8214	2	\$ 176,227	--	12	\$ 257,659
1638-0	Fire Statistical Manager	5985	2	\$ 128,412	--	12	\$ 187,752

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Appendix D

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
0805-0	First Deputy General Manager Harbor	11348	2	\$ 243,460	--	12	\$ 355,920
2458-0	Golf Manager	7176	2	\$ 153,948	--	12	\$ 225,086
9279-1	Harbor Engineer I	7176	2	\$ 153,948	--	12	\$ 225,086
9279-2	Harbor Engineer II	7573	2	\$ 162,467	--	12	\$ 237,572
9234-1	Harbor Planning and Research Director I	5358	2	\$ 114,944	--	12	\$ 168,063
9234-2	Harbor Planning and Research Director II	6283	2	\$ 134,801	--	12	\$ 197,044
9480-0	Harbor Public and Community Relations Director	6283	2	\$ 134,801	--	12	\$ 197,044
4130-0	Hyperion Treatment Plant Manager	8214	2	\$ 176,227	--	12	\$ 257,659
1409-1	Information Systems Manager I	6497	2	\$ 139,394	--	12	\$ 203,767
1409-2	Information Systems Manager II	7176	2	\$ 153,948	--	12	\$ 225,086
9482-0	Legislative Representative	5478	1	\$ 114,380	--	12	\$ 171,758
9482-H	Legislative Representative - Harbor	6049	1	\$ 126,303	--	12	\$ 189,715
4281-1	Lot Cleaning Superintendent I	5003	2	\$ 107,344	--	12	\$ 156,934
4281-2	Lot Cleaning Superintendent II	5518	2	\$ 118,389	--	12	\$ 173,095
9437-1	Marine Environmental Manager I	6215	2	\$ 133,339	--	12	\$ 194,977
9437-2	Marine Environmental Manager II	6909	2	\$ 148,227	--	12	\$ 216,692
2338-0	Medical Services Administrator	7896	2	\$ 169,399	--	12	\$ 247,657
1789-0	Motion Picture and Television Manager	7155	2	\$ 153,509	--	12	\$ 224,418
6229-1	Observatory Director I	5970	2	\$ 128,077	--	12	\$ 187,272
6229-2	Observatory Director II	7176	2	\$ 153,948	--	12	\$ 225,086
9264-0	Parking Administrator	8214	2	\$ 176,227	--	12	\$ 257,659
9025-1	Parking Enforcement Manager I	5154	2	\$ 110,580	--	12	\$ 161,632
9025-2	Parking Enforcement Manager II	6049	2	\$ 129,769	--	12	\$ 189,715
5153-0	Pilot Service Manager	13350	2	\$ 286,410	--	12	\$ 418,727
9196-1	Police Administrator I	8479	2	\$ 181,906	--	12	\$ 265,948
9196-2	Police Administrator II	8943	2	\$ 191,866	--	12	\$ 280,543
9196-3	Police Administrator III	10382	2	\$ 222,747	--	12	\$ 325,602
1781-0	Port Marketing Manager	4940	2	\$ 105,986	--	12	\$ 154,929
9143-1	Portfolio Manager I	7623	2	\$ 163,553	--	12	\$ 239,138
9143-2	Portfolio Manager II	9593	2	\$ 205,814	--	12	\$ 300,922
7928-0	Principal Architect	7818	2	\$ 167,729	--	12	\$ 245,235
7946-0	Principal City Planner	7176	2	\$ 153,948	--	12	\$ 225,086
9489-0	Principal Civil Engineer	7176	2	\$ 153,948	--	12	\$ 225,086
9489-D	Principal Civil Engineer PM III	7556	12	\$ 237,008	--	12	\$ 237,008
9653-0	Principal Deputy Controller	8214	2	\$ 176,227	--	12	\$ 257,659

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Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7875-0	Principal Environmental Engineer	7176	2	\$ 153,948	--	12	\$ 225,086
7875-B	Principal Environmental Engineer PMI	5716	12	\$ 179,275	--	12	\$ 179,275
7875-C	Principal Environmental Engineer PMII	6614	12	\$ 207,463	--	12	\$ 207,463
7875-D	Principal Environmental Engineer PMIII	7556	12	\$ 237,008	--	12	\$ 237,008
3147-1	Principal Grounds Maintenance Supervisor I	3944	2	\$ 84,605	--	12	\$ 123,693
3147-2	Principal Grounds Maintenance Supervisor II	4904	2	\$ 105,214	--	12	\$ 153,843
2464-1	Principal Recreation Supervisor I	4268	2	\$ 91,558	--	12	\$ 133,882
2464-2	Principal Recreation Supervisor II	4904	2	\$ 105,214	--	12	\$ 153,843
9266-0	Principal Transportation Engineer	7176	2	\$ 153,948	--	12	\$ 225,086
9266-B	Principal Transportation Engineer PMI	5716	12	\$ 179,275	--	12	\$ 179,275
9266-C	Principal Transportation Engineer PMII	6614	12	\$ 207,463	--	12	\$ 207,463
9266-D	Principal Transportation Engineer PMIII	7556	12	\$ 237,008	--	12	\$ 237,008
1964-1	Property Manager I	5655	2	\$ 121,333	--	12	\$ 177,375
1964-2	Property Manager II	6283	2	\$ 134,801	--	12	\$ 197,044
1964-3	Property Manager III	6805	2	\$ 145,992	--	12	\$ 213,435
1964-4	Property Manager IV	7565	2	\$ 162,300	--	12	\$ 237,259
1800-1	Public Information Director I	5059	2	\$ 108,534	--	12	\$ 158,667
1800-2	Public Information Director II	5942	2	\$ 127,472	--	12	\$ 186,395
7976-0	Public Safety Risk Manager	6397	2	\$ 137,244	--	12	\$ 200,677
1282-0	Records Management Officer	5969	2	\$ 128,057	--	12	\$ 187,230
1620-0	Revenue Manager	7176	2	\$ 153,948	--	12	\$ 225,086
2485-0	Rideshare Program Administrator	6180	2	\$ 132,588	--	12	\$ 193,849
7982-0	Risk Management and Prevention Program Manager	7176	2	\$ 153,948	--	12	\$ 225,086
1530-1	Risk Manager I	4828	2	\$ 103,585	--	12	\$ 151,421
1530-2	Risk Manager II	5970	2	\$ 128,077	--	12	\$ 187,272
1530-3	Risk Manager III	7176	2	\$ 153,948	--	12	\$ 225,086
1728-0	Safety Administrator	7176	2	\$ 153,948	--	12	\$ 225,086
9635-0	Sales and Marketing Manager	6283	2	\$ 134,801	--	12	\$ 197,044
4126-1	Sanitation Solid Resources Manager I	6457	2	\$ 138,538	--	12	\$ 202,536
4126-2	Sanitation Solid Resources Manager II	7176	2	\$ 153,948	--	12	\$ 225,086
4128-1	Sanitation Wastewater Manager I	5435	2	\$ 116,593	--	12	\$ 170,526
4128-2	Sanitation Wastewater Manager II	6457	2	\$ 138,538	--	12	\$ 202,536
4128-3	Sanitation Wastewater Manager III	7176	2	\$ 153,948	--	12	\$ 225,086
0807-0	Second Deputy General Manager Harbor Department	9641	2	\$ 206,837	--	12	\$ 302,425
7257-1	Senior Airport Engineer I	6980	2	\$ 149,751	--	12	\$ 218,968

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Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7257-2	Senior Airport Engineer II	7540	2	\$ 161,757	--	12	\$ 236,486
3146-0	Senior Park Maintenance Supervisor	4118	2	\$ 88,343	--	12	\$ 129,163
3832-0	Signal Systems Superintendent	5512	2	\$ 118,264	--	12	\$ 172,907
1850-0	Stores Superintendent	5358	2	\$ 114,944	--	12	\$ 168,063
3820-1	Street Lighting Construction and Maintenance Superin	6457	2	\$ 138,538	--	12	\$ 202,536
3820-2	Street Lighting Construction and Maintenance Superin	7176	2	\$ 153,948	--	12	\$ 225,086
4160-1	Street Services General Superintendent I	6150	2	\$ 131,940	--	12	\$ 192,910
4160-2	Street Services General Superintendent II	7176	2	\$ 153,948	--	12	\$ 225,086
4158-1	Street Services Superintendent I	5003	2	\$ 107,344	--	12	\$ 156,934
4158-2	Street Services Superintendent II	5518	2	\$ 118,389	--	12	\$ 173,095
3160-1	Street Tree Superintendent I	5003	2	\$ 107,344	--	12	\$ 156,934
3160-2	Street Tree Superintendent II	6150	2	\$ 131,940	--	12	\$ 192,910
9237-0	Superintendent Of Planning and Construction	7176	2	\$ 153,948	--	12	\$ 225,086
2472-0	Superintendent Of Recreation and Parks Operations	7176	2	\$ 153,948	--	12	\$ 225,086
1865-1	Supply Services Manager I	5969	2	\$ 128,057	--	12	\$ 187,230
1865-2	Supply Services Manager II	7176	2	\$ 153,948	--	12	\$ 225,086
8870-0	Taxicab Administrator	7176	2	\$ 153,948	--	12	\$ 225,086
7640-0	Telecommunications Planning and Utilization Officer	5809	2	\$ 124,632	--	12	\$ 182,219
7650-1	Telecommunications Regulatory Officer I	5345	2	\$ 114,672	--	12	\$ 167,666
7650-2	Telecommunications Regulatory Officer II	5809	2	\$ 124,632	--	12	\$ 182,219
7650-3	Telecommunications Regulatory Officer III	6313	2	\$ 135,448	--	12	\$ 198,005
0803-0	Traffic Manager	7955	2	\$ 170,673	--	12	\$ 249,516
4125-1	Wastewater Collection Manager I	5358	2	\$ 114,944	--	12	\$ 168,063
4125-2	Wastewater Collection Manager II	7176	2	\$ 153,948	--	12	\$ 225,086
7880-0	Wastewater Residuals Research Engineer	7176	2	\$ 153,948	--	12	\$ 225,086
7840-1	Wastewater Treatment Laboratory Manager I	5435	2	\$ 116,593	--	12	\$ 170,526
7840-2	Wastewater Treatment Laboratory Manager II	6457	2	\$ 138,538	--	12	\$ 202,536
7840-3	Wastewater Treatment Laboratory Manager III	7176	2	\$ 153,948	--	12	\$ 225,086
3784-1	Wastewater Treatment Maintenance Manager I	5435	2	\$ 116,593	--	12	\$ 170,526
3784-2	Wastewater Treatment Maintenance Manager II	6457	2	\$ 138,538	--	12	\$ 202,536
3784-3	Wastewater Treatment Maintenance Manager III	7176	2	\$ 153,948	--	12	\$ 225,086
4127-1	Wastewater Treatment Plant Manager I	5429	2	\$ 116,468	--	12	\$ 170,276
4127-2	Wastewater Treatment Plant Manager II	5706	2	\$ 122,419	--	12	\$ 178,962
4127-3	Wastewater Treatment Plant Manager III	6334	2	\$ 135,887	--	12	\$ 198,694
1766-1	Workers' Compensation Administrator I	5970	2	\$ 128,077	--	12	\$ 187,272

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Appendix D

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY		STEP	SALARY
1766-2	Workers' Compensation Administrator II	7176	2	\$ 153,948	--	12	\$ 225,086
9501-0	Zoo Assistant GM	7906	2	\$ 169,608	--	12	\$ 247,970



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**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3944	HR	\$ 39.44	\$ 40.52	\$ 41.64	\$ 42.79	\$ 45.17	\$ 47.69	\$ 50.35	\$ 53.15	\$ 54.61	\$ 56.11	\$ 57.65	\$ 59.24
	BW	\$ 3,155.20	\$ 3,241.60	\$ 3,331.20	\$ 3,423.20	\$ 3,613.60	\$ 3,815.20	\$ 4,028.00	\$ 4,252.00	\$ 4,368.80	\$ 4,488.80	\$ 4,612.00	\$ 4,739.20
	YR	\$ 82,350	\$ 84,605	\$ 86,944	\$ 89,345	\$ 94,314	\$ 99,576	\$ 105,130	\$ 110,977	\$ 114,025	\$ 117,157	\$ 120,373	\$ 123,693
4118	HR	\$ 41.18	\$ 42.31	\$ 43.48	\$ 44.68	\$ 47.16	\$ 49.79	\$ 52.57	\$ 55.50	\$ 57.02	\$ 58.59	\$ 60.20	\$ 61.86
	BW	\$ 3,294.40	\$ 3,384.80	\$ 3,478.40	\$ 3,574.40	\$ 3,772.80	\$ 3,983.20	\$ 4,205.60	\$ 4,440.00	\$ 4,561.60	\$ 4,687.20	\$ 4,816.00	\$ 4,948.80
	YR	\$ 85,983	\$ 88,343	\$ 90,786	\$ 93,291	\$ 98,470	\$ 103,961	\$ 109,766	\$ 115,884	\$ 119,057	\$ 122,335	\$ 125,697	\$ 129,163
4268	HR	\$ 42.68	\$ 43.85	\$ 45.06	\$ 46.30	\$ 48.88	\$ 51.60	\$ 54.48	\$ 57.52	\$ 59.10	\$ 60.73	\$ 62.40	\$ 64.12
	BW	\$ 3,414.40	\$ 3,508.00	\$ 3,604.80	\$ 3,704.00	\$ 3,910.40	\$ 4,128.00	\$ 4,358.40	\$ 4,601.60	\$ 4,728.00	\$ 4,858.40	\$ 4,992.00	\$ 5,129.60
	YR	\$ 89,115	\$ 91,558	\$ 94,085	\$ 96,674	\$ 102,061	\$ 107,740	\$ 113,754	\$ 120,101	\$ 123,400	\$ 126,804	\$ 130,291	\$ 133,882
4546	HR	\$ 45.46	\$ 46.71	\$ 47.99	\$ 49.31	\$ 52.06	\$ 54.97	\$ 58.03	\$ 61.27	\$ 62.95	\$ 64.68	\$ 66.46	\$ 68.29
	BW	\$ 3,636.80	\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,164.80	\$ 4,397.60	\$ 4,642.40	\$ 4,901.60	\$ 5,036.00	\$ 5,174.40	\$ 5,316.80	\$ 5,463.20
	YR	\$ 94,920	\$ 97,530	\$ 100,203	\$ 102,959	\$ 108,701	\$ 114,777	\$ 121,166	\$ 127,931	\$ 131,439	\$ 135,051	\$ 138,768	\$ 142,589
4696	HR	\$ 46.96	\$ 48.25	\$ 49.58	\$ 50.94	\$ 53.78	\$ 56.78	\$ 59.94	\$ 63.28	\$ 65.02	\$ 66.81	\$ 68.65	\$ 70.54
	BW	\$ 3,756.80	\$ 3,860.00	\$ 3,966.40	\$ 4,075.20	\$ 4,302.40	\$ 4,542.40	\$ 4,795.20	\$ 5,062.40	\$ 5,201.60	\$ 5,344.80	\$ 5,492.00	\$ 5,643.20
	YR	\$ 98,052	\$ 100,746	\$ 103,523	\$ 106,362	\$ 112,292	\$ 118,556	\$ 125,154	\$ 132,128	\$ 135,761	\$ 139,499	\$ 143,341	\$ 147,287
4799	HR	\$ 47.99	\$ 49.31	\$ 50.67	\$ 52.06	\$ 54.97	\$ 58.03	\$ 61.27	\$ 64.68	\$ 66.46	\$ 68.29	\$ 70.17	\$ 72.10
	BW	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,164.80	\$ 4,397.60	\$ 4,642.40	\$ 4,901.60	\$ 5,174.40	\$ 5,316.80	\$ 5,463.20	\$ 5,613.60	\$ 5,768.00
	YR	\$ 100,203	\$ 102,959	\$ 105,798	\$ 108,701	\$ 114,777	\$ 121,166	\$ 127,931	\$ 135,051	\$ 138,768	\$ 142,589	\$ 146,514	\$ 150,544
4815	HR	\$ 48.15	\$ 49.47	\$ 50.83	\$ 52.23	\$ 55.14	\$ 58.21	\$ 61.45	\$ 64.88	\$ 66.66	\$ 68.49	\$ 70.38	\$ 72.32
	BW	\$ 3,852.00	\$ 3,957.60	\$ 4,066.40	\$ 4,178.40	\$ 4,411.20	\$ 4,656.80	\$ 4,916.00	\$ 5,190.40	\$ 5,332.80	\$ 5,479.20	\$ 5,630.40	\$ 5,785.60
	YR	\$ 100,537	\$ 103,293	\$ 106,133	\$ 109,056	\$ 115,132	\$ 121,542	\$ 128,307	\$ 135,469	\$ 139,186	\$ 143,007	\$ 146,953	\$ 151,004
4828	HR	\$ 48.28	\$ 49.61	\$ 50.97	\$ 52.37	\$ 55.29	\$ 58.37	\$ 61.63	\$ 65.06	\$ 66.85	\$ 68.69	\$ 70.58	\$ 72.52
	BW	\$ 3,862.40	\$ 3,968.80	\$ 4,077.60	\$ 4,189.60	\$ 4,423.20	\$ 4,669.60	\$ 4,930.40	\$ 5,204.80	\$ 5,348.00	\$ 5,495.20	\$ 5,646.40	\$ 5,801.60
	YR	\$ 100,808	\$ 103,585	\$ 106,425	\$ 109,348	\$ 115,445	\$ 121,876	\$ 128,683	\$ 135,845	\$ 139,582	\$ 143,424	\$ 147,371	\$ 151,421
4872	HR	\$ 48.72	\$ 50.06	\$ 51.44	\$ 52.85	\$ 55.80	\$ 58.92	\$ 62.20	\$ 65.68	\$ 67.48	\$ 69.34	\$ 71.24	\$ 73.20
	BW	\$ 3,897.60	\$ 4,004.80	\$ 4,115.20	\$ 4,228.00	\$ 4,464.00	\$ 4,713.60	\$ 4,976.00	\$ 5,254.40	\$ 5,398.40	\$ 5,547.20	\$ 5,699.20	\$ 5,856.00
	YR	\$ 101,727	\$ 104,525	\$ 107,406	\$ 110,350	\$ 116,510	\$ 123,024	\$ 129,873	\$ 137,139	\$ 140,898	\$ 144,781	\$ 148,749	\$ 152,841
4904	HR	\$ 49.04	\$ 50.39	\$ 51.77	\$ 53.19	\$ 56.16	\$ 59.30	\$ 62.61	\$ 66.10	\$ 67.92	\$ 69.79	\$ 71.71	\$ 73.68
	BW	\$ 3,923.20	\$ 4,031.20	\$ 4,141.60	\$ 4,255.20	\$ 4,492.80	\$ 4,744.00	\$ 5,008.80	\$ 5,288.00	\$ 5,433.60	\$ 5,583.20	\$ 5,736.80	\$ 5,894.40
	YR	\$ 102,395	\$ 105,214	\$ 108,095	\$ 111,060	\$ 117,262	\$ 123,818	\$ 130,729	\$ 138,016	\$ 141,816	\$ 145,721	\$ 149,730	\$ 153,843
4940	HR	\$ 49.40	\$ 50.76	\$ 52.15	\$ 53.58	\$ 56.57	\$ 59.73	\$ 63.06	\$ 66.57	\$ 68.40	\$ 70.28	\$ 72.21	\$ 74.20
	BW	\$ 3,952.00	\$ 4,060.80	\$ 4,172.00	\$ 4,286.40	\$ 4,525.60	\$ 4,778.40	\$ 5,044.80	\$ 5,325.60	\$ 5,472.00	\$ 5,622.40	\$ 5,776.80	\$ 5,936.00
	YR	\$ 103,147	\$ 105,986	\$ 108,889	\$ 111,875	\$ 118,118	\$ 124,716	\$ 131,669	\$ 138,998	\$ 142,819	\$ 146,744	\$ 150,774	\$ 154,929
5003	HR	\$ 50.03	\$ 51.41	\$ 52.82	\$ 54.27	\$ 57.30	\$ 60.50	\$ 63.87	\$ 67.43	\$ 69.29	\$ 71.20	\$ 73.15	\$ 75.16
	BW	\$ 4,002.40	\$ 4,112.80	\$ 4,225.60	\$ 4,341.60	\$ 4,584.00	\$ 4,840.00	\$ 5,109.60	\$ 5,394.40	\$ 5,543.20	\$ 5,696.00	\$ 5,852.00	\$ 6,012.80
	YR	\$ 104,462	\$ 107,344	\$ 110,288	\$ 113,315	\$ 119,642	\$ 126,324	\$ 133,360	\$ 140,793	\$ 144,677	\$ 148,665	\$ 152,737	\$ 156,934

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**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5059	HR	\$ 50.59	\$ 51.98	\$ 53.41	\$ 54.88	\$ 57.94	\$ 61.17	\$ 64.58	\$ 68.17	\$ 70.05	\$ 71.98	\$ 73.96	\$ 75.99
	BW	\$ 4,047.20	\$ 4,158.40	\$ 4,272.80	\$ 4,390.40	\$ 4,635.20	\$ 4,893.60	\$ 5,166.40	\$ 5,453.60	\$ 5,604.00	\$ 5,758.40	\$ 5,916.80	\$ 6,079.20
	YR	\$ 105,631	\$ 108,534	\$ 111,520	\$ 114,589	\$ 120,978	\$ 127,722	\$ 134,843	\$ 142,338	\$ 146,264	\$ 150,294	\$ 154,428	\$ 158,667
5154	HR	\$ 51.54	\$ 52.96	\$ 54.41	\$ 55.91	\$ 59.02	\$ 62.31	\$ 65.78	\$ 69.45	\$ 71.36	\$ 73.32	\$ 75.34	\$ 77.41
	BW	\$ 4,123.20	\$ 4,236.80	\$ 4,352.80	\$ 4,472.80	\$ 4,721.60	\$ 4,984.80	\$ 5,262.40	\$ 5,556.00	\$ 5,708.80	\$ 5,865.60	\$ 6,027.20	\$ 6,192.80
	YR	\$ 107,615	\$ 110,580	\$ 113,608	\$ 116,740	\$ 123,233	\$ 130,103	\$ 137,348	\$ 145,011	\$ 148,999	\$ 153,092	\$ 157,309	\$ 161,632
5270	HR	\$ 52.70	\$ 54.15	\$ 55.64	\$ 57.17	\$ 60.36	\$ 63.73	\$ 67.28	\$ 71.03	\$ 72.98	\$ 74.99	\$ 77.05	\$ 79.17
	BW	\$ 4,216.00	\$ 4,332.00	\$ 4,451.20	\$ 4,573.60	\$ 4,828.80	\$ 5,098.40	\$ 5,382.40	\$ 5,682.40	\$ 5,838.40	\$ 5,999.20	\$ 6,164.00	\$ 6,333.60
	YR	\$ 110,037	\$ 113,065	\$ 116,176	\$ 119,370	\$ 126,031	\$ 133,068	\$ 140,480	\$ 148,310	\$ 152,382	\$ 156,579	\$ 160,880	\$ 165,306
5275	HR	\$ 52.75	\$ 54.20	\$ 55.69	\$ 57.22	\$ 60.42	\$ 63.79	\$ 67.34	\$ 71.09	\$ 73.05	\$ 75.06	\$ 77.12	\$ 79.24
	BW	\$ 4,220.00	\$ 4,336.00	\$ 4,455.20	\$ 4,577.60	\$ 4,833.60	\$ 5,103.20	\$ 5,387.20	\$ 5,687.20	\$ 5,844.00	\$ 6,004.80	\$ 6,169.60	\$ 6,339.20
	YR	\$ 110,142	\$ 113,169	\$ 116,280	\$ 119,475	\$ 126,156	\$ 133,193	\$ 140,605	\$ 148,435	\$ 152,528	\$ 156,725	\$ 161,026	\$ 165,453
5299	HR	\$ 52.99	\$ 54.45	\$ 55.94	\$ 57.48	\$ 60.68	\$ 64.06	\$ 67.64	\$ 71.41	\$ 73.38	\$ 75.40	\$ 77.47	\$ 79.60
	BW	\$ 4,239.20	\$ 4,356.00	\$ 4,475.20	\$ 4,598.40	\$ 4,854.40	\$ 5,124.80	\$ 5,411.20	\$ 5,712.80	\$ 5,870.40	\$ 6,032.00	\$ 6,197.60	\$ 6,368.00
	YR	\$ 110,643	\$ 113,691	\$ 116,802	\$ 120,018	\$ 126,699	\$ 133,757	\$ 141,232	\$ 149,104	\$ 153,217	\$ 157,435	\$ 161,757	\$ 166,204
5335	HR	\$ 53.35	\$ 54.82	\$ 56.32	\$ 57.87	\$ 61.10	\$ 64.51	\$ 68.10	\$ 71.90	\$ 73.88	\$ 75.91	\$ 78.00	\$ 80.15
	BW	\$ 4,268.00	\$ 4,385.60	\$ 4,505.60	\$ 4,629.60	\$ 4,888.00	\$ 5,160.80	\$ 5,448.00	\$ 5,752.00	\$ 5,910.40	\$ 6,072.80	\$ 6,240.00	\$ 6,412.00
	YR	\$ 111,394	\$ 114,464	\$ 117,596	\$ 120,832	\$ 127,576	\$ 134,696	\$ 142,192	\$ 150,127	\$ 154,261	\$ 158,500	\$ 162,864	\$ 167,353
5345	HR	\$ 53.45	\$ 54.92	\$ 56.43	\$ 57.98	\$ 61.22	\$ 64.63	\$ 68.24	\$ 72.04	\$ 74.02	\$ 76.06	\$ 78.15	\$ 80.30
	BW	\$ 4,276.00	\$ 4,393.60	\$ 4,514.40	\$ 4,638.40	\$ 4,897.60	\$ 5,170.40	\$ 5,459.20	\$ 5,763.20	\$ 5,921.60	\$ 6,084.80	\$ 6,252.00	\$ 6,424.00
	YR	\$ 111,603	\$ 114,672	\$ 117,825	\$ 121,062	\$ 127,827	\$ 134,947	\$ 142,485	\$ 150,419	\$ 154,553	\$ 158,813	\$ 163,177	\$ 167,666
5358	HR	\$ 53.58	\$ 55.05	\$ 56.57	\$ 58.13	\$ 61.36	\$ 64.78	\$ 68.40	\$ 72.21	\$ 74.20	\$ 76.24	\$ 78.34	\$ 80.49
	BW	\$ 4,286.40	\$ 4,404.00	\$ 4,525.60	\$ 4,650.40	\$ 4,908.80	\$ 5,182.40	\$ 5,472.00	\$ 5,776.80	\$ 5,936.00	\$ 6,099.20	\$ 6,267.20	\$ 6,439.20
	YR	\$ 111,875	\$ 114,944	\$ 118,118	\$ 121,375	\$ 128,119	\$ 135,260	\$ 142,819	\$ 150,774	\$ 154,929	\$ 159,189	\$ 163,573	\$ 168,063
5415	HR	\$ 54.15	\$ 55.64	\$ 57.17	\$ 58.74	\$ 62.02	\$ 65.48	\$ 69.13	\$ 72.98	\$ 74.99	\$ 77.05	\$ 79.17	\$ 81.35
	BW	\$ 4,332.00	\$ 4,451.20	\$ 4,573.60	\$ 4,699.20	\$ 4,961.60	\$ 5,238.40	\$ 5,530.40	\$ 5,838.40	\$ 5,999.20	\$ 6,164.00	\$ 6,333.60	\$ 6,508.00
	YR	\$ 113,065	\$ 116,176	\$ 119,370	\$ 122,649	\$ 129,497	\$ 136,722	\$ 144,343	\$ 152,382	\$ 156,579	\$ 160,880	\$ 165,306	\$ 169,858
5429	HR	\$ 54.29	\$ 55.78	\$ 57.32	\$ 58.90	\$ 62.18	\$ 65.65	\$ 69.30	\$ 73.17	\$ 75.18	\$ 77.25	\$ 79.37	\$ 81.55
	BW	\$ 4,343.20	\$ 4,462.40	\$ 4,585.60	\$ 4,712.00	\$ 4,974.40	\$ 5,252.00	\$ 5,544.00	\$ 5,853.60	\$ 6,014.40	\$ 6,180.00	\$ 6,349.60	\$ 6,524.00
	YR	\$ 113,357	\$ 116,468	\$ 119,684	\$ 122,983	\$ 129,831	\$ 137,077	\$ 144,698	\$ 152,778	\$ 156,975	\$ 161,298	\$ 165,724	\$ 170,276
5435	HR	\$ 54.35	\$ 55.84	\$ 57.38	\$ 58.96	\$ 62.25	\$ 65.72	\$ 69.39	\$ 73.26	\$ 75.28	\$ 77.35	\$ 79.48	\$ 81.67
	BW	\$ 4,348.00	\$ 4,467.20	\$ 4,590.40	\$ 4,716.80	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,860.80	\$ 6,022.40	\$ 6,188.00	\$ 6,358.40	\$ 6,533.60
	YR	\$ 113,482	\$ 116,593	\$ 119,809	\$ 123,108	\$ 129,978	\$ 137,223	\$ 144,886	\$ 152,966	\$ 157,184	\$ 161,506	\$ 165,954	\$ 170,526
5478	HR	\$ 54.78	\$ 56.29	\$ 57.83	\$ 59.42	\$ 62.73	\$ 66.22	\$ 69.91	\$ 73.81	\$ 75.83	\$ 77.92	\$ 80.06	\$ 82.26
	BW	\$ 4,382.40	\$ 4,503.20	\$ 4,626.40	\$ 4,753.60	\$ 5,018.40	\$ 5,297.60	\$ 5,592.80	\$ 5,904.80	\$ 6,066.40	\$ 6,233.60	\$ 6,404.80	\$ 6,580.80
	YR	\$ 114,380	\$ 117,533	\$ 120,749	\$ 124,068	\$ 130,980	\$ 138,267	\$ 145,972	\$ 154,115	\$ 158,333	\$ 162,696	\$ 167,165	\$ 171,758

MOU 36

Appendix D

Operative on June 29, 2025

Range		1	2	3	4	5	6	7	8	9	10	11	12
5512	HR	\$ 55.12	\$ 56.64	\$ 58.19	\$ 59.79	\$ 63.12	\$ 66.64	\$ 70.36	\$ 74.29	\$ 76.33	\$ 78.43	\$ 80.59	\$ 82.81
	BW	\$ 4,409.60	\$ 4,531.20	\$ 4,655.20	\$ 4,783.20	\$ 5,049.60	\$ 5,331.20	\$ 5,628.80	\$ 5,943.20	\$ 6,106.40	\$ 6,274.40	\$ 6,447.20	\$ 6,624.80
	YR	\$ 115,090	\$ 118,264	\$ 121,500	\$ 124,841	\$ 131,794	\$ 139,144	\$ 146,911	\$ 155,117	\$ 159,377	\$ 163,761	\$ 168,271	\$ 172,907
5518	HR	\$ 55.18	\$ 56.70	\$ 58.26	\$ 59.86	\$ 63.20	\$ 66.73	\$ 70.45	\$ 74.37	\$ 76.42	\$ 78.52	\$ 80.68	\$ 82.90
	BW	\$ 4,414.40	\$ 4,536.00	\$ 4,660.80	\$ 4,788.80	\$ 5,056.00	\$ 5,338.40	\$ 5,636.00	\$ 5,949.60	\$ 6,113.60	\$ 6,281.60	\$ 6,454.40	\$ 6,632.00
	YR	\$ 115,215	\$ 118,389	\$ 121,646	\$ 124,987	\$ 131,961	\$ 139,332	\$ 147,099	\$ 155,284	\$ 159,564	\$ 163,949	\$ 168,459	\$ 173,095
5565	HR	\$ 55.65	\$ 57.18	\$ 58.75	\$ 60.37	\$ 63.74	\$ 67.29	\$ 71.04	\$ 75.00	\$ 77.06	\$ 79.18	\$ 81.36	\$ 83.60
	BW	\$ 4,452.00	\$ 4,574.40	\$ 4,700.00	\$ 4,829.60	\$ 5,099.20	\$ 5,383.20	\$ 5,683.20	\$ 6,000.00	\$ 6,164.80	\$ 6,334.40	\$ 6,508.80	\$ 6,688.00
	YR	\$ 116,197	\$ 119,391	\$ 122,670	\$ 126,052	\$ 133,089	\$ 140,501	\$ 148,331	\$ 156,600	\$ 160,901	\$ 165,327	\$ 169,879	\$ 174,556
5649	HR	\$ 56.49	\$ 58.04	\$ 59.64	\$ 61.28	\$ 64.70	\$ 68.31	\$ 72.12	\$ 76.14	\$ 78.23	\$ 80.38	\$ 82.59	\$ 84.86
	BW	\$ 4,519.20	\$ 4,643.20	\$ 4,771.20	\$ 4,902.40	\$ 5,176.00	\$ 5,464.80	\$ 5,769.60	\$ 6,091.20	\$ 6,258.40	\$ 6,430.40	\$ 6,607.20	\$ 6,788.80
	YR	\$ 117,951	\$ 121,187	\$ 124,528	\$ 127,952	\$ 135,093	\$ 142,631	\$ 150,586	\$ 158,980	\$ 163,344	\$ 167,833	\$ 172,447	\$ 177,187
5655	HR	\$ 56.55	\$ 58.11	\$ 59.70	\$ 61.34	\$ 64.76	\$ 68.37	\$ 72.18	\$ 76.21	\$ 78.31	\$ 80.46	\$ 82.68	\$ 84.95
	BW	\$ 4,524.00	\$ 4,648.80	\$ 4,776.00	\$ 4,907.20	\$ 5,180.80	\$ 5,469.60	\$ 5,774.40	\$ 6,096.80	\$ 6,264.80	\$ 6,436.80	\$ 6,614.40	\$ 6,796.00
	YR	\$ 118,076	\$ 121,333	\$ 124,653	\$ 128,077	\$ 135,218	\$ 142,756	\$ 150,711	\$ 159,126	\$ 163,511	\$ 168,000	\$ 172,635	\$ 177,375
5706	HR	\$ 57.06	\$ 58.63	\$ 60.24	\$ 61.90	\$ 65.35	\$ 69.00	\$ 72.84	\$ 76.90	\$ 79.01	\$ 81.18	\$ 83.42	\$ 85.71
	BW	\$ 4,564.80	\$ 4,690.40	\$ 4,819.20	\$ 4,952.00	\$ 5,228.00	\$ 5,520.00	\$ 5,827.20	\$ 6,152.00	\$ 6,320.80	\$ 6,494.40	\$ 6,673.60	\$ 6,856.80
	YR	\$ 119,141	\$ 122,419	\$ 125,781	\$ 129,247	\$ 136,450	\$ 144,072	\$ 152,089	\$ 160,567	\$ 164,972	\$ 169,503	\$ 174,180	\$ 178,962
5716	HR	\$ 57.16	\$ 58.73	\$ 60.35	\$ 62.01	\$ 65.46	\$ 69.11	\$ 72.96	\$ 77.03	\$ 79.15	\$ 81.33	\$ 83.56	\$ 85.86
	BW	\$ 4,572.80	\$ 4,698.40	\$ 4,828.00	\$ 4,960.80	\$ 5,236.80	\$ 5,528.80	\$ 5,836.80	\$ 6,162.40	\$ 6,332.00	\$ 6,506.40	\$ 6,684.80	\$ 6,868.80
	YR	\$ 119,350	\$ 122,628	\$ 126,010	\$ 129,476	\$ 136,680	\$ 144,301	\$ 152,340	\$ 160,838	\$ 165,265	\$ 169,817	\$ 174,473	\$ 179,275
5738	HR	\$ 57.38	\$ 58.96	\$ 60.58	\$ 62.25	\$ 65.72	\$ 69.39	\$ 73.26	\$ 77.35	\$ 79.48	\$ 81.67	\$ 83.91	\$ 86.22
	BW	\$ 4,590.40	\$ 4,716.80	\$ 4,846.40	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,860.80	\$ 6,188.00	\$ 6,358.40	\$ 6,533.60	\$ 6,712.80	\$ 6,897.60
	YR	\$ 119,809	\$ 123,108	\$ 126,491	\$ 129,978	\$ 137,223	\$ 144,886	\$ 152,966	\$ 161,506	\$ 165,954	\$ 170,526	\$ 175,204	\$ 180,027
5809	HR	\$ 58.09	\$ 59.69	\$ 61.33	\$ 63.02	\$ 66.53	\$ 70.24	\$ 74.15	\$ 78.29	\$ 80.44	\$ 82.65	\$ 84.93	\$ 87.27
	BW	\$ 4,647.20	\$ 4,775.20	\$ 4,906.40	\$ 5,041.60	\$ 5,322.40	\$ 5,619.20	\$ 5,932.00	\$ 6,263.20	\$ 6,435.20	\$ 6,612.00	\$ 6,794.40	\$ 6,981.60
	YR	\$ 121,291	\$ 124,632	\$ 128,057	\$ 131,585	\$ 138,914	\$ 146,661	\$ 154,825	\$ 163,469	\$ 167,958	\$ 172,573	\$ 177,333	\$ 182,219
5811	HR	\$ 58.11	\$ 59.71	\$ 61.35	\$ 63.04	\$ 66.55	\$ 70.26	\$ 74.18	\$ 78.32	\$ 80.47	\$ 82.68	\$ 84.96	\$ 87.30
	BW	\$ 4,648.80	\$ 4,776.80	\$ 4,908.00	\$ 5,043.20	\$ 5,324.00	\$ 5,620.80	\$ 5,934.40	\$ 6,265.60	\$ 6,437.60	\$ 6,614.40	\$ 6,796.80	\$ 6,984.00
	YR	\$ 121,333	\$ 124,674	\$ 128,098	\$ 131,627	\$ 138,956	\$ 146,702	\$ 154,887	\$ 163,532	\$ 168,021	\$ 172,635	\$ 177,396	\$ 182,282
5834	HR	\$ 58.34	\$ 59.94	\$ 61.59	\$ 63.28	\$ 66.81	\$ 70.54	\$ 74.47	\$ 78.62	\$ 80.79	\$ 83.01	\$ 85.29	\$ 87.64
	BW	\$ 4,667.20	\$ 4,795.20	\$ 4,927.20	\$ 5,062.40	\$ 5,344.80	\$ 5,643.20	\$ 5,957.60	\$ 6,289.60	\$ 6,463.20	\$ 6,640.80	\$ 6,823.20	\$ 7,011.20
	YR	\$ 121,813	\$ 125,154	\$ 128,599	\$ 132,128	\$ 139,499	\$ 147,287	\$ 155,493	\$ 164,158	\$ 168,689	\$ 173,324	\$ 178,085	\$ 182,992
5869	HR	\$ 58.69	\$ 60.30	\$ 61.96	\$ 63.66	\$ 67.21	\$ 70.96	\$ 74.92	\$ 79.10	\$ 81.27	\$ 83.50	\$ 85.80	\$ 88.16
	BW	\$ 4,695.20	\$ 4,824.00	\$ 4,956.80	\$ 5,092.80	\$ 5,376.80	\$ 5,676.80	\$ 5,993.60	\$ 6,328.00	\$ 6,501.60	\$ 6,680.00	\$ 6,864.00	\$ 7,052.80
	YR	\$ 122,544	\$ 125,906	\$ 129,372	\$ 132,922	\$ 140,334	\$ 148,164	\$ 156,432	\$ 165,160	\$ 169,691	\$ 174,348	\$ 179,150	\$ 184,078

**MOU 36**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5898	HR	\$ 58.98	\$ 60.60	\$ 62.27	\$ 63.98	\$ 67.55	\$ 71.32	\$ 75.30	\$ 79.50	\$ 81.68	\$ 83.93	\$ 86.23	\$ 88.60
	BW	\$ 4,718.40	\$ 4,848.00	\$ 4,981.60	\$ 5,118.40	\$ 5,404.00	\$ 5,705.60	\$ 6,024.00	\$ 6,360.00	\$ 6,534.40	\$ 6,714.40	\$ 6,898.40	\$ 7,088.00
	YR	\$ 123,150	\$ 126,532	\$ 130,019	\$ 133,590	\$ 141,044	\$ 148,916	\$ 157,226	\$ 165,996	\$ 170,547	\$ 175,245	\$ 180,048	\$ 184,996
5908	HR	\$ 59.08	\$ 60.70	\$ 62.37	\$ 64.09	\$ 67.66	\$ 71.43	\$ 75.42	\$ 79.62	\$ 81.81	\$ 84.06	\$ 86.37	\$ 88.75
	BW	\$ 4,726.40	\$ 4,856.00	\$ 4,989.60	\$ 5,127.20	\$ 5,412.80	\$ 5,714.40	\$ 6,033.60	\$ 6,369.60	\$ 6,544.80	\$ 6,724.80	\$ 6,909.60	\$ 7,100.00
	YR	\$ 123,359	\$ 126,741	\$ 130,228	\$ 133,819	\$ 141,274	\$ 149,145	\$ 157,476	\$ 166,246	\$ 170,819	\$ 175,517	\$ 180,340	\$ 185,310
5927	HR	\$ 59.27	\$ 60.90	\$ 62.57	\$ 64.29	\$ 67.88	\$ 71.66	\$ 75.65	\$ 79.88	\$ 82.07	\$ 84.33	\$ 86.65	\$ 89.03
	BW	\$ 4,741.60	\$ 4,872.00	\$ 5,005.60	\$ 5,143.20	\$ 5,430.40	\$ 5,732.80	\$ 6,052.00	\$ 6,390.40	\$ 6,565.60	\$ 6,746.40	\$ 6,932.00	\$ 7,122.40
	YR	\$ 123,755	\$ 127,159	\$ 130,646	\$ 134,237	\$ 141,733	\$ 149,626	\$ 157,957	\$ 166,789	\$ 171,362	\$ 176,081	\$ 180,925	\$ 185,894
5938	HR	\$ 59.38	\$ 61.01	\$ 62.69	\$ 64.41	\$ 68.01	\$ 71.80	\$ 75.81	\$ 80.03	\$ 82.23	\$ 84.49	\$ 86.81	\$ 89.20
	BW	\$ 4,750.40	\$ 4,880.80	\$ 5,015.20	\$ 5,152.80	\$ 5,440.80	\$ 5,744.00	\$ 6,064.80	\$ 6,402.40	\$ 6,578.40	\$ 6,759.20	\$ 6,944.80	\$ 7,136.00
	YR	\$ 123,985	\$ 127,388	\$ 130,896	\$ 134,488	\$ 142,004	\$ 149,918	\$ 158,291	\$ 167,102	\$ 171,696	\$ 176,415	\$ 181,259	\$ 186,249
5942	HR	\$ 59.42	\$ 61.05	\$ 62.73	\$ 64.46	\$ 68.05	\$ 71.84	\$ 75.85	\$ 80.08	\$ 82.29	\$ 84.55	\$ 86.88	\$ 89.27
	BW	\$ 4,753.60	\$ 4,884.00	\$ 5,018.40	\$ 5,156.80	\$ 5,444.00	\$ 5,747.20	\$ 6,068.00	\$ 6,406.40	\$ 6,583.20	\$ 6,764.00	\$ 6,950.40	\$ 7,141.60
	YR	\$ 124,068	\$ 127,472	\$ 130,980	\$ 134,592	\$ 142,088	\$ 150,001	\$ 158,374	\$ 167,207	\$ 171,821	\$ 176,540	\$ 181,405	\$ 186,395
5969	HR	\$ 59.69	\$ 61.33	\$ 63.02	\$ 64.75	\$ 68.36	\$ 72.17	\$ 76.20	\$ 80.44	\$ 82.66	\$ 84.93	\$ 87.27	\$ 89.67
	BW	\$ 4,775.20	\$ 4,906.40	\$ 5,041.60	\$ 5,180.00	\$ 5,468.80	\$ 5,773.60	\$ 6,096.00	\$ 6,435.20	\$ 6,612.80	\$ 6,794.40	\$ 6,981.60	\$ 7,173.60
	YR	\$ 124,632	\$ 128,057	\$ 131,585	\$ 135,198	\$ 142,735	\$ 150,690	\$ 159,105	\$ 167,958	\$ 172,594	\$ 177,333	\$ 182,219	\$ 187,230
5970	HR	\$ 59.70	\$ 61.34	\$ 63.03	\$ 64.76	\$ 68.37	\$ 72.18	\$ 76.21	\$ 80.46	\$ 82.68	\$ 84.95	\$ 87.29	\$ 89.69
	BW	\$ 4,776.00	\$ 4,907.20	\$ 5,042.40	\$ 5,180.80	\$ 5,469.60	\$ 5,774.40	\$ 6,096.80	\$ 6,436.80	\$ 6,614.40	\$ 6,796.00	\$ 6,983.20	\$ 7,175.20
	YR	\$ 124,653	\$ 128,077	\$ 131,606	\$ 135,218	\$ 142,756	\$ 150,711	\$ 159,126	\$ 168,000	\$ 172,635	\$ 177,375	\$ 182,261	\$ 187,272
5971	HR	\$ 59.71	\$ 61.35	\$ 63.04	\$ 64.77	\$ 68.38	\$ 72.19	\$ 76.22	\$ 80.47	\$ 82.69	\$ 84.96	\$ 87.30	\$ 89.70
	BW	\$ 4,776.80	\$ 4,908.00	\$ 5,043.20	\$ 5,181.60	\$ 5,470.40	\$ 5,775.20	\$ 6,097.60	\$ 6,437.60	\$ 6,615.20	\$ 6,796.80	\$ 6,984.00	\$ 7,176.00
	YR	\$ 124,674	\$ 128,098	\$ 131,627	\$ 135,239	\$ 142,777	\$ 150,732	\$ 159,147	\$ 168,021	\$ 172,656	\$ 177,396	\$ 182,282	\$ 187,293
5985	HR	\$ 59.85	\$ 61.50	\$ 63.19	\$ 64.93	\$ 68.54	\$ 72.37	\$ 76.40	\$ 80.67	\$ 82.89	\$ 85.17	\$ 87.51	\$ 89.92
	BW	\$ 4,788.00	\$ 4,920.00	\$ 5,055.20	\$ 5,194.40	\$ 5,483.20	\$ 5,789.60	\$ 6,112.00	\$ 6,453.60	\$ 6,631.20	\$ 6,813.60	\$ 7,000.80	\$ 7,193.60
	YR	\$ 124,966	\$ 128,412	\$ 131,940	\$ 135,573	\$ 143,111	\$ 151,108	\$ 159,523	\$ 168,438	\$ 173,074	\$ 177,834	\$ 182,720	\$ 187,752
5993	HR	\$ 59.93	\$ 61.58	\$ 63.27	\$ 65.01	\$ 68.64	\$ 72.46	\$ 76.50	\$ 80.76	\$ 82.98	\$ 85.26	\$ 87.61	\$ 90.02
	BW	\$ 4,794.40	\$ 4,926.40	\$ 5,061.60	\$ 5,200.80	\$ 5,491.20	\$ 5,796.80	\$ 6,120.00	\$ 6,460.80	\$ 6,638.40	\$ 6,820.80	\$ 7,008.80	\$ 7,201.60
	YR	\$ 125,133	\$ 128,579	\$ 132,107	\$ 135,740	\$ 143,320	\$ 151,296	\$ 159,732	\$ 168,626	\$ 173,262	\$ 178,022	\$ 182,929	\$ 187,961
6029	HR	\$ 60.29	\$ 61.95	\$ 63.65	\$ 65.40	\$ 69.05	\$ 72.90	\$ 76.97	\$ 81.26	\$ 83.50	\$ 85.80	\$ 88.16	\$ 90.58
	BW	\$ 4,823.20	\$ 4,956.00	\$ 5,092.00	\$ 5,232.00	\$ 5,524.00	\$ 5,832.00	\$ 6,157.60	\$ 6,500.80	\$ 6,680.00	\$ 6,864.00	\$ 7,052.80	\$ 7,246.40
	YR	\$ 125,885	\$ 129,351	\$ 132,901	\$ 136,555	\$ 144,176	\$ 152,215	\$ 160,713	\$ 169,670	\$ 174,348	\$ 179,150	\$ 184,078	\$ 189,131
6049	HR	\$ 60.49	\$ 62.15	\$ 63.86	\$ 65.62	\$ 69.27	\$ 73.14	\$ 77.22	\$ 81.52	\$ 83.76	\$ 86.06	\$ 88.43	\$ 90.86
	BW	\$ 4,839.20	\$ 4,972.00	\$ 5,108.80	\$ 5,249.60	\$ 5,541.60	\$ 5,851.20	\$ 6,177.60	\$ 6,521.60	\$ 6,700.80	\$ 6,884.80	\$ 7,074.40	\$ 7,268.80
	YR	\$ 126,303	\$ 129,769	\$ 133,339	\$ 137,014	\$ 144,635	\$ 152,716	\$ 161,235	\$ 170,213	\$ 174,890	\$ 179,693	\$ 184,641	\$ 189,715

**MOU 36**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6093	HR	\$ 60.93	\$ 62.61	\$ 64.33	\$ 66.10	\$ 69.79	\$ 73.68	\$ 77.79	\$ 82.13	\$ 84.39	\$ 86.71	\$ 89.10	\$ 91.55
	BW	\$ 4,874.40	\$ 5,008.80	\$ 5,146.40	\$ 5,288.00	\$ 5,583.20	\$ 5,894.40	\$ 6,223.20	\$ 6,570.40	\$ 6,751.20	\$ 6,936.80	\$ 7,128.00	\$ 7,324.00
	YR	\$ 127,221	\$ 130,729	\$ 134,321	\$ 138,016	\$ 145,721	\$ 153,843	\$ 162,425	\$ 171,487	\$ 176,206	\$ 181,050	\$ 186,040	\$ 191,156
6107	HR	\$ 61.07	\$ 62.75	\$ 64.48	\$ 66.25	\$ 69.95	\$ 73.86	\$ 77.98	\$ 82.32	\$ 84.59	\$ 86.92	\$ 89.31	\$ 91.77
	BW	\$ 4,885.60	\$ 5,020.00	\$ 5,158.40	\$ 5,300.00	\$ 5,596.00	\$ 5,908.80	\$ 6,238.40	\$ 6,585.60	\$ 6,767.20	\$ 6,953.60	\$ 7,144.80	\$ 7,341.60
	YR	\$ 127,514	\$ 131,022	\$ 134,634	\$ 138,330	\$ 146,055	\$ 154,219	\$ 162,822	\$ 171,884	\$ 176,623	\$ 181,488	\$ 186,479	\$ 191,615
6127	HR	\$ 61.27	\$ 62.95	\$ 64.69	\$ 66.47	\$ 70.18	\$ 74.09	\$ 78.22	\$ 82.58	\$ 84.85	\$ 87.18	\$ 89.58	\$ 92.04
	BW	\$ 4,901.60	\$ 5,036.00	\$ 5,175.20	\$ 5,317.60	\$ 5,614.40	\$ 5,927.20	\$ 6,257.60	\$ 6,606.40	\$ 6,788.00	\$ 6,974.40	\$ 7,166.40	\$ 7,363.20
	YR	\$ 127,931	\$ 131,439	\$ 135,072	\$ 138,789	\$ 146,535	\$ 154,699	\$ 163,323	\$ 172,427	\$ 177,166	\$ 182,031	\$ 187,043	\$ 192,179
6150	HR	\$ 61.50	\$ 63.19	\$ 64.93	\$ 66.72	\$ 70.44	\$ 74.36	\$ 78.51	\$ 82.89	\$ 85.17	\$ 87.51	\$ 89.92	\$ 92.39
	BW	\$ 4,920.00	\$ 5,055.20	\$ 5,194.40	\$ 5,337.60	\$ 5,635.20	\$ 5,948.80	\$ 6,280.80	\$ 6,631.20	\$ 6,813.60	\$ 7,000.80	\$ 7,193.60	\$ 7,391.20
	YR	\$ 128,412	\$ 131,940	\$ 135,573	\$ 139,311	\$ 147,078	\$ 155,263	\$ 163,928	\$ 173,074	\$ 177,834	\$ 182,720	\$ 187,752	\$ 192,910
6180	HR	\$ 61.80	\$ 63.50	\$ 65.25	\$ 67.04	\$ 70.78	\$ 74.73	\$ 78.90	\$ 83.30	\$ 85.59	\$ 87.94	\$ 90.36	\$ 92.84
	BW	\$ 4,944.00	\$ 5,080.00	\$ 5,220.00	\$ 5,363.20	\$ 5,662.40	\$ 5,978.40	\$ 6,312.00	\$ 6,664.00	\$ 6,847.20	\$ 7,035.20	\$ 7,228.80	\$ 7,427.20
	YR	\$ 129,038	\$ 132,588	\$ 136,242	\$ 139,979	\$ 147,788	\$ 156,036	\$ 164,743	\$ 173,930	\$ 178,711	\$ 183,618	\$ 188,671	\$ 193,849
6215	HR	\$ 62.15	\$ 63.86	\$ 65.62	\$ 67.42	\$ 71.19	\$ 75.15	\$ 79.34	\$ 83.77	\$ 86.08	\$ 88.45	\$ 90.88	\$ 93.38
	BW	\$ 4,972.00	\$ 5,108.80	\$ 5,249.60	\$ 5,393.60	\$ 5,695.20	\$ 6,012.00	\$ 6,347.20	\$ 6,701.60	\$ 6,886.40	\$ 7,076.00	\$ 7,270.40	\$ 7,470.40
	YR	\$ 129,769	\$ 133,339	\$ 137,014	\$ 140,772	\$ 148,644	\$ 156,913	\$ 165,661	\$ 174,911	\$ 179,735	\$ 184,683	\$ 189,757	\$ 194,977
6230	HR	\$ 62.30	\$ 64.01	\$ 65.77	\$ 67.58	\$ 71.35	\$ 75.33	\$ 79.53	\$ 83.97	\$ 86.28	\$ 88.65	\$ 91.09	\$ 93.59
	BW	\$ 4,984.00	\$ 5,120.80	\$ 5,261.60	\$ 5,406.40	\$ 5,708.00	\$ 6,026.40	\$ 6,362.40	\$ 6,717.60	\$ 6,902.40	\$ 7,092.00	\$ 7,287.20	\$ 7,487.20
	YR	\$ 130,082	\$ 133,652	\$ 137,327	\$ 141,107	\$ 148,978	\$ 157,289	\$ 166,058	\$ 175,329	\$ 180,152	\$ 185,101	\$ 190,195	\$ 195,415
6260	HR	\$ 62.60	\$ 64.32	\$ 66.09	\$ 67.91	\$ 71.69	\$ 75.69	\$ 79.91	\$ 84.37	\$ 86.69	\$ 89.07	\$ 91.52	\$ 94.04
	BW	\$ 5,008.00	\$ 5,145.60	\$ 5,287.20	\$ 5,432.80	\$ 5,735.20	\$ 6,055.20	\$ 6,392.80	\$ 6,749.60	\$ 6,935.20	\$ 7,125.60	\$ 7,321.60	\$ 7,523.20
	YR	\$ 130,708	\$ 134,300	\$ 137,995	\$ 141,796	\$ 149,688	\$ 158,040	\$ 166,852	\$ 176,164	\$ 181,008	\$ 185,978	\$ 191,093	\$ 196,355
6275	HR	\$ 62.75	\$ 64.48	\$ 66.25	\$ 68.07	\$ 71.86	\$ 75.87	\$ 80.10	\$ 84.57	\$ 86.90	\$ 89.29	\$ 91.75	\$ 94.27
	BW	\$ 5,020.00	\$ 5,158.40	\$ 5,300.00	\$ 5,445.60	\$ 5,748.80	\$ 6,069.60	\$ 6,408.00	\$ 6,765.60	\$ 6,952.00	\$ 7,143.20	\$ 7,340.00	\$ 7,541.60
	YR	\$ 131,022	\$ 134,634	\$ 138,330	\$ 142,130	\$ 150,043	\$ 158,416	\$ 167,248	\$ 176,582	\$ 181,447	\$ 186,437	\$ 191,574	\$ 196,835
6283	HR	\$ 62.83	\$ 64.56	\$ 66.33	\$ 68.15	\$ 71.96	\$ 75.96	\$ 80.20	\$ 84.67	\$ 86.99	\$ 89.38	\$ 91.84	\$ 94.37
	BW	\$ 5,026.40	\$ 5,164.80	\$ 5,306.40	\$ 5,452.00	\$ 5,756.80	\$ 6,076.80	\$ 6,416.00	\$ 6,773.60	\$ 6,959.20	\$ 7,150.40	\$ 7,347.20	\$ 7,549.60
	YR	\$ 131,189	\$ 134,801	\$ 138,497	\$ 142,297	\$ 150,252	\$ 158,604	\$ 167,457	\$ 176,790	\$ 181,635	\$ 186,625	\$ 191,761	\$ 197,044
6313	HR	\$ 63.13	\$ 64.87	\$ 66.65	\$ 68.48	\$ 72.31	\$ 76.33	\$ 80.59	\$ 85.08	\$ 87.42	\$ 89.82	\$ 92.29	\$ 94.83
	BW	\$ 5,050.40	\$ 5,189.60	\$ 5,332.00	\$ 5,478.40	\$ 5,784.80	\$ 6,106.40	\$ 6,447.20	\$ 6,806.40	\$ 6,993.60	\$ 7,185.60	\$ 7,383.20	\$ 7,586.40
	YR	\$ 131,815	\$ 135,448	\$ 139,165	\$ 142,986	\$ 150,983	\$ 159,377	\$ 168,271	\$ 177,647	\$ 182,532	\$ 187,544	\$ 192,701	\$ 198,005
6334	HR	\$ 63.34	\$ 65.08	\$ 66.87	\$ 68.71	\$ 72.54	\$ 76.59	\$ 80.86	\$ 85.37	\$ 87.72	\$ 90.13	\$ 92.61	\$ 95.16
	BW	\$ 5,067.20	\$ 5,206.40	\$ 5,349.60	\$ 5,496.80	\$ 5,803.20	\$ 6,127.20	\$ 6,468.80	\$ 6,829.60	\$ 7,017.60	\$ 7,210.40	\$ 7,408.80	\$ 7,612.80
	YR	\$ 132,253	\$ 135,887	\$ 139,624	\$ 143,466	\$ 151,463	\$ 159,919	\$ 168,835	\$ 178,252	\$ 183,159	\$ 188,191	\$ 193,369	\$ 198,694

**MOU 36**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6345	HR	\$ 63.45	\$ 65.19	\$ 66.99	\$ 68.83	\$ 72.68	\$ 76.72	\$ 81.00	\$ 85.52	\$ 87.87	\$ 90.29	\$ 92.77	\$ 95.32
	BW	\$ 5,076.00	\$ 5,215.20	\$ 5,359.20	\$ 5,506.40	\$ 5,814.40	\$ 6,137.60	\$ 6,480.00	\$ 6,841.60	\$ 7,029.60	\$ 7,223.20	\$ 7,421.60	\$ 7,625.60
	YR	\$ 132,483	\$ 136,116	\$ 139,875	\$ 143,717	\$ 151,755	\$ 160,191	\$ 169,128	\$ 178,565	\$ 183,472	\$ 188,525	\$ 193,703	\$ 199,028
6376	HR	\$ 63.76	\$ 65.51	\$ 67.32	\$ 69.17	\$ 73.02	\$ 77.09	\$ 81.39	\$ 85.93	\$ 88.29	\$ 90.72	\$ 93.21	\$ 95.77
	BW	\$ 5,100.80	\$ 5,240.80	\$ 5,385.60	\$ 5,533.60	\$ 5,841.60	\$ 6,167.20	\$ 6,511.20	\$ 6,874.40	\$ 7,063.20	\$ 7,257.60	\$ 7,456.80	\$ 7,661.60
	YR	\$ 133,130	\$ 136,784	\$ 140,564	\$ 144,426	\$ 152,465	\$ 160,963	\$ 169,942	\$ 179,421	\$ 184,349	\$ 189,423	\$ 194,622	\$ 199,967
6397	HR	\$ 63.97	\$ 65.73	\$ 67.54	\$ 69.40	\$ 73.27	\$ 77.36	\$ 81.68	\$ 86.23	\$ 88.60	\$ 91.04	\$ 93.54	\$ 96.11
	BW	\$ 5,117.60	\$ 5,258.40	\$ 5,403.20	\$ 5,552.00	\$ 5,861.60	\$ 6,188.80	\$ 6,534.40	\$ 6,898.40	\$ 7,088.00	\$ 7,283.20	\$ 7,483.20	\$ 7,688.80
	YR	\$ 133,569	\$ 137,244	\$ 141,023	\$ 144,907	\$ 152,987	\$ 161,527	\$ 170,547	\$ 180,048	\$ 184,996	\$ 190,091	\$ 195,311	\$ 200,677
6457	HR	\$ 64.57	\$ 66.35	\$ 68.17	\$ 70.04	\$ 73.95	\$ 78.07	\$ 82.43	\$ 87.02	\$ 89.41	\$ 91.87	\$ 94.40	\$ 97.00
	BW	\$ 5,165.60	\$ 5,308.00	\$ 5,453.60	\$ 5,603.20	\$ 5,916.00	\$ 6,245.60	\$ 6,594.40	\$ 6,961.60	\$ 7,152.80	\$ 7,349.60	\$ 7,552.00	\$ 7,760.00
	YR	\$ 134,822	\$ 138,538	\$ 142,338	\$ 146,243	\$ 154,407	\$ 163,010	\$ 172,113	\$ 181,697	\$ 186,688	\$ 191,824	\$ 197,107	\$ 202,536
6497	HR	\$ 64.97	\$ 66.76	\$ 68.59	\$ 70.48	\$ 74.40	\$ 78.55	\$ 82.93	\$ 87.55	\$ 89.96	\$ 92.43	\$ 94.98	\$ 97.59
	BW	\$ 5,197.60	\$ 5,340.80	\$ 5,487.20	\$ 5,638.40	\$ 5,952.00	\$ 6,284.00	\$ 6,634.40	\$ 7,004.00	\$ 7,196.80	\$ 7,394.40	\$ 7,598.40	\$ 7,807.20
	YR	\$ 135,657	\$ 139,394	\$ 143,215	\$ 147,162	\$ 155,347	\$ 164,012	\$ 173,157	\$ 182,804	\$ 187,836	\$ 192,993	\$ 198,318	\$ 203,767
6521	HR	\$ 65.21	\$ 67.00	\$ 68.85	\$ 70.74	\$ 74.69	\$ 78.85	\$ 83.25	\$ 87.89	\$ 90.31	\$ 92.79	\$ 95.35	\$ 97.97
	BW	\$ 5,216.80	\$ 5,360.00	\$ 5,508.00	\$ 5,659.20	\$ 5,975.20	\$ 6,308.00	\$ 6,660.00	\$ 7,031.20	\$ 7,224.80	\$ 7,423.20	\$ 7,628.00	\$ 7,837.60
	YR	\$ 136,158	\$ 139,896	\$ 143,758	\$ 147,705	\$ 155,952	\$ 164,638	\$ 173,826	\$ 183,514	\$ 188,567	\$ 193,745	\$ 199,090	\$ 204,561
6614	HR	\$ 66.14	\$ 67.96	\$ 69.83	\$ 71.75	\$ 75.75	\$ 79.97	\$ 84.43	\$ 89.14	\$ 91.59	\$ 94.11	\$ 96.70	\$ 99.36
	BW	\$ 5,291.20	\$ 5,436.80	\$ 5,586.40	\$ 5,740.00	\$ 6,060.00	\$ 6,397.60	\$ 6,754.40	\$ 7,131.20	\$ 7,327.20	\$ 7,528.80	\$ 7,736.00	\$ 7,948.80
	YR	\$ 138,100	\$ 141,900	\$ 145,805	\$ 149,814	\$ 158,166	\$ 166,977	\$ 176,289	\$ 186,124	\$ 191,239	\$ 196,501	\$ 201,909	\$ 207,463
6643	HR	\$ 66.43	\$ 68.26	\$ 70.13	\$ 72.06	\$ 76.08	\$ 80.32	\$ 84.80	\$ 89.53	\$ 91.99	\$ 94.52	\$ 97.12	\$ 99.79
	BW	\$ 5,314.40	\$ 5,460.80	\$ 5,610.40	\$ 5,764.80	\$ 6,086.40	\$ 6,425.60	\$ 6,784.00	\$ 7,162.40	\$ 7,359.20	\$ 7,561.60	\$ 7,769.60	\$ 7,983.20
	YR	\$ 138,705	\$ 142,526	\$ 146,431	\$ 150,461	\$ 158,855	\$ 167,708	\$ 177,062	\$ 186,938	\$ 192,075	\$ 197,357	\$ 202,786	\$ 208,361
6727	HR	\$ 67.27	\$ 69.12	\$ 71.02	\$ 72.97	\$ 77.04	\$ 81.34	\$ 85.87	\$ 90.66	\$ 93.15	\$ 95.71	\$ 98.34	\$ 101.04
	BW	\$ 5,381.60	\$ 5,529.60	\$ 5,681.60	\$ 5,837.60	\$ 6,163.20	\$ 6,507.20	\$ 6,869.60	\$ 7,252.80	\$ 7,452.00	\$ 7,656.80	\$ 7,867.20	\$ 8,083.20
	YR	\$ 140,459	\$ 144,322	\$ 148,289	\$ 152,361	\$ 160,859	\$ 169,837	\$ 179,296	\$ 189,298	\$ 194,497	\$ 199,842	\$ 205,333	\$ 210,971
6783	HR	\$ 67.83	\$ 69.70	\$ 71.61	\$ 73.58	\$ 77.68	\$ 82.02	\$ 86.59	\$ 91.42	\$ 93.93	\$ 96.51	\$ 99.17	\$ 101.90
	BW	\$ 5,426.40	\$ 5,576.00	\$ 5,728.80	\$ 5,886.40	\$ 6,214.40	\$ 6,561.60	\$ 6,927.20	\$ 7,313.60	\$ 7,514.40	\$ 7,720.80	\$ 7,933.60	\$ 8,152.00
	YR	\$ 141,629	\$ 145,533	\$ 149,521	\$ 153,635	\$ 162,195	\$ 171,257	\$ 180,799	\$ 190,884	\$ 196,125	\$ 201,512	\$ 207,066	\$ 212,767
6805	HR	\$ 68.05	\$ 69.92	\$ 71.84	\$ 73.82	\$ 77.94	\$ 82.28	\$ 86.86	\$ 91.70	\$ 94.23	\$ 96.82	\$ 99.48	\$ 102.22
	BW	\$ 5,444.00	\$ 5,593.60	\$ 5,747.20	\$ 5,905.60	\$ 6,235.20	\$ 6,582.40	\$ 6,948.80	\$ 7,336.00	\$ 7,538.40	\$ 7,745.60	\$ 7,958.40	\$ 8,177.60
	YR	\$ 142,088	\$ 145,992	\$ 150,001	\$ 154,136	\$ 162,738	\$ 171,800	\$ 181,363	\$ 191,469	\$ 196,752	\$ 202,160	\$ 207,714	\$ 213,435
6817	HR	\$ 68.17	\$ 70.04	\$ 71.97	\$ 73.95	\$ 78.07	\$ 82.43	\$ 87.02	\$ 91.87	\$ 94.40	\$ 97.00	\$ 99.66	\$ 102.40
	BW	\$ 5,453.60	\$ 5,603.20	\$ 5,757.60	\$ 5,916.00	\$ 6,245.60	\$ 6,594.40	\$ 6,961.60	\$ 7,349.60	\$ 7,552.00	\$ 7,760.00	\$ 7,972.80	\$ 8,192.00
	YR	\$ 142,338	\$ 146,243	\$ 150,273	\$ 154,407	\$ 163,010	\$ 172,113	\$ 181,697	\$ 191,824	\$ 197,107	\$ 202,536	\$ 208,090	\$ 213,811

**MOU 36**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6857	HR	\$ 68.57	\$ 70.46	\$ 72.39	\$ 74.38	\$ 78.53	\$ 82.91	\$ 87.53	\$ 92.41	\$ 94.95	\$ 97.56	\$ 100.24	\$ 103.00
	BW	\$ 5,485.60	\$ 5,636.80	\$ 5,791.20	\$ 5,950.40	\$ 6,282.40	\$ 6,632.80	\$ 7,002.40	\$ 7,392.80	\$ 7,596.00	\$ 7,804.80	\$ 8,019.20	\$ 8,240.00
	YR	\$ 143,174	\$ 147,120	\$ 151,150	\$ 155,305	\$ 163,970	\$ 173,116	\$ 182,762	\$ 192,952	\$ 198,255	\$ 203,705	\$ 209,301	\$ 215,064
6909	HR	\$ 69.09	\$ 70.99	\$ 72.94	\$ 74.95	\$ 79.13	\$ 83.54	\$ 88.19	\$ 93.11	\$ 95.67	\$ 98.30	\$ 101.00	\$ 103.78
	BW	\$ 5,527.20	\$ 5,679.20	\$ 5,835.20	\$ 5,996.00	\$ 6,330.40	\$ 6,683.20	\$ 7,055.20	\$ 7,448.80	\$ 7,653.60	\$ 7,864.00	\$ 8,080.00	\$ 8,302.40
	YR	\$ 144,259	\$ 148,227	\$ 152,298	\$ 156,495	\$ 165,223	\$ 174,431	\$ 184,140	\$ 194,413	\$ 199,758	\$ 205,250	\$ 210,888	\$ 216,692
6934	HR	\$ 69.34	\$ 71.25	\$ 73.21	\$ 75.22	\$ 79.42	\$ 83.84	\$ 88.52	\$ 93.45	\$ 96.02	\$ 98.66	\$ 101.37	\$ 104.16
	BW	\$ 5,547.20	\$ 5,700.00	\$ 5,856.80	\$ 6,017.60	\$ 6,353.60	\$ 6,707.20	\$ 7,081.60	\$ 7,476.00	\$ 7,681.60	\$ 7,892.80	\$ 8,109.60	\$ 8,332.80
	YR	\$ 144,781	\$ 148,770	\$ 152,862	\$ 157,059	\$ 165,828	\$ 175,057	\$ 184,829	\$ 195,123	\$ 200,489	\$ 206,002	\$ 211,660	\$ 217,486
6980	HR	\$ 69.80	\$ 71.72	\$ 73.69	\$ 75.72	\$ 79.94	\$ 84.40	\$ 89.10	\$ 94.08	\$ 96.67	\$ 99.33	\$ 102.06	\$ 104.87
	BW	\$ 5,584.00	\$ 5,737.60	\$ 5,895.20	\$ 6,057.60	\$ 6,395.20	\$ 6,752.00	\$ 7,128.00	\$ 7,526.40	\$ 7,733.60	\$ 7,946.40	\$ 8,164.80	\$ 8,389.60
	YR	\$ 145,742	\$ 149,751	\$ 153,864	\$ 158,103	\$ 166,914	\$ 176,227	\$ 186,040	\$ 196,439	\$ 201,846	\$ 207,401	\$ 213,101	\$ 218,968
7155	HR	\$ 71.55	\$ 73.52	\$ 75.54	\$ 77.62	\$ 81.94	\$ 86.52	\$ 91.33	\$ 96.43	\$ 99.08	\$ 101.80	\$ 104.60	\$ 107.48
	BW	\$ 5,724.00	\$ 5,881.60	\$ 6,043.20	\$ 6,209.60	\$ 6,555.20	\$ 6,921.60	\$ 7,306.40	\$ 7,714.40	\$ 7,926.40	\$ 8,144.00	\$ 8,368.00	\$ 8,598.40
	YR	\$ 149,396	\$ 153,509	\$ 157,727	\$ 162,070	\$ 171,090	\$ 180,653	\$ 190,697	\$ 201,345	\$ 206,879	\$ 212,558	\$ 218,404	\$ 224,418
7176	HR	\$ 71.76	\$ 73.73	\$ 75.76	\$ 77.84	\$ 82.18	\$ 86.76	\$ 91.60	\$ 96.71	\$ 99.37	\$ 102.10	\$ 104.91	\$ 107.80
	BW	\$ 5,740.80	\$ 5,898.40	\$ 6,060.80	\$ 6,227.20	\$ 6,574.40	\$ 6,940.80	\$ 7,328.00	\$ 7,736.80	\$ 7,949.60	\$ 8,168.00	\$ 8,392.80	\$ 8,624.00
	YR	\$ 149,834	\$ 153,948	\$ 158,186	\$ 162,529	\$ 171,591	\$ 181,154	\$ 191,260	\$ 201,930	\$ 207,484	\$ 213,184	\$ 219,052	\$ 225,086
7241	HR	\$ 72.41	\$ 74.40	\$ 76.45	\$ 78.55	\$ 82.93	\$ 87.55	\$ 92.43	\$ 97.59	\$ 100.28	\$ 103.04	\$ 105.87	\$ 108.78
	BW	\$ 5,792.80	\$ 5,952.00	\$ 6,116.00	\$ 6,284.00	\$ 6,634.40	\$ 7,004.00	\$ 7,394.40	\$ 7,807.20	\$ 8,022.40	\$ 8,243.20	\$ 8,469.60	\$ 8,702.40
	YR	\$ 151,192	\$ 155,347	\$ 159,627	\$ 164,012	\$ 173,157	\$ 182,804	\$ 192,993	\$ 203,767	\$ 209,384	\$ 215,147	\$ 221,056	\$ 227,132
7376	HR	\$ 73.76	\$ 75.79	\$ 77.87	\$ 80.01	\$ 84.47	\$ 89.18	\$ 94.15	\$ 99.40	\$ 102.13	\$ 104.94	\$ 107.82	\$ 110.79
	BW	\$ 5,900.80	\$ 6,063.20	\$ 6,229.60	\$ 6,400.80	\$ 6,757.60	\$ 7,134.40	\$ 7,532.00	\$ 7,952.00	\$ 8,170.40	\$ 8,395.20	\$ 8,625.60	\$ 8,863.20
	YR	\$ 154,010	\$ 158,249	\$ 162,592	\$ 167,060	\$ 176,373	\$ 186,207	\$ 196,585	\$ 207,547	\$ 213,247	\$ 219,114	\$ 225,128	\$ 231,329
7540	HR	\$ 75.40	\$ 77.47	\$ 79.60	\$ 81.79	\$ 86.35	\$ 91.17	\$ 96.26	\$ 101.62	\$ 104.41	\$ 107.28	\$ 110.23	\$ 113.26
	BW	\$ 6,032.00	\$ 6,197.60	\$ 6,368.00	\$ 6,543.20	\$ 6,908.00	\$ 7,293.60	\$ 7,700.80	\$ 8,129.60	\$ 8,352.80	\$ 8,582.40	\$ 8,818.40	\$ 9,060.80
	YR	\$ 157,435	\$ 161,757	\$ 166,204	\$ 170,777	\$ 180,298	\$ 190,362	\$ 200,990	\$ 212,182	\$ 218,008	\$ 224,000	\$ 230,160	\$ 236,486
7556	HR	\$ 75.56	\$ 77.64	\$ 79.77	\$ 81.96	\$ 86.54	\$ 91.37	\$ 96.46	\$ 101.84	\$ 104.64	\$ 107.52	\$ 110.47	\$ 113.51
	BW	\$ 6,044.80	\$ 6,211.20	\$ 6,381.60	\$ 6,556.80	\$ 6,923.20	\$ 7,309.60	\$ 7,716.80	\$ 8,147.20	\$ 8,371.20	\$ 8,601.60	\$ 8,837.60	\$ 9,080.80
	YR	\$ 157,769	\$ 162,112	\$ 166,559	\$ 171,132	\$ 180,695	\$ 190,780	\$ 201,408	\$ 212,641	\$ 218,488	\$ 224,501	\$ 230,661	\$ 237,008
7565	HR	\$ 75.65	\$ 77.73	\$ 79.87	\$ 82.07	\$ 86.64	\$ 91.47	\$ 96.56	\$ 101.95	\$ 104.75	\$ 107.63	\$ 110.59	\$ 113.63
	BW	\$ 6,052.00	\$ 6,218.40	\$ 6,389.60	\$ 6,565.60	\$ 6,931.20	\$ 7,317.60	\$ 7,724.80	\$ 8,156.00	\$ 8,380.00	\$ 8,610.40	\$ 8,847.20	\$ 9,090.40
	YR	\$ 157,957	\$ 162,300	\$ 166,768	\$ 171,362	\$ 180,904	\$ 190,989	\$ 201,617	\$ 212,871	\$ 218,718	\$ 224,731	\$ 230,911	\$ 237,259
7568	HR	\$ 75.68	\$ 77.76	\$ 79.90	\$ 82.10	\$ 86.67	\$ 91.50	\$ 96.61	\$ 101.99	\$ 104.79	\$ 107.67	\$ 110.63	\$ 113.67
	BW	\$ 6,054.40	\$ 6,220.80	\$ 6,392.00	\$ 6,568.00	\$ 6,933.60	\$ 7,320.00	\$ 7,728.80	\$ 8,159.20	\$ 8,383.20	\$ 8,613.60	\$ 8,850.40	\$ 9,093.60
	YR	\$ 158,019	\$ 162,362	\$ 166,831	\$ 171,424	\$ 180,966	\$ 191,052	\$ 201,721	\$ 212,955	\$ 218,801	\$ 224,814	\$ 230,995	\$ 237,342

**MOU 36**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7573	HR	\$ 75.73	\$ 77.81	\$ 79.95	\$ 82.15	\$ 86.73	\$ 91.57	\$ 96.68	\$ 102.07	\$ 104.88	\$ 107.76	\$ 110.73	\$ 113.78
	BW	\$ 6,058.40	\$ 6,224.80	\$ 6,396.00	\$ 6,572.00	\$ 6,938.40	\$ 7,325.60	\$ 7,734.40	\$ 8,165.60	\$ 8,390.40	\$ 8,620.80	\$ 8,858.40	\$ 9,102.40
	YR	\$ 158,124	\$ 162,467	\$ 166,935	\$ 171,529	\$ 181,092	\$ 191,198	\$ 201,867	\$ 213,122	\$ 218,989	\$ 225,002	\$ 231,204	\$ 237,572
7623	HR	\$ 76.23	\$ 78.33	\$ 80.48	\$ 82.69	\$ 87.31	\$ 92.18	\$ 97.31	\$ 102.74	\$ 105.57	\$ 108.47	\$ 111.46	\$ 114.53
	BW	\$ 6,098.40	\$ 6,266.40	\$ 6,438.40	\$ 6,615.20	\$ 6,984.80	\$ 7,374.40	\$ 7,784.80	\$ 8,219.20	\$ 8,445.60	\$ 8,677.60	\$ 8,916.80	\$ 9,162.40
	YR	\$ 159,168	\$ 163,553	\$ 168,042	\$ 172,656	\$ 182,303	\$ 192,471	\$ 203,183	\$ 214,521	\$ 220,430	\$ 226,485	\$ 232,728	\$ 239,138
7719	HR	\$ 77.19	\$ 79.31	\$ 81.49	\$ 83.73	\$ 88.40	\$ 93.33	\$ 98.53	\$ 104.02	\$ 106.88	\$ 109.82	\$ 112.84	\$ 115.94
	BW	\$ 6,175.20	\$ 6,344.80	\$ 6,519.20	\$ 6,698.40	\$ 7,072.00	\$ 7,466.40	\$ 7,882.40	\$ 8,321.60	\$ 8,550.40	\$ 8,785.60	\$ 9,027.20	\$ 9,275.20
	YR	\$ 161,172	\$ 165,599	\$ 170,151	\$ 174,828	\$ 184,579	\$ 194,873	\$ 205,730	\$ 217,193	\$ 223,165	\$ 229,304	\$ 235,609	\$ 242,082
7775	HR	\$ 77.75	\$ 79.89	\$ 82.09	\$ 84.35	\$ 89.05	\$ 94.02	\$ 99.26	\$ 104.79	\$ 107.68	\$ 110.64	\$ 113.68	\$ 116.81
	BW	\$ 6,220.00	\$ 6,391.20	\$ 6,567.20	\$ 6,748.00	\$ 7,124.00	\$ 7,521.60	\$ 7,940.80	\$ 8,383.20	\$ 8,614.40	\$ 8,851.20	\$ 9,094.40	\$ 9,344.80
	YR	\$ 162,342	\$ 166,810	\$ 171,403	\$ 176,122	\$ 185,936	\$ 196,313	\$ 207,254	\$ 218,801	\$ 224,835	\$ 231,016	\$ 237,363	\$ 243,899
7780	HR	\$ 77.80	\$ 79.94	\$ 82.14	\$ 84.40	\$ 89.10	\$ 94.08	\$ 99.33	\$ 104.87	\$ 107.75	\$ 110.71	\$ 113.76	\$ 116.89
	BW	\$ 6,224.00	\$ 6,395.20	\$ 6,571.20	\$ 6,752.00	\$ 7,128.00	\$ 7,526.40	\$ 7,946.40	\$ 8,389.60	\$ 8,620.00	\$ 8,856.80	\$ 9,100.80	\$ 9,351.20
	YR	\$ 162,446	\$ 166,914	\$ 171,508	\$ 176,227	\$ 186,040	\$ 196,439	\$ 207,401	\$ 218,968	\$ 224,982	\$ 231,162	\$ 237,530	\$ 244,066
7818	HR	\$ 78.18	\$ 80.33	\$ 82.54	\$ 84.81	\$ 89.54	\$ 94.53	\$ 99.80	\$ 105.37	\$ 108.27	\$ 111.25	\$ 114.31	\$ 117.45
	BW	\$ 6,254.40	\$ 6,426.40	\$ 6,603.20	\$ 6,784.80	\$ 7,163.20	\$ 7,562.40	\$ 7,984.00	\$ 8,429.60	\$ 8,661.60	\$ 8,900.00	\$ 9,144.80	\$ 9,396.00
	YR	\$ 163,239	\$ 167,729	\$ 172,343	\$ 177,083	\$ 186,959	\$ 197,378	\$ 208,382	\$ 220,012	\$ 226,067	\$ 232,290	\$ 238,679	\$ 245,235
7865	HR	\$ 78.65	\$ 80.81	\$ 83.04	\$ 85.32	\$ 90.08	\$ 95.11	\$ 100.41	\$ 106.01	\$ 108.92	\$ 111.92	\$ 114.99	\$ 118.15
	BW	\$ 6,292.00	\$ 6,464.80	\$ 6,643.20	\$ 6,825.60	\$ 7,206.40	\$ 7,608.80	\$ 8,032.80	\$ 8,480.80	\$ 8,713.60	\$ 8,953.60	\$ 9,199.20	\$ 9,452.00
	YR	\$ 164,221	\$ 168,731	\$ 173,387	\$ 178,148	\$ 188,087	\$ 198,589	\$ 209,656	\$ 221,348	\$ 227,424	\$ 233,688	\$ 240,099	\$ 246,697
7880	HR	\$ 78.80	\$ 80.97	\$ 83.19	\$ 85.48	\$ 90.25	\$ 95.28	\$ 100.59	\$ 106.20	\$ 109.12	\$ 112.12	\$ 115.20	\$ 118.37
	BW	\$ 6,304.00	\$ 6,477.60	\$ 6,655.20	\$ 6,838.40	\$ 7,220.00	\$ 7,622.40	\$ 8,047.20	\$ 8,496.00	\$ 8,729.60	\$ 8,969.60	\$ 9,216.00	\$ 9,469.60
	YR	\$ 164,534	\$ 169,065	\$ 173,700	\$ 178,482	\$ 188,442	\$ 198,944	\$ 210,031	\$ 221,745	\$ 227,842	\$ 234,106	\$ 240,537	\$ 247,156
7896	HR	\$ 78.96	\$ 81.13	\$ 83.36	\$ 85.65	\$ 90.43	\$ 95.48	\$ 100.80	\$ 106.42	\$ 109.34	\$ 112.35	\$ 115.44	\$ 118.61
	BW	\$ 6,316.80	\$ 6,490.40	\$ 6,668.80	\$ 6,852.00	\$ 7,234.40	\$ 7,638.40	\$ 8,064.00	\$ 8,513.60	\$ 8,747.20	\$ 8,988.00	\$ 9,235.20	\$ 9,488.80
	YR	\$ 164,868	\$ 169,399	\$ 174,055	\$ 178,837	\$ 188,817	\$ 199,362	\$ 210,470	\$ 222,204	\$ 228,301	\$ 234,586	\$ 241,038	\$ 247,657
7906	HR	\$ 79.06	\$ 81.23	\$ 83.47	\$ 85.77	\$ 90.54	\$ 95.59	\$ 100.92	\$ 106.55	\$ 109.48	\$ 112.49	\$ 115.58	\$ 118.76
	BW	\$ 6,324.80	\$ 6,498.40	\$ 6,677.60	\$ 6,861.60	\$ 7,243.20	\$ 7,647.20	\$ 8,073.60	\$ 8,524.00	\$ 8,758.40	\$ 8,999.20	\$ 9,246.40	\$ 9,500.80
	YR	\$ 165,077	\$ 169,608	\$ 174,285	\$ 179,087	\$ 189,047	\$ 199,591	\$ 210,720	\$ 222,476	\$ 228,594	\$ 234,879	\$ 241,331	\$ 247,970
7943	HR	\$ 79.43	\$ 81.61	\$ 83.86	\$ 86.17	\$ 90.97	\$ 96.05	\$ 101.40	\$ 107.06	\$ 110.00	\$ 113.03	\$ 116.13	\$ 119.32
	BW	\$ 6,354.40	\$ 6,528.80	\$ 6,708.80	\$ 6,893.60	\$ 7,277.60	\$ 7,684.00	\$ 8,112.00	\$ 8,564.80	\$ 8,800.00	\$ 9,042.40	\$ 9,290.40	\$ 9,545.60
	YR	\$ 165,849	\$ 170,401	\$ 175,099	\$ 179,922	\$ 189,945	\$ 200,552	\$ 211,723	\$ 223,541	\$ 229,680	\$ 236,006	\$ 242,479	\$ 249,140
7951	HR	\$ 79.51	\$ 81.70	\$ 83.94	\$ 86.25	\$ 91.06	\$ 96.13	\$ 101.50	\$ 107.16	\$ 110.10	\$ 113.13	\$ 116.24	\$ 119.44
	BW	\$ 6,360.80	\$ 6,536.00	\$ 6,715.20	\$ 6,900.00	\$ 7,284.80	\$ 7,690.40	\$ 8,120.00	\$ 8,572.80	\$ 8,808.00	\$ 9,050.40	\$ 9,299.20	\$ 9,555.20
	YR	\$ 166,016	\$ 170,589	\$ 175,266	\$ 180,090	\$ 190,133	\$ 200,719	\$ 211,932	\$ 223,750	\$ 229,888	\$ 236,215	\$ 242,709	\$ 249,390



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Appendix D

Operative on June 29, 2025

Range		1	2	3	4	5	6	7	8	9	10	11	12
7955	HR	\$ 79.55	\$ 81.74	\$ 83.99	\$ 86.30	\$ 91.11	\$ 96.18	\$ 101.55	\$ 107.21	\$ 110.16	\$ 113.19	\$ 116.30	\$ 119.50
	BW	\$ 6,364.00	\$ 6,539.20	\$ 6,719.20	\$ 6,904.00	\$ 7,288.80	\$ 7,694.40	\$ 8,124.00	\$ 8,576.80	\$ 8,812.80	\$ 9,055.20	\$ 9,304.00	\$ 9,560.00
	YR	\$ 166,100	\$ 170,673	\$ 175,371	\$ 180,194	\$ 190,237	\$ 200,823	\$ 212,036	\$ 223,854	\$ 230,014	\$ 236,340	\$ 242,834	\$ 249,516

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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9206-0	311 Director	7463	2	\$ 160,107	--	12	\$ 234,085
7256-1	Airport Engineer I	6373	2	\$ 136,722	--	12	\$ 199,863
7256-2	Airport Engineer II	6783	2	\$ 145,533	--	12	\$ 212,767
9210-0	Airport Labor Relations Advocate	5695	2	\$ 122,189	--	12	\$ 178,670
9210-1	Airport Labor Relations Advocate I	5695	2	\$ 122,189	--	12	\$ 178,670
9210-2	Airport Labor Relations Advocate II	6480	2	\$ 139,019	--	12	\$ 203,245
9422-1	Airports Environmental Manager I	6211	2	\$ 133,256	--	12	\$ 194,831
9422-2	Airports Environmental Manager II	7463	2	\$ 160,107	--	12	\$ 234,085
3331-0	Airports Maintenance Superintendent	5480	2	\$ 117,575	--	12	\$ 171,925
7260-1	Airports Manager I	6144	2	\$ 131,815	--	12	\$ 192,722
7260-2	Airports Manager II	6994	2	\$ 150,043	--	12	\$ 219,407
7260-3	Airports Manager III	8195	2	\$ 175,809	--	12	\$ 257,032
1788-1	Airports Public And Community Relations Director I	5261	2	\$ 112,877	--	12	\$ 165,014
1788-2	Airports Public And Community Relations Director II	6717	2	\$ 144,113	--	12	\$ 210,679
1957-0	Asset Manager	7463	2	\$ 160,107	--	12	\$ 234,085
7259-0	Assistant Airport Manager	6630	2	\$ 142,234	--	12	\$ 207,964
1577-0	Assistant Chief Grants Administrator	6210	2	\$ 133,235	--	12	\$ 194,768
9232-0	Assistant City Librarian	8543	2	\$ 183,284	--	12	\$ 267,994
4219-1	Assistant Deputy Superintendent of Building I	7055	2	\$ 151,359	--	12	\$ 221,286
4219-2	Assistant Deputy Superintendent of Building II	7463	2	\$ 160,107	--	12	\$ 234,085
7298-0	Assistant Director Bureau of Contract Administration	8223	2	\$ 176,415	--	12	\$ 257,909
7225-0	Assistant Director Bureau of Sanitation	8543	2	\$ 183,284	--	12	\$ 267,994
7536-0	Assistant Director Bureau of Street Lighting	8223	2	\$ 176,415	--	12	\$ 257,909
4156-0	Assistant Director Bureau of Street Services	8543	2	\$ 183,284	--	12	\$ 267,994
9651-0	Assistant Director of Finance	8543	2	\$ 183,284	--	12	\$ 267,994
9428-0	Assistant Executive Director Cannabis Department	8180	2	\$ 175,496	--	12	\$ 256,594
9414-0	Assistant General Manager - LACERS	9422	2	\$ 202,139	--	12	\$ 295,556
9220-0	Assistant General Manager Aging	7463	2	\$ 160,107	--	12	\$ 234,085
0160-0	Assistant General Manager Airports	13186	2	\$ 282,903	--	12	\$ 413,611
9244-0	Assistant General Manager Animal Services	8223	2	\$ 176,415	--	12	\$ 257,909
9251-0	Assistant General Manager Community Development	8543	2	\$ 183,284	--	12	\$ 267,994
9694-0	Assistant General Manager Convention Center	7463	2	\$ 160,107	--	12	\$ 234,085
9248-0	Assistant General Manager Cultural Affairs	6909	2	\$ 148,227	--	12	\$ 216,692
9701-0	Assistant General Manager El Pueblo Historical Monu	6510	2	\$ 139,666	--	12	\$ 204,206
9273-0	Assistant General Manager Emergency Preparedness	6909	2	\$ 148,227	--	12	\$ 216,692

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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9257-0	Assistant General Manager General Services Departm	8543	2	\$ 183,284	--	12	\$ 267,994
9381-0	Assistant General Manager Information Technology A	8543	2	\$ 183,284	--	12	\$ 267,994
9271-0	Assistant General Manager Los Angeles Housing Dep	8543	2	\$ 183,284	--	12	\$ 267,994
9221-0	Assistant General Manager Neighborhood Empowerm	6909	2	\$ 148,227	--	12	\$ 216,692
9269-0	Assistant General Manager Pension	9422	2	\$ 202,139	--	12	\$ 295,556
9241-0	Assistant General Manager Recreation and Parks	8543	2	\$ 183,284	--	12	\$ 267,994
9263-0	Assistant General Manager Transportation	8543	2	\$ 183,284	--	12	\$ 267,994
0603-0	Assistant Inspector General	8087	2	\$ 173,491	--	12	\$ 253,650
9415-0	Assistant Retirement Plan Manager	6909	2	\$ 148,227	--	12	\$ 216,692
9646-0	Assistant Treasurer	7877	2	\$ 169,002	--	12	\$ 247,093
7998-0	Associate Zoning Administrator	7091	2	\$ 152,131	--	12	\$ 222,392
3194-1	Building Construction and Maintenance General Supe	6717	2	\$ 144,113	--	12	\$ 210,679
3194-2	Building Construction and Maintenance General Supe	7463	2	\$ 160,107	--	12	\$ 234,085
3124-0	Building Construction and Maintenance Superintendent	6717	2	\$ 144,113	--	12	\$ 210,679
1592-0	Chief Accountant Controller	6338	2	\$ 135,970	--	12	\$ 198,798
7274-1	Chief Airports Engineer I	8269	2	\$ 177,396	--	12	\$ 259,413
7274-2	Chief Airports Engineer II	8726	2	\$ 187,210	--	12	\$ 273,736
1528-1	Chief Auditor Controller I	5550	2	\$ 119,078	--	12	\$ 174,055
1528-2	Chief Auditor Controller II	6210	2	\$ 133,235	--	12	\$ 194,768
9151-0	Chief Benefits Analyst	7463	2	\$ 160,107	--	12	\$ 234,085
7296-0	Chief Construction Inspector	7670	2	\$ 164,555	--	12	\$ 240,579
0302-0	Chief Deputy Controller	9521	2	\$ 204,269	--	12	\$ 298,646
4229-0	Chief Electrical Inspector	6429	2	\$ 137,933	--	12	\$ 201,596
9230-0	Chief Financial Officer	8679	2	\$ 186,207	--	12	\$ 272,212
9286-0	Chief Harbor Engineer	9225	2	\$ 197,921	--	12	\$ 289,334
4250-1	Chief Heating and Refrigeration Inspector I	4992	2	\$ 107,093	--	12	\$ 156,579
4250-2	Chief Heating and Refrigeration Inspector II	5874	2	\$ 126,031	--	12	\$ 184,266
9374-0	Chief Information Officer	9811	2	\$ 210,491	--	12	\$ 307,792
1404-0	Chief Information Security Officer	8261	2	\$ 177,229	--	12	\$ 259,099
4254-0	Chief Inspector	6429	2	\$ 137,933	--	12	\$ 201,596
1619-0	Chief Internal Auditor	6909	2	\$ 148,227	--	12	\$ 216,692
9147-0	Chief Investment Officer	13030	2	\$ 279,541	--	12	\$ 408,663
9182-0	Chief Management Analyst	7463	2	\$ 160,107	--	12	\$ 234,085
7945-1	Chief of Airport Planning I	7463	2	\$ 160,107	--	12	\$ 234,085
7945-2	Chief of Airport Planning II	7870	2	\$ 168,835	--	12	\$ 246,843

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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7945-B	Chief of Airport Planning PMI	5944	12	\$ 186,437	--	12	\$ 186,437
7945-C	Chief of Airport Planning PMII	6879	12	\$ 215,794	--	12	\$ 215,794
7945-D	Chief of Airport Planning PMIII	7858	12	\$ 246,488	--	12	\$ 246,488
9424-0	Chief Of Aviation Technology	8664	2	\$ 185,873	--	12	\$ 271,732
7258-1	Chief Of Operations I	5485	2	\$ 117,679	--	12	\$ 172,072
7258-2	Chief Of Operations II	6133	2	\$ 131,585	--	12	\$ 192,388
9200-0	Chief Of Transit Programs	7463	2	\$ 160,107	--	12	\$ 234,085
3165-0	Chief Park Maintenance Supervisor	5734	2	\$ 123,024	--	12	\$ 179,860
1968-0	Chief Park Ranger	6209	2	\$ 133,214	--	12	\$ 194,726
9180-0	Chief Parking Enforcement Operations	7463	2	\$ 160,107	--	12	\$ 234,085
4239-0	Chief Plumbing Inspector	6429	2	\$ 137,933	--	12	\$ 201,596
2384-0	Chief Police Psychologist	9302	2	\$ 199,571	--	12	\$ 291,756
5154-0	Chief Port Pilot	13159	12	\$ 412,776	--	12	\$ 412,776
1949-1	Chief Real Estate Officer I	6232	2	\$ 133,694	--	12	\$ 195,478
1949-2	Chief Real Estate Officer II	7463	2	\$ 160,107	--	12	\$ 234,085
4269-0	Chief Safety Engineer Elevators	6429	2	\$ 137,933	--	12	\$ 201,596
4260-0	Chief Safety Engineer Pressure Vessels	5550	2	\$ 119,078	--	12	\$ 174,055
0604-0	Chief Special Investigator	7463	2	\$ 160,107	--	12	\$ 234,085
4286-1	Chief Street Services Investigator I	6717	2	\$ 144,113	--	12	\$ 210,679
4286-2	Chief Street Services Investigator II	7463	2	\$ 160,107	--	12	\$ 234,085
1211-1	Chief Tax Compliance Officer I	6163	2	\$ 132,212	--	12	\$ 193,327
1211-2	Chief Tax Compliance Officer II	7463	2	\$ 160,107	--	12	\$ 234,085
2360-0	Chief Veterinarian	8093	2	\$ 173,638	--	12	\$ 253,838
1189-1	Chief Wharfinger I	4885	2	\$ 104,796	--	12	\$ 153,217
1189-2	Chief Wharfinger II	6106	2	\$ 131,001	--	12	\$ 191,469
7999-0	Chief Zoning Administrator	7868	2	\$ 168,793	--	12	\$ 246,759
2492-0	Child Care Program Manager	4439	2	\$ 95,233	--	12	\$ 139,227
0566-0	City Attorney Chief Administrative Assistant	7463	2	\$ 160,107	--	12	\$ 234,085
0536-0	City Attorney Financial Manager	5695	2	\$ 122,189	--	12	\$ 178,670
3136-0	City Forest Officer	7463	2	\$ 160,107	--	12	\$ 234,085
2496-0	Community Affairs Advocate	6210	2	\$ 133,235	--	12	\$ 194,768
8500-0	Community Housing Programs Manager	6163	2	\$ 132,212	--	12	\$ 193,327
9165-1	Compliance Program Manager I	6353	2	\$ 136,304	--	12	\$ 199,278
9165-2	Compliance Program Manager II	7463	2	\$ 160,107	--	12	\$ 234,085
9247-0	Concessions Manager	7463	2	\$ 160,107	--	12	\$ 234,085

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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3129-0	Construction and Maintenance Superintendent	6289	2	\$ 134,926	--	12	\$ 197,295
9168-0	Contract Administrator	6527	2	\$ 140,021	--	12	\$ 204,707
3330-1	Convention Center Building Superintendent I	5655	2	\$ 121,333	--	12	\$ 177,375
3330-2	Convention Center Building Superintendent II	6717	2	\$ 144,113	--	12	\$ 210,679
1610-0	Departmental Audit Manager	7463	2	\$ 160,107	--	12	\$ 234,085
1593-1	Departmental Chief Accountant I	5632	2	\$ 120,832	--	12	\$ 176,665
1593-2	Departmental Chief Accountant II	5969	2	\$ 128,057	--	12	\$ 187,230
1593-3	Departmental Chief Accountant III	6909	2	\$ 148,227	--	12	\$ 216,692
1593-4	Departmental Chief Accountant IV	7463	2	\$ 160,107	--	12	\$ 234,085
9490-1	Deputy City Engineer I	8543	2	\$ 183,284	--	12	\$ 267,994
9490-2	Deputy City Engineer II	9521	2	\$ 204,269	--	12	\$ 298,646
1607-0	Deputy Director Of Auditing	7463	2	\$ 160,107	--	12	\$ 234,085
9444-0	Deputy Director Of Planning	8543	2	\$ 183,284	--	12	\$ 267,994
0162-0	Deputy General Manager Airports/1	11802	2	\$ 253,211	--	12	\$ 370,160
0163-0	Deputy General Manager Airports/2	9656	2	\$ 207,171	--	12	\$ 302,864
9201-1	Deputy Superintendent Of Building I	8543	2	\$ 183,284	--	12	\$ 267,994
9201-2	Deputy Superintendent Of Building II	9521	2	\$ 204,269	--	12	\$ 298,646
1806-0	Development and Marketing Director	6227	2	\$ 133,590	--	12	\$ 195,311
1194-0	Director Cash Management Services	7463	2	\$ 160,107	--	12	\$ 234,085
4266-0	Director Enforcement Operations	7463	2	\$ 160,107	--	12	\$ 234,085
1768-0	Director of Airport Marketing	7463	2	\$ 160,107	--	12	\$ 234,085
9304-0	Director Of Airport Operations	8772	2	\$ 188,191	--	12	\$ 275,156
9306-0	Director Of Airport Safety	9656	2	\$ 207,171	--	12	\$ 302,864
9302-0	Director Of Airports Administration	8772	2	\$ 188,191	--	12	\$ 275,156
1606-0	Director Of Auditing	8543	2	\$ 183,284	--	12	\$ 267,994
9259-0	Director Of Building Services	6717	2	\$ 144,113	--	12	\$ 210,679
7625-0	Director Of Communications Services	7463	2	\$ 160,107	--	12	\$ 234,085
4321-0	Director Of Field Operations	6176	2	\$ 132,504	--	12	\$ 193,724
1608-0	Director Of Financial Analysis and Reporting	8543	2	\$ 183,284	--	12	\$ 267,994
3535-0	Director Of Fleet Services	7463	2	\$ 160,107	--	12	\$ 234,085
1568-0	Director Of Housing	7463	2	\$ 160,107	--	12	\$ 234,085
7270-1	Director Of Maintenance Airports I	6717	2	\$ 144,113	--	12	\$ 210,679
7270-2	Director Of Maintenance Airports II	7463	2	\$ 160,107	--	12	\$ 234,085
1858-0	Director Of Materials Management Services	6533	2	\$ 140,167	--	12	\$ 204,937
7974-0	Director Of Materials Testing Services	7463	2	\$ 160,107	--	12	\$ 234,085

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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3722-1	Director Of Police Transportation I	5882	2	\$ 126,198	--	12	\$ 184,474
3722-2	Director Of Police Transportation II	7463	2	\$ 160,107	--	12	\$ 234,085
9231-0	Director Of Port Administration	8273	2	\$ 177,500	--	12	\$ 259,496
3123-1	Director Of Port Construction and Maintenance I	6717	2	\$ 144,113	--	12	\$ 210,679
3123-2	Director Of Port Construction and Maintenance II	7463	2	\$ 160,107	--	12	\$ 234,085
1782-1	Director Of Port Marketing I	6069	2	\$ 130,207	--	12	\$ 190,342
1782-2	Director Of Port Marketing II	7463	2	\$ 160,107	--	12	\$ 234,085
9233-0	Director Of Port Operations	7858	2	\$ 168,585	--	12	\$ 246,488
1488-0	Director Of Printing Services	7130	2	\$ 152,966	--	12	\$ 223,666
1857-1	Director Of Purchasing Services I	5572	2	\$ 119,538	--	12	\$ 174,786
1857-2	Director Of Purchasing Services II General Services	6533	2	\$ 140,167	--	12	\$ 204,937
3208-0	Director Of Security Services	4728	2	\$ 101,435	--	12	\$ 148,310
1863-0	Director Of Supplies	7463	2	\$ 160,107	--	12	\$ 234,085
9375-0	Director Of Systems	7463	2	\$ 160,107	--	12	\$ 234,085
6157-0	Division Librarian	7463	2	\$ 160,107	--	12	\$ 234,085
9486-0	Engineer Of Surveys	7463	7	\$ 198,923	--	12	\$ 234,085
3750-0	Equipment Superintendent	6289	7	\$ 167,645	--	12	\$ 197,295
0015-0	Ethics Officer I	5007	2	\$ 107,427	--	12	\$ 157,059
0016-0	Ethics Officer II	6210	2	\$ 133,235	--	12	\$ 194,768
0017-0	Ethics Officer III	7531	2	\$ 161,569	--	12	\$ 236,215
3170-0	Event Services Manager	6373	2	\$ 136,722	--	12	\$ 199,863
9186-0	Executive Assistant Airports	8027	2	\$ 172,218	--	12	\$ 251,812
9225-0	Executive Director Commission on Status of Women	5511	12	\$ 172,844	--	12	\$ 172,844
2475-0	Executive Director Exposition Park Complex	7463	2	\$ 160,107	--	12	\$ 234,085
9020-0	Executive Director Human Relations Commission	6043	12	\$ 189,590	--	12	\$ 189,590
9252-0	Executive Officer City Clerk	8543	2	\$ 183,284	--	12	\$ 267,994
9198-1	Financial Management Specialist I	4282	2	\$ 91,872	--	12	\$ 134,321
9198-2	Financial Management Specialist II	5068	2	\$ 108,722	--	12	\$ 158,980
9198-3	Financial Management Specialist III	6271	2	\$ 134,529	--	12	\$ 196,689
9198-4	Financial Management Specialist IV	6599	2	\$ 141,566	--	12	\$ 206,983
9198-5	Financial Management Specialist V	7531	2	\$ 161,569	--	12	\$ 236,215
1557-1	Financial Manager I	5786	2	\$ 124,131	--	12	\$ 181,530
1557-2	Financial Manager II	7212	2	\$ 154,720	--	12	\$ 226,213
9197-0	Fire Administrator	8543	2	\$ 183,284	--	12	\$ 267,994
1638-0	Fire Statistical Manager	6227	2	\$ 133,590	--	12	\$ 195,311

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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
0805-0	First Deputy General Manager Harbor	11802	2	\$ 253,211	--	12	\$ 370,160
2458-0	Golf Manager	7463	2	\$ 160,107	--	12	\$ 234,085
9279-1	Harbor Engineer I	7463	2	\$ 160,107	--	12	\$ 234,085
9279-2	Harbor Engineer II	7877	2	\$ 169,002	--	12	\$ 247,093
9234-1	Harbor Planning and Research Director I	5572	2	\$ 119,538	--	12	\$ 174,786
9234-2	Harbor Planning and Research Director II	6533	2	\$ 140,167	--	12	\$ 204,937
9480-0	Harbor Public and Community Relations Director	6533	2	\$ 140,167	--	12	\$ 204,937
4130-0	Hyperion Treatment Plant Manager	8543	2	\$ 183,284	--	12	\$ 267,994
1409-1	Information Systems Manager I	6755	2	\$ 144,928	--	12	\$ 211,911
1409-2	Information Systems Manager II	7463	2	\$ 160,107	--	12	\$ 234,085
9482-0	Legislative Representative	5695	1	\$ 118,911	--	12	\$ 178,670
9482-H	Legislative Representative - Harbor	6289	1	\$ 131,314	--	12	\$ 197,295
4281-1	Lot Cleaning Superintendent I	5205	2	\$ 111,666	--	12	\$ 163,218
4281-2	Lot Cleaning Superintendent II	5738	2	\$ 123,108	--	12	\$ 180,027
9437-1	Marine Environmental Manager I	6465	2	\$ 138,705	--	12	\$ 202,786
9437-2	Marine Environmental Manager II	7185	2	\$ 154,157	--	12	\$ 225,399
2338-0	Medical Services Administrator	8212	2	\$ 176,185	--	12	\$ 257,575
1789-0	Motion Picture and Television Manager	7442	2	\$ 159,669	--	12	\$ 233,396
6229-1	Observatory Director I	6210	2	\$ 133,235	--	12	\$ 194,768
6229-2	Observatory Director II	7463	2	\$ 160,107	--	12	\$ 234,085
9264-0	Parking Administrator	8543	2	\$ 183,284	--	12	\$ 267,994
9025-1	Parking Enforcement Manager I	5360	2	\$ 114,986	--	12	\$ 168,146
9025-2	Parking Enforcement Manager II	6289	2	\$ 134,926	--	12	\$ 197,295
5153-0	Pilot Service Manager	13884	2	\$ 297,874	--	12	\$ 435,473
9196-1	Police Administrator I	8817	2	\$ 189,151	--	12	\$ 276,597
9196-2	Police Administrator II	9302	2	\$ 199,571	--	12	\$ 291,756
9196-3	Police Administrator III	10798	2	\$ 231,663	--	12	\$ 338,652
1781-0	Port Marketing Manager	5137	2	\$ 110,204	--	12	\$ 161,130
9143-1	Portfolio Manager I	7929	2	\$ 170,109	--	12	\$ 248,701
9143-2	Portfolio Manager II	9978	2	\$ 214,061	--	12	\$ 312,949
7928-0	Principal Architect	8132	2	\$ 174,473	--	12	\$ 255,070
7946-0	Principal City Planner	7463	2	\$ 160,107	--	12	\$ 234,085
9489-0	Principal Civil Engineer	7463	2	\$ 160,107	--	12	\$ 234,085
9489-D	Principal Civil Engineer PM III	7858	12	\$ 246,488	--	12	\$ 246,488
9653-0	Principal Deputy Controller	8543	2	\$ 183,284	--	12	\$ 267,994

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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7875-0	Principal Environmental Engineer	7463	2	\$ 160,107	--	12	\$ 234,085
7875-B	Principal Environmental Engineer PMI	5944	12	\$ 186,437	--	12	\$ 186,437
7875-C	Principal Environmental Engineer PMII	6879	12	\$ 215,794	--	12	\$ 215,794
7875-D	Principal Environmental Engineer PMIII	7858	12	\$ 246,488	--	12	\$ 246,488
3147-1	Principal Grounds Maintenance Supervisor I	4101	2	\$ 87,988	--	12	\$ 128,641
3147-2	Principal Grounds Maintenance Supervisor II	5102	2	\$ 109,452	--	12	\$ 160,003
2464-1	Principal Recreation Supervisor I	4439	2	\$ 95,233	--	12	\$ 139,227
2464-2	Principal Recreation Supervisor II	5102	2	\$ 109,452	--	12	\$ 160,003
9266-0	Principal Transportation Engineer	7463	2	\$ 160,107	--	12	\$ 234,085
9266-B	Principal Transportation Engineer PMI	5944	12	\$ 186,437	--	12	\$ 186,437
9266-C	Principal Transportation Engineer PMII	6879	12	\$ 215,794	--	12	\$ 215,794
9266-D	Principal Transportation Engineer PMIII	7858	12	\$ 246,488	--	12	\$ 246,488
1964-1	Property Manager I	5882	2	\$ 126,198	--	12	\$ 184,474
1964-2	Property Manager II	6533	2	\$ 140,167	--	12	\$ 204,937
1964-3	Property Manager III	7076	2	\$ 151,818	--	12	\$ 221,975
1964-4	Property Manager IV	7868	2	\$ 168,793	--	12	\$ 246,759
1800-1	Public Information Director I	5261	2	\$ 112,877	--	12	\$ 165,014
1800-2	Public Information Director II	6180	2	\$ 132,588	--	12	\$ 193,849
7976-0	Public Safety Risk Manager	6653	2	\$ 142,735	--	12	\$ 208,716
1282-0	Records Management Officer	6209	2	\$ 133,214	--	12	\$ 194,726
1620-0	Revenue Manager	7463	2	\$ 160,107	--	12	\$ 234,085
2485-0	Rideshare Program Administrator	6429	2	\$ 137,933	--	12	\$ 201,596
7982-0	Risk Management and Prevention Program Manager	7463	2	\$ 160,107	--	12	\$ 234,085
1530-1	Risk Manager I	5020	2	\$ 107,699	--	12	\$ 157,476
1530-2	Risk Manager II	6210	2	\$ 133,235	--	12	\$ 194,768
1530-3	Risk Manager III	7463	2	\$ 160,107	--	12	\$ 234,085
1728-0	Safety Administrator	7463	2	\$ 160,107	--	12	\$ 234,085
9635-0	Sales and Marketing Manager	6533	2	\$ 140,167	--	12	\$ 204,937
4126-1	Sanitation Solid Resources Manager I	6717	2	\$ 144,113	--	12	\$ 210,679
4126-2	Sanitation Solid Resources Manager II	7463	2	\$ 160,107	--	12	\$ 234,085
4128-1	Sanitation Wastewater Manager I	5655	2	\$ 121,333	--	12	\$ 177,375
4128-2	Sanitation Wastewater Manager II	6717	2	\$ 144,113	--	12	\$ 210,679
4128-3	Sanitation Wastewater Manager III	7463	2	\$ 160,107	--	12	\$ 234,085
0807-0	Second Deputy General Manager Harbor Department	10028	2	\$ 215,147	--	12	\$ 314,536
7257-1	Senior Airport Engineer I	7260	2	\$ 155,764	--	12	\$ 227,717



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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7257-2	Senior Airport Engineer II	7842	2	\$ 168,251	--	12	\$ 245,987
3146-0	Senior Park Maintenance Supervisor	4282	2	\$ 91,872	--	12	\$ 134,321
3832-0	Signal Systems Superintendent	5734	2	\$ 123,024	--	12	\$ 179,860
1850-0	Stores Superintendent	5572	2	\$ 119,538	--	12	\$ 174,786
3820-1	Street Lighting Construction and Maintenance Superin	6717	2	\$ 144,113	--	12	\$ 210,679
3820-2	Street Lighting Construction and Maintenance Superin	7463	2	\$ 160,107	--	12	\$ 234,085
4160-1	Street Services General Superintendent I	6396	2	\$ 137,223	--	12	\$ 200,656
4160-2	Street Services General Superintendent II	7463	2	\$ 160,107	--	12	\$ 234,085
4158-1	Street Services Superintendent I	5205	2	\$ 111,666	--	12	\$ 163,218
4158-2	Street Services Superintendent II	5738	2	\$ 123,108	--	12	\$ 180,027
3160-1	Street Tree Superintendent I	5205	2	\$ 111,666	--	12	\$ 163,218
3160-2	Street Tree Superintendent II	6396	2	\$ 137,223	--	12	\$ 200,656
9237-0	Superintendent Of Planning and Construction	7463	2	\$ 160,107	--	12	\$ 234,085
2472-0	Superintendent Of Recreation and Parks Operations	7463	2	\$ 160,107	--	12	\$ 234,085
1865-1	Supply Services Manager I	6209	2	\$ 133,214	--	12	\$ 194,726
1865-2	Supply Services Manager II	7463	2	\$ 160,107	--	12	\$ 234,085
8870-0	Taxicab Administrator	7463	2	\$ 160,107	--	12	\$ 234,085
7640-0	Telecommunications Planning and Utilization Officer	6042	2	\$ 129,623	--	12	\$ 189,548
7650-1	Telecommunications Regulatory Officer I	5560	2	\$ 119,287	--	12	\$ 174,410
7650-2	Telecommunications Regulatory Officer II	6042	2	\$ 129,623	--	12	\$ 189,548
7650-3	Telecommunications Regulatory Officer III	6565	2	\$ 140,856	--	12	\$ 205,918
0803-0	Traffic Manager	8273	2	\$ 177,500	--	12	\$ 259,496
4125-1	Wastewater Collection Manager I	5572	2	\$ 119,538	--	12	\$ 174,786
4125-2	Wastewater Collection Manager II	7463	2	\$ 160,107	--	12	\$ 234,085
7880-0	Wastewater Residuals Research Engineer	7463	2	\$ 160,107	--	12	\$ 234,085
7840-1	Wastewater Treatment Laboratory Manager I	5655	2	\$ 121,333	--	12	\$ 177,375
7840-2	Wastewater Treatment Laboratory Manager II	6717	2	\$ 144,113	--	12	\$ 210,679
7840-3	Wastewater Treatment Laboratory Manager III	7463	2	\$ 160,107	--	12	\$ 234,085
3784-1	Wastewater Treatment Maintenance Manager I	5655	2	\$ 121,333	--	12	\$ 177,375
3784-2	Wastewater Treatment Maintenance Manager II	6717	2	\$ 144,113	--	12	\$ 210,679
3784-3	Wastewater Treatment Maintenance Manager III	7463	2	\$ 160,107	--	12	\$ 234,085
4127-1	Wastewater Treatment Plant Manager I	5646	2	\$ 121,124	--	12	\$ 177,083
4127-2	Wastewater Treatment Plant Manager II	5934	2	\$ 127,305	--	12	\$ 186,124
4127-3	Wastewater Treatment Plant Manager III	6589	2	\$ 141,357	--	12	\$ 206,649
1766-1	Workers' Compensation Administrator I	6210	2	\$ 133,235	--	12	\$ 194,768

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Appendix E

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY		STEP	SALARY
1766-2	Workers' Compensation Administrator II	7463	2	\$ 160,107	--	12	\$ 234,085
9501-0	Zoo Assistant GM	8223	2	\$ 176,415	--	12	\$ 257,909

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**Appendix E**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4101	HR	\$ 41.01	\$ 42.14	\$ 43.30	\$ 44.49	\$ 46.97	\$ 49.59	\$ 52.35	\$ 55.27	\$ 56.79	\$ 58.35	\$ 59.96	\$ 61.61
	BW	\$ 3,280.80	\$ 3,371.20	\$ 3,464.00	\$ 3,559.20	\$ 3,757.60	\$ 3,967.20	\$ 4,188.00	\$ 4,421.60	\$ 4,543.20	\$ 4,668.00	\$ 4,796.80	\$ 4,928.80
	YR	\$ 85,628	\$ 87,988	\$ 90,410	\$ 92,895	\$ 98,073	\$ 103,543	\$ 109,306	\$ 115,403	\$ 118,577	\$ 121,834	\$ 125,196	\$ 128,641
4282	HR	\$ 42.82	\$ 44.00	\$ 45.21	\$ 46.45	\$ 49.04	\$ 51.78	\$ 54.66	\$ 57.71	\$ 59.30	\$ 60.93	\$ 62.61	\$ 64.33
	BW	\$ 3,425.60	\$ 3,520.00	\$ 3,616.80	\$ 3,716.00	\$ 3,923.20	\$ 4,142.40	\$ 4,372.80	\$ 4,616.80	\$ 4,744.00	\$ 4,874.40	\$ 5,008.80	\$ 5,146.40
	YR	\$ 89,408	\$ 91,872	\$ 94,398	\$ 96,987	\$ 102,395	\$ 108,116	\$ 114,130	\$ 120,498	\$ 123,818	\$ 127,221	\$ 130,729	\$ 134,321
4439	HR	\$ 44.39	\$ 45.61	\$ 46.87	\$ 48.16	\$ 50.84	\$ 53.68	\$ 56.67	\$ 59.82	\$ 61.47	\$ 63.16	\$ 64.90	\$ 66.68
	BW	\$ 3,551.20	\$ 3,648.80	\$ 3,749.60	\$ 3,852.80	\$ 4,067.20	\$ 4,294.40	\$ 4,533.60	\$ 4,785.60	\$ 4,917.60	\$ 5,052.80	\$ 5,192.00	\$ 5,334.40
	YR	\$ 92,686	\$ 95,233	\$ 97,864	\$ 100,558	\$ 106,153	\$ 112,083	\$ 118,326	\$ 124,904	\$ 128,349	\$ 131,878	\$ 135,511	\$ 139,227
4728	HR	\$ 47.28	\$ 48.58	\$ 49.92	\$ 51.29	\$ 54.15	\$ 57.17	\$ 60.36	\$ 63.73	\$ 65.48	\$ 67.28	\$ 69.13	\$ 71.03
	BW	\$ 3,782.40	\$ 3,886.40	\$ 3,993.60	\$ 4,103.20	\$ 4,332.00	\$ 4,573.60	\$ 4,828.80	\$ 5,098.40	\$ 5,238.40	\$ 5,382.40	\$ 5,530.40	\$ 5,682.40
	YR	\$ 98,720	\$ 101,435	\$ 104,232	\$ 107,093	\$ 113,065	\$ 119,370	\$ 126,031	\$ 133,068	\$ 136,722	\$ 140,480	\$ 144,343	\$ 148,310
4885	HR	\$ 48.85	\$ 50.19	\$ 51.57	\$ 52.99	\$ 55.95	\$ 59.07	\$ 62.37	\$ 65.84	\$ 67.65	\$ 69.51	\$ 71.42	\$ 73.38
	BW	\$ 3,908.00	\$ 4,015.20	\$ 4,125.60	\$ 4,239.20	\$ 4,476.00	\$ 4,725.60	\$ 4,989.60	\$ 5,267.20	\$ 5,412.00	\$ 5,560.80	\$ 5,713.60	\$ 5,870.40
	YR	\$ 101,998	\$ 104,796	\$ 107,678	\$ 110,643	\$ 116,823	\$ 123,338	\$ 130,228	\$ 137,473	\$ 141,253	\$ 145,136	\$ 149,124	\$ 153,217
4992	HR	\$ 49.92	\$ 51.29	\$ 52.70	\$ 54.15	\$ 57.17	\$ 60.36	\$ 63.73	\$ 67.28	\$ 69.13	\$ 71.03	\$ 72.98	\$ 74.99
	BW	\$ 3,993.60	\$ 4,103.20	\$ 4,216.00	\$ 4,332.00	\$ 4,573.60	\$ 4,828.80	\$ 5,098.40	\$ 5,382.40	\$ 5,530.40	\$ 5,682.40	\$ 5,838.40	\$ 5,999.20
	YR	\$ 104,232	\$ 107,093	\$ 110,037	\$ 113,065	\$ 119,370	\$ 126,031	\$ 133,068	\$ 140,480	\$ 144,343	\$ 148,310	\$ 152,382	\$ 156,579
5007	HR	\$ 50.07	\$ 51.45	\$ 52.86	\$ 54.31	\$ 57.34	\$ 60.54	\$ 63.92	\$ 67.49	\$ 69.34	\$ 71.25	\$ 73.21	\$ 75.22
	BW	\$ 4,005.60	\$ 4,116.00	\$ 4,228.80	\$ 4,344.80	\$ 4,587.20	\$ 4,843.20	\$ 5,113.60	\$ 5,399.20	\$ 5,547.20	\$ 5,700.00	\$ 5,856.80	\$ 6,017.60
	YR	\$ 104,546	\$ 107,427	\$ 110,371	\$ 113,399	\$ 119,725	\$ 126,407	\$ 133,464	\$ 140,919	\$ 144,781	\$ 148,770	\$ 152,862	\$ 157,059
5020	HR	\$ 50.20	\$ 51.58	\$ 53.00	\$ 54.46	\$ 57.50	\$ 60.70	\$ 64.09	\$ 67.66	\$ 69.52	\$ 71.43	\$ 73.40	\$ 75.42
	BW	\$ 4,016.00	\$ 4,126.40	\$ 4,240.00	\$ 4,356.80	\$ 4,600.00	\$ 4,856.00	\$ 5,127.20	\$ 5,412.80	\$ 5,561.60	\$ 5,714.40	\$ 5,872.00	\$ 6,033.60
	YR	\$ 104,817	\$ 107,699	\$ 110,664	\$ 113,712	\$ 120,060	\$ 126,741	\$ 133,819	\$ 141,274	\$ 145,157	\$ 149,145	\$ 153,259	\$ 157,476
5068	HR	\$ 50.68	\$ 52.07	\$ 53.51	\$ 54.98	\$ 58.04	\$ 61.28	\$ 64.70	\$ 68.31	\$ 70.19	\$ 72.12	\$ 74.10	\$ 76.14
	BW	\$ 4,054.40	\$ 4,165.60	\$ 4,280.80	\$ 4,398.40	\$ 4,643.20	\$ 4,902.40	\$ 5,176.00	\$ 5,464.80	\$ 5,615.20	\$ 5,769.60	\$ 5,928.00	\$ 6,091.20
	YR	\$ 105,819	\$ 108,722	\$ 111,728	\$ 114,798	\$ 121,187	\$ 127,952	\$ 135,093	\$ 142,631	\$ 146,556	\$ 150,586	\$ 154,720	\$ 158,980
5102	HR	\$ 51.02	\$ 52.42	\$ 53.86	\$ 55.34	\$ 58.42	\$ 61.68	\$ 65.12	\$ 68.75	\$ 70.64	\$ 72.58	\$ 74.58	\$ 76.63
	BW	\$ 4,081.60	\$ 4,193.60	\$ 4,308.80	\$ 4,427.20	\$ 4,673.60	\$ 4,934.40	\$ 5,209.60	\$ 5,500.00	\$ 5,651.20	\$ 5,806.40	\$ 5,966.40	\$ 6,130.40
	YR	\$ 106,529	\$ 109,452	\$ 112,459	\$ 115,549	\$ 121,980	\$ 128,787	\$ 135,970	\$ 143,550	\$ 147,496	\$ 151,547	\$ 155,723	\$ 160,003
5137	HR	\$ 51.37	\$ 52.78	\$ 54.23	\$ 55.72	\$ 58.82	\$ 62.10	\$ 65.56	\$ 69.22	\$ 71.13	\$ 73.09	\$ 75.10	\$ 77.17
	BW	\$ 4,109.60	\$ 4,222.40	\$ 4,338.40	\$ 4,457.60	\$ 4,705.60	\$ 4,968.00	\$ 5,244.80	\$ 5,537.60	\$ 5,690.40	\$ 5,847.20	\$ 6,008.00	\$ 6,173.60
	YR	\$ 107,260	\$ 110,204	\$ 113,232	\$ 116,343	\$ 122,816	\$ 129,664	\$ 136,889	\$ 144,531	\$ 148,519	\$ 152,611	\$ 156,808	\$ 161,130
5205	HR	\$ 52.05	\$ 53.48	\$ 54.95	\$ 56.46	\$ 59.61	\$ 62.92	\$ 66.43	\$ 70.13	\$ 72.06	\$ 74.04	\$ 76.08	\$ 78.17
	BW	\$ 4,164.00	\$ 4,278.40	\$ 4,396.00	\$ 4,516.80	\$ 4,768.80	\$ 5,033.60	\$ 5,314.40	\$ 5,610.40	\$ 5,764.80	\$ 5,923.20	\$ 6,086.40	\$ 6,253.60
	YR	\$ 108,680	\$ 111,666	\$ 114,735	\$ 117,888	\$ 124,465	\$ 131,376	\$ 138,705	\$ 146,431	\$ 150,461	\$ 154,595	\$ 158,855	\$ 163,218

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**Appendix E**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5261	HR	\$ 52.61	\$ 54.06	\$ 55.54	\$ 57.07	\$ 60.25	\$ 63.61	\$ 67.16	\$ 70.90	\$ 72.85	\$ 74.85	\$ 76.91	\$ 79.03
	BW	\$ 4,208.80	\$ 4,324.80	\$ 4,443.20	\$ 4,565.60	\$ 4,820.00	\$ 5,088.80	\$ 5,372.80	\$ 5,672.00	\$ 5,828.00	\$ 5,988.00	\$ 6,152.80	\$ 6,322.40
	YR	\$ 109,849	\$ 112,877	\$ 115,967	\$ 119,162	\$ 125,802	\$ 132,817	\$ 140,230	\$ 148,039	\$ 152,110	\$ 156,286	\$ 160,588	\$ 165,014
5360	HR	\$ 53.60	\$ 55.07	\$ 56.59	\$ 58.15	\$ 61.39	\$ 64.81	\$ 68.43	\$ 72.24	\$ 74.23	\$ 76.27	\$ 78.37	\$ 80.53
	BW	\$ 4,288.00	\$ 4,405.60	\$ 4,527.20	\$ 4,652.00	\$ 4,911.20	\$ 5,184.80	\$ 5,474.40	\$ 5,779.20	\$ 5,938.40	\$ 6,101.60	\$ 6,269.60	\$ 6,442.40
	YR	\$ 111,916	\$ 114,986	\$ 118,159	\$ 121,417	\$ 128,182	\$ 135,323	\$ 142,881	\$ 150,837	\$ 154,992	\$ 159,251	\$ 163,636	\$ 168,146
5480	HR	\$ 54.80	\$ 56.31	\$ 57.86	\$ 59.45	\$ 62.77	\$ 66.27	\$ 69.97	\$ 73.88	\$ 75.91	\$ 78.00	\$ 80.14	\$ 82.34
	BW	\$ 4,384.00	\$ 4,504.80	\$ 4,628.80	\$ 4,756.00	\$ 5,021.60	\$ 5,301.60	\$ 5,597.60	\$ 5,910.40	\$ 6,072.80	\$ 6,240.00	\$ 6,411.20	\$ 6,587.20
	YR	\$ 114,422	\$ 117,575	\$ 120,811	\$ 124,131	\$ 131,063	\$ 138,371	\$ 146,097	\$ 154,261	\$ 158,500	\$ 162,864	\$ 167,332	\$ 171,925
5485	HR	\$ 54.85	\$ 56.36	\$ 57.91	\$ 59.50	\$ 62.82	\$ 66.33	\$ 70.02	\$ 73.93	\$ 75.96	\$ 78.05	\$ 80.20	\$ 82.41
	BW	\$ 4,388.00	\$ 4,508.80	\$ 4,632.80	\$ 4,760.00	\$ 5,025.60	\$ 5,306.40	\$ 5,601.60	\$ 5,914.40	\$ 6,076.80	\$ 6,244.00	\$ 6,416.00	\$ 6,592.80
	YR	\$ 114,526	\$ 117,679	\$ 120,916	\$ 124,236	\$ 131,168	\$ 138,497	\$ 146,201	\$ 154,365	\$ 158,604	\$ 162,968	\$ 167,457	\$ 172,072
5511	HR	\$ 55.11	\$ 56.63	\$ 58.18	\$ 59.78	\$ 63.11	\$ 66.62	\$ 70.34	\$ 74.27	\$ 76.31	\$ 78.41	\$ 80.56	\$ 82.78
	BW	\$ 4,408.80	\$ 4,530.40	\$ 4,654.40	\$ 4,782.40	\$ 5,048.80	\$ 5,329.60	\$ 5,627.20	\$ 5,941.60	\$ 6,104.80	\$ 6,272.80	\$ 6,444.80	\$ 6,622.40
	YR	\$ 115,069	\$ 118,243	\$ 121,479	\$ 124,820	\$ 131,773	\$ 139,102	\$ 146,869	\$ 155,075	\$ 159,335	\$ 163,720	\$ 168,209	\$ 172,844
5550	HR	\$ 55.50	\$ 57.03	\$ 58.59	\$ 60.20	\$ 63.56	\$ 67.11	\$ 70.85	\$ 74.79	\$ 76.85	\$ 78.96	\$ 81.13	\$ 83.36
	BW	\$ 4,440.00	\$ 4,562.40	\$ 4,687.20	\$ 4,816.00	\$ 5,084.80	\$ 5,368.80	\$ 5,668.00	\$ 5,983.20	\$ 6,148.00	\$ 6,316.80	\$ 6,490.40	\$ 6,668.80
	YR	\$ 115,884	\$ 119,078	\$ 122,335	\$ 125,697	\$ 132,713	\$ 140,125	\$ 147,934	\$ 156,161	\$ 160,462	\$ 164,868	\$ 169,399	\$ 174,055
5560	HR	\$ 55.60	\$ 57.13	\$ 58.70	\$ 60.31	\$ 63.67	\$ 67.23	\$ 70.98	\$ 74.94	\$ 77.00	\$ 79.12	\$ 81.29	\$ 83.53
	BW	\$ 4,448.00	\$ 4,570.40	\$ 4,696.00	\$ 4,824.80	\$ 5,093.60	\$ 5,378.40	\$ 5,678.40	\$ 5,995.20	\$ 6,160.00	\$ 6,329.60	\$ 6,503.20	\$ 6,682.40
	YR	\$ 116,092	\$ 119,287	\$ 122,565	\$ 125,927	\$ 132,942	\$ 140,376	\$ 148,206	\$ 156,474	\$ 160,776	\$ 165,202	\$ 169,733	\$ 174,410
5572	HR	\$ 55.72	\$ 57.25	\$ 58.83	\$ 60.45	\$ 63.82	\$ 67.37	\$ 71.13	\$ 75.10	\$ 77.17	\$ 79.29	\$ 81.47	\$ 83.71
	BW	\$ 4,457.60	\$ 4,580.00	\$ 4,706.40	\$ 4,836.00	\$ 5,105.60	\$ 5,389.60	\$ 5,690.40	\$ 6,008.00	\$ 6,173.60	\$ 6,343.20	\$ 6,517.60	\$ 6,696.80
	YR	\$ 116,343	\$ 119,538	\$ 122,837	\$ 126,219	\$ 133,256	\$ 140,668	\$ 148,519	\$ 156,808	\$ 161,130	\$ 165,557	\$ 170,109	\$ 174,786
5632	HR	\$ 56.32	\$ 57.87	\$ 59.46	\$ 61.10	\$ 64.51	\$ 68.10	\$ 71.90	\$ 75.91	\$ 78.00	\$ 80.15	\$ 82.35	\$ 84.61
	BW	\$ 4,505.60	\$ 4,629.60	\$ 4,756.80	\$ 4,888.00	\$ 5,160.80	\$ 5,448.00	\$ 5,752.00	\$ 6,072.80	\$ 6,240.00	\$ 6,412.00	\$ 6,588.00	\$ 6,768.80
	YR	\$ 117,596	\$ 120,832	\$ 124,152	\$ 127,576	\$ 134,696	\$ 142,192	\$ 150,127	\$ 158,500	\$ 162,864	\$ 167,353	\$ 171,946	\$ 176,665
5646	HR	\$ 56.46	\$ 58.01	\$ 59.61	\$ 61.25	\$ 64.66	\$ 68.27	\$ 72.07	\$ 76.09	\$ 78.18	\$ 80.33	\$ 82.54	\$ 84.81
	BW	\$ 4,516.80	\$ 4,640.80	\$ 4,768.80	\$ 4,900.00	\$ 5,172.80	\$ 5,461.60	\$ 5,765.60	\$ 6,087.20	\$ 6,254.40	\$ 6,426.40	\$ 6,603.20	\$ 6,784.80
	YR	\$ 117,888	\$ 121,124	\$ 124,465	\$ 127,890	\$ 135,010	\$ 142,547	\$ 150,482	\$ 158,875	\$ 163,239	\$ 167,729	\$ 172,343	\$ 177,083
5655	HR	\$ 56.55	\$ 58.11	\$ 59.70	\$ 61.34	\$ 64.76	\$ 68.37	\$ 72.18	\$ 76.21	\$ 78.31	\$ 80.46	\$ 82.68	\$ 84.95
	BW	\$ 4,524.00	\$ 4,648.80	\$ 4,776.00	\$ 4,907.20	\$ 5,180.80	\$ 5,469.60	\$ 5,774.40	\$ 6,096.80	\$ 6,264.80	\$ 6,436.80	\$ 6,614.40	\$ 6,796.00
	YR	\$ 118,076	\$ 121,333	\$ 124,653	\$ 128,077	\$ 135,218	\$ 142,756	\$ 150,711	\$ 159,126	\$ 163,511	\$ 168,000	\$ 172,635	\$ 177,375
5695	HR	\$ 56.95	\$ 58.52	\$ 60.13	\$ 61.78	\$ 65.23	\$ 68.86	\$ 72.71	\$ 76.76	\$ 78.88	\$ 81.05	\$ 83.28	\$ 85.57
	BW	\$ 4,556.00	\$ 4,681.60	\$ 4,810.40	\$ 4,942.40	\$ 5,218.40	\$ 5,508.80	\$ 5,816.80	\$ 6,140.80	\$ 6,310.40	\$ 6,484.00	\$ 6,662.40	\$ 6,845.60
	YR	\$ 118,911	\$ 122,189	\$ 125,551	\$ 128,996	\$ 136,200	\$ 143,779	\$ 151,818	\$ 160,274	\$ 164,701	\$ 169,232	\$ 173,888	\$ 178,670

**MOU 36**

**Appendix E**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5734	HR	\$ 57.34	\$ 58.92	\$ 60.54	\$ 62.20	\$ 65.68	\$ 69.34	\$ 73.20	\$ 77.28	\$ 79.40	\$ 81.58	\$ 83.83	\$ 86.14
	BW	\$ 4,587.20	\$ 4,713.60	\$ 4,843.20	\$ 4,976.00	\$ 5,254.40	\$ 5,547.20	\$ 5,856.00	\$ 6,182.40	\$ 6,352.00	\$ 6,526.40	\$ 6,706.40	\$ 6,891.20
	YR	\$ 119,725	\$ 123,024	\$ 126,407	\$ 129,873	\$ 137,139	\$ 144,781	\$ 152,841	\$ 161,360	\$ 165,787	\$ 170,339	\$ 175,037	\$ 179,860
5738	HR	\$ 57.38	\$ 58.96	\$ 60.58	\$ 62.25	\$ 65.72	\$ 69.39	\$ 73.26	\$ 77.35	\$ 79.48	\$ 81.67	\$ 83.91	\$ 86.22
	BW	\$ 4,590.40	\$ 4,716.80	\$ 4,846.40	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,860.80	\$ 6,188.00	\$ 6,358.40	\$ 6,533.60	\$ 6,712.80	\$ 6,897.60
	YR	\$ 119,809	\$ 123,108	\$ 126,491	\$ 129,978	\$ 137,223	\$ 144,886	\$ 152,966	\$ 161,506	\$ 165,954	\$ 170,526	\$ 175,204	\$ 180,027
5786	HR	\$ 57.86	\$ 59.45	\$ 61.09	\$ 62.77	\$ 66.27	\$ 69.97	\$ 73.88	\$ 78.00	\$ 80.14	\$ 82.34	\$ 84.61	\$ 86.94
	BW	\$ 4,628.80	\$ 4,756.00	\$ 4,887.20	\$ 5,021.60	\$ 5,301.60	\$ 5,597.60	\$ 5,910.40	\$ 6,240.00	\$ 6,411.20	\$ 6,587.20	\$ 6,768.80	\$ 6,955.20
	YR	\$ 120,811	\$ 124,131	\$ 127,555	\$ 131,063	\$ 138,371	\$ 146,097	\$ 154,261	\$ 162,864	\$ 167,332	\$ 171,925	\$ 176,665	\$ 181,530
5874	HR	\$ 58.74	\$ 60.36	\$ 62.02	\$ 63.73	\$ 67.28	\$ 71.03	\$ 74.99	\$ 79.17	\$ 81.35	\$ 83.59	\$ 85.89	\$ 88.25
	BW	\$ 4,699.20	\$ 4,828.80	\$ 4,961.60	\$ 5,098.40	\$ 5,382.40	\$ 5,682.40	\$ 5,999.20	\$ 6,333.60	\$ 6,508.00	\$ 6,687.20	\$ 6,871.20	\$ 7,060.00
	YR	\$ 122,649	\$ 126,031	\$ 129,497	\$ 133,068	\$ 140,480	\$ 148,310	\$ 156,579	\$ 165,306	\$ 169,858	\$ 174,535	\$ 179,338	\$ 184,266
5882	HR	\$ 58.82	\$ 60.44	\$ 62.10	\$ 63.81	\$ 67.36	\$ 71.12	\$ 75.09	\$ 79.27	\$ 81.45	\$ 83.69	\$ 85.99	\$ 88.35
	BW	\$ 4,705.60	\$ 4,835.20	\$ 4,968.00	\$ 5,104.80	\$ 5,388.80	\$ 5,689.60	\$ 6,007.20	\$ 6,341.60	\$ 6,516.00	\$ 6,695.20	\$ 6,879.20	\$ 7,068.00
	YR	\$ 122,816	\$ 126,198	\$ 129,664	\$ 133,235	\$ 140,647	\$ 148,498	\$ 156,787	\$ 165,515	\$ 170,067	\$ 174,744	\$ 179,547	\$ 184,474
5934	HR	\$ 59.34	\$ 60.97	\$ 62.65	\$ 64.37	\$ 67.96	\$ 71.75	\$ 75.75	\$ 79.97	\$ 82.17	\$ 84.43	\$ 86.75	\$ 89.14
	BW	\$ 4,747.20	\$ 4,877.60	\$ 5,012.00	\$ 5,149.60	\$ 5,436.80	\$ 5,740.00	\$ 6,060.00	\$ 6,397.60	\$ 6,573.60	\$ 6,754.40	\$ 6,940.00	\$ 7,131.20
	YR	\$ 123,901	\$ 127,305	\$ 130,813	\$ 134,404	\$ 141,900	\$ 149,814	\$ 158,166	\$ 166,977	\$ 171,570	\$ 176,289	\$ 181,134	\$ 186,124
5944	HR	\$ 59.44	\$ 61.07	\$ 62.75	\$ 64.48	\$ 68.07	\$ 71.86	\$ 75.87	\$ 80.10	\$ 82.31	\$ 84.57	\$ 86.90	\$ 89.29
	BW	\$ 4,755.20	\$ 4,885.60	\$ 5,020.00	\$ 5,158.40	\$ 5,445.60	\$ 5,748.80	\$ 6,069.60	\$ 6,408.00	\$ 6,584.80	\$ 6,765.60	\$ 6,952.00	\$ 7,143.20
	YR	\$ 124,110	\$ 127,514	\$ 131,022	\$ 134,634	\$ 142,130	\$ 150,043	\$ 158,416	\$ 167,248	\$ 171,863	\$ 176,582	\$ 181,447	\$ 186,437
5969	HR	\$ 59.69	\$ 61.33	\$ 63.02	\$ 64.75	\$ 68.36	\$ 72.17	\$ 76.20	\$ 80.44	\$ 82.66	\$ 84.93	\$ 87.27	\$ 89.67
	BW	\$ 4,775.20	\$ 4,906.40	\$ 5,041.60	\$ 5,180.00	\$ 5,468.80	\$ 5,773.60	\$ 6,096.00	\$ 6,435.20	\$ 6,612.80	\$ 6,794.40	\$ 6,981.60	\$ 7,173.60
	YR	\$ 124,632	\$ 128,057	\$ 131,585	\$ 135,198	\$ 142,735	\$ 150,690	\$ 159,105	\$ 167,958	\$ 172,594	\$ 177,333	\$ 182,219	\$ 187,230
6042	HR	\$ 60.42	\$ 62.08	\$ 63.79	\$ 65.54	\$ 69.20	\$ 73.07	\$ 77.13	\$ 81.44	\$ 83.68	\$ 85.98	\$ 88.35	\$ 90.78
	BW	\$ 4,833.60	\$ 4,966.40	\$ 5,103.20	\$ 5,243.20	\$ 5,536.00	\$ 5,845.60	\$ 6,170.40	\$ 6,515.20	\$ 6,694.40	\$ 6,878.40	\$ 7,068.00	\$ 7,262.40
	YR	\$ 126,156	\$ 129,623	\$ 133,193	\$ 136,847	\$ 144,489	\$ 152,570	\$ 161,047	\$ 170,046	\$ 174,723	\$ 179,526	\$ 184,474	\$ 189,548
6043	HR	\$ 60.43	\$ 62.09	\$ 63.80	\$ 65.55	\$ 69.21	\$ 73.08	\$ 77.15	\$ 81.46	\$ 83.70	\$ 86.00	\$ 88.37	\$ 90.80
	BW	\$ 4,834.40	\$ 4,967.20	\$ 5,104.00	\$ 5,244.00	\$ 5,536.80	\$ 5,846.40	\$ 6,172.00	\$ 6,516.80	\$ 6,696.00	\$ 6,880.00	\$ 7,069.60	\$ 7,264.00
	YR	\$ 126,177	\$ 129,643	\$ 133,214	\$ 136,868	\$ 144,510	\$ 152,591	\$ 161,089	\$ 170,088	\$ 174,765	\$ 179,568	\$ 184,516	\$ 189,590
6069	HR	\$ 60.69	\$ 62.36	\$ 64.07	\$ 65.83	\$ 69.50	\$ 73.37	\$ 77.46	\$ 81.78	\$ 84.03	\$ 86.34	\$ 88.72	\$ 91.16
	BW	\$ 4,855.20	\$ 4,988.80	\$ 5,125.60	\$ 5,266.40	\$ 5,560.00	\$ 5,869.60	\$ 6,196.80	\$ 6,542.40	\$ 6,722.40	\$ 6,907.20	\$ 7,097.60	\$ 7,292.80
	YR	\$ 126,720	\$ 130,207	\$ 133,778	\$ 137,453	\$ 145,116	\$ 153,196	\$ 161,736	\$ 170,756	\$ 175,454	\$ 180,277	\$ 185,247	\$ 190,342
6106	HR	\$ 61.06	\$ 62.74	\$ 64.46	\$ 66.23	\$ 69.92	\$ 73.82	\$ 77.94	\$ 82.28	\$ 84.54	\$ 86.86	\$ 89.25	\$ 91.70
	BW	\$ 4,884.80	\$ 5,019.20	\$ 5,156.80	\$ 5,298.40	\$ 5,593.60	\$ 5,905.60	\$ 6,235.20	\$ 6,582.40	\$ 6,763.20	\$ 6,948.80	\$ 7,140.00	\$ 7,336.00
	YR	\$ 127,493	\$ 131,001	\$ 134,592	\$ 138,288	\$ 145,992	\$ 154,136	\$ 162,738	\$ 171,800	\$ 176,519	\$ 181,363	\$ 186,354	\$ 191,469

**MOU 36**

**Appendix E**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6133	HR	\$ 61.33	\$ 63.02	\$ 64.75	\$ 66.53	\$ 70.24	\$ 74.15	\$ 78.29	\$ 82.65	\$ 84.93	\$ 87.27	\$ 89.67	\$ 92.14
	BW	\$ 4,906.40	\$ 5,041.60	\$ 5,180.00	\$ 5,322.40	\$ 5,619.20	\$ 5,932.00	\$ 6,263.20	\$ 6,612.00	\$ 6,794.40	\$ 6,981.60	\$ 7,173.60	\$ 7,371.20
	YR	\$ 128,057	\$ 131,585	\$ 135,198	\$ 138,914	\$ 146,661	\$ 154,825	\$ 163,469	\$ 172,573	\$ 177,333	\$ 182,219	\$ 187,230	\$ 192,388
6144	HR	\$ 61.44	\$ 63.13	\$ 64.87	\$ 66.65	\$ 70.37	\$ 74.30	\$ 78.44	\$ 82.82	\$ 85.09	\$ 87.43	\$ 89.83	\$ 92.30
	BW	\$ 4,915.20	\$ 5,050.40	\$ 5,189.60	\$ 5,332.00	\$ 5,629.60	\$ 5,944.00	\$ 6,275.20	\$ 6,625.60	\$ 6,807.20	\$ 6,994.40	\$ 7,186.40	\$ 7,384.00
	YR	\$ 128,286	\$ 131,815	\$ 135,448	\$ 139,165	\$ 146,932	\$ 155,138	\$ 163,782	\$ 172,928	\$ 177,667	\$ 182,553	\$ 187,565	\$ 192,722
6163	HR	\$ 61.63	\$ 63.32	\$ 65.07	\$ 66.86	\$ 70.59	\$ 74.52	\$ 78.68	\$ 83.06	\$ 85.35	\$ 87.70	\$ 90.11	\$ 92.59
	BW	\$ 4,930.40	\$ 5,065.60	\$ 5,205.60	\$ 5,348.80	\$ 5,647.20	\$ 5,961.60	\$ 6,294.40	\$ 6,644.80	\$ 6,828.00	\$ 7,016.00	\$ 7,208.80	\$ 7,407.20
	YR	\$ 128,683	\$ 132,212	\$ 135,866	\$ 139,603	\$ 147,391	\$ 155,597	\$ 164,283	\$ 173,429	\$ 178,210	\$ 183,117	\$ 188,149	\$ 193,327
6176	HR	\$ 61.76	\$ 63.46	\$ 65.20	\$ 66.99	\$ 70.73	\$ 74.68	\$ 78.84	\$ 83.24	\$ 85.53	\$ 87.88	\$ 90.30	\$ 92.78
	BW	\$ 4,940.80	\$ 5,076.80	\$ 5,216.00	\$ 5,359.20	\$ 5,658.40	\$ 5,974.40	\$ 6,307.20	\$ 6,659.20	\$ 6,842.40	\$ 7,030.40	\$ 7,224.00	\$ 7,422.40
	YR	\$ 128,954	\$ 132,504	\$ 136,137	\$ 139,875	\$ 147,684	\$ 155,931	\$ 164,617	\$ 173,805	\$ 178,586	\$ 183,493	\$ 188,546	\$ 193,724
6180	HR	\$ 61.80	\$ 63.50	\$ 65.25	\$ 67.04	\$ 70.78	\$ 74.73	\$ 78.90	\$ 83.30	\$ 85.59	\$ 87.94	\$ 90.36	\$ 92.84
	BW	\$ 4,944.00	\$ 5,080.00	\$ 5,220.00	\$ 5,363.20	\$ 5,662.40	\$ 5,978.40	\$ 6,312.00	\$ 6,664.00	\$ 6,847.20	\$ 7,035.20	\$ 7,228.80	\$ 7,427.20
	YR	\$ 129,038	\$ 132,588	\$ 136,242	\$ 139,979	\$ 147,788	\$ 156,036	\$ 164,743	\$ 173,930	\$ 178,711	\$ 183,618	\$ 188,671	\$ 193,849
6209	HR	\$ 62.09	\$ 63.80	\$ 65.55	\$ 67.35	\$ 71.10	\$ 75.07	\$ 79.25	\$ 83.67	\$ 85.97	\$ 88.33	\$ 90.76	\$ 93.26
	BW	\$ 4,967.20	\$ 5,104.00	\$ 5,244.00	\$ 5,388.00	\$ 5,688.00	\$ 6,005.60	\$ 6,340.00	\$ 6,693.60	\$ 6,877.60	\$ 7,066.40	\$ 7,260.80	\$ 7,460.80
	YR	\$ 129,643	\$ 133,214	\$ 136,868	\$ 140,626	\$ 148,456	\$ 156,746	\$ 165,474	\$ 174,702	\$ 179,505	\$ 184,433	\$ 189,506	\$ 194,726
6210	HR	\$ 62.10	\$ 63.81	\$ 65.56	\$ 67.36	\$ 71.12	\$ 75.09	\$ 79.27	\$ 83.69	\$ 85.99	\$ 88.35	\$ 90.78	\$ 93.28
	BW	\$ 4,968.00	\$ 5,104.80	\$ 5,244.80	\$ 5,388.80	\$ 5,689.60	\$ 6,007.20	\$ 6,341.60	\$ 6,695.20	\$ 6,879.20	\$ 7,068.00	\$ 7,262.40	\$ 7,462.40
	YR	\$ 129,664	\$ 133,235	\$ 136,889	\$ 140,647	\$ 148,498	\$ 156,787	\$ 165,515	\$ 174,744	\$ 179,547	\$ 184,474	\$ 189,548	\$ 194,768
6211	HR	\$ 62.11	\$ 63.82	\$ 65.57	\$ 67.37	\$ 71.13	\$ 75.10	\$ 79.29	\$ 83.71	\$ 86.01	\$ 88.38	\$ 90.81	\$ 93.31
	BW	\$ 4,968.80	\$ 5,105.60	\$ 5,245.60	\$ 5,389.60	\$ 5,690.40	\$ 6,008.00	\$ 6,343.20	\$ 6,696.80	\$ 6,880.80	\$ 7,070.40	\$ 7,264.80	\$ 7,464.80
	YR	\$ 129,685	\$ 133,256	\$ 136,910	\$ 140,668	\$ 148,519	\$ 156,808	\$ 165,557	\$ 174,786	\$ 179,588	\$ 184,537	\$ 189,611	\$ 194,831
6227	HR	\$ 62.27	\$ 63.98	\$ 65.74	\$ 67.55	\$ 71.32	\$ 75.30	\$ 79.50	\$ 83.93	\$ 86.23	\$ 88.60	\$ 91.04	\$ 93.54
	BW	\$ 4,981.60	\$ 5,118.40	\$ 5,259.20	\$ 5,404.00	\$ 5,705.60	\$ 6,024.00	\$ 6,360.00	\$ 6,714.40	\$ 6,898.40	\$ 7,088.00	\$ 7,283.20	\$ 7,483.20
	YR	\$ 130,019	\$ 133,590	\$ 137,265	\$ 141,044	\$ 148,916	\$ 157,226	\$ 165,996	\$ 175,245	\$ 180,048	\$ 184,996	\$ 190,091	\$ 195,311
6232	HR	\$ 62.32	\$ 64.03	\$ 65.79	\$ 67.60	\$ 71.37	\$ 75.35	\$ 79.55	\$ 83.99	\$ 86.30	\$ 88.67	\$ 91.11	\$ 93.62
	BW	\$ 4,985.60	\$ 5,122.40	\$ 5,263.20	\$ 5,408.00	\$ 5,709.60	\$ 6,028.00	\$ 6,364.00	\$ 6,719.20	\$ 6,904.00	\$ 7,093.60	\$ 7,288.80	\$ 7,489.60
	YR	\$ 130,124	\$ 133,694	\$ 137,369	\$ 141,148	\$ 149,020	\$ 157,330	\$ 166,100	\$ 175,371	\$ 180,194	\$ 185,142	\$ 190,237	\$ 195,478
6271	HR	\$ 62.71	\$ 64.43	\$ 66.21	\$ 68.03	\$ 71.82	\$ 75.83	\$ 80.05	\$ 84.51	\$ 86.84	\$ 89.23	\$ 91.68	\$ 94.20
	BW	\$ 5,016.80	\$ 5,154.40	\$ 5,296.80	\$ 5,442.40	\$ 5,745.60	\$ 6,066.40	\$ 6,404.00	\$ 6,760.80	\$ 6,947.20	\$ 7,138.40	\$ 7,334.40	\$ 7,536.00
	YR	\$ 130,938	\$ 134,529	\$ 138,246	\$ 142,046	\$ 149,960	\$ 158,333	\$ 167,144	\$ 176,456	\$ 181,321	\$ 186,312	\$ 191,427	\$ 196,689
6289	HR	\$ 62.89	\$ 64.62	\$ 66.40	\$ 68.23	\$ 72.03	\$ 76.05	\$ 80.29	\$ 84.77	\$ 87.10	\$ 89.50	\$ 91.96	\$ 94.49
	BW	\$ 5,031.20	\$ 5,169.60	\$ 5,312.00	\$ 5,458.40	\$ 5,762.40	\$ 6,084.00	\$ 6,423.20	\$ 6,781.60	\$ 6,968.00	\$ 7,160.00	\$ 7,356.80	\$ 7,559.20
	YR	\$ 131,314	\$ 134,926	\$ 138,643	\$ 142,464	\$ 150,398	\$ 158,792	\$ 167,645	\$ 176,999	\$ 181,864	\$ 186,876	\$ 192,012	\$ 197,295

**MOU 36**

**Appendix E**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6338	HR	\$ 63.38	\$ 65.12	\$ 66.91	\$ 68.75	\$ 72.58	\$ 76.63	\$ 80.91	\$ 85.42	\$ 87.77	\$ 90.18	\$ 92.66	\$ 95.21
	BW	\$ 5,070.40	\$ 5,209.60	\$ 5,352.80	\$ 5,500.00	\$ 5,806.40	\$ 6,130.40	\$ 6,472.80	\$ 6,833.60	\$ 7,021.60	\$ 7,214.40	\$ 7,412.80	\$ 7,616.80
	YR	\$ 132,337	\$ 135,970	\$ 139,708	\$ 143,550	\$ 151,547	\$ 160,003	\$ 168,940	\$ 178,356	\$ 183,263	\$ 188,295	\$ 193,474	\$ 198,798
6353	HR	\$ 63.53	\$ 65.28	\$ 67.07	\$ 68.91	\$ 72.76	\$ 76.82	\$ 81.10	\$ 85.62	\$ 87.98	\$ 90.40	\$ 92.89	\$ 95.44
	BW	\$ 5,082.40	\$ 5,222.40	\$ 5,365.60	\$ 5,512.80	\$ 5,820.80	\$ 6,145.60	\$ 6,488.00	\$ 6,849.60	\$ 7,038.40	\$ 7,232.00	\$ 7,431.20	\$ 7,635.20
	YR	\$ 132,650	\$ 136,304	\$ 140,042	\$ 143,884	\$ 151,922	\$ 160,400	\$ 169,336	\$ 178,774	\$ 183,702	\$ 188,755	\$ 193,954	\$ 199,278
6373	HR	\$ 63.73	\$ 65.48	\$ 67.28	\$ 69.13	\$ 72.98	\$ 77.05	\$ 81.35	\$ 85.88	\$ 88.24	\$ 90.67	\$ 93.16	\$ 95.72
	BW	\$ 5,098.40	\$ 5,238.40	\$ 5,382.40	\$ 5,530.40	\$ 5,838.40	\$ 6,164.00	\$ 6,508.00	\$ 6,870.40	\$ 7,059.20	\$ 7,253.60	\$ 7,452.80	\$ 7,657.60
	YR	\$ 133,068	\$ 136,722	\$ 140,480	\$ 144,343	\$ 152,382	\$ 160,880	\$ 169,858	\$ 179,317	\$ 184,245	\$ 189,318	\$ 194,518	\$ 199,863
6396	HR	\$ 63.96	\$ 65.72	\$ 67.53	\$ 69.39	\$ 73.26	\$ 77.35	\$ 81.67	\$ 86.22	\$ 88.59	\$ 91.03	\$ 93.53	\$ 96.10
	BW	\$ 5,116.80	\$ 5,257.60	\$ 5,402.40	\$ 5,551.20	\$ 5,860.80	\$ 6,188.00	\$ 6,533.60	\$ 6,897.60	\$ 7,087.20	\$ 7,282.40	\$ 7,482.40	\$ 7,688.00
	YR	\$ 133,548	\$ 137,223	\$ 141,002	\$ 144,886	\$ 152,966	\$ 161,506	\$ 170,526	\$ 180,027	\$ 184,975	\$ 190,070	\$ 195,290	\$ 200,656
6429	HR	\$ 64.29	\$ 66.06	\$ 67.87	\$ 69.74	\$ 73.62	\$ 77.72	\$ 82.06	\$ 86.63	\$ 89.01	\$ 91.46	\$ 93.97	\$ 96.55
	BW	\$ 5,143.20	\$ 5,284.80	\$ 5,429.60	\$ 5,579.20	\$ 5,889.60	\$ 6,217.60	\$ 6,564.80	\$ 6,930.40	\$ 7,120.80	\$ 7,316.80	\$ 7,517.60	\$ 7,724.00
	YR	\$ 134,237	\$ 137,933	\$ 141,712	\$ 145,617	\$ 153,718	\$ 162,279	\$ 171,341	\$ 180,883	\$ 185,852	\$ 190,968	\$ 196,209	\$ 201,596
6465	HR	\$ 64.65	\$ 66.43	\$ 68.25	\$ 70.13	\$ 74.04	\$ 78.17	\$ 82.53	\$ 87.13	\$ 89.53	\$ 91.99	\$ 94.52	\$ 97.12
	BW	\$ 5,172.00	\$ 5,314.40	\$ 5,460.00	\$ 5,610.40	\$ 5,923.20	\$ 6,253.60	\$ 6,602.40	\$ 6,970.40	\$ 7,162.40	\$ 7,359.20	\$ 7,561.60	\$ 7,769.60
	YR	\$ 134,989	\$ 138,705	\$ 142,506	\$ 146,431	\$ 154,595	\$ 163,218	\$ 172,322	\$ 181,927	\$ 186,938	\$ 192,075	\$ 197,357	\$ 202,786
6480	HR	\$ 64.80	\$ 66.58	\$ 68.41	\$ 70.29	\$ 74.21	\$ 78.35	\$ 82.71	\$ 87.33	\$ 89.73	\$ 92.20	\$ 94.73	\$ 97.34
	BW	\$ 5,184.00	\$ 5,326.40	\$ 5,472.80	\$ 5,623.20	\$ 5,936.80	\$ 6,268.00	\$ 6,616.80	\$ 6,986.40	\$ 7,178.40	\$ 7,376.00	\$ 7,578.40	\$ 7,787.20
	YR	\$ 135,302	\$ 139,019	\$ 142,840	\$ 146,765	\$ 154,950	\$ 163,594	\$ 172,698	\$ 182,345	\$ 187,356	\$ 192,513	\$ 197,796	\$ 203,245
6510	HR	\$ 65.10	\$ 66.89	\$ 68.73	\$ 70.62	\$ 74.56	\$ 78.72	\$ 83.10	\$ 87.74	\$ 90.15	\$ 92.63	\$ 95.18	\$ 97.80
	BW	\$ 5,208.00	\$ 5,351.20	\$ 5,498.40	\$ 5,649.60	\$ 5,964.80	\$ 6,297.60	\$ 6,648.00	\$ 7,019.20	\$ 7,212.00	\$ 7,410.40	\$ 7,614.40	\$ 7,824.00
	YR	\$ 135,928	\$ 139,666	\$ 143,508	\$ 147,454	\$ 155,681	\$ 164,367	\$ 173,512	\$ 183,201	\$ 188,233	\$ 193,411	\$ 198,735	\$ 204,206
6527	HR	\$ 65.27	\$ 67.06	\$ 68.91	\$ 70.81	\$ 74.75	\$ 78.92	\$ 83.32	\$ 87.96	\$ 90.38	\$ 92.87	\$ 95.42	\$ 98.04
	BW	\$ 5,221.60	\$ 5,364.80	\$ 5,512.80	\$ 5,664.80	\$ 5,980.00	\$ 6,313.60	\$ 6,665.60	\$ 7,036.80	\$ 7,230.40	\$ 7,429.60	\$ 7,633.60	\$ 7,843.20
	YR	\$ 136,283	\$ 140,021	\$ 143,884	\$ 147,851	\$ 156,078	\$ 164,784	\$ 173,972	\$ 183,660	\$ 188,713	\$ 193,912	\$ 199,236	\$ 204,707
6533	HR	\$ 65.33	\$ 67.13	\$ 68.97	\$ 70.87	\$ 74.82	\$ 78.99	\$ 83.40	\$ 88.06	\$ 90.48	\$ 92.97	\$ 95.52	\$ 98.15
	BW	\$ 5,226.40	\$ 5,370.40	\$ 5,517.60	\$ 5,669.60	\$ 5,985.60	\$ 6,319.20	\$ 6,672.00	\$ 7,044.80	\$ 7,238.40	\$ 7,437.60	\$ 7,641.60	\$ 7,852.00
	YR	\$ 136,409	\$ 140,167	\$ 144,009	\$ 147,976	\$ 156,224	\$ 164,931	\$ 174,139	\$ 183,869	\$ 188,922	\$ 194,121	\$ 199,445	\$ 204,937
6565	HR	\$ 65.65	\$ 67.46	\$ 69.31	\$ 71.22	\$ 75.18	\$ 79.37	\$ 83.80	\$ 88.48	\$ 90.91	\$ 93.41	\$ 95.98	\$ 98.62
	BW	\$ 5,252.00	\$ 5,396.80	\$ 5,544.80	\$ 5,697.60	\$ 6,014.40	\$ 6,349.60	\$ 6,704.00	\$ 7,078.40	\$ 7,272.80	\$ 7,472.80	\$ 7,678.40	\$ 7,889.60
	YR	\$ 137,077	\$ 140,856	\$ 144,719	\$ 148,707	\$ 156,975	\$ 165,724	\$ 174,974	\$ 184,746	\$ 189,820	\$ 195,040	\$ 200,406	\$ 205,918
6589	HR	\$ 65.89	\$ 67.70	\$ 69.56	\$ 71.47	\$ 75.46	\$ 79.66	\$ 84.10	\$ 88.79	\$ 91.23	\$ 93.74	\$ 96.32	\$ 98.97
	BW	\$ 5,271.20	\$ 5,416.00	\$ 5,564.80	\$ 5,717.60	\$ 6,036.80	\$ 6,372.80	\$ 6,728.00	\$ 7,103.20	\$ 7,298.40	\$ 7,499.20	\$ 7,705.60	\$ 7,917.60
	YR	\$ 137,578	\$ 141,357	\$ 145,241	\$ 149,229	\$ 157,560	\$ 166,330	\$ 175,600	\$ 185,393	\$ 190,488	\$ 195,729	\$ 201,116	\$ 206,649

**MOU 36**

**Appendix E**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6599	HR	\$ 65.99	\$ 67.80	\$ 69.67	\$ 71.59	\$ 75.57	\$ 79.79	\$ 84.23	\$ 88.93	\$ 91.38	\$ 93.89	\$ 96.48	\$ 99.13
	BW	\$ 5,279.20	\$ 5,424.00	\$ 5,573.60	\$ 5,727.20	\$ 6,045.60	\$ 6,383.20	\$ 6,738.40	\$ 7,114.40	\$ 7,310.40	\$ 7,511.20	\$ 7,718.40	\$ 7,930.40
	YR	\$ 137,787	\$ 141,566	\$ 145,470	\$ 149,479	\$ 157,790	\$ 166,601	\$ 175,872	\$ 185,685	\$ 190,801	\$ 196,042	\$ 201,450	\$ 206,983
6630	HR	\$ 66.30	\$ 68.12	\$ 70.00	\$ 71.93	\$ 75.93	\$ 80.17	\$ 84.64	\$ 89.35	\$ 91.81	\$ 94.33	\$ 96.93	\$ 99.60
	BW	\$ 5,304.00	\$ 5,449.60	\$ 5,600.00	\$ 5,754.40	\$ 6,074.40	\$ 6,413.60	\$ 6,771.20	\$ 7,148.00	\$ 7,344.80	\$ 7,546.40	\$ 7,754.40	\$ 7,968.00
	YR	\$ 138,434	\$ 142,234	\$ 146,160	\$ 150,189	\$ 158,541	\$ 167,394	\$ 176,728	\$ 186,562	\$ 191,699	\$ 196,961	\$ 202,389	\$ 207,964
6653	HR	\$ 66.53	\$ 68.36	\$ 70.24	\$ 72.17	\$ 76.20	\$ 80.44	\$ 84.93	\$ 89.67	\$ 92.14	\$ 94.67	\$ 97.28	\$ 99.96
	BW	\$ 5,322.40	\$ 5,468.80	\$ 5,619.20	\$ 5,773.60	\$ 6,096.00	\$ 6,435.20	\$ 6,794.40	\$ 7,173.60	\$ 7,371.20	\$ 7,573.60	\$ 7,782.40	\$ 7,996.80
	YR	\$ 138,914	\$ 142,735	\$ 146,661	\$ 150,690	\$ 159,105	\$ 167,958	\$ 177,333	\$ 187,230	\$ 192,388	\$ 197,670	\$ 203,120	\$ 208,716
6717	HR	\$ 67.17	\$ 69.02	\$ 70.92	\$ 72.87	\$ 76.93	\$ 81.21	\$ 85.74	\$ 90.52	\$ 93.01	\$ 95.57	\$ 98.20	\$ 100.90
	BW	\$ 5,373.60	\$ 5,521.60	\$ 5,673.60	\$ 5,829.60	\$ 6,154.40	\$ 6,496.80	\$ 6,859.20	\$ 7,241.60	\$ 7,440.80	\$ 7,645.60	\$ 7,856.00	\$ 8,072.00
	YR	\$ 140,250	\$ 144,113	\$ 148,080	\$ 152,152	\$ 160,629	\$ 169,566	\$ 179,025	\$ 189,005	\$ 194,204	\$ 199,550	\$ 205,041	\$ 210,679
6755	HR	\$ 67.55	\$ 69.41	\$ 71.32	\$ 73.28	\$ 77.37	\$ 81.69	\$ 86.24	\$ 91.05	\$ 93.55	\$ 96.12	\$ 98.77	\$ 101.49
	BW	\$ 5,404.00	\$ 5,552.80	\$ 5,705.60	\$ 5,862.40	\$ 6,189.60	\$ 6,535.20	\$ 6,899.20	\$ 7,284.00	\$ 7,484.00	\$ 7,689.60	\$ 7,901.60	\$ 8,119.20
	YR	\$ 141,044	\$ 144,928	\$ 148,916	\$ 153,008	\$ 161,548	\$ 170,568	\$ 180,069	\$ 190,112	\$ 195,332	\$ 200,698	\$ 206,231	\$ 211,911
6783	HR	\$ 67.83	\$ 69.70	\$ 71.61	\$ 73.58	\$ 77.68	\$ 82.02	\$ 86.59	\$ 91.42	\$ 93.93	\$ 96.51	\$ 99.17	\$ 101.90
	BW	\$ 5,426.40	\$ 5,576.00	\$ 5,728.80	\$ 5,886.40	\$ 6,214.40	\$ 6,561.60	\$ 6,927.20	\$ 7,313.60	\$ 7,514.40	\$ 7,720.80	\$ 7,933.60	\$ 8,152.00
	YR	\$ 141,629	\$ 145,533	\$ 149,521	\$ 153,635	\$ 162,195	\$ 171,257	\$ 180,799	\$ 190,884	\$ 196,125	\$ 201,512	\$ 207,066	\$ 212,767
6879	HR	\$ 68.79	\$ 70.68	\$ 72.63	\$ 74.63	\$ 78.79	\$ 83.19	\$ 87.82	\$ 92.72	\$ 95.27	\$ 97.89	\$ 100.58	\$ 103.35
	BW	\$ 5,503.20	\$ 5,654.40	\$ 5,810.40	\$ 5,970.40	\$ 6,303.20	\$ 6,655.20	\$ 7,025.60	\$ 7,417.60	\$ 7,621.60	\$ 7,831.20	\$ 8,046.40	\$ 8,268.00
	YR	\$ 143,633	\$ 147,579	\$ 151,651	\$ 155,827	\$ 164,513	\$ 173,700	\$ 183,368	\$ 193,599	\$ 198,923	\$ 204,394	\$ 210,011	\$ 215,794
6909	HR	\$ 69.09	\$ 70.99	\$ 72.94	\$ 74.95	\$ 79.13	\$ 83.54	\$ 88.19	\$ 93.11	\$ 95.67	\$ 98.30	\$ 101.00	\$ 103.78
	BW	\$ 5,527.20	\$ 5,679.20	\$ 5,835.20	\$ 5,996.00	\$ 6,330.40	\$ 6,683.20	\$ 7,055.20	\$ 7,448.80	\$ 7,653.60	\$ 7,864.00	\$ 8,080.00	\$ 8,302.40
	YR	\$ 144,259	\$ 148,227	\$ 152,298	\$ 156,495	\$ 165,223	\$ 174,431	\$ 184,140	\$ 194,413	\$ 199,758	\$ 205,250	\$ 210,888	\$ 216,692
6994	HR	\$ 69.94	\$ 71.86	\$ 73.84	\$ 75.87	\$ 80.10	\$ 84.57	\$ 89.29	\$ 94.27	\$ 96.87	\$ 99.53	\$ 102.27	\$ 105.08
	BW	\$ 5,595.20	\$ 5,748.80	\$ 5,907.20	\$ 6,069.60	\$ 6,408.00	\$ 6,765.60	\$ 7,143.20	\$ 7,541.60	\$ 7,749.60	\$ 7,962.40	\$ 8,181.60	\$ 8,406.40
	YR	\$ 146,034	\$ 150,043	\$ 154,177	\$ 158,416	\$ 167,248	\$ 176,582	\$ 186,437	\$ 196,835	\$ 202,264	\$ 207,818	\$ 213,539	\$ 219,407
7055	HR	\$ 70.55	\$ 72.49	\$ 74.48	\$ 76.53	\$ 80.79	\$ 85.29	\$ 90.05	\$ 95.07	\$ 97.69	\$ 100.38	\$ 103.14	\$ 105.98
	BW	\$ 5,644.00	\$ 5,799.20	\$ 5,958.40	\$ 6,122.40	\$ 6,463.20	\$ 6,823.20	\$ 7,204.00	\$ 7,605.60	\$ 7,815.20	\$ 8,030.40	\$ 8,251.20	\$ 8,478.40
	YR	\$ 147,308	\$ 151,359	\$ 155,514	\$ 159,794	\$ 168,689	\$ 178,085	\$ 188,024	\$ 198,506	\$ 203,976	\$ 209,593	\$ 215,356	\$ 221,286
7076	HR	\$ 70.76	\$ 72.71	\$ 74.71	\$ 76.76	\$ 81.05	\$ 85.57	\$ 90.34	\$ 95.37	\$ 98.00	\$ 100.70	\$ 103.46	\$ 106.31
	BW	\$ 5,660.80	\$ 5,816.80	\$ 5,976.80	\$ 6,140.80	\$ 6,484.00	\$ 6,845.60	\$ 7,227.20	\$ 7,629.60	\$ 7,840.00	\$ 8,056.00	\$ 8,276.80	\$ 8,504.80
	YR	\$ 147,746	\$ 151,818	\$ 155,994	\$ 160,274	\$ 169,232	\$ 178,670	\$ 188,629	\$ 199,132	\$ 204,624	\$ 210,261	\$ 216,024	\$ 221,975
7091	HR	\$ 70.91	\$ 72.86	\$ 74.86	\$ 76.92	\$ 81.20	\$ 85.73	\$ 90.51	\$ 95.56	\$ 98.19	\$ 100.89	\$ 103.66	\$ 106.51
	BW	\$ 5,672.80	\$ 5,828.80	\$ 5,988.80	\$ 6,153.60	\$ 6,496.00	\$ 6,858.40	\$ 7,240.80	\$ 7,644.80	\$ 7,855.20	\$ 8,071.20	\$ 8,292.80	\$ 8,520.80
	YR	\$ 148,060	\$ 152,131	\$ 156,307	\$ 160,608	\$ 169,545	\$ 179,004	\$ 188,984	\$ 199,529	\$ 205,020	\$ 210,658	\$ 216,442	\$ 222,392



**MOU 36**

**Appendix E**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7130	HR	\$ 71.30	\$ 73.26	\$ 75.28	\$ 77.35	\$ 81.67	\$ 86.22	\$ 91.03	\$ 96.10	\$ 98.74	\$ 101.46	\$ 104.25	\$ 107.12
	BW	\$ 5,704.00	\$ 5,860.80	\$ 6,022.40	\$ 6,188.00	\$ 6,533.60	\$ 6,897.60	\$ 7,282.40	\$ 7,688.00	\$ 7,899.20	\$ 8,116.80	\$ 8,340.00	\$ 8,569.60
	YR	\$ 148,874	\$ 152,966	\$ 157,184	\$ 161,506	\$ 170,526	\$ 180,027	\$ 190,070	\$ 200,656	\$ 206,169	\$ 211,848	\$ 217,674	\$ 223,666
7185	HR	\$ 71.85	\$ 73.83	\$ 75.86	\$ 77.95	\$ 82.29	\$ 86.89	\$ 91.72	\$ 96.84	\$ 99.51	\$ 102.25	\$ 105.06	\$ 107.95
	BW	\$ 5,748.00	\$ 5,906.40	\$ 6,068.80	\$ 6,236.00	\$ 6,583.20	\$ 6,951.20	\$ 7,337.60	\$ 7,747.20	\$ 7,960.80	\$ 8,180.00	\$ 8,404.80	\$ 8,636.00
	YR	\$ 150,022	\$ 154,157	\$ 158,395	\$ 162,759	\$ 171,821	\$ 181,426	\$ 191,511	\$ 202,201	\$ 207,776	\$ 213,498	\$ 219,365	\$ 225,399
7212	HR	\$ 72.12	\$ 74.10	\$ 76.14	\$ 78.23	\$ 82.60	\$ 87.20	\$ 92.06	\$ 97.20	\$ 99.87	\$ 102.62	\$ 105.44	\$ 108.34
	BW	\$ 5,769.60	\$ 5,928.00	\$ 6,091.20	\$ 6,258.40	\$ 6,608.00	\$ 6,976.00	\$ 7,364.80	\$ 7,776.00	\$ 7,989.60	\$ 8,209.60	\$ 8,435.20	\$ 8,667.20
	YR	\$ 150,586	\$ 154,720	\$ 158,980	\$ 163,344	\$ 172,468	\$ 182,073	\$ 192,221	\$ 202,953	\$ 208,528	\$ 214,270	\$ 220,158	\$ 226,213
7260	HR	\$ 72.60	\$ 74.60	\$ 76.65	\$ 78.76	\$ 83.15	\$ 87.78	\$ 92.67	\$ 97.84	\$ 100.53	\$ 103.29	\$ 106.14	\$ 109.06
	BW	\$ 5,808.00	\$ 5,968.00	\$ 6,132.00	\$ 6,300.80	\$ 6,652.00	\$ 7,022.40	\$ 7,413.60	\$ 7,827.20	\$ 8,042.40	\$ 8,263.20	\$ 8,491.20	\$ 8,724.80
	YR	\$ 151,588	\$ 155,764	\$ 160,045	\$ 164,450	\$ 173,617	\$ 183,284	\$ 193,494	\$ 204,289	\$ 209,906	\$ 215,669	\$ 221,620	\$ 227,717
7442	HR	\$ 74.42	\$ 76.47	\$ 78.57	\$ 80.73	\$ 85.23	\$ 89.98	\$ 94.99	\$ 100.28	\$ 103.04	\$ 105.87	\$ 108.79	\$ 111.78
	BW	\$ 5,953.60	\$ 6,117.60	\$ 6,285.60	\$ 6,458.40	\$ 6,818.40	\$ 7,198.40	\$ 7,599.20	\$ 8,022.40	\$ 8,243.20	\$ 8,469.60	\$ 8,703.20	\$ 8,942.40
	YR	\$ 155,388	\$ 159,669	\$ 164,054	\$ 168,564	\$ 177,960	\$ 187,878	\$ 198,339	\$ 209,384	\$ 215,147	\$ 221,056	\$ 227,153	\$ 233,396
7463	HR	\$ 74.63	\$ 76.68	\$ 78.79	\$ 80.96	\$ 85.47	\$ 90.24	\$ 95.27	\$ 100.58	\$ 103.35	\$ 106.19	\$ 109.11	\$ 112.11
	BW	\$ 5,970.40	\$ 6,134.40	\$ 6,303.20	\$ 6,476.80	\$ 6,837.60	\$ 7,219.20	\$ 7,621.60	\$ 8,046.40	\$ 8,268.00	\$ 8,495.20	\$ 8,728.80	\$ 8,968.80
	YR	\$ 155,827	\$ 160,107	\$ 164,513	\$ 169,044	\$ 178,461	\$ 188,421	\$ 198,923	\$ 210,011	\$ 215,794	\$ 221,724	\$ 227,821	\$ 234,085
7531	HR	\$ 75.31	\$ 77.38	\$ 79.51	\$ 81.70	\$ 86.25	\$ 91.06	\$ 96.13	\$ 101.50	\$ 104.29	\$ 107.16	\$ 110.10	\$ 113.13
	BW	\$ 6,024.80	\$ 6,190.40	\$ 6,360.80	\$ 6,536.00	\$ 6,900.00	\$ 7,284.80	\$ 7,690.40	\$ 8,120.00	\$ 8,343.20	\$ 8,572.80	\$ 8,808.00	\$ 9,050.40
	YR	\$ 157,247	\$ 161,569	\$ 166,016	\$ 170,589	\$ 180,090	\$ 190,133	\$ 200,719	\$ 211,932	\$ 217,757	\$ 223,750	\$ 229,888	\$ 236,215
7670	HR	\$ 76.70	\$ 78.81	\$ 80.98	\$ 83.21	\$ 87.85	\$ 92.75	\$ 97.92	\$ 103.38	\$ 106.22	\$ 109.14	\$ 112.14	\$ 115.22
	BW	\$ 6,136.00	\$ 6,304.80	\$ 6,478.40	\$ 6,656.80	\$ 7,028.00	\$ 7,420.00	\$ 7,833.60	\$ 8,270.40	\$ 8,497.60	\$ 8,731.20	\$ 8,971.20	\$ 9,217.60
	YR	\$ 160,149	\$ 164,555	\$ 169,086	\$ 173,742	\$ 183,430	\$ 193,662	\$ 204,456	\$ 215,857	\$ 221,787	\$ 227,884	\$ 234,148	\$ 240,579
7842	HR	\$ 78.42	\$ 80.58	\$ 82.79	\$ 85.07	\$ 89.81	\$ 94.82	\$ 100.11	\$ 105.69	\$ 108.60	\$ 111.59	\$ 114.66	\$ 117.81
	BW	\$ 6,273.60	\$ 6,446.40	\$ 6,623.20	\$ 6,805.60	\$ 7,184.80	\$ 7,585.60	\$ 8,008.80	\$ 8,455.20	\$ 8,688.00	\$ 8,927.20	\$ 9,172.80	\$ 9,424.80
	YR	\$ 163,740	\$ 168,251	\$ 172,865	\$ 177,626	\$ 187,523	\$ 197,984	\$ 209,029	\$ 220,680	\$ 226,756	\$ 232,999	\$ 239,410	\$ 245,987
7858	HR	\$ 78.58	\$ 80.74	\$ 82.96	\$ 85.24	\$ 90.00	\$ 95.01	\$ 100.31	\$ 105.90	\$ 108.82	\$ 111.81	\$ 114.89	\$ 118.05
	BW	\$ 6,286.40	\$ 6,459.20	\$ 6,636.80	\$ 6,819.20	\$ 7,200.00	\$ 7,600.80	\$ 8,024.80	\$ 8,472.00	\$ 8,705.60	\$ 8,944.80	\$ 9,191.20	\$ 9,444.00
	YR	\$ 164,075	\$ 168,585	\$ 173,220	\$ 177,981	\$ 187,920	\$ 198,380	\$ 209,447	\$ 221,119	\$ 227,216	\$ 233,459	\$ 239,890	\$ 246,488
7868	HR	\$ 78.68	\$ 80.84	\$ 83.07	\$ 85.35	\$ 90.11	\$ 95.14	\$ 100.44	\$ 106.04	\$ 108.95	\$ 111.95	\$ 115.02	\$ 118.18
	BW	\$ 6,294.40	\$ 6,467.20	\$ 6,645.60	\$ 6,828.00	\$ 7,208.80	\$ 7,611.20	\$ 8,035.20	\$ 8,483.20	\$ 8,716.00	\$ 8,956.00	\$ 9,201.60	\$ 9,454.40
	YR	\$ 164,283	\$ 168,793	\$ 173,450	\$ 178,210	\$ 188,149	\$ 198,652	\$ 209,718	\$ 221,411	\$ 227,487	\$ 233,751	\$ 240,161	\$ 246,759
7870	HR	\$ 78.70	\$ 80.86	\$ 83.09	\$ 85.37	\$ 90.13	\$ 95.16	\$ 100.46	\$ 106.06	\$ 108.98	\$ 111.98	\$ 115.06	\$ 118.22
	BW	\$ 6,296.00	\$ 6,468.80	\$ 6,647.20	\$ 6,829.60	\$ 7,210.40	\$ 7,612.80	\$ 8,036.80	\$ 8,484.80	\$ 8,718.40	\$ 8,958.40	\$ 9,204.80	\$ 9,457.60
	YR	\$ 164,325	\$ 168,835	\$ 173,491	\$ 178,252	\$ 188,191	\$ 198,694	\$ 209,760	\$ 221,453	\$ 227,550	\$ 233,814	\$ 240,245	\$ 246,843

**MOU 36**

**Appendix E**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7877	HR	\$ 78.77	\$ 80.94	\$ 83.16	\$ 85.45	\$ 90.21	\$ 95.25	\$ 100.56	\$ 106.17	\$ 109.09	\$ 112.09	\$ 115.17	\$ 118.34
	BW	\$ 6,301.60	\$ 6,475.20	\$ 6,652.80	\$ 6,836.00	\$ 7,216.80	\$ 7,620.00	\$ 8,044.80	\$ 8,493.60	\$ 8,727.20	\$ 8,967.20	\$ 9,213.60	\$ 9,467.20
	YR	\$ 164,471	\$ 169,002	\$ 173,638	\$ 178,419	\$ 188,358	\$ 198,882	\$ 209,969	\$ 221,682	\$ 227,779	\$ 234,043	\$ 240,474	\$ 247,093
7929	HR	\$ 79.29	\$ 81.47	\$ 83.71	\$ 86.01	\$ 90.81	\$ 95.88	\$ 101.22	\$ 106.86	\$ 109.80	\$ 112.82	\$ 115.92	\$ 119.11
	BW	\$ 6,343.20	\$ 6,517.60	\$ 6,696.80	\$ 6,880.80	\$ 7,264.80	\$ 7,670.40	\$ 8,097.60	\$ 8,548.80	\$ 8,784.00	\$ 9,025.60	\$ 9,273.60	\$ 9,528.80
	YR	\$ 165,557	\$ 170,109	\$ 174,786	\$ 179,588	\$ 189,611	\$ 200,197	\$ 211,347	\$ 223,123	\$ 229,262	\$ 235,568	\$ 242,040	\$ 248,701
8027	HR	\$ 80.27	\$ 82.48	\$ 84.75	\$ 87.08	\$ 91.94	\$ 97.07	\$ 102.48	\$ 108.20	\$ 111.17	\$ 114.23	\$ 117.37	\$ 120.60
	BW	\$ 6,421.60	\$ 6,598.40	\$ 6,780.00	\$ 6,966.40	\$ 7,355.20	\$ 7,765.60	\$ 8,198.40	\$ 8,656.00	\$ 8,893.60	\$ 9,138.40	\$ 9,389.60	\$ 9,648.00
	YR	\$ 167,603	\$ 172,218	\$ 176,958	\$ 181,823	\$ 191,970	\$ 202,682	\$ 213,978	\$ 225,921	\$ 232,122	\$ 238,512	\$ 245,068	\$ 251,812
8087	HR	\$ 80.87	\$ 83.09	\$ 85.38	\$ 87.73	\$ 92.62	\$ 97.79	\$ 103.24	\$ 109.00	\$ 111.99	\$ 115.07	\$ 118.23	\$ 121.48
	BW	\$ 6,469.60	\$ 6,647.20	\$ 6,830.40	\$ 7,018.40	\$ 7,409.60	\$ 7,823.20	\$ 8,259.20	\$ 8,720.00	\$ 8,959.20	\$ 9,205.60	\$ 9,458.40	\$ 9,718.40
	YR	\$ 168,856	\$ 173,491	\$ 178,273	\$ 183,180	\$ 193,390	\$ 204,185	\$ 215,565	\$ 227,592	\$ 233,835	\$ 240,266	\$ 246,864	\$ 253,650
8093	HR	\$ 80.93	\$ 83.16	\$ 85.44	\$ 87.79	\$ 92.68	\$ 97.85	\$ 103.30	\$ 109.07	\$ 112.07	\$ 115.15	\$ 118.32	\$ 121.57
	BW	\$ 6,474.40	\$ 6,652.80	\$ 6,835.20	\$ 7,023.20	\$ 7,414.40	\$ 7,828.00	\$ 8,264.00	\$ 8,725.60	\$ 8,965.60	\$ 9,212.00	\$ 9,465.60	\$ 9,725.60
	YR	\$ 168,981	\$ 173,638	\$ 178,398	\$ 183,305	\$ 193,515	\$ 204,310	\$ 215,690	\$ 227,738	\$ 234,002	\$ 240,433	\$ 247,052	\$ 253,838
8132	HR	\$ 81.32	\$ 83.56	\$ 85.85	\$ 88.21	\$ 93.13	\$ 98.32	\$ 103.81	\$ 109.59	\$ 112.61	\$ 115.71	\$ 118.89	\$ 122.16
	BW	\$ 6,505.60	\$ 6,684.80	\$ 6,868.00	\$ 7,056.80	\$ 7,450.40	\$ 7,865.60	\$ 8,304.80	\$ 8,767.20	\$ 9,008.80	\$ 9,256.80	\$ 9,511.20	\$ 9,772.80
	YR	\$ 169,796	\$ 174,473	\$ 179,254	\$ 184,182	\$ 194,455	\$ 205,292	\$ 216,755	\$ 228,823	\$ 235,129	\$ 241,602	\$ 248,242	\$ 255,070
8180	HR	\$ 81.80	\$ 84.05	\$ 86.36	\$ 88.73	\$ 93.69	\$ 98.91	\$ 104.42	\$ 110.25	\$ 113.28	\$ 116.40	\$ 119.60	\$ 122.89
	BW	\$ 6,544.00	\$ 6,724.00	\$ 6,908.80	\$ 7,098.40	\$ 7,495.20	\$ 7,912.80	\$ 8,353.60	\$ 8,820.00	\$ 9,062.40	\$ 9,312.00	\$ 9,568.00	\$ 9,831.20
	YR	\$ 170,798	\$ 175,496	\$ 180,319	\$ 185,268	\$ 195,624	\$ 206,524	\$ 218,028	\$ 230,202	\$ 236,528	\$ 243,043	\$ 249,724	\$ 256,594
8195	HR	\$ 81.95	\$ 84.20	\$ 86.52	\$ 88.90	\$ 93.85	\$ 99.08	\$ 104.61	\$ 110.45	\$ 113.48	\$ 116.60	\$ 119.81	\$ 123.10
	BW	\$ 6,556.00	\$ 6,736.00	\$ 6,921.60	\$ 7,112.00	\$ 7,508.00	\$ 7,926.40	\$ 8,368.80	\$ 8,836.00	\$ 9,078.40	\$ 9,328.00	\$ 9,584.80	\$ 9,848.00
	YR	\$ 171,111	\$ 175,809	\$ 180,653	\$ 185,623	\$ 195,958	\$ 206,879	\$ 218,425	\$ 230,619	\$ 236,946	\$ 243,460	\$ 250,163	\$ 257,032
8212	HR	\$ 82.12	\$ 84.38	\$ 86.70	\$ 89.08	\$ 94.05	\$ 99.29	\$ 104.83	\$ 110.67	\$ 113.72	\$ 116.85	\$ 120.06	\$ 123.36
	BW	\$ 6,569.60	\$ 6,750.40	\$ 6,936.00	\$ 7,126.40	\$ 7,524.00	\$ 7,943.20	\$ 8,386.40	\$ 8,853.60	\$ 9,097.60	\$ 9,348.00	\$ 9,604.80	\$ 9,868.80
	YR	\$ 171,466	\$ 176,185	\$ 181,029	\$ 185,999	\$ 196,376	\$ 207,317	\$ 218,885	\$ 231,078	\$ 237,447	\$ 243,982	\$ 250,685	\$ 257,575
8223	HR	\$ 82.23	\$ 84.49	\$ 86.81	\$ 89.20	\$ 94.17	\$ 99.42	\$ 104.96	\$ 110.82	\$ 113.86	\$ 116.99	\$ 120.21	\$ 123.52
	BW	\$ 6,578.40	\$ 6,759.20	\$ 6,944.80	\$ 7,136.00	\$ 7,533.60	\$ 7,953.60	\$ 8,396.80	\$ 8,865.60	\$ 9,108.80	\$ 9,359.20	\$ 9,616.80	\$ 9,881.60
	YR	\$ 171,696	\$ 176,415	\$ 181,259	\$ 186,249	\$ 196,626	\$ 207,588	\$ 219,156	\$ 231,392	\$ 237,739	\$ 244,275	\$ 250,998	\$ 257,909
8261	HR	\$ 82.61	\$ 84.88	\$ 87.22	\$ 89.62	\$ 94.61	\$ 99.88	\$ 105.45	\$ 111.33	\$ 114.39	\$ 117.54	\$ 120.77	\$ 124.09
	BW	\$ 6,608.80	\$ 6,790.40	\$ 6,977.60	\$ 7,169.60	\$ 7,568.80	\$ 7,990.40	\$ 8,436.00	\$ 8,906.40	\$ 9,151.20	\$ 9,403.20	\$ 9,661.60	\$ 9,927.20
	YR	\$ 172,489	\$ 177,229	\$ 182,115	\$ 187,126	\$ 197,545	\$ 208,549	\$ 220,179	\$ 232,457	\$ 238,846	\$ 245,423	\$ 252,167	\$ 259,099
8269	HR	\$ 82.69	\$ 84.96	\$ 87.30	\$ 89.70	\$ 94.70	\$ 99.99	\$ 105.57	\$ 111.45	\$ 114.52	\$ 117.67	\$ 120.91	\$ 124.24
	BW	\$ 6,615.20	\$ 6,796.80	\$ 6,984.00	\$ 7,176.00	\$ 7,576.00	\$ 7,999.20	\$ 8,445.60	\$ 8,916.00	\$ 9,161.60	\$ 9,413.60	\$ 9,672.80	\$ 9,939.20
	YR	\$ 172,656	\$ 177,396	\$ 182,282	\$ 187,293	\$ 197,733	\$ 208,779	\$ 220,430	\$ 232,707	\$ 239,117	\$ 245,694	\$ 252,460	\$ 259,413

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Appendix E

Operative on June 28, 2026

Range		1	2	3	4	5	6	7	8	9	10	11	12
8273	HR	\$ 82.73	\$ 85.01	\$ 87.34	\$ 89.74	\$ 94.75	\$ 100.03	\$ 105.61	\$ 111.49	\$ 114.56	\$ 117.71	\$ 120.95	\$ 124.28
	BW	\$ 6,618.40	\$ 6,800.80	\$ 6,987.20	\$ 7,179.20	\$ 7,580.00	\$ 8,002.40	\$ 8,448.80	\$ 8,919.20	\$ 9,164.80	\$ 9,416.80	\$ 9,676.00	\$ 9,942.40
	YR	\$ 172,740	\$ 177,500	\$ 182,365	\$ 187,377	\$ 197,838	\$ 208,862	\$ 220,513	\$ 232,791	\$ 239,201	\$ 245,778	\$ 252,543	\$ 259,496

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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9206-0	311 Director	7687	2	\$ 164,910	--	12	\$ 241,143
7256-1	Airport Engineer I	6562	2	\$ 140,772	--	12	\$ 205,855
7256-2	Airport Engineer II	6988	2	\$ 149,918	--	12	\$ 219,156
9210-0	Airport Labor Relations Advocate	5868	2	\$ 125,885	--	12	\$ 184,036
9210-1	Airport Labor Relations Advocate I	5868	2	\$ 125,885	--	12	\$ 184,036
9210-2	Airport Labor Relations Advocate II	6675	2	\$ 143,215	--	12	\$ 209,342
9422-1	Airports Environmental Manager I	6397	2	\$ 137,244	--	12	\$ 200,677
9422-2	Airports Environmental Manager II	7687	2	\$ 164,910	--	12	\$ 241,143
3331-0	Airports Maintenance Superintendent	5646	2	\$ 121,124	--	12	\$ 177,083
7260-1	Airports Manager I	6329	2	\$ 135,782	--	12	\$ 198,506
7260-2	Airports Manager II	7204	2	\$ 154,553	--	12	\$ 225,984
7260-3	Airports Manager III	8440	2	\$ 181,071	--	12	\$ 264,758
1788-1	Airports Public And Community Relations Director I	5419	2	\$ 116,259	--	12	\$ 169,963
1788-2	Airports Public And Community Relations Director II	6919	2	\$ 148,435	--	12	\$ 217,005
1957-0	Asset Manager	7687	2	\$ 164,910	--	12	\$ 241,143
7259-0	Assistant Airport Manager	6830	2	\$ 146,535	--	12	\$ 214,207
1577-0	Assistant Chief Grants Administrator	6396	2	\$ 137,223	--	12	\$ 200,656
9232-0	Assistant City Librarian	8800	2	\$ 188,796	--	12	\$ 276,054
4219-1	Assistant Deputy Superintendent of Building I	7267	2	\$ 155,910	--	12	\$ 227,926
4219-2	Assistant Deputy Superintendent of Building II	7687	2	\$ 164,910	--	12	\$ 241,143
7298-0	Assistant Director Bureau of Contract Administration	8469	2	\$ 181,697	--	12	\$ 265,656
7225-0	Assistant Director Bureau of Sanitation	8800	2	\$ 188,796	--	12	\$ 276,054
7536-0	Assistant Director Bureau of Street Lighting	8469	2	\$ 181,697	--	12	\$ 265,656
4156-0	Assistant Director Bureau of Street Services	8800	2	\$ 188,796	--	12	\$ 276,054
9651-0	Assistant Director of Finance	8800	2	\$ 188,796	--	12	\$ 276,054
9428-0	Assistant Executive Director Cannabis Department	8425	2	\$ 180,758	--	12	\$ 264,299
9414-0	Assistant General Manager - LACERS	9707	2	\$ 208,257	--	12	\$ 304,430
9220-0	Assistant General Manager Aging	7687	2	\$ 164,910	--	12	\$ 241,143
0160-0	Assistant General Manager Airports	13582	2	\$ 291,401	--	12	\$ 426,014
9244-0	Assistant General Manager Animal Services	8469	2	\$ 181,697	--	12	\$ 265,656
9251-0	Assistant General Manager Community Development	8800	2	\$ 188,796	--	12	\$ 276,054
9694-0	Assistant General Manager Convention Center	7687	2	\$ 164,910	--	12	\$ 241,143
9248-0	Assistant General Manager Cultural Affairs	7116	2	\$ 152,674	--	12	\$ 223,186
9701-0	Assistant General Manager El Pueblo Historical Monu	6705	2	\$ 143,842	--	12	\$ 210,345
9273-0	Assistant General Manager Emergency Preparedness	7116	2	\$ 152,674	--	12	\$ 223,186

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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9257-0	Assistant General Manager General Services Departm	8800	2	\$ 188,796	--	12	\$ 276,054
9381-0	Assistant General Manager Information Technology A	8800	2	\$ 188,796	--	12	\$ 276,054
9271-0	Assistant General Manager Los Angeles Housing Dep	8800	2	\$ 188,796	--	12	\$ 276,054
9221-0	Assistant General Manager Neighborhood Empowerm	7116	2	\$ 152,674	--	12	\$ 223,186
9269-0	Assistant General Manager Pension	9707	2	\$ 208,257	--	12	\$ 304,430
9241-0	Assistant General Manager Recreation and Parks	8800	2	\$ 188,796	--	12	\$ 276,054
9263-0	Assistant General Manager Transportation	8800	2	\$ 188,796	--	12	\$ 276,054
0603-0	Assistant Inspector General	8330	2	\$ 178,711	--	12	\$ 261,271
9415-0	Assistant Retirement Plan Manager	7116	2	\$ 152,674	--	12	\$ 223,186
9646-0	Assistant Treasurer	8116	2	\$ 174,118	--	12	\$ 254,589
7998-0	Associate Zoning Administrator	7303	2	\$ 156,683	--	12	\$ 229,074
3194-1	Building Construction and Maintenance General Supe	6919	2	\$ 148,435	--	12	\$ 217,005
3194-2	Building Construction and Maintenance General Supe	7687	2	\$ 164,910	--	12	\$ 241,143
3124-0	Building Construction and Maintenance Superintendent	6919	2	\$ 148,435	--	12	\$ 217,005
1592-0	Chief Accountant Controller	6530	2	\$ 140,104	--	12	\$ 204,770
7274-1	Chief Airports Engineer I	8520	2	\$ 182,783	--	12	\$ 267,264
7274-2	Chief Airports Engineer II	8989	2	\$ 192,847	--	12	\$ 281,942
1528-1	Chief Auditor Controller I	5716	2	\$ 122,628	--	12	\$ 179,275
1528-2	Chief Auditor Controller II	6396	2	\$ 137,223	--	12	\$ 200,656
9151-0	Chief Benefits Analyst	7687	2	\$ 164,910	--	12	\$ 241,143
7296-0	Chief Construction Inspector	7901	2	\$ 169,503	--	12	\$ 247,824
0302-0	Chief Deputy Controller	9808	2	\$ 210,428	--	12	\$ 307,625
4229-0	Chief Electrical Inspector	6621	2	\$ 142,046	--	12	\$ 207,651
9230-0	Chief Financial Officer	8940	2	\$ 191,803	--	12	\$ 280,397
9286-0	Chief Harbor Engineer	9502	2	\$ 203,851	--	12	\$ 298,041
4250-1	Chief Heating and Refrigeration Inspector I	5141	2	\$ 110,288	--	12	\$ 161,277
4250-2	Chief Heating and Refrigeration Inspector II	6052	2	\$ 129,831	--	12	\$ 189,799
9374-0	Chief Information Officer	10107	2	\$ 216,838	--	12	\$ 317,041
1404-0	Chief Information Security Officer	8509	2	\$ 182,553	--	12	\$ 266,867
4254-0	Chief Inspector	6621	2	\$ 142,046	--	12	\$ 207,651
1619-0	Chief Internal Auditor	7116	2	\$ 152,674	--	12	\$ 223,186
9147-0	Chief Investment Officer	13421	2	\$ 287,935	--	12	\$ 420,940
9182-0	Chief Management Analyst	7687	2	\$ 164,910	--	12	\$ 241,143
7945-1	Chief of Airport Planning I	7687	2	\$ 164,910	--	12	\$ 241,143
7945-2	Chief of Airport Planning II	8106	2	\$ 173,909	--	12	\$ 254,276

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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7945-B	Chief of Airport Planning PMI	6123	12	\$ 192,033	--	12	\$ 192,033
7945-C	Chief of Airport Planning PMII	7087	12	\$ 222,267	--	12	\$ 222,267
7945-D	Chief of Airport Planning PMIII	8095	12	\$ 253,879	--	12	\$ 253,879
9424-0	Chief Of Aviation Technology	8923	2	\$ 191,427	--	12	\$ 279,896
7258-1	Chief Of Operations I	5651	2	\$ 121,229	--	12	\$ 177,229
7258-2	Chief Of Operations II	6317	2	\$ 135,532	--	12	\$ 198,151
9200-0	Chief Of Transit Programs	7687	2	\$ 164,910	--	12	\$ 241,143
3165-0	Chief Park Maintenance Supervisor	5906	2	\$ 126,699	--	12	\$ 185,247
1968-0	Chief Park Ranger	6394	2	\$ 137,181	--	12	\$ 200,573
9180-0	Chief Parking Enforcement Operations	7687	2	\$ 164,910	--	12	\$ 241,143
4239-0	Chief Plumbing Inspector	6621	2	\$ 142,046	--	12	\$ 207,651
2384-0	Chief Police Psychologist	9580	2	\$ 205,521	--	12	\$ 300,504
5154-0	Chief Port Pilot	13555	12	\$ 425,158	--	12	\$ 425,158
1949-1	Chief Real Estate Officer I	6419	2	\$ 137,724	--	12	\$ 201,345
1949-2	Chief Real Estate Officer II	7687	2	\$ 164,910	--	12	\$ 241,143
4269-0	Chief Safety Engineer Elevators	6621	2	\$ 142,046	--	12	\$ 207,651
4260-0	Chief Safety Engineer Pressure Vessels	5716	2	\$ 122,628	--	12	\$ 179,275
0604-0	Chief Special Investigator	7687	2	\$ 164,910	--	12	\$ 241,143
4286-1	Chief Street Services Investigator I	6919	2	\$ 148,435	--	12	\$ 217,005
4286-2	Chief Street Services Investigator II	7687	2	\$ 164,910	--	12	\$ 241,143
1211-1	Chief Tax Compliance Officer I	6348	2	\$ 136,200	--	12	\$ 199,132
1211-2	Chief Tax Compliance Officer II	7687	2	\$ 164,910	--	12	\$ 241,143
2360-0	Chief Veterinarian	8335	2	\$ 178,816	--	12	\$ 261,459
1189-1	Chief Wharfinger I	5031	2	\$ 107,928	--	12	\$ 157,831
1189-2	Chief Wharfinger II	6287	2	\$ 134,884	--	12	\$ 197,253
7999-0	Chief Zoning Administrator	8102	2	\$ 173,826	--	12	\$ 254,172
2492-0	Child Care Program Manager	4572	2	\$ 98,094	--	12	\$ 143,403
0566-0	City Attorney Chief Administrative Assistant	7687	2	\$ 164,910	--	12	\$ 241,143
0536-0	City Attorney Financial Manager	5868	2	\$ 125,885	--	12	\$ 184,036
3136-0	City Forest Officer	7687	2	\$ 164,910	--	12	\$ 241,143
2496-0	Community Affairs Advocate	6396	2	\$ 137,223	--	12	\$ 200,656
8500-0	Community Housing Programs Manager	6348	2	\$ 136,200	--	12	\$ 199,132
9165-1	Compliance Program Manager I	6544	2	\$ 140,397	--	12	\$ 205,250
9165-2	Compliance Program Manager II	7687	2	\$ 164,910	--	12	\$ 241,143
9247-0	Concessions Manager	7687	2	\$ 164,910	--	12	\$ 241,143

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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3129-0	Construction and Maintenance Superintendent	6479	2	\$ 138,998	--	12	\$ 203,204
9168-0	Contract Administrator	6721	2	\$ 144,197	--	12	\$ 210,846
3330-1	Convention Center Building Superintendent I	5825	2	\$ 124,966	--	12	\$ 182,720
3330-2	Convention Center Building Superintendent II	6919	2	\$ 148,435	--	12	\$ 217,005
1610-0	Departmental Audit Manager	7687	2	\$ 164,910	--	12	\$ 241,143
1593-1	Departmental Chief Accountant I	5802	2	\$ 124,486	--	12	\$ 181,990
1593-2	Departmental Chief Accountant II	6148	2	\$ 131,898	--	12	\$ 192,847
1593-3	Departmental Chief Accountant III	7116	2	\$ 152,674	--	12	\$ 223,186
1593-4	Departmental Chief Accountant IV	7687	2	\$ 164,910	--	12	\$ 241,143
9490-1	Deputy City Engineer I	8800	2	\$ 188,796	--	12	\$ 276,054
9490-2	Deputy City Engineer II	9808	2	\$ 210,428	--	12	\$ 307,625
1607-0	Deputy Director Of Auditing	7687	2	\$ 164,910	--	12	\$ 241,143
9444-0	Deputy Director Of Planning	8800	2	\$ 188,796	--	12	\$ 276,054
0162-0	Deputy General Manager Airports/1	12156	2	\$ 260,791	--	12	\$ 381,289
0163-0	Deputy General Manager Airports/2	9946	2	\$ 213,393	--	12	\$ 311,968
9201-1	Deputy Superintendent Of Building I	8800	2	\$ 188,796	--	12	\$ 276,054
9201-2	Deputy Superintendent Of Building II	9808	2	\$ 210,428	--	12	\$ 307,625
1806-0	Development and Marketing Director	6413	2	\$ 137,578	--	12	\$ 201,178
1194-0	Director Cash Management Services	7687	2	\$ 164,910	--	12	\$ 241,143
4266-0	Director Enforcement Operations	7687	2	\$ 164,910	--	12	\$ 241,143
1768-0	Director of Airport Marketing	7687	2	\$ 164,910	--	12	\$ 241,143
9304-0	Director Of Airport Operations	9035	2	\$ 193,829	--	12	\$ 283,425
9306-0	Director Of Airport Safety	9946	2	\$ 213,393	--	12	\$ 311,968
9302-0	Director Of Airports Administration	9035	2	\$ 193,829	--	12	\$ 283,425
1606-0	Director Of Auditing	8800	2	\$ 188,796	--	12	\$ 276,054
9259-0	Director Of Building Services	6919	2	\$ 148,435	--	12	\$ 217,005
7625-0	Director Of Communications Services	7687	2	\$ 164,910	--	12	\$ 241,143
4321-0	Director Of Field Operations	6362	2	\$ 136,492	--	12	\$ 199,550
1608-0	Director Of Financial Analysis and Reporting	8800	2	\$ 188,796	--	12	\$ 276,054
3535-0	Director Of Fleet Services	7687	2	\$ 164,910	--	12	\$ 241,143
1568-0	Director Of Housing	7687	2	\$ 164,910	--	12	\$ 241,143
7270-1	Director Of Maintenance Airports I	6919	2	\$ 148,435	--	12	\$ 217,005
7270-2	Director Of Maintenance Airports II	7687	2	\$ 164,910	--	12	\$ 241,143
1858-0	Director Of Materials Management Services	6730	2	\$ 144,385	--	12	\$ 211,096
7974-0	Director Of Materials Testing Services	7687	2	\$ 164,910	--	12	\$ 241,143

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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3722-1	Director Of Police Transportation I	6057	2	\$ 129,957	--	12	\$ 190,008
3722-2	Director Of Police Transportation II	7687	2	\$ 164,910	--	12	\$ 241,143
9231-0	Director Of Port Administration	8521	2	\$ 182,804	--	12	\$ 267,284
3123-1	Director Of Port Construction and Maintenance I	6919	2	\$ 148,435	--	12	\$ 217,005
3123-2	Director Of Port Construction and Maintenance II	7687	2	\$ 164,910	--	12	\$ 241,143
1782-1	Director Of Port Marketing I	6251	2	\$ 134,112	--	12	\$ 196,084
1782-2	Director Of Port Marketing II	7687	2	\$ 164,910	--	12	\$ 241,143
9233-0	Director Of Port Operations	8095	2	\$ 173,679	--	12	\$ 253,879
1488-0	Director Of Printing Services	7345	2	\$ 157,581	--	12	\$ 230,369
1857-1	Director Of Purchasing Services I	5738	2	\$ 123,108	--	12	\$ 180,027
1857-2	Director Of Purchasing Services II General Services	6730	2	\$ 144,385	--	12	\$ 211,096
3208-0	Director Of Security Services	4870	2	\$ 104,483	--	12	\$ 152,778
1863-0	Director Of Supplies	7687	2	\$ 164,910	--	12	\$ 241,143
9375-0	Director Of Systems	7687	2	\$ 164,910	--	12	\$ 241,143
6157-0	Division Librarian	7687	2	\$ 164,910	--	12	\$ 241,143
9486-0	Engineer Of Surveys	7687	7	\$ 204,916	--	12	\$ 241,143
3750-0	Equipment Superintendent	6479	7	\$ 172,677	--	12	\$ 203,204
0015-0	Ethics Officer I	5158	2	\$ 110,664	--	12	\$ 161,778
0016-0	Ethics Officer II	6396	2	\$ 137,223	--	12	\$ 200,656
0017-0	Ethics Officer III	7757	2	\$ 166,413	--	12	\$ 243,314
3170-0	Event Services Manager	6562	2	\$ 140,772	--	12	\$ 205,855
9186-0	Executive Assistant Airports	8269	2	\$ 177,396	--	12	\$ 259,413
9225-0	Executive Director Commission on Status of Women	5677	12	\$ 178,064	--	12	\$ 178,064
2475-0	Executive Director Exposition Park Complex	7687	2	\$ 164,910	--	12	\$ 241,143
9020-0	Executive Director Human Relations Commission	6227	12	\$ 195,311	--	12	\$ 195,311
9252-0	Executive Officer City Clerk	8800	2	\$ 188,796	--	12	\$ 276,054
9198-1	Financial Management Specialist I	4411	2	\$ 94,628	--	12	\$ 138,371
9198-2	Financial Management Specialist II	5221	2	\$ 112,021	--	12	\$ 163,761
9198-3	Financial Management Specialist III	6460	2	\$ 138,601	--	12	\$ 202,598
9198-4	Financial Management Specialist IV	6797	2	\$ 145,825	--	12	\$ 213,184
9198-5	Financial Management Specialist V	7757	2	\$ 166,413	--	12	\$ 243,314
1557-1	Financial Manager I	5962	2	\$ 127,910	--	12	\$ 187,001
1557-2	Financial Manager II	7428	2	\$ 159,356	--	12	\$ 232,999
9197-0	Fire Administrator	8800	2	\$ 188,796	--	12	\$ 276,054
1638-0	Fire Statistical Manager	6413	2	\$ 137,578	--	12	\$ 201,178



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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
0805-0	First Deputy General Manager Harbor	12156	2	\$ 260,791	--	12	\$ 381,289
2458-0	Golf Manager	7687	2	\$ 164,910	--	12	\$ 241,143
9279-1	Harbor Engineer I	7687	2	\$ 164,910	--	12	\$ 241,143
9279-2	Harbor Engineer II	8116	2	\$ 174,118	--	12	\$ 254,589
9234-1	Harbor Planning and Research Director I	5738	2	\$ 123,108	--	12	\$ 180,027
9234-2	Harbor Planning and Research Director II	6730	2	\$ 144,385	--	12	\$ 211,096
9480-0	Harbor Public and Community Relations Director	6730	2	\$ 144,385	--	12	\$ 211,096
4130-0	Hyperion Treatment Plant Manager	8800	2	\$ 188,796	--	12	\$ 276,054
1409-1	Information Systems Manager I	6958	2	\$ 149,271	--	12	\$ 218,258
1409-2	Information Systems Manager II	7687	2	\$ 164,910	--	12	\$ 241,143
9482-0	Legislative Representative	5868	1	\$ 122,523	--	12	\$ 184,036
9482-H	Legislative Representative - Harbor	6479	1	\$ 135,281	--	12	\$ 203,204
4281-1	Lot Cleaning Superintendent I	5360	2	\$ 114,986	--	12	\$ 168,146
4281-2	Lot Cleaning Superintendent II	5912	2	\$ 126,846	--	12	\$ 185,435
9437-1	Marine Environmental Manager I	6659	2	\$ 142,860	--	12	\$ 208,862
9437-2	Marine Environmental Manager II	7401	2	\$ 158,792	--	12	\$ 232,185
2338-0	Medical Services Administrator	8457	2	\$ 181,447	--	12	\$ 265,301
1789-0	Motion Picture and Television Manager	7665	2	\$ 164,450	--	12	\$ 240,412
6229-1	Observatory Director I	6396	2	\$ 137,223	--	12	\$ 200,656
6229-2	Observatory Director II	7687	2	\$ 164,910	--	12	\$ 241,143
9264-0	Parking Administrator	8800	2	\$ 188,796	--	12	\$ 276,054
9025-1	Parking Enforcement Manager I	5523	2	\$ 118,494	--	12	\$ 173,220
9025-2	Parking Enforcement Manager II	6479	2	\$ 138,998	--	12	\$ 203,204
5153-0	Pilot Service Manager	14300	2	\$ 306,789	--	12	\$ 448,544
9196-1	Police Administrator I	9084	2	\$ 194,893	--	12	\$ 284,907
9196-2	Police Administrator II	9580	2	\$ 205,521	--	12	\$ 300,504
9196-3	Police Administrator III	11121	2	\$ 238,595	--	12	\$ 348,821
1781-0	Port Marketing Manager	5292	2	\$ 113,545	--	12	\$ 166,016
9143-1	Portfolio Manager I	8167	2	\$ 175,224	--	12	\$ 256,176
9143-2	Portfolio Manager II	10276	2	\$ 220,471	--	12	\$ 322,345
7928-0	Principal Architect	8376	2	\$ 179,693	--	12	\$ 262,753
7946-0	Principal City Planner	7687	2	\$ 164,910	--	12	\$ 241,143
9489-0	Principal Civil Engineer	7687	2	\$ 164,910	--	12	\$ 241,143
9489-D	Principal Civil Engineer PM III	8095	12	\$ 253,879	--	12	\$ 253,879
9653-0	Principal Deputy Controller	8800	2	\$ 188,796	--	12	\$ 276,054

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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7875-0	Principal Environmental Engineer	7687	2	\$ 164,910	--	12	\$ 241,143
7875-B	Principal Environmental Engineer PMI	6123	12	\$ 192,033	--	12	\$ 192,033
7875-C	Principal Environmental Engineer PMII	7087	12	\$ 222,267	--	12	\$ 222,267
7875-D	Principal Environmental Engineer PMIII	8095	12	\$ 253,879	--	12	\$ 253,879
3147-1	Principal Grounds Maintenance Supervisor I	4224	2	\$ 90,619	--	12	\$ 132,525
3147-2	Principal Grounds Maintenance Supervisor II	5254	2	\$ 112,710	--	12	\$ 164,805
2464-1	Principal Recreation Supervisor I	4572	2	\$ 98,094	--	12	\$ 143,403
2464-2	Principal Recreation Supervisor II	5254	2	\$ 112,710	--	12	\$ 164,805
9266-0	Principal Transportation Engineer	7687	2	\$ 164,910	--	12	\$ 241,143
9266-B	Principal Transportation Engineer PMI	6123	12	\$ 192,033	--	12	\$ 192,033
9266-C	Principal Transportation Engineer PMII	7087	12	\$ 222,267	--	12	\$ 222,267
9266-D	Principal Transportation Engineer PMIII	8095	12	\$ 253,879	--	12	\$ 253,879
1964-1	Property Manager I	6057	2	\$ 129,957	--	12	\$ 190,008
1964-2	Property Manager II	6730	2	\$ 144,385	--	12	\$ 211,096
1964-3	Property Manager III	7290	2	\$ 156,391	--	12	\$ 228,636
1964-4	Property Manager IV	8102	2	\$ 173,826	--	12	\$ 254,172
1800-1	Public Information Director I	5419	2	\$ 116,259	--	12	\$ 169,963
1800-2	Public Information Director II	6365	2	\$ 136,555	--	12	\$ 199,696
7976-0	Public Safety Risk Manager	6854	2	\$ 147,036	--	12	\$ 214,980
1282-0	Records Management Officer	6394	2	\$ 137,181	--	12	\$ 200,573
1620-0	Revenue Manager	7687	2	\$ 164,910	--	12	\$ 241,143
2485-0	Rideshare Program Administrator	6621	2	\$ 142,046	--	12	\$ 207,651
7982-0	Risk Management and Prevention Program Manager	7687	2	\$ 164,910	--	12	\$ 241,143
1530-1	Risk Manager I	5173	2	\$ 110,977	--	12	\$ 162,195
1530-2	Risk Manager II	6396	2	\$ 137,223	--	12	\$ 200,656
1530-3	Risk Manager III	7687	2	\$ 164,910	--	12	\$ 241,143
1728-0	Safety Administrator	7687	2	\$ 164,910	--	12	\$ 241,143
9635-0	Sales and Marketing Manager	6730	2	\$ 144,385	--	12	\$ 211,096
4126-1	Sanitation Solid Resources Manager I	6919	2	\$ 148,435	--	12	\$ 217,005
4126-2	Sanitation Solid Resources Manager II	7687	2	\$ 164,910	--	12	\$ 241,143
4128-1	Sanitation Wastewater Manager I	5825	2	\$ 124,966	--	12	\$ 182,720
4128-2	Sanitation Wastewater Manager II	6919	2	\$ 148,435	--	12	\$ 217,005
4128-3	Sanitation Wastewater Manager III	7687	2	\$ 164,910	--	12	\$ 241,143
0807-0	Second Deputy General Manager Harbor Department	10329	2	\$ 221,599	--	12	\$ 323,974
7257-1	Senior Airport Engineer I	7477	2	\$ 160,421	--	12	\$ 234,545

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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7257-2	Senior Airport Engineer II	8078	2	\$ 173,304	--	12	\$ 253,378
3146-0	Senior Park Maintenance Supervisor	4411	2	\$ 94,628	--	12	\$ 138,371
3832-0	Signal Systems Superintendent	5906	2	\$ 126,699	--	12	\$ 185,247
1850-0	Stores Superintendent	5738	2	\$ 123,108	--	12	\$ 180,027
3820-1	Street Lighting Construction and Maintenance Superin	6919	2	\$ 148,435	--	12	\$ 217,005
3820-2	Street Lighting Construction and Maintenance Superin	7687	2	\$ 164,910	--	12	\$ 241,143
4160-1	Street Services General Superintendent I	6590	2	\$ 141,378	--	12	\$ 206,691
4160-2	Street Services General Superintendent II	7687	2	\$ 164,910	--	12	\$ 241,143
4158-1	Street Services Superintendent I	5360	2	\$ 114,986	--	12	\$ 168,146
4158-2	Street Services Superintendent II	5912	2	\$ 126,846	--	12	\$ 185,435
3160-1	Street Tree Superintendent I	5360	2	\$ 114,986	--	12	\$ 168,146
3160-2	Street Tree Superintendent II	6590	2	\$ 141,378	--	12	\$ 206,691
9237-0	Superintendent Of Planning and Construction	7687	2	\$ 164,910	--	12	\$ 241,143
2472-0	Superintendent Of Recreation and Parks Operations	7687	2	\$ 164,910	--	12	\$ 241,143
1865-1	Supply Services Manager I	6394	2	\$ 137,181	--	12	\$ 200,573
1865-2	Supply Services Manager II	7687	2	\$ 164,910	--	12	\$ 241,143
8870-0	Taxicab Administrator	7687	2	\$ 164,910	--	12	\$ 241,143
7640-0	Telecommunications Planning and Utilization Officer	6225	2	\$ 133,548	--	12	\$ 195,228
7650-1	Telecommunications Regulatory Officer I	5728	2	\$ 122,899	--	12	\$ 179,651
7650-2	Telecommunications Regulatory Officer II	6225	2	\$ 133,548	--	12	\$ 195,228
7650-3	Telecommunications Regulatory Officer III	6762	2	\$ 145,074	--	12	\$ 212,099
0803-0	Traffic Manager	8521	2	\$ 182,804	--	12	\$ 267,284
4125-1	Wastewater Collection Manager I	5738	2	\$ 123,108	--	12	\$ 180,027
4125-2	Wastewater Collection Manager II	7687	2	\$ 164,910	--	12	\$ 241,143
7880-0	Wastewater Residuals Research Engineer	7687	2	\$ 164,910	--	12	\$ 241,143
7840-1	Wastewater Treatment Laboratory Manager I	5825	2	\$ 124,966	--	12	\$ 182,720
7840-2	Wastewater Treatment Laboratory Manager II	6919	2	\$ 148,435	--	12	\$ 217,005
7840-3	Wastewater Treatment Laboratory Manager III	7687	2	\$ 164,910	--	12	\$ 241,143
3784-1	Wastewater Treatment Maintenance Manager I	5825	2	\$ 124,966	--	12	\$ 182,720
3784-2	Wastewater Treatment Maintenance Manager II	6919	2	\$ 148,435	--	12	\$ 217,005
3784-3	Wastewater Treatment Maintenance Manager III	7687	2	\$ 164,910	--	12	\$ 241,143
4127-1	Wastewater Treatment Plant Manager I	5816	2	\$ 124,778	--	12	\$ 182,407
4127-2	Wastewater Treatment Plant Manager II	6111	2	\$ 131,105	--	12	\$ 191,699
4127-3	Wastewater Treatment Plant Manager III	6787	2	\$ 145,617	--	12	\$ 212,850
1766-1	Workers' Compensation Administrator I	6396	2	\$ 137,223	--	12	\$ 200,656

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Appendix F

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY		STEP	SALARY
1766-2	Workers' Compensation Administrator II	7687	2	\$ 164,910	--	12	\$ 241,143
9501-0	Zoo Assistant GM	8469	2	\$ 181,697	--	12	\$ 265,656

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**Appendix F**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4224	HR	\$ 42.24	\$ 43.40	\$ 44.60	\$ 45.83	\$ 48.38	\$ 51.09	\$ 53.93	\$ 56.94	\$ 58.51	\$ 60.12	\$ 61.77	\$ 63.47
	BW	\$ 3,379.20	\$ 3,472.00	\$ 3,568.00	\$ 3,666.40	\$ 3,870.40	\$ 4,087.20	\$ 4,314.40	\$ 4,555.20	\$ 4,680.80	\$ 4,809.60	\$ 4,941.60	\$ 5,077.60
	YR	\$ 88,197	\$ 90,619	\$ 93,124	\$ 95,693	\$ 101,017	\$ 106,675	\$ 112,605	\$ 118,890	\$ 122,168	\$ 125,530	\$ 128,975	\$ 132,525
4411	HR	\$ 44.11	\$ 45.32	\$ 46.57	\$ 47.85	\$ 50.52	\$ 53.34	\$ 56.31	\$ 59.45	\$ 61.09	\$ 62.77	\$ 64.50	\$ 66.27
	BW	\$ 3,528.80	\$ 3,625.60	\$ 3,725.60	\$ 3,828.00	\$ 4,041.60	\$ 4,267.20	\$ 4,504.80	\$ 4,756.00	\$ 4,887.20	\$ 5,021.60	\$ 5,160.00	\$ 5,301.60
	YR	\$ 92,101	\$ 94,628	\$ 97,238	\$ 99,910	\$ 105,485	\$ 111,373	\$ 117,575	\$ 124,131	\$ 127,555	\$ 131,063	\$ 134,676	\$ 138,371
4572	HR	\$ 45.72	\$ 46.98	\$ 48.27	\$ 49.60	\$ 52.36	\$ 55.28	\$ 58.36	\$ 61.62	\$ 63.31	\$ 65.05	\$ 66.84	\$ 68.68
	BW	\$ 3,657.60	\$ 3,758.40	\$ 3,861.60	\$ 3,968.00	\$ 4,188.80	\$ 4,422.40	\$ 4,668.80	\$ 4,929.60	\$ 5,064.80	\$ 5,204.00	\$ 5,347.20	\$ 5,494.40
	YR	\$ 95,463	\$ 98,094	\$ 100,787	\$ 103,564	\$ 109,327	\$ 115,424	\$ 121,855	\$ 128,662	\$ 132,191	\$ 135,824	\$ 139,561	\$ 143,403
4870	HR	\$ 48.70	\$ 50.04	\$ 51.42	\$ 52.83	\$ 55.78	\$ 58.90	\$ 62.18	\$ 65.65	\$ 67.45	\$ 69.30	\$ 71.21	\$ 73.17
	BW	\$ 3,896.00	\$ 4,003.20	\$ 4,113.60	\$ 4,226.40	\$ 4,462.40	\$ 4,712.00	\$ 4,974.40	\$ 5,252.00	\$ 5,396.00	\$ 5,544.00	\$ 5,696.80	\$ 5,853.60
	YR	\$ 101,685	\$ 104,483	\$ 107,364	\$ 110,309	\$ 116,468	\$ 122,983	\$ 129,831	\$ 137,077	\$ 140,835	\$ 144,698	\$ 148,686	\$ 152,778
5031	HR	\$ 50.31	\$ 51.69	\$ 53.12	\$ 54.58	\$ 57.62	\$ 60.84	\$ 64.23	\$ 67.82	\$ 69.68	\$ 71.60	\$ 73.57	\$ 75.59
	BW	\$ 4,024.80	\$ 4,135.20	\$ 4,249.60	\$ 4,366.40	\$ 4,609.60	\$ 4,867.20	\$ 5,138.40	\$ 5,425.60	\$ 5,574.40	\$ 5,728.00	\$ 5,885.60	\$ 6,047.20
	YR	\$ 105,047	\$ 107,928	\$ 110,914	\$ 113,963	\$ 120,310	\$ 127,033	\$ 134,112	\$ 141,608	\$ 145,491	\$ 149,500	\$ 153,614	\$ 157,831
5141	HR	\$ 51.41	\$ 52.82	\$ 54.28	\$ 55.77	\$ 58.89	\$ 62.17	\$ 65.64	\$ 69.29	\$ 71.20	\$ 73.16	\$ 75.17	\$ 77.24
	BW	\$ 4,112.80	\$ 4,225.60	\$ 4,342.40	\$ 4,461.60	\$ 4,711.20	\$ 4,973.60	\$ 5,251.20	\$ 5,543.20	\$ 5,696.00	\$ 5,852.80	\$ 6,013.60	\$ 6,179.20
	YR	\$ 107,344	\$ 110,288	\$ 113,336	\$ 116,447	\$ 122,962	\$ 129,810	\$ 137,056	\$ 144,677	\$ 148,665	\$ 152,758	\$ 156,954	\$ 161,277
5158	HR	\$ 51.58	\$ 53.00	\$ 54.46	\$ 55.96	\$ 59.08	\$ 62.38	\$ 65.85	\$ 69.52	\$ 71.43	\$ 73.39	\$ 75.41	\$ 77.48
	BW	\$ 4,126.40	\$ 4,240.00	\$ 4,356.80	\$ 4,476.80	\$ 4,726.40	\$ 4,990.40	\$ 5,268.00	\$ 5,561.60	\$ 5,714.40	\$ 5,871.20	\$ 6,032.80	\$ 6,198.40
	YR	\$ 107,699	\$ 110,664	\$ 113,712	\$ 116,844	\$ 123,359	\$ 130,249	\$ 137,494	\$ 145,157	\$ 149,145	\$ 153,238	\$ 157,456	\$ 161,778
5173	HR	\$ 51.73	\$ 53.15	\$ 54.61	\$ 56.11	\$ 59.24	\$ 62.53	\$ 66.02	\$ 69.70	\$ 71.61	\$ 73.58	\$ 75.60	\$ 77.68
	BW	\$ 4,138.40	\$ 4,252.00	\$ 4,368.80	\$ 4,488.80	\$ 4,739.20	\$ 5,002.40	\$ 5,281.60	\$ 5,576.00	\$ 5,728.80	\$ 5,886.40	\$ 6,048.00	\$ 6,214.40
	YR	\$ 108,012	\$ 110,977	\$ 114,025	\$ 117,157	\$ 123,693	\$ 130,562	\$ 137,849	\$ 145,533	\$ 149,521	\$ 153,635	\$ 157,852	\$ 162,195
5221	HR	\$ 52.21	\$ 53.65	\$ 55.12	\$ 56.64	\$ 59.79	\$ 63.12	\$ 66.64	\$ 70.36	\$ 72.30	\$ 74.29	\$ 76.33	\$ 78.43
	BW	\$ 4,176.80	\$ 4,292.00	\$ 4,409.60	\$ 4,531.20	\$ 4,783.20	\$ 5,049.60	\$ 5,331.20	\$ 5,628.80	\$ 5,784.00	\$ 5,943.20	\$ 6,106.40	\$ 6,274.40
	YR	\$ 109,014	\$ 112,021	\$ 115,090	\$ 118,264	\$ 124,841	\$ 131,794	\$ 139,144	\$ 146,911	\$ 150,962	\$ 155,117	\$ 159,377	\$ 163,761
5254	HR	\$ 52.54	\$ 53.98	\$ 55.47	\$ 57.00	\$ 60.17	\$ 63.53	\$ 67.08	\$ 70.82	\$ 72.76	\$ 74.76	\$ 76.82	\$ 78.93
	BW	\$ 4,203.20	\$ 4,318.40	\$ 4,437.60	\$ 4,560.00	\$ 4,813.60	\$ 5,082.40	\$ 5,366.40	\$ 5,665.60	\$ 5,820.80	\$ 5,980.80	\$ 6,145.60	\$ 6,314.40
	YR	\$ 109,703	\$ 112,710	\$ 115,821	\$ 119,016	\$ 125,634	\$ 132,650	\$ 140,063	\$ 147,872	\$ 151,922	\$ 156,098	\$ 160,400	\$ 164,805
5292	HR	\$ 52.92	\$ 54.38	\$ 55.87	\$ 57.41	\$ 60.61	\$ 63.99	\$ 67.56	\$ 71.33	\$ 73.29	\$ 75.31	\$ 77.38	\$ 79.51
	BW	\$ 4,233.60	\$ 4,350.40	\$ 4,469.60	\$ 4,592.80	\$ 4,848.80	\$ 5,119.20	\$ 5,404.80	\$ 5,706.40	\$ 5,863.20	\$ 6,024.80	\$ 6,190.40	\$ 6,360.80
	YR	\$ 110,496	\$ 113,545	\$ 116,656	\$ 119,872	\$ 126,553	\$ 133,611	\$ 141,065	\$ 148,937	\$ 153,029	\$ 157,247	\$ 161,569	\$ 166,016
5360	HR	\$ 53.60	\$ 55.07	\$ 56.59	\$ 58.15	\$ 61.39	\$ 64.81	\$ 68.43	\$ 72.24	\$ 74.23	\$ 76.27	\$ 78.37	\$ 80.53
	BW	\$ 4,288.00	\$ 4,405.60	\$ 4,527.20	\$ 4,652.00	\$ 4,911.20	\$ 5,184.80	\$ 5,474.40	\$ 5,779.20	\$ 5,938.40	\$ 6,101.60	\$ 6,269.60	\$ 6,442.40
	YR	\$ 111,916	\$ 114,986	\$ 118,159	\$ 121,417	\$ 128,182	\$ 135,323	\$ 142,881	\$ 150,837	\$ 154,992	\$ 159,251	\$ 163,636	\$ 168,146

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**Appendix F**

**Operative on June 27, 2027**

Range		1	2	3	4	5	6	7	8	9	10	11	12
5419	HR	\$ 54.19	\$ 55.68	\$ 57.21	\$ 58.78	\$ 62.06	\$ 65.52	\$ 69.18	\$ 73.03	\$ 75.04	\$ 77.10	\$ 79.22	\$ 81.40
	BW	\$ 4,335.20	\$ 4,454.40	\$ 4,576.80	\$ 4,702.40	\$ 4,964.80	\$ 5,241.60	\$ 5,534.40	\$ 5,842.40	\$ 6,003.20	\$ 6,168.00	\$ 6,337.60	\$ 6,512.00
	YR	\$ 113,148	\$ 116,259	\$ 119,454	\$ 122,732	\$ 129,581	\$ 136,805	\$ 144,447	\$ 152,486	\$ 156,683	\$ 160,984	\$ 165,411	\$ 169,963
5523	HR	\$ 55.23	\$ 56.75	\$ 58.31	\$ 59.91	\$ 63.25	\$ 66.78	\$ 70.50	\$ 74.43	\$ 76.48	\$ 78.58	\$ 80.74	\$ 82.96
	BW	\$ 4,418.40	\$ 4,540.00	\$ 4,664.80	\$ 4,792.80	\$ 5,060.00	\$ 5,342.40	\$ 5,640.00	\$ 5,954.40	\$ 6,118.40	\$ 6,286.40	\$ 6,459.20	\$ 6,636.80
	YR	\$ 115,320	\$ 118,494	\$ 121,751	\$ 125,092	\$ 132,066	\$ 139,436	\$ 147,204	\$ 155,409	\$ 159,690	\$ 164,075	\$ 168,585	\$ 173,220
5646	HR	\$ 56.46	\$ 58.01	\$ 59.61	\$ 61.25	\$ 64.66	\$ 68.27	\$ 72.07	\$ 76.09	\$ 78.18	\$ 80.33	\$ 82.54	\$ 84.81
	BW	\$ 4,516.80	\$ 4,640.80	\$ 4,768.80	\$ 4,900.00	\$ 5,172.80	\$ 5,461.60	\$ 5,765.60	\$ 6,087.20	\$ 6,254.40	\$ 6,426.40	\$ 6,603.20	\$ 6,784.80
	YR	\$ 117,888	\$ 121,124	\$ 124,465	\$ 127,890	\$ 135,010	\$ 142,547	\$ 150,482	\$ 158,875	\$ 163,239	\$ 167,729	\$ 172,343	\$ 177,083
5651	HR	\$ 56.51	\$ 58.06	\$ 59.66	\$ 61.30	\$ 64.72	\$ 68.33	\$ 72.14	\$ 76.16	\$ 78.25	\$ 80.40	\$ 82.61	\$ 84.88
	BW	\$ 4,520.80	\$ 4,644.80	\$ 4,772.80	\$ 4,904.00	\$ 5,177.60	\$ 5,466.40	\$ 5,771.20	\$ 6,092.80	\$ 6,260.00	\$ 6,432.00	\$ 6,608.80	\$ 6,790.40
	YR	\$ 117,992	\$ 121,229	\$ 124,570	\$ 127,994	\$ 135,135	\$ 142,673	\$ 150,628	\$ 159,022	\$ 163,386	\$ 167,875	\$ 172,489	\$ 177,229
5677	HR	\$ 56.77	\$ 58.33	\$ 59.94	\$ 61.59	\$ 65.02	\$ 68.65	\$ 72.48	\$ 76.52	\$ 78.62	\$ 80.78	\$ 83.00	\$ 85.28
	BW	\$ 4,541.60	\$ 4,666.40	\$ 4,795.20	\$ 4,927.20	\$ 5,201.60	\$ 5,492.00	\$ 5,798.40	\$ 6,121.60	\$ 6,289.60	\$ 6,462.40	\$ 6,640.00	\$ 6,822.40
	YR	\$ 118,535	\$ 121,793	\$ 125,154	\$ 128,599	\$ 135,761	\$ 143,341	\$ 151,338	\$ 159,773	\$ 164,158	\$ 168,668	\$ 173,304	\$ 178,064
5716	HR	\$ 57.16	\$ 58.73	\$ 60.35	\$ 62.01	\$ 65.46	\$ 69.11	\$ 72.96	\$ 77.03	\$ 79.15	\$ 81.33	\$ 83.56	\$ 85.86
	BW	\$ 4,572.80	\$ 4,698.40	\$ 4,828.00	\$ 4,960.80	\$ 5,236.80	\$ 5,528.80	\$ 5,836.80	\$ 6,162.40	\$ 6,332.00	\$ 6,506.40	\$ 6,684.80	\$ 6,868.80
	YR	\$ 119,350	\$ 122,628	\$ 126,010	\$ 129,476	\$ 136,680	\$ 144,301	\$ 152,340	\$ 160,838	\$ 165,265	\$ 169,817	\$ 174,473	\$ 179,275
5728	HR	\$ 57.28	\$ 58.86	\$ 60.47	\$ 62.13	\$ 65.60	\$ 69.25	\$ 73.12	\$ 77.20	\$ 79.32	\$ 81.50	\$ 83.74	\$ 86.04
	BW	\$ 4,582.40	\$ 4,708.80	\$ 4,837.60	\$ 4,970.40	\$ 5,248.00	\$ 5,540.00	\$ 5,849.60	\$ 6,176.00	\$ 6,345.60	\$ 6,520.00	\$ 6,699.20	\$ 6,883.20
	YR	\$ 119,600	\$ 122,899	\$ 126,261	\$ 129,727	\$ 136,972	\$ 144,594	\$ 152,674	\$ 161,193	\$ 165,620	\$ 170,172	\$ 174,849	\$ 179,651
5738	HR	\$ 57.38	\$ 58.96	\$ 60.58	\$ 62.25	\$ 65.72	\$ 69.39	\$ 73.26	\$ 77.35	\$ 79.48	\$ 81.67	\$ 83.91	\$ 86.22
	BW	\$ 4,590.40	\$ 4,716.80	\$ 4,846.40	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,860.80	\$ 6,188.00	\$ 6,358.40	\$ 6,533.60	\$ 6,712.80	\$ 6,897.60
	YR	\$ 119,809	\$ 123,108	\$ 126,491	\$ 129,978	\$ 137,223	\$ 144,886	\$ 152,966	\$ 161,506	\$ 165,954	\$ 170,526	\$ 175,204	\$ 180,027
5802	HR	\$ 58.02	\$ 59.62	\$ 61.25	\$ 62.93	\$ 66.45	\$ 70.16	\$ 74.07	\$ 78.20	\$ 80.35	\$ 82.56	\$ 84.83	\$ 87.16
	BW	\$ 4,641.60	\$ 4,769.60	\$ 4,900.00	\$ 5,034.40	\$ 5,316.00	\$ 5,612.80	\$ 5,925.60	\$ 6,256.00	\$ 6,428.00	\$ 6,604.80	\$ 6,786.40	\$ 6,972.80
	YR	\$ 121,145	\$ 124,486	\$ 127,890	\$ 131,397	\$ 138,747	\$ 146,494	\$ 154,658	\$ 163,281	\$ 167,770	\$ 172,385	\$ 177,125	\$ 181,990
5816	HR	\$ 58.16	\$ 59.76	\$ 61.40	\$ 63.09	\$ 66.60	\$ 70.31	\$ 74.24	\$ 78.38	\$ 80.53	\$ 82.74	\$ 85.02	\$ 87.36
	BW	\$ 4,652.80	\$ 4,780.80	\$ 4,912.00	\$ 5,047.20	\$ 5,328.00	\$ 5,624.80	\$ 5,939.20	\$ 6,270.40	\$ 6,442.40	\$ 6,619.20	\$ 6,801.60	\$ 6,988.80
	YR	\$ 121,438	\$ 124,778	\$ 128,203	\$ 131,731	\$ 139,060	\$ 146,807	\$ 155,013	\$ 163,657	\$ 168,146	\$ 172,761	\$ 177,521	\$ 182,407
5825	HR	\$ 58.25	\$ 59.85	\$ 61.50	\$ 63.19	\$ 66.72	\$ 70.44	\$ 74.36	\$ 78.51	\$ 80.67	\$ 82.89	\$ 85.17	\$ 87.51
	BW	\$ 4,660.00	\$ 4,788.00	\$ 4,920.00	\$ 5,055.20	\$ 5,337.60	\$ 5,635.20	\$ 5,948.80	\$ 6,280.80	\$ 6,453.60	\$ 6,631.20	\$ 6,813.60	\$ 7,000.80
	YR	\$ 121,626	\$ 124,966	\$ 128,412	\$ 131,940	\$ 139,311	\$ 147,078	\$ 155,263	\$ 163,928	\$ 168,438	\$ 173,074	\$ 177,834	\$ 182,720
5868	HR	\$ 58.68	\$ 60.29	\$ 61.95	\$ 63.65	\$ 67.20	\$ 70.95	\$ 74.90	\$ 79.08	\$ 81.25	\$ 83.48	\$ 85.78	\$ 88.14
	BW	\$ 4,694.40	\$ 4,823.20	\$ 4,956.00	\$ 5,092.00	\$ 5,376.00	\$ 5,676.00	\$ 5,992.00	\$ 6,326.40	\$ 6,500.00	\$ 6,678.40	\$ 6,862.40	\$ 7,051.20
	YR	\$ 122,523	\$ 125,885	\$ 129,351	\$ 132,901	\$ 140,313	\$ 148,143	\$ 156,391	\$ 165,119	\$ 169,650	\$ 174,306	\$ 179,108	\$ 184,036

MOU 36

Appendix F

Operative on June 27, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
5906	HR	\$ 59.06	\$ 60.68	\$ 62.35	\$ 64.06	\$ 67.64	\$ 71.41	\$ 75.40	\$ 79.60	\$ 81.79	\$ 84.04	\$ 86.35	\$ 88.72
	BW	\$ 4,724.80	\$ 4,854.40	\$ 4,988.00	\$ 5,124.80	\$ 5,411.20	\$ 5,712.80	\$ 6,032.00	\$ 6,368.00	\$ 6,543.20	\$ 6,723.20	\$ 6,908.00	\$ 7,097.60
	YR	\$ 123,317	\$ 126,699	\$ 130,186	\$ 133,757	\$ 141,232	\$ 149,104	\$ 157,435	\$ 166,204	\$ 170,777	\$ 175,475	\$ 180,298	\$ 185,247
5912	HR	\$ 59.12	\$ 60.75	\$ 62.42	\$ 64.14	\$ 67.71	\$ 71.48	\$ 75.47	\$ 79.68	\$ 81.87	\$ 84.12	\$ 86.43	\$ 88.81
	BW	\$ 4,729.60	\$ 4,860.00	\$ 4,993.60	\$ 5,131.20	\$ 5,416.80	\$ 5,718.40	\$ 6,037.60	\$ 6,374.40	\$ 6,549.60	\$ 6,729.60	\$ 6,914.40	\$ 7,104.80
	YR	\$ 123,442	\$ 126,846	\$ 130,332	\$ 133,924	\$ 141,378	\$ 149,250	\$ 157,581	\$ 166,371	\$ 170,944	\$ 175,642	\$ 180,465	\$ 185,435
5962	HR	\$ 59.62	\$ 61.26	\$ 62.94	\$ 64.67	\$ 68.28	\$ 72.09	\$ 76.11	\$ 80.35	\$ 82.56	\$ 84.83	\$ 87.16	\$ 89.56
	BW	\$ 4,769.60	\$ 4,900.80	\$ 5,035.20	\$ 5,173.60	\$ 5,462.40	\$ 5,767.20	\$ 6,088.80	\$ 6,428.00	\$ 6,604.80	\$ 6,786.40	\$ 6,972.80	\$ 7,164.80
	YR	\$ 124,486	\$ 127,910	\$ 131,418	\$ 135,030	\$ 142,568	\$ 150,523	\$ 158,917	\$ 167,770	\$ 172,385	\$ 177,125	\$ 181,990	\$ 187,001
6052	HR	\$ 60.52	\$ 62.18	\$ 63.89	\$ 65.65	\$ 69.30	\$ 73.17	\$ 77.25	\$ 81.55	\$ 83.80	\$ 86.10	\$ 88.47	\$ 90.90
	BW	\$ 4,841.60	\$ 4,974.40	\$ 5,111.20	\$ 5,252.00	\$ 5,544.00	\$ 5,853.60	\$ 6,180.00	\$ 6,524.00	\$ 6,704.00	\$ 6,888.00	\$ 7,077.60	\$ 7,272.00
	YR	\$ 126,365	\$ 129,831	\$ 133,402	\$ 137,077	\$ 144,698	\$ 152,778	\$ 161,298	\$ 170,276	\$ 174,974	\$ 179,776	\$ 184,725	\$ 189,799
6057	HR	\$ 60.57	\$ 62.24	\$ 63.95	\$ 65.71	\$ 69.38	\$ 73.24	\$ 77.32	\$ 81.63	\$ 83.88	\$ 86.19	\$ 88.56	\$ 91.00
	BW	\$ 4,845.60	\$ 4,979.20	\$ 5,116.00	\$ 5,256.80	\$ 5,550.40	\$ 5,859.20	\$ 6,185.60	\$ 6,530.40	\$ 6,710.40	\$ 6,895.20	\$ 7,084.80	\$ 7,280.00
	YR	\$ 126,470	\$ 129,957	\$ 133,527	\$ 137,202	\$ 144,865	\$ 152,925	\$ 161,444	\$ 170,443	\$ 175,141	\$ 179,964	\$ 184,913	\$ 190,008
6111	HR	\$ 61.11	\$ 62.79	\$ 64.52	\$ 66.29	\$ 69.99	\$ 73.90	\$ 78.02	\$ 82.36	\$ 84.63	\$ 86.96	\$ 89.35	\$ 91.81
	BW	\$ 4,888.80	\$ 5,023.20	\$ 5,161.60	\$ 5,303.20	\$ 5,599.20	\$ 5,912.00	\$ 6,241.60	\$ 6,588.80	\$ 6,770.40	\$ 6,956.80	\$ 7,148.00	\$ 7,344.80
	YR	\$ 127,597	\$ 131,105	\$ 134,717	\$ 138,413	\$ 146,139	\$ 154,303	\$ 162,905	\$ 171,967	\$ 176,707	\$ 181,572	\$ 186,562	\$ 191,699
6123	HR	\$ 61.23	\$ 62.91	\$ 64.64	\$ 66.42	\$ 70.12	\$ 74.02	\$ 78.15	\$ 82.51	\$ 84.78	\$ 87.11	\$ 89.51	\$ 91.97
	BW	\$ 4,898.40	\$ 5,032.80	\$ 5,171.20	\$ 5,313.60	\$ 5,609.60	\$ 5,921.60	\$ 6,252.00	\$ 6,600.80	\$ 6,782.40	\$ 6,968.80	\$ 7,160.80	\$ 7,357.60
	YR	\$ 127,848	\$ 131,356	\$ 134,968	\$ 138,684	\$ 146,410	\$ 154,553	\$ 163,177	\$ 172,280	\$ 177,020	\$ 181,885	\$ 186,896	\$ 192,033
6148	HR	\$ 61.48	\$ 63.17	\$ 64.91	\$ 66.70	\$ 70.41	\$ 74.34	\$ 78.48	\$ 82.86	\$ 85.14	\$ 87.48	\$ 89.89	\$ 92.36
	BW	\$ 4,918.40	\$ 5,053.60	\$ 5,192.80	\$ 5,336.00	\$ 5,632.80	\$ 5,947.20	\$ 6,278.40	\$ 6,628.80	\$ 6,811.20	\$ 6,998.40	\$ 7,191.20	\$ 7,388.80
	YR	\$ 128,370	\$ 131,898	\$ 135,532	\$ 139,269	\$ 147,016	\$ 155,221	\$ 163,866	\$ 173,011	\$ 177,772	\$ 182,658	\$ 187,690	\$ 192,847
6225	HR	\$ 62.25	\$ 63.96	\$ 65.72	\$ 67.53	\$ 71.29	\$ 75.26	\$ 79.46	\$ 83.89	\$ 86.19	\$ 88.56	\$ 91.00	\$ 93.50
	BW	\$ 4,980.00	\$ 5,116.80	\$ 5,257.60	\$ 5,402.40	\$ 5,703.20	\$ 6,020.80	\$ 6,356.80	\$ 6,711.20	\$ 6,895.20	\$ 7,084.80	\$ 7,280.00	\$ 7,480.00
	YR	\$ 129,978	\$ 133,548	\$ 137,223	\$ 141,002	\$ 148,853	\$ 157,142	\$ 165,912	\$ 175,162	\$ 179,964	\$ 184,913	\$ 190,008	\$ 195,228
6227	HR	\$ 62.27	\$ 63.98	\$ 65.74	\$ 67.55	\$ 71.32	\$ 75.30	\$ 79.50	\$ 83.93	\$ 86.23	\$ 88.60	\$ 91.04	\$ 93.54
	BW	\$ 4,981.60	\$ 5,118.40	\$ 5,259.20	\$ 5,404.00	\$ 5,705.60	\$ 6,024.00	\$ 6,360.00	\$ 6,714.40	\$ 6,898.40	\$ 7,088.00	\$ 7,283.20	\$ 7,483.20
	YR	\$ 130,019	\$ 133,590	\$ 137,265	\$ 141,044	\$ 148,916	\$ 157,226	\$ 165,996	\$ 175,245	\$ 180,048	\$ 184,996	\$ 190,091	\$ 195,311
6251	HR	\$ 62.51	\$ 64.23	\$ 66.00	\$ 67.82	\$ 71.60	\$ 75.59	\$ 79.81	\$ 84.26	\$ 86.57	\$ 88.95	\$ 91.40	\$ 93.91
	BW	\$ 5,000.80	\$ 5,138.40	\$ 5,280.00	\$ 5,425.60	\$ 5,728.00	\$ 6,047.20	\$ 6,384.80	\$ 6,740.80	\$ 6,925.60	\$ 7,116.00	\$ 7,312.00	\$ 7,512.80
	YR	\$ 130,520	\$ 134,112	\$ 137,808	\$ 141,608	\$ 149,500	\$ 157,831	\$ 166,643	\$ 175,934	\$ 180,758	\$ 185,727	\$ 190,843	\$ 196,084
6287	HR	\$ 62.87	\$ 64.60	\$ 66.38	\$ 68.21	\$ 72.01	\$ 76.02	\$ 80.27	\$ 84.75	\$ 87.08	\$ 89.47	\$ 91.94	\$ 94.47
	BW	\$ 5,029.60	\$ 5,168.00	\$ 5,310.40	\$ 5,456.80	\$ 5,760.80	\$ 6,081.60	\$ 6,421.60	\$ 6,780.00	\$ 6,966.40	\$ 7,157.60	\$ 7,355.20	\$ 7,557.60
	YR	\$ 131,272	\$ 134,884	\$ 138,601	\$ 142,422	\$ 150,356	\$ 158,729	\$ 167,603	\$ 176,958	\$ 181,823	\$ 186,813	\$ 191,970	\$ 197,253

**MOU 36**

**Appendix F**

**Operative on June 27, 2027**

Range		1	2	3	4	5	6	7	8	9	10	11	12
6317	HR	\$ 63.17	\$ 64.91	\$ 66.69	\$ 68.52	\$ 72.35	\$ 76.38	\$ 80.64	\$ 85.14	\$ 87.48	\$ 89.89	\$ 92.36	\$ 94.90
	BW	\$ 5,053.60	\$ 5,192.80	\$ 5,335.20	\$ 5,481.60	\$ 5,788.00	\$ 6,110.40	\$ 6,451.20	\$ 6,811.20	\$ 6,998.40	\$ 7,191.20	\$ 7,388.80	\$ 7,592.00
	YR	\$ 131,898	\$ 135,532	\$ 139,248	\$ 143,069	\$ 151,066	\$ 159,481	\$ 168,376	\$ 177,772	\$ 182,658	\$ 187,690	\$ 192,847	\$ 198,151
6329	HR	\$ 63.29	\$ 65.03	\$ 66.82	\$ 68.66	\$ 72.49	\$ 76.53	\$ 80.79	\$ 85.29	\$ 87.64	\$ 90.05	\$ 92.53	\$ 95.07
	BW	\$ 5,063.20	\$ 5,202.40	\$ 5,345.60	\$ 5,492.80	\$ 5,799.20	\$ 6,122.40	\$ 6,463.20	\$ 6,823.20	\$ 7,011.20	\$ 7,204.00	\$ 7,402.40	\$ 7,605.60
	YR	\$ 132,149	\$ 135,782	\$ 139,520	\$ 143,362	\$ 151,359	\$ 159,794	\$ 168,689	\$ 178,085	\$ 182,992	\$ 188,024	\$ 193,202	\$ 198,506
6348	HR	\$ 63.48	\$ 65.23	\$ 67.02	\$ 68.86	\$ 72.71	\$ 76.76	\$ 81.05	\$ 85.57	\$ 87.92	\$ 90.34	\$ 92.82	\$ 95.37
	BW	\$ 5,078.40	\$ 5,218.40	\$ 5,361.60	\$ 5,508.80	\$ 5,816.80	\$ 6,140.80	\$ 6,484.00	\$ 6,845.60	\$ 7,033.60	\$ 7,227.20	\$ 7,425.60	\$ 7,629.60
	YR	\$ 132,546	\$ 136,200	\$ 139,937	\$ 143,779	\$ 151,818	\$ 160,274	\$ 169,232	\$ 178,670	\$ 183,576	\$ 188,629	\$ 193,808	\$ 199,132
6362	HR	\$ 63.62	\$ 65.37	\$ 67.17	\$ 69.02	\$ 72.87	\$ 76.93	\$ 81.21	\$ 85.74	\$ 88.10	\$ 90.52	\$ 93.01	\$ 95.57
	BW	\$ 5,089.60	\$ 5,229.60	\$ 5,373.60	\$ 5,521.60	\$ 5,829.60	\$ 6,154.40	\$ 6,496.80	\$ 6,859.20	\$ 7,048.00	\$ 7,241.60	\$ 7,440.80	\$ 7,645.60
	YR	\$ 132,838	\$ 136,492	\$ 140,250	\$ 144,113	\$ 152,152	\$ 160,629	\$ 169,566	\$ 179,025	\$ 183,952	\$ 189,005	\$ 194,204	\$ 199,550
6365	HR	\$ 63.65	\$ 65.40	\$ 67.20	\$ 69.05	\$ 72.90	\$ 76.97	\$ 81.26	\$ 85.80	\$ 88.16	\$ 90.58	\$ 93.08	\$ 95.64
	BW	\$ 5,092.00	\$ 5,232.00	\$ 5,376.00	\$ 5,524.00	\$ 5,832.00	\$ 6,157.60	\$ 6,500.80	\$ 6,864.00	\$ 7,052.80	\$ 7,246.40	\$ 7,446.40	\$ 7,651.20
	YR	\$ 132,901	\$ 136,555	\$ 140,313	\$ 144,176	\$ 152,215	\$ 160,713	\$ 169,670	\$ 179,150	\$ 184,078	\$ 189,131	\$ 194,351	\$ 199,696
6394	HR	\$ 63.94	\$ 65.70	\$ 67.51	\$ 69.37	\$ 73.23	\$ 77.31	\$ 81.62	\$ 86.18	\$ 88.55	\$ 90.99	\$ 93.49	\$ 96.06
	BW	\$ 5,115.20	\$ 5,256.00	\$ 5,400.80	\$ 5,549.60	\$ 5,858.40	\$ 6,184.80	\$ 6,529.60	\$ 6,894.40	\$ 7,084.00	\$ 7,279.20	\$ 7,479.20	\$ 7,684.80
	YR	\$ 133,506	\$ 137,181	\$ 140,960	\$ 144,844	\$ 152,904	\$ 161,423	\$ 170,422	\$ 179,943	\$ 184,892	\$ 189,987	\$ 195,207	\$ 200,573
6396	HR	\$ 63.96	\$ 65.72	\$ 67.53	\$ 69.39	\$ 73.26	\$ 77.35	\$ 81.67	\$ 86.22	\$ 88.59	\$ 91.03	\$ 93.53	\$ 96.10
	BW	\$ 5,116.80	\$ 5,257.60	\$ 5,402.40	\$ 5,551.20	\$ 5,860.80	\$ 6,188.00	\$ 6,533.60	\$ 6,897.60	\$ 7,087.20	\$ 7,282.40	\$ 7,482.40	\$ 7,688.00
	YR	\$ 133,548	\$ 137,223	\$ 141,002	\$ 144,886	\$ 152,966	\$ 161,506	\$ 170,526	\$ 180,027	\$ 184,975	\$ 190,070	\$ 195,290	\$ 200,656
6397	HR	\$ 63.97	\$ 65.73	\$ 67.54	\$ 69.40	\$ 73.27	\$ 77.36	\$ 81.68	\$ 86.23	\$ 88.60	\$ 91.04	\$ 93.54	\$ 96.11
	BW	\$ 5,117.60	\$ 5,258.40	\$ 5,403.20	\$ 5,552.00	\$ 5,861.60	\$ 6,188.80	\$ 6,534.40	\$ 6,898.40	\$ 7,088.00	\$ 7,283.20	\$ 7,483.20	\$ 7,688.80
	YR	\$ 133,569	\$ 137,244	\$ 141,023	\$ 144,907	\$ 152,987	\$ 161,527	\$ 170,547	\$ 180,048	\$ 184,996	\$ 190,091	\$ 195,311	\$ 200,677
6413	HR	\$ 64.13	\$ 65.89	\$ 67.71	\$ 69.57	\$ 73.46	\$ 77.56	\$ 81.88	\$ 86.44	\$ 88.82	\$ 91.26	\$ 93.77	\$ 96.35
	BW	\$ 5,130.40	\$ 5,271.20	\$ 5,416.80	\$ 5,565.60	\$ 5,876.80	\$ 6,204.80	\$ 6,550.40	\$ 6,915.20	\$ 7,105.60	\$ 7,300.80	\$ 7,501.60	\$ 7,708.00
	YR	\$ 133,903	\$ 137,578	\$ 141,378	\$ 145,262	\$ 153,384	\$ 161,945	\$ 170,965	\$ 180,486	\$ 185,456	\$ 190,550	\$ 195,791	\$ 201,178
6419	HR	\$ 64.19	\$ 65.96	\$ 67.77	\$ 69.63	\$ 73.52	\$ 77.62	\$ 81.94	\$ 86.52	\$ 88.89	\$ 91.33	\$ 93.85	\$ 96.43
	BW	\$ 5,135.20	\$ 5,276.80	\$ 5,421.60	\$ 5,570.40	\$ 5,881.60	\$ 6,209.60	\$ 6,555.20	\$ 6,921.60	\$ 7,111.20	\$ 7,306.40	\$ 7,508.00	\$ 7,714.40
	YR	\$ 134,028	\$ 137,724	\$ 141,503	\$ 145,387	\$ 153,509	\$ 162,070	\$ 171,090	\$ 180,653	\$ 185,602	\$ 190,697	\$ 195,958	\$ 201,345
6460	HR	\$ 64.60	\$ 66.38	\$ 68.20	\$ 70.08	\$ 73.98	\$ 78.10	\$ 82.46	\$ 87.05	\$ 89.44	\$ 91.90	\$ 94.43	\$ 97.03
	BW	\$ 5,168.00	\$ 5,310.40	\$ 5,456.00	\$ 5,606.40	\$ 5,918.40	\$ 6,248.00	\$ 6,596.80	\$ 6,964.00	\$ 7,155.20	\$ 7,352.00	\$ 7,554.40	\$ 7,762.40
	YR	\$ 134,884	\$ 138,601	\$ 142,401	\$ 146,327	\$ 154,470	\$ 163,072	\$ 172,176	\$ 181,760	\$ 186,750	\$ 191,887	\$ 197,169	\$ 202,598
6479	HR	\$ 64.79	\$ 66.57	\$ 68.40	\$ 70.28	\$ 74.20	\$ 78.34	\$ 82.70	\$ 87.32	\$ 89.72	\$ 92.19	\$ 94.72	\$ 97.32
	BW	\$ 5,183.20	\$ 5,325.60	\$ 5,472.00	\$ 5,622.40	\$ 5,936.00	\$ 6,267.20	\$ 6,616.00	\$ 6,985.60	\$ 7,177.60	\$ 7,375.20	\$ 7,577.60	\$ 7,785.60
	YR	\$ 135,281	\$ 138,998	\$ 142,819	\$ 146,744	\$ 154,929	\$ 163,573	\$ 172,677	\$ 182,324	\$ 187,335	\$ 192,492	\$ 197,775	\$ 203,204



**MOU 36**

**Appendix F**

**Operative on June 27, 2027**

Range		1	2	3	4	5	6	7	8	9	10	11	12
6530	HR	\$ 65.30	\$ 67.10	\$ 68.94	\$ 70.84	\$ 74.78	\$ 78.95	\$ 83.35	\$ 88.00	\$ 90.41	\$ 92.90	\$ 95.45	\$ 98.07
	BW	\$ 5,224.00	\$ 5,368.00	\$ 5,515.20	\$ 5,667.20	\$ 5,982.40	\$ 6,316.00	\$ 6,668.00	\$ 7,040.00	\$ 7,232.80	\$ 7,432.00	\$ 7,636.00	\$ 7,845.60
	YR	\$ 136,346	\$ 140,104	\$ 143,946	\$ 147,913	\$ 156,140	\$ 164,847	\$ 174,034	\$ 183,744	\$ 188,776	\$ 193,975	\$ 199,299	\$ 204,770
6544	HR	\$ 65.44	\$ 67.24	\$ 69.09	\$ 70.99	\$ 74.95	\$ 79.13	\$ 83.54	\$ 88.19	\$ 90.62	\$ 93.11	\$ 95.67	\$ 98.30
	BW	\$ 5,235.20	\$ 5,379.20	\$ 5,527.20	\$ 5,679.20	\$ 5,996.00	\$ 6,330.40	\$ 6,683.20	\$ 7,055.20	\$ 7,249.60	\$ 7,448.80	\$ 7,653.60	\$ 7,864.00
	YR	\$ 136,638	\$ 140,397	\$ 144,259	\$ 148,227	\$ 156,495	\$ 165,223	\$ 174,431	\$ 184,140	\$ 189,214	\$ 194,413	\$ 199,758	\$ 205,250
6562	HR	\$ 65.62	\$ 67.42	\$ 69.28	\$ 71.19	\$ 75.15	\$ 79.34	\$ 83.77	\$ 88.45	\$ 90.88	\$ 93.38	\$ 95.95	\$ 98.59
	BW	\$ 5,249.60	\$ 5,393.60	\$ 5,542.40	\$ 5,695.20	\$ 6,012.00	\$ 6,347.20	\$ 6,701.60	\$ 7,076.00	\$ 7,270.40	\$ 7,470.40	\$ 7,676.00	\$ 7,887.20
	YR	\$ 137,014	\$ 140,772	\$ 144,656	\$ 148,644	\$ 156,913	\$ 165,661	\$ 174,911	\$ 184,683	\$ 189,757	\$ 194,977	\$ 200,343	\$ 205,855
6590	HR	\$ 65.90	\$ 67.71	\$ 69.57	\$ 71.48	\$ 75.47	\$ 79.68	\$ 84.12	\$ 88.81	\$ 91.25	\$ 93.76	\$ 96.34	\$ 98.99
	BW	\$ 5,272.00	\$ 5,416.80	\$ 5,565.60	\$ 5,718.40	\$ 6,037.60	\$ 6,374.40	\$ 6,729.60	\$ 7,104.80	\$ 7,300.00	\$ 7,500.80	\$ 7,707.20	\$ 7,919.20
	YR	\$ 137,599	\$ 141,378	\$ 145,262	\$ 149,250	\$ 157,581	\$ 166,371	\$ 175,642	\$ 185,435	\$ 190,530	\$ 195,770	\$ 201,157	\$ 206,691
6621	HR	\$ 66.21	\$ 68.03	\$ 69.90	\$ 71.82	\$ 75.83	\$ 80.05	\$ 84.51	\$ 89.23	\$ 91.68	\$ 94.20	\$ 96.79	\$ 99.45
	BW	\$ 5,296.80	\$ 5,442.40	\$ 5,592.00	\$ 5,745.60	\$ 6,066.40	\$ 6,404.00	\$ 6,760.80	\$ 7,138.40	\$ 7,334.40	\$ 7,536.00	\$ 7,743.20	\$ 7,956.00
	YR	\$ 138,246	\$ 142,046	\$ 145,951	\$ 149,960	\$ 158,333	\$ 167,144	\$ 176,456	\$ 186,312	\$ 191,427	\$ 196,689	\$ 202,097	\$ 207,651
6659	HR	\$ 66.59	\$ 68.42	\$ 70.30	\$ 72.23	\$ 76.26	\$ 80.51	\$ 85.01	\$ 89.74	\$ 92.21	\$ 94.75	\$ 97.35	\$ 100.03
	BW	\$ 5,327.20	\$ 5,473.60	\$ 5,624.00	\$ 5,778.40	\$ 6,100.80	\$ 6,440.80	\$ 6,800.80	\$ 7,179.20	\$ 7,376.80	\$ 7,580.00	\$ 7,788.00	\$ 8,002.40
	YR	\$ 139,039	\$ 142,860	\$ 146,786	\$ 150,816	\$ 159,230	\$ 168,104	\$ 177,500	\$ 187,377	\$ 192,534	\$ 197,838	\$ 203,266	\$ 208,862
6675	HR	\$ 66.75	\$ 68.59	\$ 70.47	\$ 72.41	\$ 76.45	\$ 80.71	\$ 85.21	\$ 89.96	\$ 92.43	\$ 94.97	\$ 97.58	\$ 100.26
	BW	\$ 5,340.00	\$ 5,487.20	\$ 5,637.60	\$ 5,792.80	\$ 6,116.00	\$ 6,456.80	\$ 6,816.80	\$ 7,196.80	\$ 7,394.40	\$ 7,597.60	\$ 7,806.40	\$ 8,020.80
	YR	\$ 139,374	\$ 143,215	\$ 147,141	\$ 151,192	\$ 159,627	\$ 168,522	\$ 177,918	\$ 187,836	\$ 192,993	\$ 198,297	\$ 203,747	\$ 209,342
6705	HR	\$ 67.05	\$ 68.89	\$ 70.79	\$ 72.74	\$ 76.80	\$ 81.08	\$ 85.60	\$ 90.38	\$ 92.86	\$ 95.41	\$ 98.04	\$ 100.74
	BW	\$ 5,364.00	\$ 5,511.20	\$ 5,663.20	\$ 5,819.20	\$ 6,144.00	\$ 6,486.40	\$ 6,848.00	\$ 7,230.40	\$ 7,428.80	\$ 7,632.80	\$ 7,843.20	\$ 8,059.20
	YR	\$ 140,000	\$ 143,842	\$ 147,809	\$ 151,881	\$ 160,358	\$ 169,295	\$ 178,732	\$ 188,713	\$ 193,891	\$ 199,216	\$ 204,707	\$ 210,345
6721	HR	\$ 67.21	\$ 69.06	\$ 70.96	\$ 72.91	\$ 76.98	\$ 81.28	\$ 85.81	\$ 90.59	\$ 93.09	\$ 95.65	\$ 98.28	\$ 100.98
	BW	\$ 5,376.80	\$ 5,524.80	\$ 5,676.80	\$ 5,832.80	\$ 6,158.40	\$ 6,502.40	\$ 6,864.80	\$ 7,247.20	\$ 7,447.20	\$ 7,652.00	\$ 7,862.40	\$ 8,078.40
	YR	\$ 140,334	\$ 144,197	\$ 148,164	\$ 152,236	\$ 160,734	\$ 169,712	\$ 179,171	\$ 189,151	\$ 194,371	\$ 199,717	\$ 205,208	\$ 210,846
6730	HR	\$ 67.30	\$ 69.15	\$ 71.05	\$ 73.00	\$ 77.07	\$ 81.37	\$ 85.91	\$ 90.70	\$ 93.19	\$ 95.75	\$ 98.39	\$ 101.10
	BW	\$ 5,384.00	\$ 5,532.00	\$ 5,684.00	\$ 5,840.00	\$ 6,165.60	\$ 6,509.60	\$ 6,872.80	\$ 7,256.00	\$ 7,455.20	\$ 7,660.00	\$ 7,871.20	\$ 8,088.00
	YR	\$ 140,522	\$ 144,385	\$ 148,352	\$ 152,424	\$ 160,922	\$ 169,900	\$ 179,380	\$ 189,381	\$ 194,580	\$ 199,926	\$ 205,438	\$ 211,096
6762	HR	\$ 67.62	\$ 69.48	\$ 71.39	\$ 73.35	\$ 77.44	\$ 81.76	\$ 86.32	\$ 91.13	\$ 93.64	\$ 96.22	\$ 98.86	\$ 101.58
	BW	\$ 5,409.60	\$ 5,558.40	\$ 5,711.20	\$ 5,868.00	\$ 6,195.20	\$ 6,540.80	\$ 6,905.60	\$ 7,290.40	\$ 7,491.20	\$ 7,697.60	\$ 7,908.80	\$ 8,126.40
	YR	\$ 141,190	\$ 145,074	\$ 149,062	\$ 153,154	\$ 161,694	\$ 170,714	\$ 180,236	\$ 190,279	\$ 195,520	\$ 200,907	\$ 206,419	\$ 212,099
6787	HR	\$ 67.87	\$ 69.74	\$ 71.65	\$ 73.62	\$ 77.72	\$ 82.06	\$ 86.63	\$ 91.46	\$ 93.97	\$ 96.55	\$ 99.21	\$ 101.94
	BW	\$ 5,429.60	\$ 5,579.20	\$ 5,732.00	\$ 5,889.60	\$ 6,217.60	\$ 6,564.80	\$ 6,930.40	\$ 7,316.80	\$ 7,517.60	\$ 7,724.00	\$ 7,936.80	\$ 8,155.20
	YR	\$ 141,712	\$ 145,617	\$ 149,605	\$ 153,718	\$ 162,279	\$ 171,341	\$ 180,883	\$ 190,968	\$ 196,209	\$ 201,596	\$ 207,150	\$ 212,850

**MOU 36**

**Appendix F**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6797	HR	\$ 67.97	\$ 69.84	\$ 71.76	\$ 73.73	\$ 77.84	\$ 82.18	\$ 86.76	\$ 91.60	\$ 94.12	\$ 96.71	\$ 99.37	\$ 102.10
	BW	\$ 5,437.60	\$ 5,587.20	\$ 5,740.80	\$ 5,898.40	\$ 6,227.20	\$ 6,574.40	\$ 6,940.80	\$ 7,328.00	\$ 7,529.60	\$ 7,736.80	\$ 7,949.60	\$ 8,168.00
	YR	\$ 141,921	\$ 145,825	\$ 149,834	\$ 153,948	\$ 162,529	\$ 171,591	\$ 181,154	\$ 191,260	\$ 196,522	\$ 201,930	\$ 207,484	\$ 213,184
6830	HR	\$ 68.30	\$ 70.18	\$ 72.11	\$ 74.09	\$ 78.22	\$ 82.58	\$ 87.18	\$ 92.04	\$ 94.57	\$ 97.17	\$ 99.84	\$ 102.59
	BW	\$ 5,464.00	\$ 5,614.40	\$ 5,768.80	\$ 5,927.20	\$ 6,257.60	\$ 6,606.40	\$ 6,974.40	\$ 7,363.20	\$ 7,565.60	\$ 7,773.60	\$ 7,987.20	\$ 8,207.20
	YR	\$ 142,610	\$ 146,535	\$ 150,565	\$ 154,699	\$ 163,323	\$ 172,427	\$ 182,031	\$ 192,179	\$ 197,462	\$ 202,890	\$ 208,465	\$ 214,207
6854	HR	\$ 68.54	\$ 70.42	\$ 72.36	\$ 74.35	\$ 78.49	\$ 82.87	\$ 87.49	\$ 92.37	\$ 94.91	\$ 97.52	\$ 100.20	\$ 102.96
	BW	\$ 5,483.20	\$ 5,633.60	\$ 5,788.80	\$ 5,948.00	\$ 6,279.20	\$ 6,629.60	\$ 6,999.20	\$ 7,389.60	\$ 7,592.80	\$ 7,801.60	\$ 8,016.00	\$ 8,236.80
	YR	\$ 143,111	\$ 147,036	\$ 151,087	\$ 155,242	\$ 163,887	\$ 173,032	\$ 182,679	\$ 192,868	\$ 198,172	\$ 203,621	\$ 209,217	\$ 214,980
6919	HR	\$ 69.19	\$ 71.09	\$ 73.05	\$ 75.06	\$ 79.24	\$ 83.66	\$ 88.32	\$ 93.25	\$ 95.81	\$ 98.44	\$ 101.15	\$ 103.93
	BW	\$ 5,535.20	\$ 5,687.20	\$ 5,844.00	\$ 6,004.80	\$ 6,339.20	\$ 6,692.80	\$ 7,065.60	\$ 7,460.00	\$ 7,664.80	\$ 7,875.20	\$ 8,092.00	\$ 8,314.40
	YR	\$ 144,468	\$ 148,435	\$ 152,528	\$ 156,725	\$ 165,453	\$ 174,682	\$ 184,412	\$ 194,706	\$ 200,051	\$ 205,542	\$ 211,201	\$ 217,005
6958	HR	\$ 69.58	\$ 71.49	\$ 73.46	\$ 75.48	\$ 79.69	\$ 84.13	\$ 88.83	\$ 93.78	\$ 96.36	\$ 99.01	\$ 101.73	\$ 104.53
	BW	\$ 5,566.40	\$ 5,719.20	\$ 5,876.80	\$ 6,038.40	\$ 6,375.20	\$ 6,730.40	\$ 7,106.40	\$ 7,502.40	\$ 7,708.80	\$ 7,920.80	\$ 8,138.40	\$ 8,362.40
	YR	\$ 145,283	\$ 149,271	\$ 153,384	\$ 157,602	\$ 166,392	\$ 175,663	\$ 185,477	\$ 195,812	\$ 201,199	\$ 206,732	\$ 212,412	\$ 218,258
6988	HR	\$ 69.88	\$ 71.80	\$ 73.78	\$ 75.81	\$ 80.03	\$ 84.49	\$ 89.20	\$ 94.17	\$ 96.76	\$ 99.42	\$ 102.15	\$ 104.96
	BW	\$ 5,590.40	\$ 5,744.00	\$ 5,902.40	\$ 6,064.80	\$ 6,402.40	\$ 6,759.20	\$ 7,136.00	\$ 7,533.60	\$ 7,740.80	\$ 7,953.60	\$ 8,172.00	\$ 8,396.80
	YR	\$ 145,909	\$ 149,918	\$ 154,052	\$ 158,291	\$ 167,102	\$ 176,415	\$ 186,249	\$ 196,626	\$ 202,034	\$ 207,588	\$ 213,289	\$ 219,156
7087	HR	\$ 70.87	\$ 72.82	\$ 74.82	\$ 76.88	\$ 81.16	\$ 85.68	\$ 90.46	\$ 95.51	\$ 98.13	\$ 100.83	\$ 103.60	\$ 106.45
	BW	\$ 5,669.60	\$ 5,825.60	\$ 5,985.60	\$ 6,150.40	\$ 6,492.80	\$ 6,854.40	\$ 7,236.80	\$ 7,640.80	\$ 7,850.40	\$ 8,066.40	\$ 8,288.00	\$ 8,516.00
	YR	\$ 147,976	\$ 152,048	\$ 156,224	\$ 160,525	\$ 169,462	\$ 178,899	\$ 188,880	\$ 199,424	\$ 204,895	\$ 210,533	\$ 216,316	\$ 222,267
7116	HR	\$ 71.16	\$ 73.12	\$ 75.13	\$ 77.20	\$ 81.50	\$ 86.04	\$ 90.84	\$ 95.91	\$ 98.54	\$ 101.25	\$ 104.03	\$ 106.89
	BW	\$ 5,692.80	\$ 5,849.60	\$ 6,010.40	\$ 6,176.00	\$ 6,520.00	\$ 6,883.20	\$ 7,267.20	\$ 7,672.80	\$ 7,883.20	\$ 8,100.00	\$ 8,322.40	\$ 8,551.20
	YR	\$ 148,582	\$ 152,674	\$ 156,871	\$ 161,193	\$ 170,172	\$ 179,651	\$ 189,673	\$ 200,260	\$ 205,751	\$ 211,410	\$ 217,214	\$ 223,186
7204	HR	\$ 72.04	\$ 74.02	\$ 76.06	\$ 78.15	\$ 82.51	\$ 87.11	\$ 91.97	\$ 97.10	\$ 99.77	\$ 102.51	\$ 105.33	\$ 108.23
	BW	\$ 5,763.20	\$ 5,921.60	\$ 6,084.80	\$ 6,252.00	\$ 6,600.80	\$ 6,968.80	\$ 7,357.60	\$ 7,768.00	\$ 7,981.60	\$ 8,200.80	\$ 8,426.40	\$ 8,658.40
	YR	\$ 150,419	\$ 154,553	\$ 158,813	\$ 163,177	\$ 172,280	\$ 181,885	\$ 192,033	\$ 202,744	\$ 208,319	\$ 214,040	\$ 219,929	\$ 225,984
7267	HR	\$ 72.67	\$ 74.67	\$ 76.72	\$ 78.83	\$ 83.23	\$ 87.87	\$ 92.77	\$ 97.94	\$ 100.63	\$ 103.40	\$ 106.24	\$ 109.16
	BW	\$ 5,813.60	\$ 5,973.60	\$ 6,137.60	\$ 6,306.40	\$ 6,658.40	\$ 7,029.60	\$ 7,421.60	\$ 7,835.20	\$ 8,050.40	\$ 8,272.00	\$ 8,499.20	\$ 8,732.80
	YR	\$ 151,734	\$ 155,910	\$ 160,191	\$ 164,597	\$ 173,784	\$ 183,472	\$ 193,703	\$ 204,498	\$ 210,115	\$ 215,899	\$ 221,829	\$ 227,926
7290	HR	\$ 72.90	\$ 74.90	\$ 76.96	\$ 79.08	\$ 83.48	\$ 88.14	\$ 93.05	\$ 98.24	\$ 100.94	\$ 103.72	\$ 106.57	\$ 109.50
	BW	\$ 5,832.00	\$ 5,992.00	\$ 6,156.80	\$ 6,326.40	\$ 6,678.40	\$ 7,051.20	\$ 7,444.00	\$ 7,859.20	\$ 8,075.20	\$ 8,297.60	\$ 8,525.60	\$ 8,760.00
	YR	\$ 152,215	\$ 156,391	\$ 160,692	\$ 165,119	\$ 174,306	\$ 184,036	\$ 194,288	\$ 205,125	\$ 210,762	\$ 216,567	\$ 222,518	\$ 228,636
7303	HR	\$ 73.03	\$ 75.04	\$ 77.10	\$ 79.22	\$ 83.64	\$ 88.30	\$ 93.23	\$ 98.42	\$ 101.13	\$ 103.91	\$ 106.77	\$ 109.71
	BW	\$ 5,842.40	\$ 6,003.20	\$ 6,168.00	\$ 6,337.60	\$ 6,691.20	\$ 7,064.00	\$ 7,458.40	\$ 7,873.60	\$ 8,090.40	\$ 8,312.80	\$ 8,541.60	\$ 8,776.80
	YR	\$ 152,486	\$ 156,683	\$ 160,984	\$ 165,411	\$ 174,640	\$ 184,370	\$ 194,664	\$ 205,500	\$ 211,159	\$ 216,964	\$ 222,935	\$ 229,074

**MOU 36**

**Appendix F**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7345	HR	\$ 73.45	\$ 75.47	\$ 77.55	\$ 79.68	\$ 84.12	\$ 88.81	\$ 93.76	\$ 98.99	\$ 101.71	\$ 104.51	\$ 107.38	\$ 110.33
	BW	\$ 5,876.00	\$ 6,037.60	\$ 6,204.00	\$ 6,374.40	\$ 6,729.60	\$ 7,104.80	\$ 7,500.80	\$ 7,919.20	\$ 8,136.80	\$ 8,360.80	\$ 8,590.40	\$ 8,826.40
	YR	\$ 153,363	\$ 157,581	\$ 161,924	\$ 166,371	\$ 175,642	\$ 185,435	\$ 195,770	\$ 206,691	\$ 212,370	\$ 218,216	\$ 224,209	\$ 230,369
7401	HR	\$ 74.01	\$ 76.05	\$ 78.14	\$ 80.29	\$ 84.77	\$ 89.50	\$ 94.49	\$ 99.76	\$ 102.50	\$ 105.32	\$ 108.22	\$ 111.20
	BW	\$ 5,920.80	\$ 6,084.00	\$ 6,251.20	\$ 6,423.20	\$ 6,781.60	\$ 7,160.00	\$ 7,559.20	\$ 7,980.80	\$ 8,200.00	\$ 8,425.60	\$ 8,657.60	\$ 8,896.00
	YR	\$ 154,532	\$ 158,792	\$ 163,156	\$ 167,645	\$ 176,999	\$ 186,876	\$ 197,295	\$ 208,298	\$ 214,020	\$ 219,908	\$ 225,963	\$ 232,185
7428	HR	\$ 74.28	\$ 76.32	\$ 78.42	\$ 80.58	\$ 85.07	\$ 89.81	\$ 94.82	\$ 100.11	\$ 102.86	\$ 105.69	\$ 108.60	\$ 111.59
	BW	\$ 5,942.40	\$ 6,105.60	\$ 6,273.60	\$ 6,446.40	\$ 6,805.60	\$ 7,184.80	\$ 7,585.60	\$ 8,008.80	\$ 8,228.80	\$ 8,455.20	\$ 8,688.00	\$ 8,927.20
	YR	\$ 155,096	\$ 159,356	\$ 163,740	\$ 168,251	\$ 177,626	\$ 187,523	\$ 197,984	\$ 209,029	\$ 214,771	\$ 220,680	\$ 226,756	\$ 232,999
7477	HR	\$ 74.77	\$ 76.83	\$ 78.94	\$ 81.11	\$ 85.63	\$ 90.41	\$ 95.45	\$ 100.78	\$ 103.55	\$ 106.40	\$ 109.32	\$ 112.33
	BW	\$ 5,981.60	\$ 6,146.40	\$ 6,315.20	\$ 6,488.80	\$ 6,850.40	\$ 7,232.80	\$ 7,636.00	\$ 8,062.40	\$ 8,284.00	\$ 8,512.00	\$ 8,745.60	\$ 8,986.40
	YR	\$ 156,119	\$ 160,421	\$ 164,826	\$ 169,357	\$ 178,795	\$ 188,776	\$ 199,299	\$ 210,428	\$ 216,212	\$ 222,163	\$ 228,260	\$ 234,545
7665	HR	\$ 76.65	\$ 78.76	\$ 80.92	\$ 83.15	\$ 87.78	\$ 92.67	\$ 97.84	\$ 103.29	\$ 106.14	\$ 109.06	\$ 112.06	\$ 115.14
	BW	\$ 6,132.00	\$ 6,300.80	\$ 6,473.60	\$ 6,652.00	\$ 7,022.40	\$ 7,413.60	\$ 7,827.20	\$ 8,263.20	\$ 8,491.20	\$ 8,724.80	\$ 8,964.80	\$ 9,211.20
	YR	\$ 160,045	\$ 164,450	\$ 168,960	\$ 173,617	\$ 183,284	\$ 193,494	\$ 204,289	\$ 215,669	\$ 221,620	\$ 227,717	\$ 233,981	\$ 240,412
7687	HR	\$ 76.87	\$ 78.98	\$ 81.16	\$ 83.39	\$ 88.05	\$ 92.96	\$ 98.14	\$ 103.61	\$ 106.46	\$ 109.39	\$ 112.40	\$ 115.49
	BW	\$ 6,149.60	\$ 6,318.40	\$ 6,492.80	\$ 6,671.20	\$ 7,044.00	\$ 7,436.80	\$ 7,851.20	\$ 8,288.80	\$ 8,516.80	\$ 8,751.20	\$ 8,992.00	\$ 9,239.20
	YR	\$ 160,504	\$ 164,910	\$ 169,462	\$ 174,118	\$ 183,848	\$ 194,100	\$ 204,916	\$ 216,337	\$ 222,288	\$ 228,406	\$ 234,691	\$ 241,143
7757	HR	\$ 77.57	\$ 79.70	\$ 81.90	\$ 84.15	\$ 88.85	\$ 93.80	\$ 99.03	\$ 104.55	\$ 107.42	\$ 110.37	\$ 113.41	\$ 116.53
	BW	\$ 6,205.60	\$ 6,376.00	\$ 6,552.00	\$ 6,732.00	\$ 7,108.00	\$ 7,504.00	\$ 7,922.40	\$ 8,364.00	\$ 8,593.60	\$ 8,829.60	\$ 9,072.80	\$ 9,322.40
	YR	\$ 161,966	\$ 166,413	\$ 171,007	\$ 175,705	\$ 185,518	\$ 195,854	\$ 206,774	\$ 218,300	\$ 224,292	\$ 230,452	\$ 236,800	\$ 243,314
7901	HR	\$ 79.01	\$ 81.18	\$ 83.42	\$ 85.71	\$ 90.49	\$ 95.54	\$ 100.86	\$ 106.48	\$ 109.41	\$ 112.42	\$ 115.51	\$ 118.69
	BW	\$ 6,320.80	\$ 6,494.40	\$ 6,673.60	\$ 6,856.80	\$ 7,239.20	\$ 7,643.20	\$ 8,068.80	\$ 8,518.40	\$ 8,752.80	\$ 8,993.60	\$ 9,240.80	\$ 9,495.20
	YR	\$ 164,972	\$ 169,503	\$ 174,180	\$ 178,962	\$ 188,943	\$ 199,487	\$ 210,595	\$ 222,330	\$ 228,448	\$ 234,732	\$ 241,184	\$ 247,824
8078	HR	\$ 80.78	\$ 83.00	\$ 85.28	\$ 87.63	\$ 92.51	\$ 97.66	\$ 103.11	\$ 108.86	\$ 111.86	\$ 114.94	\$ 118.10	\$ 121.35
	BW	\$ 6,462.40	\$ 6,640.00	\$ 6,822.40	\$ 7,010.40	\$ 7,400.80	\$ 7,812.80	\$ 8,248.80	\$ 8,708.80	\$ 8,948.80	\$ 9,195.20	\$ 9,448.00	\$ 9,708.00
	YR	\$ 168,668	\$ 173,304	\$ 178,064	\$ 182,971	\$ 193,160	\$ 203,914	\$ 215,293	\$ 227,299	\$ 233,563	\$ 239,994	\$ 246,592	\$ 253,378
8095	HR	\$ 80.95	\$ 83.18	\$ 85.46	\$ 87.81	\$ 92.70	\$ 97.87	\$ 103.33	\$ 109.09	\$ 112.09	\$ 115.17	\$ 118.34	\$ 121.59
	BW	\$ 6,476.00	\$ 6,654.40	\$ 6,836.80	\$ 7,024.80	\$ 7,416.00	\$ 7,829.60	\$ 8,266.40	\$ 8,727.20	\$ 8,967.20	\$ 9,213.60	\$ 9,467.20	\$ 9,727.20
	YR	\$ 169,023	\$ 173,679	\$ 178,440	\$ 183,347	\$ 193,557	\$ 204,352	\$ 215,753	\$ 227,779	\$ 234,043	\$ 240,474	\$ 247,093	\$ 253,879
8102	HR	\$ 81.02	\$ 83.25	\$ 85.54	\$ 87.89	\$ 92.79	\$ 97.97	\$ 103.44	\$ 109.20	\$ 112.21	\$ 115.30	\$ 118.47	\$ 121.73
	BW	\$ 6,481.60	\$ 6,660.00	\$ 6,843.20	\$ 7,031.20	\$ 7,423.20	\$ 7,837.60	\$ 8,275.20	\$ 8,736.00	\$ 8,976.80	\$ 9,224.00	\$ 9,477.60	\$ 9,738.40
	YR	\$ 169,169	\$ 173,826	\$ 178,607	\$ 183,514	\$ 193,745	\$ 204,561	\$ 215,982	\$ 228,009	\$ 234,294	\$ 240,746	\$ 247,365	\$ 254,172
8106	HR	\$ 81.06	\$ 83.29	\$ 85.58	\$ 87.93	\$ 92.83	\$ 98.01	\$ 103.48	\$ 109.25	\$ 112.26	\$ 115.35	\$ 118.52	\$ 121.78
	BW	\$ 6,484.80	\$ 6,663.20	\$ 6,846.40	\$ 7,034.40	\$ 7,426.40	\$ 7,840.80	\$ 8,278.40	\$ 8,740.00	\$ 8,980.80	\$ 9,228.00	\$ 9,481.60	\$ 9,742.40
	YR	\$ 169,253	\$ 173,909	\$ 178,691	\$ 183,597	\$ 193,829	\$ 204,644	\$ 216,066	\$ 228,114	\$ 234,398	\$ 240,850	\$ 247,469	\$ 254,276

**MOU 36**

**Appendix F**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
8116	HR	\$ 81.16	\$ 83.39	\$ 85.69	\$ 88.05	\$ 92.96	\$ 98.14	\$ 103.61	\$ 109.39	\$ 112.40	\$ 115.49	\$ 118.67	\$ 121.93
	BW	\$ 6,492.80	\$ 6,671.20	\$ 6,855.20	\$ 7,044.00	\$ 7,436.80	\$ 7,851.20	\$ 8,288.80	\$ 8,751.20	\$ 8,992.00	\$ 9,239.20	\$ 9,493.60	\$ 9,754.40
	YR	\$ 169,462	\$ 174,118	\$ 178,920	\$ 183,848	\$ 194,100	\$ 204,916	\$ 216,337	\$ 228,406	\$ 234,691	\$ 241,143	\$ 247,782	\$ 254,589
8167	HR	\$ 81.67	\$ 83.92	\$ 86.22	\$ 88.59	\$ 93.53	\$ 98.75	\$ 104.26	\$ 110.08	\$ 113.10	\$ 116.21	\$ 119.41	\$ 122.69
	BW	\$ 6,533.60	\$ 6,713.60	\$ 6,897.60	\$ 7,087.20	\$ 7,482.40	\$ 7,900.00	\$ 8,340.80	\$ 8,806.40	\$ 9,048.00	\$ 9,296.80	\$ 9,552.80	\$ 9,815.20
	YR	\$ 170,526	\$ 175,224	\$ 180,027	\$ 184,975	\$ 195,290	\$ 206,190	\$ 217,694	\$ 229,847	\$ 236,152	\$ 242,646	\$ 249,328	\$ 256,176
8269	HR	\$ 82.69	\$ 84.96	\$ 87.30	\$ 89.70	\$ 94.70	\$ 99.99	\$ 105.57	\$ 111.45	\$ 114.52	\$ 117.67	\$ 120.91	\$ 124.24
	BW	\$ 6,615.20	\$ 6,796.80	\$ 6,984.00	\$ 7,176.00	\$ 7,576.00	\$ 7,999.20	\$ 8,445.60	\$ 8,916.00	\$ 9,161.60	\$ 9,413.60	\$ 9,672.80	\$ 9,939.20
	YR	\$ 172,656	\$ 177,396	\$ 182,282	\$ 187,293	\$ 197,733	\$ 208,779	\$ 220,430	\$ 232,707	\$ 239,117	\$ 245,694	\$ 252,460	\$ 259,413
8330	HR	\$ 83.30	\$ 85.59	\$ 87.94	\$ 90.36	\$ 95.39	\$ 100.72	\$ 106.34	\$ 112.26	\$ 115.35	\$ 118.52	\$ 121.78	\$ 125.13
	BW	\$ 6,664.00	\$ 6,847.20	\$ 7,035.20	\$ 7,228.80	\$ 7,631.20	\$ 8,057.60	\$ 8,507.20	\$ 8,980.80	\$ 9,228.00	\$ 9,481.60	\$ 9,742.40	\$ 10,010.40
	YR	\$ 173,930	\$ 178,711	\$ 183,618	\$ 188,671	\$ 199,174	\$ 210,303	\$ 222,037	\$ 234,398	\$ 240,850	\$ 247,469	\$ 254,276	\$ 261,271
8335	HR	\$ 83.35	\$ 85.64	\$ 88.00	\$ 90.42	\$ 95.47	\$ 100.79	\$ 106.41	\$ 112.34	\$ 115.43	\$ 118.60	\$ 121.87	\$ 125.22
	BW	\$ 6,668.00	\$ 6,851.20	\$ 7,040.00	\$ 7,233.60	\$ 7,637.60	\$ 8,063.20	\$ 8,512.80	\$ 8,987.20	\$ 9,234.40	\$ 9,488.00	\$ 9,749.60	\$ 10,017.60
	YR	\$ 174,034	\$ 178,816	\$ 183,744	\$ 188,796	\$ 199,341	\$ 210,449	\$ 222,184	\$ 234,565	\$ 241,017	\$ 247,636	\$ 254,464	\$ 261,459
8376	HR	\$ 83.76	\$ 86.06	\$ 88.43	\$ 90.86	\$ 95.93	\$ 101.28	\$ 106.93	\$ 112.89	\$ 116.00	\$ 119.19	\$ 122.47	\$ 125.84
	BW	\$ 6,700.80	\$ 6,884.80	\$ 7,074.40	\$ 7,268.80	\$ 7,674.40	\$ 8,102.40	\$ 8,554.40	\$ 9,031.20	\$ 9,280.00	\$ 9,535.20	\$ 9,797.60	\$ 10,067.20
	YR	\$ 174,890	\$ 179,693	\$ 184,641	\$ 189,715	\$ 200,301	\$ 211,472	\$ 223,269	\$ 235,714	\$ 242,208	\$ 248,868	\$ 255,717	\$ 262,753
8425	HR	\$ 84.25	\$ 86.57	\$ 88.95	\$ 91.40	\$ 96.49	\$ 101.88	\$ 107.56	\$ 113.56	\$ 116.68	\$ 119.89	\$ 123.19	\$ 126.58
	BW	\$ 6,740.00	\$ 6,925.60	\$ 7,116.00	\$ 7,312.00	\$ 7,719.20	\$ 8,150.40	\$ 8,604.80	\$ 9,084.80	\$ 9,334.40	\$ 9,591.20	\$ 9,855.20	\$ 10,126.40
	YR	\$ 175,914	\$ 180,758	\$ 185,727	\$ 190,843	\$ 201,471	\$ 212,725	\$ 224,585	\$ 237,113	\$ 243,627	\$ 250,330	\$ 257,220	\$ 264,299
8440	HR	\$ 84.40	\$ 86.72	\$ 89.11	\$ 91.56	\$ 96.67	\$ 102.06	\$ 107.75	\$ 113.76	\$ 116.89	\$ 120.10	\$ 123.41	\$ 126.80
	BW	\$ 6,752.00	\$ 6,937.60	\$ 7,128.80	\$ 7,324.80	\$ 7,733.60	\$ 8,164.80	\$ 8,620.00	\$ 9,100.80	\$ 9,351.20	\$ 9,608.00	\$ 9,872.80	\$ 10,144.00
	YR	\$ 176,227	\$ 181,071	\$ 186,061	\$ 191,177	\$ 201,846	\$ 213,101	\$ 224,982	\$ 237,530	\$ 244,066	\$ 250,768	\$ 257,680	\$ 264,758
8457	HR	\$ 84.57	\$ 86.90	\$ 89.29	\$ 91.75	\$ 96.86	\$ 102.27	\$ 107.97	\$ 113.99	\$ 117.13	\$ 120.35	\$ 123.66	\$ 127.06
	BW	\$ 6,765.60	\$ 6,952.00	\$ 7,143.20	\$ 7,340.00	\$ 7,748.80	\$ 8,181.60	\$ 8,637.60	\$ 9,119.20	\$ 9,370.40	\$ 9,628.00	\$ 9,892.80	\$ 10,164.80
	YR	\$ 176,582	\$ 181,447	\$ 186,437	\$ 191,574	\$ 202,243	\$ 213,539	\$ 225,441	\$ 238,011	\$ 244,567	\$ 251,290	\$ 258,202	\$ 265,301
8469	HR	\$ 84.69	\$ 87.02	\$ 89.41	\$ 91.87	\$ 97.00	\$ 102.40	\$ 108.11	\$ 114.14	\$ 117.28	\$ 120.51	\$ 123.82	\$ 127.23
	BW	\$ 6,775.20	\$ 6,961.60	\$ 7,152.80	\$ 7,349.60	\$ 7,760.00	\$ 8,192.00	\$ 8,648.80	\$ 9,131.20	\$ 9,382.40	\$ 9,640.80	\$ 9,905.60	\$ 10,178.40
	YR	\$ 176,832	\$ 181,697	\$ 186,688	\$ 191,824	\$ 202,536	\$ 213,811	\$ 225,733	\$ 238,324	\$ 244,880	\$ 251,624	\$ 258,536	\$ 265,656
8509	HR	\$ 85.09	\$ 87.43	\$ 89.83	\$ 92.30	\$ 97.45	\$ 102.88	\$ 108.62	\$ 114.67	\$ 117.82	\$ 121.06	\$ 124.39	\$ 127.81
	BW	\$ 6,807.20	\$ 6,994.40	\$ 7,186.40	\$ 7,384.00	\$ 7,796.00	\$ 8,230.40	\$ 8,689.60	\$ 9,173.60	\$ 9,425.60	\$ 9,684.80	\$ 9,951.20	\$ 10,224.80
	YR	\$ 177,667	\$ 182,553	\$ 187,565	\$ 192,722	\$ 203,475	\$ 214,813	\$ 226,798	\$ 239,430	\$ 246,008	\$ 252,773	\$ 259,726	\$ 266,867
8520	HR	\$ 85.20	\$ 87.54	\$ 89.95	\$ 92.42	\$ 97.58	\$ 103.03	\$ 108.77	\$ 114.83	\$ 117.99	\$ 121.23	\$ 124.57	\$ 128.00
	BW	\$ 6,816.00	\$ 7,003.20	\$ 7,196.00	\$ 7,393.60	\$ 7,806.40	\$ 8,242.40	\$ 8,701.60	\$ 9,186.40	\$ 9,439.20	\$ 9,698.40	\$ 9,965.60	\$ 10,240.00
	YR	\$ 177,897	\$ 182,783	\$ 187,815	\$ 192,972	\$ 203,747	\$ 215,126	\$ 227,111	\$ 239,765	\$ 246,363	\$ 253,128	\$ 260,102	\$ 267,264

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Appendix F

Operative on June 27, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
8521	HR	\$ 85.21	\$ 87.55	\$ 89.96	\$ 92.43	\$ 97.59	\$ 103.04	\$ 108.78	\$ 114.84	\$ 118.00	\$ 121.25	\$ 124.58	\$ 128.01
	BW	\$ 6,816.80	\$ 7,004.00	\$ 7,196.80	\$ 7,394.40	\$ 7,807.20	\$ 8,243.20	\$ 8,702.40	\$ 9,187.20	\$ 9,440.00	\$ 9,700.00	\$ 9,966.40	\$ 10,240.80
	YR	\$ 177,918	\$ 182,804	\$ 187,836	\$ 192,993	\$ 203,767	\$ 215,147	\$ 227,132	\$ 239,785	\$ 246,384	\$ 253,170	\$ 260,123	\$ 267,284

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Appendix G

Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9206-0	311 Director	7919	2	\$ 169,900	--	12	\$ 248,388
7256-1	Airport Engineer I	6760	2	\$ 145,032	--	12	\$ 212,036
7256-2	Airport Engineer II	7197	2	\$ 154,407	--	12	\$ 225,733
9210-0	Airport Labor Relations Advocate	6042	2	\$ 129,623	--	12	\$ 189,548
9210-1	Airport Labor Relations Advocate I	6042	2	\$ 129,623	--	12	\$ 189,548
9210-2	Airport Labor Relations Advocate II	6875	2	\$ 147,496	--	12	\$ 215,627
9422-1	Airports Environmental Manager I	6590	2	\$ 141,378	--	12	\$ 206,691
9422-2	Airports Environmental Manager II	7919	2	\$ 169,900	--	12	\$ 248,388
3331-0	Airports Maintenance Superintendent	5816	2	\$ 124,778	--	12	\$ 182,407
7260-1	Airports Manager I	6518	2	\$ 139,833	--	12	\$ 204,456
7260-2	Airports Manager II	7421	2	\$ 159,210	--	12	\$ 232,770
7260-3	Airports Manager III	8694	2	\$ 186,521	--	12	\$ 272,692
1788-1	Airports Public And Community Relations Director I	5581	2	\$ 119,725	--	12	\$ 175,057
1788-2	Airports Public And Community Relations Director II	7127	2	\$ 152,904	--	12	\$ 223,562
1957-0	Asset Manager	7919	2	\$ 169,900	--	12	\$ 248,388
7259-0	Assistant Airport Manager	7035	2	\$ 150,920	--	12	\$ 220,638
1577-0	Assistant Chief Grants Administrator	6590	2	\$ 141,378	--	12	\$ 206,691
9232-0	Assistant City Librarian	9066	2	\$ 194,497	--	12	\$ 284,343
4219-1	Assistant Deputy Superintendent of Building I	7485	2	\$ 160,588	--	12	\$ 234,753
4219-2	Assistant Deputy Superintendent of Building II	7919	2	\$ 169,900	--	12	\$ 248,388
7298-0	Assistant Director Bureau of Contract Administration	8724	2	\$ 187,168	--	12	\$ 273,632
7225-0	Assistant Director Bureau of Sanitation	9066	2	\$ 194,497	--	12	\$ 284,343
7536-0	Assistant Director Bureau of Street Lighting	8724	2	\$ 187,168	--	12	\$ 273,632
4156-0	Assistant Director Bureau of Street Services	9066	2	\$ 194,497	--	12	\$ 284,343
9651-0	Assistant Director of Finance	9066	2	\$ 194,497	--	12	\$ 284,343
9428-0	Assistant Executive Director Cannabis Department	8680	2	\$ 186,228	--	12	\$ 272,233
9414-0	Assistant General Manager - LACERS	9998	2	\$ 214,500	--	12	\$ 313,596
9220-0	Assistant General Manager Aging	7919	2	\$ 169,900	--	12	\$ 248,388
0160-0	Assistant General Manager Airports	13990	2	\$ 300,150	--	12	\$ 438,814
9244-0	Assistant General Manager Animal Services	8724	2	\$ 187,168	--	12	\$ 273,632
9251-0	Assistant General Manager Community Development	9066	2	\$ 194,497	--	12	\$ 284,343
9694-0	Assistant General Manager Convention Center	7919	2	\$ 169,900	--	12	\$ 248,388
9248-0	Assistant General Manager Cultural Affairs	7329	2	\$ 157,247	--	12	\$ 229,888
9701-0	Assistant General Manager El Pueblo Historical Monu	6908	2	\$ 148,206	--	12	\$ 216,671
9273-0	Assistant General Manager Emergency Preparedness	7329	2	\$ 157,247	--	12	\$ 229,888

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Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9257-0	Assistant General Manager General Services Departm	9066	2	\$ 194,497	--	12	\$ 284,343
9381-0	Assistant General Manager Information Technology A	9066	2	\$ 194,497	--	12	\$ 284,343
9271-0	Assistant General Manager Los Angeles Housing Dep	9066	2	\$ 194,497	--	12	\$ 284,343
9221-0	Assistant General Manager Neighborhood Empowerm	7329	2	\$ 157,247	--	12	\$ 229,888
9269-0	Assistant General Manager Pension	9998	2	\$ 214,500	--	12	\$ 313,596
9241-0	Assistant General Manager Recreation and Parks	9066	2	\$ 194,497	--	12	\$ 284,343
9263-0	Assistant General Manager Transportation	9066	2	\$ 194,497	--	12	\$ 284,343
0603-0	Assistant Inspector General	8581	2	\$ 184,098	--	12	\$ 269,101
9415-0	Assistant Retirement Plan Manager	7329	2	\$ 157,247	--	12	\$ 229,888
9646-0	Assistant Treasurer	8361	2	\$ 179,380	--	12	\$ 262,252
7998-0	Associate Zoning Administrator	7523	2	\$ 161,402	--	12	\$ 235,964
3194-1	Building Construction and Maintenance General Supe	7127	2	\$ 152,904	--	12	\$ 223,562
3194-2	Building Construction and Maintenance General Supe	7919	2	\$ 169,900	--	12	\$ 248,388
3124-0	Building Construction and Maintenance Superintendent	7127	2	\$ 152,904	--	12	\$ 223,562
1592-0	Chief Accountant Controller	6724	2	\$ 144,259	--	12	\$ 210,908
7274-1	Chief Airports Engineer I	8776	2	\$ 188,274	--	12	\$ 275,281
7274-2	Chief Airports Engineer II	9260	2	\$ 198,673	--	12	\$ 290,419
1528-1	Chief Auditor Controller I	5887	2	\$ 126,303	--	12	\$ 184,683
1528-2	Chief Auditor Controller II	6590	2	\$ 141,378	--	12	\$ 206,691
9151-0	Chief Benefits Analyst	7919	2	\$ 169,900	--	12	\$ 248,388
7296-0	Chief Construction Inspector	8138	2	\$ 174,598	--	12	\$ 255,258
0302-0	Chief Deputy Controller	10103	2	\$ 216,755	--	12	\$ 316,854
4229-0	Chief Electrical Inspector	6820	2	\$ 146,327	--	12	\$ 213,894
9230-0	Chief Financial Officer	9209	2	\$ 197,566	--	12	\$ 288,812
9286-0	Chief Harbor Engineer	9787	2	\$ 209,969	--	12	\$ 306,977
4250-1	Chief Heating and Refrigeration Inspector I	5297	2	\$ 113,649	--	12	\$ 166,142
4250-2	Chief Heating and Refrigeration Inspector II	6233	2	\$ 133,715	--	12	\$ 195,520
9374-0	Chief Information Officer	10412	2	\$ 223,374	--	12	\$ 326,604
1404-0	Chief Information Security Officer	8762	2	\$ 187,982	--	12	\$ 274,864
4254-0	Chief Inspector	6820	2	\$ 146,327	--	12	\$ 213,894
1619-0	Chief Internal Auditor	7329	2	\$ 157,247	--	12	\$ 229,888
9147-0	Chief Investment Officer	13824	2	\$ 296,579	--	12	\$ 433,573
9182-0	Chief Management Analyst	7919	2	\$ 169,900	--	12	\$ 248,388
7945-1	Chief of Airport Planning I	7919	2	\$ 169,900	--	12	\$ 248,388
7945-2	Chief of Airport Planning II	8349	2	\$ 179,129	--	12	\$ 261,897

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Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7945-B	Chief of Airport Planning PMI	6305	12	\$ 197,796	--	12	\$ 197,796
7945-C	Chief of Airport Planning PMII	7297	12	\$ 228,928	--	12	\$ 228,928
7945-D	Chief of Airport Planning PMIII	8337	12	\$ 261,522	--	12	\$ 261,522
9424-0	Chief Of Aviation Technology	9191	2	\$ 197,190	--	12	\$ 288,290
7258-1	Chief Of Operations I	5820	2	\$ 124,862	--	12	\$ 182,574
7258-2	Chief Of Operations II	6507	2	\$ 139,603	--	12	\$ 204,102
9200-0	Chief Of Transit Programs	7919	2	\$ 169,900	--	12	\$ 248,388
3165-0	Chief Park Maintenance Supervisor	6083	2	\$ 130,500	--	12	\$ 190,801
1968-0	Chief Park Ranger	6587	2	\$ 141,315	--	12	\$ 206,607
9180-0	Chief Parking Enforcement Operations	7919	2	\$ 169,900	--	12	\$ 248,388
4239-0	Chief Plumbing Inspector	6820	2	\$ 146,327	--	12	\$ 213,894
2384-0	Chief Police Psychologist	9868	2	\$ 211,702	--	12	\$ 309,525
5154-0	Chief Port Pilot	13962	12	\$ 437,937	--	12	\$ 437,937
1949-1	Chief Real Estate Officer I	6611	2	\$ 141,837	--	12	\$ 207,401
1949-2	Chief Real Estate Officer II	7919	2	\$ 169,900	--	12	\$ 248,388
4269-0	Chief Safety Engineer Elevators	6820	2	\$ 146,327	--	12	\$ 213,894
4260-0	Chief Safety Engineer Pressure Vessels	5887	2	\$ 126,303	--	12	\$ 184,683
0604-0	Chief Special Investigator	7919	2	\$ 169,900	--	12	\$ 248,388
4286-1	Chief Street Services Investigator I	7127	2	\$ 152,904	--	12	\$ 223,562
4286-2	Chief Street Services Investigator II	7919	2	\$ 169,900	--	12	\$ 248,388
1211-1	Chief Tax Compliance Officer I	6539	2	\$ 140,292	--	12	\$ 205,104
1211-2	Chief Tax Compliance Officer II	7919	2	\$ 169,900	--	12	\$ 248,388
2360-0	Chief Veterinarian	8586	2	\$ 184,203	--	12	\$ 269,310
1189-1	Chief Wharfinger I	5184	2	\$ 111,227	--	12	\$ 162,571
1189-2	Chief Wharfinger II	6477	2	\$ 138,956	--	12	\$ 203,162
7999-0	Chief Zoning Administrator	8347	2	\$ 179,087	--	12	\$ 261,793
2492-0	Child Care Program Manager	4709	2	\$ 101,017	--	12	\$ 147,705
0566-0	City Attorney Chief Administrative Assistant	7919	2	\$ 169,900	--	12	\$ 248,388
0536-0	City Attorney Financial Manager	6042	2	\$ 129,623	--	12	\$ 189,548
3136-0	City Forest Officer	7919	2	\$ 169,900	--	12	\$ 248,388
2496-0	Community Affairs Advocate	6590	2	\$ 141,378	--	12	\$ 206,691
8500-0	Community Housing Programs Manager	6539	2	\$ 140,292	--	12	\$ 205,104
9165-1	Compliance Program Manager I	6740	2	\$ 144,594	--	12	\$ 211,410
9165-2	Compliance Program Manager II	7919	2	\$ 169,900	--	12	\$ 248,388
9247-0	Concessions Manager	7919	2	\$ 169,900	--	12	\$ 248,388



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Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3129-0	Construction and Maintenance Superintendent	6673	2	\$ 143,174	--	12	\$ 209,301
9168-0	Contract Administrator	6924	2	\$ 148,540	--	12	\$ 217,172
3330-1	Convention Center Building Superintendent I	6000	2	\$ 128,725	--	12	\$ 188,212
3330-2	Convention Center Building Superintendent II	7127	2	\$ 152,904	--	12	\$ 223,562
1610-0	Departmental Audit Manager	7919	2	\$ 169,900	--	12	\$ 248,388
1593-1	Departmental Chief Accountant I	5977	2	\$ 128,224	--	12	\$ 187,439
1593-2	Departmental Chief Accountant II	6332	2	\$ 135,845	--	12	\$ 198,631
1593-3	Departmental Chief Accountant III	7329	2	\$ 157,247	--	12	\$ 229,888
1593-4	Departmental Chief Accountant IV	7919	2	\$ 169,900	--	12	\$ 248,388
9490-1	Deputy City Engineer I	9066	2	\$ 194,497	--	12	\$ 284,343
9490-2	Deputy City Engineer II	10103	2	\$ 216,755	--	12	\$ 316,854
1607-0	Deputy Director Of Auditing	7919	2	\$ 169,900	--	12	\$ 248,388
9444-0	Deputy Director Of Planning	9066	2	\$ 194,497	--	12	\$ 284,343
0162-0	Deputy General Manager Airports/1	12521	2	\$ 268,621	--	12	\$ 392,752
0163-0	Deputy General Manager Airports/2	10244	2	\$ 219,782	--	12	\$ 321,364
9201-1	Deputy Superintendent Of Building I	9066	2	\$ 194,497	--	12	\$ 284,343
9201-2	Deputy Superintendent Of Building II	10103	2	\$ 216,755	--	12	\$ 316,854
1806-0	Development and Marketing Director	6606	2	\$ 141,733	--	12	\$ 207,213
1194-0	Director Cash Management Services	7919	2	\$ 169,900	--	12	\$ 248,388
4266-0	Director Enforcement Operations	7919	2	\$ 169,900	--	12	\$ 248,388
1768-0	Director of Airport Marketing	7919	2	\$ 169,900	--	12	\$ 248,388
9304-0	Director Of Airport Operations	9306	2	\$ 199,654	--	12	\$ 291,923
9306-0	Director Of Airport Safety	10244	2	\$ 219,782	--	12	\$ 321,364
9302-0	Director Of Airports Administration	9306	2	\$ 199,654	--	12	\$ 291,923
1606-0	Director Of Auditing	9066	2	\$ 194,497	--	12	\$ 284,343
9259-0	Director Of Building Services	7127	2	\$ 152,904	--	12	\$ 223,562
7625-0	Director Of Communications Services	7919	2	\$ 169,900	--	12	\$ 248,388
4321-0	Director Of Field Operations	6554	2	\$ 140,605	--	12	\$ 205,542
1608-0	Director Of Financial Analysis and Reporting	9066	2	\$ 194,497	--	12	\$ 284,343
3535-0	Director Of Fleet Services	7919	2	\$ 169,900	--	12	\$ 248,388
1568-0	Director Of Housing	7919	2	\$ 169,900	--	12	\$ 248,388
7270-1	Director Of Maintenance Airports I	7127	2	\$ 152,904	--	12	\$ 223,562
7270-2	Director Of Maintenance Airports II	7919	2	\$ 169,900	--	12	\$ 248,388
1858-0	Director Of Materials Management Services	6932	2	\$ 148,728	--	12	\$ 217,444
7974-0	Director Of Materials Testing Services	7919	2	\$ 169,900	--	12	\$ 248,388

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Appendix G

Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3722-1	Director Of Police Transportation I	6240	2	\$ 133,882	--	12	\$ 195,708
3722-2	Director Of Police Transportation II	7919	2	\$ 169,900	--	12	\$ 248,388
9231-0	Director Of Port Administration	8777	2	\$ 188,295	--	12	\$ 275,302
3123-1	Director Of Port Construction and Maintenance I	7127	2	\$ 152,904	--	12	\$ 223,562
3123-2	Director Of Port Construction and Maintenance II	7919	2	\$ 169,900	--	12	\$ 248,388
1782-1	Director Of Port Marketing I	6440	2	\$ 138,162	--	12	\$ 201,993
1782-2	Director Of Port Marketing II	7919	2	\$ 169,900	--	12	\$ 248,388
9233-0	Director Of Port Operations	8337	2	\$ 178,858	--	12	\$ 261,522
1488-0	Director Of Printing Services	7566	2	\$ 162,321	--	12	\$ 237,280
1857-1	Director Of Purchasing Services I	5912	2	\$ 126,846	--	12	\$ 185,435
1857-2	Director Of Purchasing Services II General Services	6932	2	\$ 148,728	--	12	\$ 217,444
3208-0	Director Of Security Services	5017	2	\$ 107,636	--	12	\$ 157,372
1863-0	Director Of Supplies	7919	2	\$ 169,900	--	12	\$ 248,388
9375-0	Director Of Systems	7919	2	\$ 169,900	--	12	\$ 248,388
6157-0	Division Librarian	7919	2	\$ 169,900	--	12	\$ 248,388
9486-0	Engineer Of Surveys	7919	7	\$ 211,096	--	12	\$ 248,388
3750-0	Equipment Superintendent	6673	7	\$ 177,876	--	12	\$ 209,301
0015-0	Ethics Officer I	5312	2	\$ 113,963	--	12	\$ 166,643
0016-0	Ethics Officer II	6590	2	\$ 141,378	--	12	\$ 206,691
0017-0	Ethics Officer III	7991	2	\$ 171,445	--	12	\$ 250,643
3170-0	Event Services Manager	6760	2	\$ 145,032	--	12	\$ 212,036
9186-0	Executive Assistant Airports	8520	2	\$ 182,783	--	12	\$ 267,264
9225-0	Executive Director Commission on Status of Women	5848	12	\$ 183,430	--	12	\$ 183,430
2475-0	Executive Director Exposition Park Complex	7919	2	\$ 169,900	--	12	\$ 248,388
9020-0	Executive Director Human Relations Commission	6413	12	\$ 201,178	--	12	\$ 201,178
9252-0	Executive Officer City Clerk	9066	2	\$ 194,497	--	12	\$ 284,343
9198-1	Financial Management Specialist I	4545	2	\$ 97,509	--	12	\$ 142,547
9198-2	Financial Management Specialist II	5377	2	\$ 115,362	--	12	\$ 168,668
9198-3	Financial Management Specialist III	6653	2	\$ 142,735	--	12	\$ 208,716
9198-4	Financial Management Specialist IV	7001	2	\$ 150,210	--	12	\$ 219,574
9198-5	Financial Management Specialist V	7991	2	\$ 171,445	--	12	\$ 250,643
1557-1	Financial Manager I	6142	2	\$ 131,773	--	12	\$ 192,638
1557-2	Financial Manager II	7651	2	\$ 164,137	--	12	\$ 239,994
9197-0	Fire Administrator	9066	2	\$ 194,497	--	12	\$ 284,343
1638-0	Fire Statistical Manager	6606	2	\$ 141,733	--	12	\$ 207,213

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Appendix G

Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
0805-0	First Deputy General Manager Harbor	12521	2	\$ 268,621	--	12	\$ 392,752
2458-0	Golf Manager	7919	2	\$ 169,900	--	12	\$ 248,388
9279-1	Harbor Engineer I	7919	2	\$ 169,900	--	12	\$ 248,388
9279-2	Harbor Engineer II	8361	2	\$ 179,380	--	12	\$ 262,252
9234-1	Harbor Planning and Research Director I	5912	2	\$ 126,846	--	12	\$ 185,435
9234-2	Harbor Planning and Research Director II	6932	2	\$ 148,728	--	12	\$ 217,444
9480-0	Harbor Public and Community Relations Director	6932	2	\$ 148,728	--	12	\$ 217,444
4130-0	Hyperion Treatment Plant Manager	9066	2	\$ 194,497	--	12	\$ 284,343
1409-1	Information Systems Manager I	7168	2	\$ 153,781	--	12	\$ 224,814
1409-2	Information Systems Manager II	7919	2	\$ 169,900	--	12	\$ 248,388
9482-0	Legislative Representative	6042	1	\$ 126,156	--	12	\$ 189,548
9482-H	Legislative Representative - Harbor	6673	1	\$ 139,332	--	12	\$ 209,301
4281-1	Lot Cleaning Superintendent I	5523	2	\$ 118,494	--	12	\$ 173,220
4281-2	Lot Cleaning Superintendent II	6090	2	\$ 130,646	--	12	\$ 191,052
9437-1	Marine Environmental Manager I	6858	2	\$ 147,141	--	12	\$ 215,126
9437-2	Marine Environmental Manager II	7624	2	\$ 163,573	--	12	\$ 239,159
2338-0	Medical Services Administrator	8712	2	\$ 186,917	--	12	\$ 273,277
1789-0	Motion Picture and Television Manager	7894	2	\$ 169,357	--	12	\$ 247,615
6229-1	Observatory Director I	6590	2	\$ 141,378	--	12	\$ 206,691
6229-2	Observatory Director II	7919	2	\$ 169,900	--	12	\$ 248,388
9264-0	Parking Administrator	9066	2	\$ 194,497	--	12	\$ 284,343
9025-1	Parking Enforcement Manager I	5689	2	\$ 122,043	--	12	\$ 178,440
9025-2	Parking Enforcement Manager II	6673	2	\$ 143,174	--	12	\$ 209,301
5153-0	Pilot Service Manager	14730	2	\$ 316,018	--	12	\$ 461,990
9196-1	Police Administrator I	9356	2	\$ 200,719	--	12	\$ 293,447
9196-2	Police Administrator II	9868	2	\$ 211,702	--	12	\$ 309,525
9196-3	Police Administrator III	11453	2	\$ 245,715	--	12	\$ 359,282
1781-0	Port Marketing Manager	5451	2	\$ 116,948	--	12	\$ 171,007
9143-1	Portfolio Manager I	8412	2	\$ 180,465	--	12	\$ 263,860
9143-2	Portfolio Manager II	10585	2	\$ 227,090	--	12	\$ 332,012
7928-0	Principal Architect	8629	2	\$ 185,122	--	12	\$ 270,646
7946-0	Principal City Planner	7919	2	\$ 169,900	--	12	\$ 248,388
9489-0	Principal Civil Engineer	7919	2	\$ 169,900	--	12	\$ 248,388
9489-D	Principal Civil Engineer PM III	8337	12	\$ 261,522	--	12	\$ 261,522
9653-0	Principal Deputy Controller	9066	2	\$ 194,497	--	12	\$ 284,343

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Appendix G

Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7875-0	Principal Environmental Engineer	7919	2	\$ 169,900	--	12	\$ 248,388
7875-B	Principal Environmental Engineer PMI	6305	12	\$ 197,796	--	12	\$ 197,796
7875-C	Principal Environmental Engineer PMII	7297	12	\$ 228,928	--	12	\$ 228,928
7875-D	Principal Environmental Engineer PMIII	8337	12	\$ 261,522	--	12	\$ 261,522
3147-1	Principal Grounds Maintenance Supervisor I	4352	2	\$ 93,375	--	12	\$ 136,492
3147-2	Principal Grounds Maintenance Supervisor II	5411	2	\$ 116,092	--	12	\$ 169,754
2464-1	Principal Recreation Supervisor I	4709	2	\$ 101,017	--	12	\$ 147,705
2464-2	Principal Recreation Supervisor II	5411	2	\$ 116,092	--	12	\$ 169,754
9266-0	Principal Transportation Engineer	7919	2	\$ 169,900	--	12	\$ 248,388
9266-B	Principal Transportation Engineer PMI	6305	12	\$ 197,796	--	12	\$ 197,796
9266-C	Principal Transportation Engineer PMII	7297	12	\$ 228,928	--	12	\$ 228,928
9266-D	Principal Transportation Engineer PMIII	8337	12	\$ 261,522	--	12	\$ 261,522
1964-1	Property Manager I	6240	2	\$ 133,882	--	12	\$ 195,708
1964-2	Property Manager II	6932	2	\$ 148,728	--	12	\$ 217,444
1964-3	Property Manager III	7507	2	\$ 161,047	--	12	\$ 235,505
1964-4	Property Manager IV	8347	2	\$ 179,087	--	12	\$ 261,793
1800-1	Public Information Director I	5581	2	\$ 119,725	--	12	\$ 175,057
1800-2	Public Information Director II	6557	2	\$ 140,668	--	12	\$ 205,688
7976-0	Public Safety Risk Manager	7059	2	\$ 151,442	--	12	\$ 221,432
1282-0	Records Management Officer	6587	2	\$ 141,315	--	12	\$ 206,607
1620-0	Revenue Manager	7919	2	\$ 169,900	--	12	\$ 248,388
2485-0	Rideshare Program Administrator	6820	2	\$ 146,327	--	12	\$ 213,894
7982-0	Risk Management and Prevention Program Manager	7919	2	\$ 169,900	--	12	\$ 248,388
1530-1	Risk Manager I	5326	2	\$ 114,255	--	12	\$ 167,060
1530-2	Risk Manager II	6590	2	\$ 141,378	--	12	\$ 206,691
1530-3	Risk Manager III	7919	2	\$ 169,900	--	12	\$ 248,388
1728-0	Safety Administrator	7919	2	\$ 169,900	--	12	\$ 248,388
9635-0	Sales and Marketing Manager	6932	2	\$ 148,728	--	12	\$ 217,444
4126-1	Sanitation Solid Resources Manager I	7127	2	\$ 152,904	--	12	\$ 223,562
4126-2	Sanitation Solid Resources Manager II	7919	2	\$ 169,900	--	12	\$ 248,388
4128-1	Sanitation Wastewater Manager I	6000	2	\$ 128,725	--	12	\$ 188,212
4128-2	Sanitation Wastewater Manager II	7127	2	\$ 152,904	--	12	\$ 223,562
4128-3	Sanitation Wastewater Manager III	7919	2	\$ 169,900	--	12	\$ 248,388
0807-0	Second Deputy General Manager Harbor Department	10639	2	\$ 228,260	--	12	\$ 333,683
7257-1	Senior Airport Engineer I	7703	2	\$ 165,265	--	12	\$ 241,602

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Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7257-2	Senior Airport Engineer II	8321	2	\$ 178,524	--	12	\$ 261,000
3146-0	Senior Park Maintenance Supervisor	4545	2	\$ 97,509	--	12	\$ 142,547
3832-0	Signal Systems Superintendent	6083	2	\$ 130,500	--	12	\$ 190,801
1850-0	Stores Superintendent	5912	2	\$ 126,846	--	12	\$ 185,435
3820-1	Street Lighting Construction and Maintenance Superin	7127	2	\$ 152,904	--	12	\$ 223,562
3820-2	Street Lighting Construction and Maintenance Superin	7919	2	\$ 169,900	--	12	\$ 248,388
4160-1	Street Services General Superintendent I	6788	2	\$ 145,638	--	12	\$ 212,892
4160-2	Street Services General Superintendent II	7919	2	\$ 169,900	--	12	\$ 248,388
4158-1	Street Services Superintendent I	5523	2	\$ 118,494	--	12	\$ 173,220
4158-2	Street Services Superintendent II	6090	2	\$ 130,646	--	12	\$ 191,052
3160-1	Street Tree Superintendent I	5523	2	\$ 118,494	--	12	\$ 173,220
3160-2	Street Tree Superintendent II	6788	2	\$ 145,638	--	12	\$ 212,892
9237-0	Superintendent Of Planning and Construction	7919	2	\$ 169,900	--	12	\$ 248,388
2472-0	Superintendent Of Recreation and Parks Operations	7919	2	\$ 169,900	--	12	\$ 248,388
1865-1	Supply Services Manager I	6587	2	\$ 141,315	--	12	\$ 206,607
1865-2	Supply Services Manager II	7919	2	\$ 169,900	--	12	\$ 248,388
8870-0	Taxicab Administrator	7919	2	\$ 169,900	--	12	\$ 248,388
7640-0	Telecommunications Planning and Utilization Officer	6412	2	\$ 137,557	--	12	\$ 201,116
7650-1	Telecommunications Regulatory Officer I	5900	2	\$ 126,574	--	12	\$ 185,059
7650-2	Telecommunications Regulatory Officer II	6412	2	\$ 137,557	--	12	\$ 201,116
7650-3	Telecommunications Regulatory Officer III	6966	2	\$ 149,459	--	12	\$ 218,488
0803-0	Traffic Manager	8777	2	\$ 188,295	--	12	\$ 275,302
4125-1	Wastewater Collection Manager I	5912	2	\$ 126,846	--	12	\$ 185,435
4125-2	Wastewater Collection Manager II	7919	2	\$ 169,900	--	12	\$ 248,388
7880-0	Wastewater Residuals Research Engineer	7919	2	\$ 169,900	--	12	\$ 248,388
7840-1	Wastewater Treatment Laboratory Manager I	6000	2	\$ 128,725	--	12	\$ 188,212
7840-2	Wastewater Treatment Laboratory Manager II	7127	2	\$ 152,904	--	12	\$ 223,562
7840-3	Wastewater Treatment Laboratory Manager III	7919	2	\$ 169,900	--	12	\$ 248,388
3784-1	Wastewater Treatment Maintenance Manager I	6000	2	\$ 128,725	--	12	\$ 188,212
3784-2	Wastewater Treatment Maintenance Manager II	7127	2	\$ 152,904	--	12	\$ 223,562
3784-3	Wastewater Treatment Maintenance Manager III	7919	2	\$ 169,900	--	12	\$ 248,388
4127-1	Wastewater Treatment Plant Manager I	5990	2	\$ 128,516	--	12	\$ 187,878
4127-2	Wastewater Treatment Plant Manager II	6295	2	\$ 135,051	--	12	\$ 197,441
4127-3	Wastewater Treatment Plant Manager III	6990	2	\$ 149,960	--	12	\$ 219,240
1766-1	Workers' Compensation Administrator I	6590	2	\$ 141,378	--	12	\$ 206,691

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Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY		STEP	SALARY
1766-2	Workers' Compensation Administrator II	7919	2	\$ 169,900	--	12	\$ 248,388
9501-0	Zoo Assistant GM	8724	2	\$ 187,168	--	12	\$ 273,632

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Operative on December 26, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
4352	HR	\$ 43.52	\$ 44.72	\$ 45.95	\$ 47.21	\$ 49.84	\$ 52.62	\$ 55.56	\$ 58.65	\$ 60.26	\$ 61.92	\$ 63.62	\$ 65.37
	BW	\$ 3,481.60	\$ 3,577.60	\$ 3,676.00	\$ 3,776.80	\$ 3,987.20	\$ 4,209.60	\$ 4,444.80	\$ 4,692.00	\$ 4,820.80	\$ 4,953.60	\$ 5,089.60	\$ 5,229.60
	YR	\$ 90,869	\$ 93,375	\$ 95,943	\$ 98,574	\$ 104,065	\$ 109,870	\$ 116,009	\$ 122,461	\$ 125,822	\$ 129,288	\$ 132,838	\$ 136,492
4545	HR	\$ 45.45	\$ 46.70	\$ 47.98	\$ 49.30	\$ 52.05	\$ 54.95	\$ 58.01	\$ 61.25	\$ 62.93	\$ 64.66	\$ 66.44	\$ 68.27
	BW	\$ 3,636.00	\$ 3,736.00	\$ 3,838.40	\$ 3,944.00	\$ 4,164.00	\$ 4,396.00	\$ 4,640.80	\$ 4,900.00	\$ 5,034.40	\$ 5,172.80	\$ 5,315.20	\$ 5,461.60
	YR	\$ 94,899	\$ 97,509	\$ 100,182	\$ 102,938	\$ 108,680	\$ 114,735	\$ 121,124	\$ 127,890	\$ 131,397	\$ 135,010	\$ 138,726	\$ 142,547
4709	HR	\$ 47.09	\$ 48.38	\$ 49.72	\$ 51.09	\$ 53.93	\$ 56.94	\$ 60.12	\$ 63.47	\$ 65.21	\$ 67.00	\$ 68.85	\$ 70.74
	BW	\$ 3,767.20	\$ 3,870.40	\$ 3,977.60	\$ 4,087.20	\$ 4,314.40	\$ 4,555.20	\$ 4,809.60	\$ 5,077.60	\$ 5,216.80	\$ 5,360.00	\$ 5,508.00	\$ 5,659.20
	YR	\$ 98,323	\$ 101,017	\$ 103,815	\$ 106,675	\$ 112,605	\$ 118,890	\$ 125,530	\$ 132,525	\$ 136,158	\$ 139,896	\$ 143,758	\$ 147,705
5017	HR	\$ 50.17	\$ 51.55	\$ 52.97	\$ 54.43	\$ 57.46	\$ 60.66	\$ 64.04	\$ 67.62	\$ 69.48	\$ 71.39	\$ 73.35	\$ 75.37
	BW	\$ 4,013.60	\$ 4,124.00	\$ 4,237.60	\$ 4,354.40	\$ 4,596.80	\$ 4,852.80	\$ 5,123.20	\$ 5,409.60	\$ 5,558.40	\$ 5,711.20	\$ 5,868.00	\$ 6,029.60
	YR	\$ 104,754	\$ 107,636	\$ 110,601	\$ 113,649	\$ 119,976	\$ 126,658	\$ 133,715	\$ 141,190	\$ 145,074	\$ 149,062	\$ 153,154	\$ 157,372
5184	HR	\$ 51.84	\$ 53.27	\$ 54.73	\$ 56.24	\$ 59.37	\$ 62.68	\$ 66.17	\$ 69.86	\$ 71.78	\$ 73.75	\$ 75.78	\$ 77.86
	BW	\$ 4,147.20	\$ 4,261.60	\$ 4,378.40	\$ 4,499.20	\$ 4,749.60	\$ 5,014.40	\$ 5,293.60	\$ 5,588.80	\$ 5,742.40	\$ 5,900.00	\$ 6,062.40	\$ 6,228.80
	YR	\$ 108,241	\$ 111,227	\$ 114,276	\$ 117,429	\$ 123,964	\$ 130,875	\$ 138,162	\$ 145,867	\$ 149,876	\$ 153,990	\$ 158,228	\$ 162,571
5297	HR	\$ 52.97	\$ 54.43	\$ 55.92	\$ 57.46	\$ 60.66	\$ 64.04	\$ 67.62	\$ 71.39	\$ 73.35	\$ 75.37	\$ 77.44	\$ 79.57
	BW	\$ 4,237.60	\$ 4,354.40	\$ 4,473.60	\$ 4,596.80	\$ 4,852.80	\$ 5,123.20	\$ 5,409.60	\$ 5,711.20	\$ 5,868.00	\$ 6,029.60	\$ 6,195.20	\$ 6,365.60
	YR	\$ 110,601	\$ 113,649	\$ 116,760	\$ 119,976	\$ 126,658	\$ 133,715	\$ 141,190	\$ 149,062	\$ 153,154	\$ 157,372	\$ 161,694	\$ 166,142
5312	HR	\$ 53.12	\$ 54.58	\$ 56.08	\$ 57.62	\$ 60.84	\$ 64.23	\$ 67.82	\$ 71.60	\$ 73.57	\$ 75.59	\$ 77.67	\$ 79.81
	BW	\$ 4,249.60	\$ 4,366.40	\$ 4,486.40	\$ 4,609.60	\$ 4,867.20	\$ 5,138.40	\$ 5,425.60	\$ 5,728.00	\$ 5,885.60	\$ 6,047.20	\$ 6,213.60	\$ 6,384.80
	YR	\$ 110,914	\$ 113,963	\$ 117,095	\$ 120,310	\$ 127,033	\$ 134,112	\$ 141,608	\$ 149,500	\$ 153,614	\$ 157,831	\$ 162,174	\$ 166,643
5326	HR	\$ 53.26	\$ 54.72	\$ 56.23	\$ 57.78	\$ 61.00	\$ 64.40	\$ 67.99	\$ 71.78	\$ 73.76	\$ 75.79	\$ 77.87	\$ 80.01
	BW	\$ 4,260.80	\$ 4,377.60	\$ 4,498.40	\$ 4,622.40	\$ 4,880.00	\$ 5,152.00	\$ 5,439.20	\$ 5,742.40	\$ 5,900.80	\$ 6,063.20	\$ 6,229.60	\$ 6,400.80
	YR	\$ 111,206	\$ 114,255	\$ 117,408	\$ 120,644	\$ 127,368	\$ 134,467	\$ 141,963	\$ 149,876	\$ 154,010	\$ 158,249	\$ 162,592	\$ 167,060
5377	HR	\$ 53.77	\$ 55.25	\$ 56.77	\$ 58.33	\$ 61.59	\$ 65.02	\$ 68.65	\$ 72.48	\$ 74.47	\$ 76.52	\$ 78.62	\$ 80.78
	BW	\$ 4,301.60	\$ 4,420.00	\$ 4,541.60	\$ 4,666.40	\$ 4,927.20	\$ 5,201.60	\$ 5,492.00	\$ 5,798.40	\$ 5,957.60	\$ 6,121.60	\$ 6,289.60	\$ 6,462.40
	YR	\$ 112,271	\$ 115,362	\$ 118,535	\$ 121,793	\$ 128,599	\$ 135,761	\$ 143,341	\$ 151,338	\$ 155,493	\$ 159,773	\$ 164,158	\$ 168,668
5411	HR	\$ 54.11	\$ 55.60	\$ 57.13	\$ 58.70	\$ 61.98	\$ 65.43	\$ 69.08	\$ 72.93	\$ 74.94	\$ 77.00	\$ 79.12	\$ 81.30
	BW	\$ 4,328.80	\$ 4,448.00	\$ 4,570.40	\$ 4,696.00	\$ 4,958.40	\$ 5,234.40	\$ 5,526.40	\$ 5,834.40	\$ 5,995.20	\$ 6,160.00	\$ 6,329.60	\$ 6,504.00
	YR	\$ 112,981	\$ 116,092	\$ 119,287	\$ 122,565	\$ 129,414	\$ 136,617	\$ 144,239	\$ 152,277	\$ 156,474	\$ 160,776	\$ 165,202	\$ 169,754
5451	HR	\$ 54.51	\$ 56.01	\$ 57.55	\$ 59.13	\$ 62.43	\$ 65.91	\$ 69.59	\$ 73.48	\$ 75.50	\$ 77.58	\$ 79.71	\$ 81.90
	BW	\$ 4,360.80	\$ 4,480.80	\$ 4,604.00	\$ 4,730.40	\$ 4,994.40	\$ 5,272.80	\$ 5,567.20	\$ 5,878.40	\$ 6,040.00	\$ 6,206.40	\$ 6,376.80	\$ 6,552.00
	YR	\$ 113,816	\$ 116,948	\$ 120,164	\$ 123,463	\$ 130,353	\$ 137,620	\$ 145,303	\$ 153,426	\$ 157,644	\$ 161,987	\$ 166,434	\$ 171,007
5523	HR	\$ 55.23	\$ 56.75	\$ 58.31	\$ 59.91	\$ 63.25	\$ 66.78	\$ 70.50	\$ 74.43	\$ 76.48	\$ 78.58	\$ 80.74	\$ 82.96
	BW	\$ 4,418.40	\$ 4,540.00	\$ 4,664.80	\$ 4,792.80	\$ 5,060.00	\$ 5,342.40	\$ 5,640.00	\$ 5,954.40	\$ 6,118.40	\$ 6,286.40	\$ 6,459.20	\$ 6,636.80
	YR	\$ 115,320	\$ 118,494	\$ 121,751	\$ 125,092	\$ 132,066	\$ 139,436	\$ 147,204	\$ 155,409	\$ 159,690	\$ 164,075	\$ 168,585	\$ 173,220

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**Appendix G**

**Operative on December 26, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5581	HR	\$ 55.81	\$ 57.34	\$ 58.92	\$ 60.54	\$ 63.92	\$ 67.49	\$ 71.25	\$ 75.22	\$ 77.29	\$ 79.42	\$ 81.60	\$ 83.84
	BW	\$ 4,464.80	\$ 4,587.20	\$ 4,713.60	\$ 4,843.20	\$ 5,113.60	\$ 5,399.20	\$ 5,700.00	\$ 6,017.60	\$ 6,183.20	\$ 6,353.60	\$ 6,528.00	\$ 6,707.20
	YR	\$ 116,531	\$ 119,725	\$ 123,024	\$ 126,407	\$ 133,464	\$ 140,919	\$ 148,770	\$ 157,059	\$ 161,381	\$ 165,828	\$ 170,380	\$ 175,057
5689	HR	\$ 56.89	\$ 58.45	\$ 60.06	\$ 61.71	\$ 65.15	\$ 68.79	\$ 72.62	\$ 76.67	\$ 78.78	\$ 80.95	\$ 83.17	\$ 85.46
	BW	\$ 4,551.20	\$ 4,676.00	\$ 4,804.80	\$ 4,936.80	\$ 5,212.00	\$ 5,503.20	\$ 5,809.60	\$ 6,133.60	\$ 6,302.40	\$ 6,476.00	\$ 6,653.60	\$ 6,836.80
	YR	\$ 118,786	\$ 122,043	\$ 125,405	\$ 128,850	\$ 136,033	\$ 143,633	\$ 151,630	\$ 160,086	\$ 164,492	\$ 169,023	\$ 173,658	\$ 178,440
5816	HR	\$ 58.16	\$ 59.76	\$ 61.40	\$ 63.09	\$ 66.60	\$ 70.31	\$ 74.24	\$ 78.38	\$ 80.53	\$ 82.74	\$ 85.02	\$ 87.36
	BW	\$ 4,652.80	\$ 4,780.80	\$ 4,912.00	\$ 5,047.20	\$ 5,328.00	\$ 5,624.80	\$ 5,939.20	\$ 6,270.40	\$ 6,442.40	\$ 6,619.20	\$ 6,801.60	\$ 6,988.80
	YR	\$ 121,438	\$ 124,778	\$ 128,203	\$ 131,731	\$ 139,060	\$ 146,807	\$ 155,013	\$ 163,657	\$ 168,146	\$ 172,761	\$ 177,521	\$ 182,407
5820	HR	\$ 58.20	\$ 59.80	\$ 61.45	\$ 63.14	\$ 66.66	\$ 70.38	\$ 74.31	\$ 78.45	\$ 80.61	\$ 82.83	\$ 85.10	\$ 87.44
	BW	\$ 4,656.00	\$ 4,784.00	\$ 4,916.00	\$ 5,051.20	\$ 5,332.80	\$ 5,630.40	\$ 5,944.80	\$ 6,276.00	\$ 6,448.80	\$ 6,626.40	\$ 6,808.00	\$ 6,995.20
	YR	\$ 121,521	\$ 124,862	\$ 128,307	\$ 131,836	\$ 139,186	\$ 146,953	\$ 155,159	\$ 163,803	\$ 168,313	\$ 172,949	\$ 177,688	\$ 182,574
5848	HR	\$ 58.48	\$ 60.09	\$ 61.74	\$ 63.44	\$ 66.97	\$ 70.70	\$ 74.65	\$ 78.81	\$ 80.98	\$ 83.21	\$ 85.50	\$ 87.85
	BW	\$ 4,678.40	\$ 4,807.20	\$ 4,939.20	\$ 5,075.20	\$ 5,357.60	\$ 5,656.00	\$ 5,972.00	\$ 6,304.80	\$ 6,478.40	\$ 6,656.80	\$ 6,840.00	\$ 7,028.00
	YR	\$ 122,106	\$ 125,467	\$ 128,913	\$ 132,462	\$ 139,833	\$ 147,621	\$ 155,869	\$ 164,555	\$ 169,086	\$ 173,742	\$ 178,524	\$ 183,430
5887	HR	\$ 58.87	\$ 60.49	\$ 62.15	\$ 63.86	\$ 67.42	\$ 71.19	\$ 75.15	\$ 79.34	\$ 81.53	\$ 83.77	\$ 86.08	\$ 88.45
	BW	\$ 4,709.60	\$ 4,839.20	\$ 4,972.00	\$ 5,108.80	\$ 5,393.60	\$ 5,695.20	\$ 6,012.00	\$ 6,347.20	\$ 6,522.40	\$ 6,701.60	\$ 6,886.40	\$ 7,076.00
	YR	\$ 122,920	\$ 126,303	\$ 129,769	\$ 133,339	\$ 140,772	\$ 148,644	\$ 156,913	\$ 165,661	\$ 170,234	\$ 174,911	\$ 179,735	\$ 184,683
5900	HR	\$ 59.00	\$ 60.62	\$ 62.29	\$ 64.00	\$ 67.57	\$ 71.34	\$ 75.32	\$ 79.52	\$ 81.70	\$ 83.95	\$ 86.26	\$ 88.63
	BW	\$ 4,720.00	\$ 4,849.60	\$ 4,983.20	\$ 5,120.00	\$ 5,405.60	\$ 5,707.20	\$ 6,025.60	\$ 6,361.60	\$ 6,536.00	\$ 6,716.00	\$ 6,900.80	\$ 7,090.40
	YR	\$ 123,192	\$ 126,574	\$ 130,061	\$ 133,632	\$ 141,086	\$ 148,957	\$ 157,268	\$ 166,037	\$ 170,589	\$ 175,287	\$ 180,110	\$ 185,059
5912	HR	\$ 59.12	\$ 60.75	\$ 62.42	\$ 64.14	\$ 67.71	\$ 71.48	\$ 75.47	\$ 79.68	\$ 81.87	\$ 84.12	\$ 86.43	\$ 88.81
	BW	\$ 4,729.60	\$ 4,860.00	\$ 4,993.60	\$ 5,131.20	\$ 5,416.80	\$ 5,718.40	\$ 6,037.60	\$ 6,374.40	\$ 6,549.60	\$ 6,729.60	\$ 6,914.40	\$ 7,104.80
	YR	\$ 123,442	\$ 126,846	\$ 130,332	\$ 133,924	\$ 141,378	\$ 149,250	\$ 157,581	\$ 166,371	\$ 170,944	\$ 175,642	\$ 180,465	\$ 185,435
5977	HR	\$ 59.77	\$ 61.41	\$ 63.10	\$ 64.84	\$ 68.45	\$ 72.26	\$ 76.29	\$ 80.55	\$ 82.76	\$ 85.04	\$ 87.37	\$ 89.77
	BW	\$ 4,781.60	\$ 4,912.80	\$ 5,048.00	\$ 5,187.20	\$ 5,476.00	\$ 5,780.80	\$ 6,103.20	\$ 6,444.00	\$ 6,620.80	\$ 6,803.20	\$ 6,989.60	\$ 7,181.60
	YR	\$ 124,799	\$ 128,224	\$ 131,752	\$ 135,385	\$ 142,923	\$ 150,878	\$ 159,293	\$ 168,188	\$ 172,802	\$ 177,563	\$ 182,428	\$ 187,439
5990	HR	\$ 59.90	\$ 61.55	\$ 63.24	\$ 64.98	\$ 68.61	\$ 72.43	\$ 76.47	\$ 80.73	\$ 82.95	\$ 85.23	\$ 87.57	\$ 89.98
	BW	\$ 4,792.00	\$ 4,924.00	\$ 5,059.20	\$ 5,198.40	\$ 5,488.80	\$ 5,794.40	\$ 6,117.60	\$ 6,458.40	\$ 6,636.00	\$ 6,818.40	\$ 7,005.60	\$ 7,198.40
	YR	\$ 125,071	\$ 128,516	\$ 132,045	\$ 135,678	\$ 143,257	\$ 151,233	\$ 159,669	\$ 168,564	\$ 173,199	\$ 177,960	\$ 182,846	\$ 187,878
6000	HR	\$ 60.00	\$ 61.65	\$ 63.35	\$ 65.09	\$ 68.72	\$ 72.55	\$ 76.60	\$ 80.87	\$ 83.10	\$ 85.39	\$ 87.73	\$ 90.14
	BW	\$ 4,800.00	\$ 4,932.00	\$ 5,068.00	\$ 5,207.20	\$ 5,497.60	\$ 5,804.00	\$ 6,128.00	\$ 6,469.60	\$ 6,648.00	\$ 6,831.20	\$ 7,018.40	\$ 7,211.20
	YR	\$ 125,280	\$ 128,725	\$ 132,274	\$ 135,907	\$ 143,487	\$ 151,484	\$ 159,940	\$ 168,856	\$ 173,512	\$ 178,294	\$ 183,180	\$ 188,212
6042	HR	\$ 60.42	\$ 62.08	\$ 63.79	\$ 65.54	\$ 69.20	\$ 73.07	\$ 77.13	\$ 81.44	\$ 83.68	\$ 85.98	\$ 88.35	\$ 90.78
	BW	\$ 4,833.60	\$ 4,966.40	\$ 5,103.20	\$ 5,243.20	\$ 5,536.00	\$ 5,845.60	\$ 6,170.40	\$ 6,515.20	\$ 6,694.40	\$ 6,878.40	\$ 7,068.00	\$ 7,262.40
	YR	\$ 126,156	\$ 129,623	\$ 133,193	\$ 136,847	\$ 144,489	\$ 152,570	\$ 161,047	\$ 170,046	\$ 174,723	\$ 179,526	\$ 184,474	\$ 189,548



**MOU 36**

**Appendix G**

**Operative on December 26, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6083	HR	\$ 60.83	\$ 62.50	\$ 64.22	\$ 65.99	\$ 69.66	\$ 73.55	\$ 77.65	\$ 81.97	\$ 84.23	\$ 86.55	\$ 88.93	\$ 91.38
	BW	\$ 4,866.40	\$ 5,000.00	\$ 5,137.60	\$ 5,279.20	\$ 5,572.80	\$ 5,884.00	\$ 6,212.00	\$ 6,557.60	\$ 6,738.40	\$ 6,924.00	\$ 7,114.40	\$ 7,310.40
	YR	\$ 127,013	\$ 130,500	\$ 134,091	\$ 137,787	\$ 145,450	\$ 153,572	\$ 162,133	\$ 171,153	\$ 175,872	\$ 180,716	\$ 185,685	\$ 190,801
6090	HR	\$ 60.90	\$ 62.57	\$ 64.30	\$ 66.07	\$ 69.76	\$ 73.65	\$ 77.76	\$ 82.10	\$ 84.35	\$ 86.67	\$ 89.05	\$ 91.50
	BW	\$ 4,872.00	\$ 5,005.60	\$ 5,144.00	\$ 5,285.60	\$ 5,580.80	\$ 5,892.00	\$ 6,220.80	\$ 6,568.00	\$ 6,748.00	\$ 6,933.60	\$ 7,124.00	\$ 7,320.00
	YR	\$ 127,159	\$ 130,646	\$ 134,258	\$ 137,954	\$ 145,658	\$ 153,781	\$ 162,362	\$ 171,424	\$ 176,122	\$ 180,966	\$ 185,936	\$ 191,052
6142	HR	\$ 61.42	\$ 63.11	\$ 64.84	\$ 66.62	\$ 70.34	\$ 74.27	\$ 78.41	\$ 82.78	\$ 85.05	\$ 87.39	\$ 89.79	\$ 92.26
	BW	\$ 4,913.60	\$ 5,048.80	\$ 5,187.20	\$ 5,329.60	\$ 5,627.20	\$ 5,941.60	\$ 6,272.80	\$ 6,622.40	\$ 6,804.00	\$ 6,991.20	\$ 7,183.20	\$ 7,380.80
	YR	\$ 128,244	\$ 131,773	\$ 135,385	\$ 139,102	\$ 146,869	\$ 155,075	\$ 163,720	\$ 172,844	\$ 177,584	\$ 182,470	\$ 187,481	\$ 192,638
6233	HR	\$ 62.33	\$ 64.04	\$ 65.81	\$ 67.62	\$ 71.39	\$ 75.37	\$ 79.57	\$ 84.01	\$ 86.32	\$ 88.69	\$ 91.13	\$ 93.64
	BW	\$ 4,986.40	\$ 5,123.20	\$ 5,264.80	\$ 5,409.60	\$ 5,711.20	\$ 6,029.60	\$ 6,365.60	\$ 6,720.80	\$ 6,905.60	\$ 7,095.20	\$ 7,290.40	\$ 7,491.20
	YR	\$ 130,145	\$ 133,715	\$ 137,411	\$ 141,190	\$ 149,062	\$ 157,372	\$ 166,142	\$ 175,412	\$ 180,236	\$ 185,184	\$ 190,279	\$ 195,520
6240	HR	\$ 62.40	\$ 64.12	\$ 65.88	\$ 67.69	\$ 71.46	\$ 75.45	\$ 79.65	\$ 84.09	\$ 86.40	\$ 88.78	\$ 91.22	\$ 93.73
	BW	\$ 4,992.00	\$ 5,129.60	\$ 5,270.40	\$ 5,415.20	\$ 5,716.80	\$ 6,036.00	\$ 6,372.00	\$ 6,727.20	\$ 6,912.00	\$ 7,102.40	\$ 7,297.60	\$ 7,498.40
	YR	\$ 130,291	\$ 133,882	\$ 137,557	\$ 141,336	\$ 149,208	\$ 157,539	\$ 166,309	\$ 175,579	\$ 180,403	\$ 185,372	\$ 190,467	\$ 195,708
6295	HR	\$ 62.95	\$ 64.68	\$ 66.46	\$ 68.29	\$ 72.10	\$ 76.12	\$ 80.36	\$ 84.84	\$ 87.17	\$ 89.57	\$ 92.03	\$ 94.56
	BW	\$ 5,036.00	\$ 5,174.40	\$ 5,316.80	\$ 5,463.20	\$ 5,768.00	\$ 6,089.60	\$ 6,428.80	\$ 6,787.20	\$ 6,973.60	\$ 7,165.60	\$ 7,362.40	\$ 7,564.80
	YR	\$ 131,439	\$ 135,051	\$ 138,768	\$ 142,589	\$ 150,544	\$ 158,938	\$ 167,791	\$ 177,145	\$ 182,010	\$ 187,022	\$ 192,158	\$ 197,441
6305	HR	\$ 63.05	\$ 64.78	\$ 66.57	\$ 68.40	\$ 72.21	\$ 76.24	\$ 80.49	\$ 84.98	\$ 87.32	\$ 89.72	\$ 92.19	\$ 94.73
	BW	\$ 5,044.00	\$ 5,182.40	\$ 5,325.60	\$ 5,472.00	\$ 5,776.80	\$ 6,099.20	\$ 6,439.20	\$ 6,798.40	\$ 6,985.60	\$ 7,177.60	\$ 7,375.20	\$ 7,578.40
	YR	\$ 131,648	\$ 135,260	\$ 138,998	\$ 142,819	\$ 150,774	\$ 159,189	\$ 168,063	\$ 177,438	\$ 182,324	\$ 187,335	\$ 192,492	\$ 197,796
6332	HR	\$ 63.32	\$ 65.06	\$ 66.85	\$ 68.69	\$ 72.52	\$ 76.57	\$ 80.83	\$ 85.34	\$ 87.69	\$ 90.10	\$ 92.58	\$ 95.13
	BW	\$ 5,065.60	\$ 5,204.80	\$ 5,348.00	\$ 5,495.20	\$ 5,801.60	\$ 6,125.60	\$ 6,466.40	\$ 6,827.20	\$ 7,015.20	\$ 7,208.00	\$ 7,406.40	\$ 7,610.40
	YR	\$ 132,212	\$ 135,845	\$ 139,582	\$ 143,424	\$ 151,421	\$ 159,878	\$ 168,773	\$ 178,189	\$ 183,096	\$ 188,128	\$ 193,307	\$ 198,631
6412	HR	\$ 64.12	\$ 65.88	\$ 67.70	\$ 69.56	\$ 73.44	\$ 77.52	\$ 81.85	\$ 86.41	\$ 88.79	\$ 91.23	\$ 93.74	\$ 96.32
	BW	\$ 5,129.60	\$ 5,270.40	\$ 5,416.00	\$ 5,564.80	\$ 5,875.20	\$ 6,201.60	\$ 6,548.00	\$ 6,912.80	\$ 7,103.20	\$ 7,298.40	\$ 7,499.20	\$ 7,705.60
	YR	\$ 133,882	\$ 137,557	\$ 141,357	\$ 145,241	\$ 153,342	\$ 161,861	\$ 170,902	\$ 180,424	\$ 185,393	\$ 190,488	\$ 195,729	\$ 201,116
6413	HR	\$ 64.13	\$ 65.89	\$ 67.71	\$ 69.57	\$ 73.46	\$ 77.56	\$ 81.88	\$ 86.44	\$ 88.82	\$ 91.26	\$ 93.77	\$ 96.35
	BW	\$ 5,130.40	\$ 5,271.20	\$ 5,416.80	\$ 5,565.60	\$ 5,876.80	\$ 6,204.80	\$ 6,550.40	\$ 6,915.20	\$ 7,105.60	\$ 7,300.80	\$ 7,501.60	\$ 7,708.00
	YR	\$ 133,903	\$ 137,578	\$ 141,378	\$ 145,262	\$ 153,384	\$ 161,945	\$ 170,965	\$ 180,486	\$ 185,456	\$ 190,550	\$ 195,791	\$ 201,178
6440	HR	\$ 64.40	\$ 66.17	\$ 67.99	\$ 69.86	\$ 73.75	\$ 77.86	\$ 82.21	\$ 86.79	\$ 89.18	\$ 91.63	\$ 94.15	\$ 96.74
	BW	\$ 5,152.00	\$ 5,293.60	\$ 5,439.20	\$ 5,588.80	\$ 5,900.00	\$ 6,228.80	\$ 6,576.80	\$ 6,943.20	\$ 7,134.40	\$ 7,330.40	\$ 7,532.00	\$ 7,739.20
	YR	\$ 134,467	\$ 138,162	\$ 141,963	\$ 145,867	\$ 153,990	\$ 162,571	\$ 171,654	\$ 181,217	\$ 186,207	\$ 191,323	\$ 196,585	\$ 201,993
6477	HR	\$ 64.77	\$ 66.55	\$ 68.38	\$ 70.26	\$ 74.18	\$ 78.32	\$ 82.68	\$ 87.30	\$ 89.70	\$ 92.17	\$ 94.70	\$ 97.30
	BW	\$ 5,181.60	\$ 5,324.00	\$ 5,470.40	\$ 5,620.80	\$ 5,934.40	\$ 6,265.60	\$ 6,614.40	\$ 6,984.00	\$ 7,176.00	\$ 7,373.60	\$ 7,576.00	\$ 7,784.00
	YR	\$ 135,239	\$ 138,956	\$ 142,777	\$ 146,702	\$ 154,887	\$ 163,532	\$ 172,635	\$ 182,282	\$ 187,293	\$ 192,450	\$ 197,733	\$ 203,162

**MOU 36**

**Appendix G**

**Operative on December 26, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6507	HR	\$ 65.07	\$ 66.86	\$ 68.70	\$ 70.59	\$ 74.52	\$ 78.68	\$ 83.06	\$ 87.70	\$ 90.11	\$ 92.59	\$ 95.13	\$ 97.75
	BW	\$ 5,205.60	\$ 5,348.80	\$ 5,496.00	\$ 5,647.20	\$ 5,961.60	\$ 6,294.40	\$ 6,644.80	\$ 7,016.00	\$ 7,208.80	\$ 7,407.20	\$ 7,610.40	\$ 7,820.00
	YR	\$ 135,866	\$ 139,603	\$ 143,445	\$ 147,391	\$ 155,597	\$ 164,283	\$ 173,429	\$ 183,117	\$ 188,149	\$ 193,327	\$ 198,631	\$ 204,102
6518	HR	\$ 65.18	\$ 66.97	\$ 68.81	\$ 70.70	\$ 74.65	\$ 78.81	\$ 83.21	\$ 87.85	\$ 90.27	\$ 92.75	\$ 95.30	\$ 97.92
	BW	\$ 5,214.40	\$ 5,357.60	\$ 5,504.80	\$ 5,656.00	\$ 5,972.00	\$ 6,304.80	\$ 6,656.80	\$ 7,028.00	\$ 7,221.60	\$ 7,420.00	\$ 7,624.00	\$ 7,833.60
	YR	\$ 136,095	\$ 139,833	\$ 143,675	\$ 147,621	\$ 155,869	\$ 164,555	\$ 173,742	\$ 183,430	\$ 188,483	\$ 193,662	\$ 198,986	\$ 204,456
6539	HR	\$ 65.39	\$ 67.19	\$ 69.04	\$ 70.94	\$ 74.89	\$ 79.07	\$ 83.47	\$ 88.13	\$ 90.55	\$ 93.04	\$ 95.60	\$ 98.23
	BW	\$ 5,231.20	\$ 5,375.20	\$ 5,523.20	\$ 5,675.20	\$ 5,991.20	\$ 6,325.60	\$ 6,677.60	\$ 7,050.40	\$ 7,244.00	\$ 7,443.20	\$ 7,648.00	\$ 7,858.40
	YR	\$ 136,534	\$ 140,292	\$ 144,155	\$ 148,122	\$ 156,370	\$ 165,098	\$ 174,285	\$ 184,015	\$ 189,068	\$ 194,267	\$ 199,612	\$ 205,104
6554	HR	\$ 65.54	\$ 67.34	\$ 69.19	\$ 71.09	\$ 75.06	\$ 79.24	\$ 83.66	\$ 88.32	\$ 90.75	\$ 93.25	\$ 95.81	\$ 98.44
	BW	\$ 5,243.20	\$ 5,387.20	\$ 5,535.20	\$ 5,687.20	\$ 6,004.80	\$ 6,339.20	\$ 6,692.80	\$ 7,065.60	\$ 7,260.00	\$ 7,460.00	\$ 7,664.80	\$ 7,875.20
	YR	\$ 136,847	\$ 140,605	\$ 144,468	\$ 148,435	\$ 156,725	\$ 165,453	\$ 174,682	\$ 184,412	\$ 189,486	\$ 194,706	\$ 200,051	\$ 205,542
6557	HR	\$ 65.57	\$ 67.37	\$ 69.23	\$ 71.13	\$ 75.10	\$ 79.29	\$ 83.71	\$ 88.38	\$ 90.81	\$ 93.31	\$ 95.87	\$ 98.51
	BW	\$ 5,245.60	\$ 5,389.60	\$ 5,538.40	\$ 5,690.40	\$ 6,008.00	\$ 6,343.20	\$ 6,696.80	\$ 7,070.40	\$ 7,264.80	\$ 7,464.80	\$ 7,669.60	\$ 7,880.80
	YR	\$ 136,910	\$ 140,668	\$ 144,552	\$ 148,519	\$ 156,808	\$ 165,557	\$ 174,786	\$ 184,537	\$ 189,611	\$ 194,831	\$ 200,176	\$ 205,688
6587	HR	\$ 65.87	\$ 67.68	\$ 69.54	\$ 71.45	\$ 75.44	\$ 79.64	\$ 84.08	\$ 88.77	\$ 91.21	\$ 93.72	\$ 96.30	\$ 98.95
	BW	\$ 5,269.60	\$ 5,414.40	\$ 5,563.20	\$ 5,716.00	\$ 6,035.20	\$ 6,371.20	\$ 6,726.40	\$ 7,101.60	\$ 7,296.80	\$ 7,497.60	\$ 7,704.00	\$ 7,916.00
	YR	\$ 137,536	\$ 141,315	\$ 145,199	\$ 149,187	\$ 157,518	\$ 166,288	\$ 175,559	\$ 185,351	\$ 190,446	\$ 195,687	\$ 201,074	\$ 206,607
6590	HR	\$ 65.90	\$ 67.71	\$ 69.57	\$ 71.48	\$ 75.47	\$ 79.68	\$ 84.12	\$ 88.81	\$ 91.25	\$ 93.76	\$ 96.34	\$ 98.99
	BW	\$ 5,272.00	\$ 5,416.80	\$ 5,565.60	\$ 5,718.40	\$ 6,037.60	\$ 6,374.40	\$ 6,729.60	\$ 7,104.80	\$ 7,300.00	\$ 7,500.80	\$ 7,707.20	\$ 7,919.20
	YR	\$ 137,599	\$ 141,378	\$ 145,262	\$ 149,250	\$ 157,581	\$ 166,371	\$ 175,642	\$ 185,435	\$ 190,530	\$ 195,770	\$ 201,157	\$ 206,691
6606	HR	\$ 66.06	\$ 67.88	\$ 69.74	\$ 71.66	\$ 75.65	\$ 79.88	\$ 84.33	\$ 89.03	\$ 91.48	\$ 94.00	\$ 96.58	\$ 99.24
	BW	\$ 5,284.80	\$ 5,430.40	\$ 5,579.20	\$ 5,732.80	\$ 6,052.00	\$ 6,390.40	\$ 6,746.40	\$ 7,122.40	\$ 7,318.40	\$ 7,520.00	\$ 7,726.40	\$ 7,939.20
	YR	\$ 137,933	\$ 141,733	\$ 145,617	\$ 149,626	\$ 157,957	\$ 166,789	\$ 176,081	\$ 185,894	\$ 191,010	\$ 196,272	\$ 201,659	\$ 207,213
6611	HR	\$ 66.11	\$ 67.93	\$ 69.80	\$ 71.72	\$ 75.72	\$ 79.94	\$ 84.40	\$ 89.10	\$ 91.56	\$ 94.08	\$ 96.67	\$ 99.33
	BW	\$ 5,288.80	\$ 5,434.40	\$ 5,584.00	\$ 5,737.60	\$ 6,057.60	\$ 6,395.20	\$ 6,752.00	\$ 7,128.00	\$ 7,324.80	\$ 7,526.40	\$ 7,733.60	\$ 7,946.40
	YR	\$ 138,037	\$ 141,837	\$ 145,742	\$ 149,751	\$ 158,103	\$ 166,914	\$ 176,227	\$ 186,040	\$ 191,177	\$ 196,439	\$ 201,846	\$ 207,401
6653	HR	\$ 66.53	\$ 68.36	\$ 70.24	\$ 72.17	\$ 76.20	\$ 80.44	\$ 84.93	\$ 89.67	\$ 92.14	\$ 94.67	\$ 97.28	\$ 99.96
	BW	\$ 5,322.40	\$ 5,468.80	\$ 5,619.20	\$ 5,773.60	\$ 6,096.00	\$ 6,435.20	\$ 6,794.40	\$ 7,173.60	\$ 7,371.20	\$ 7,573.60	\$ 7,782.40	\$ 7,996.80
	YR	\$ 138,914	\$ 142,735	\$ 146,661	\$ 150,690	\$ 159,105	\$ 167,958	\$ 177,333	\$ 187,230	\$ 192,388	\$ 197,670	\$ 203,120	\$ 208,716
6673	HR	\$ 66.73	\$ 68.57	\$ 70.45	\$ 72.39	\$ 76.43	\$ 80.69	\$ 85.19	\$ 89.94	\$ 92.41	\$ 94.95	\$ 97.56	\$ 100.24
	BW	\$ 5,338.40	\$ 5,485.60	\$ 5,636.00	\$ 5,791.20	\$ 6,114.40	\$ 6,455.20	\$ 6,815.20	\$ 7,195.20	\$ 7,392.80	\$ 7,596.00	\$ 7,804.80	\$ 8,019.20
	YR	\$ 139,332	\$ 143,174	\$ 147,099	\$ 151,150	\$ 159,585	\$ 168,480	\$ 177,876	\$ 187,794	\$ 192,952	\$ 198,255	\$ 203,705	\$ 209,301
6724	HR	\$ 67.24	\$ 69.09	\$ 70.99	\$ 72.94	\$ 77.01	\$ 81.31	\$ 85.84	\$ 90.63	\$ 93.12	\$ 95.68	\$ 98.31	\$ 101.01
	BW	\$ 5,379.20	\$ 5,527.20	\$ 5,679.20	\$ 5,835.20	\$ 6,160.80	\$ 6,504.80	\$ 6,867.20	\$ 7,250.40	\$ 7,449.60	\$ 7,654.40	\$ 7,864.80	\$ 8,080.80
	YR	\$ 140,397	\$ 144,259	\$ 148,227	\$ 152,298	\$ 160,796	\$ 169,775	\$ 179,233	\$ 189,235	\$ 194,434	\$ 199,779	\$ 205,271	\$ 210,908

MOU 36

Appendix G

Operative on December 26, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
6740	HR	\$ 67.40	\$ 69.25	\$ 71.16	\$ 73.12	\$ 77.20	\$ 81.50	\$ 86.04	\$ 90.84	\$ 93.34	\$ 95.91	\$ 98.54	\$ 101.25
	BW	\$ 5,392.00	\$ 5,540.00	\$ 5,692.80	\$ 5,849.60	\$ 6,176.00	\$ 6,520.00	\$ 6,883.20	\$ 7,267.20	\$ 7,467.20	\$ 7,672.80	\$ 7,883.20	\$ 8,100.00
	YR	\$ 140,731	\$ 144,594	\$ 148,582	\$ 152,674	\$ 161,193	\$ 170,172	\$ 179,651	\$ 189,673	\$ 194,893	\$ 200,260	\$ 205,751	\$ 211,410
6760	HR	\$ 67.60	\$ 69.46	\$ 71.37	\$ 73.33	\$ 77.42	\$ 81.74	\$ 86.30	\$ 91.11	\$ 93.61	\$ 96.18	\$ 98.83	\$ 101.55
	BW	\$ 5,408.00	\$ 5,556.80	\$ 5,709.60	\$ 5,866.40	\$ 6,193.60	\$ 6,539.20	\$ 6,904.00	\$ 7,288.80	\$ 7,488.80	\$ 7,694.40	\$ 7,906.40	\$ 8,124.00
	YR	\$ 141,148	\$ 145,032	\$ 149,020	\$ 153,113	\$ 161,652	\$ 170,673	\$ 180,194	\$ 190,237	\$ 195,457	\$ 200,823	\$ 206,357	\$ 212,036
6788	HR	\$ 67.88	\$ 69.75	\$ 71.66	\$ 73.63	\$ 77.74	\$ 82.08	\$ 86.65	\$ 91.48	\$ 93.99	\$ 96.57	\$ 99.23	\$ 101.96
	BW	\$ 5,430.40	\$ 5,580.00	\$ 5,732.80	\$ 5,890.40	\$ 6,219.20	\$ 6,566.40	\$ 6,932.00	\$ 7,318.40	\$ 7,519.20	\$ 7,725.60	\$ 7,938.40	\$ 8,156.80
	YR	\$ 141,733	\$ 145,638	\$ 149,626	\$ 153,739	\$ 162,321	\$ 171,383	\$ 180,925	\$ 191,010	\$ 196,251	\$ 201,638	\$ 207,192	\$ 212,892
6820	HR	\$ 68.20	\$ 70.08	\$ 72.00	\$ 73.98	\$ 78.10	\$ 82.46	\$ 87.05	\$ 91.90	\$ 94.43	\$ 97.03	\$ 99.70	\$ 102.44
	BW	\$ 5,456.00	\$ 5,606.40	\$ 5,760.00	\$ 5,918.40	\$ 6,248.00	\$ 6,596.80	\$ 6,964.00	\$ 7,352.00	\$ 7,554.40	\$ 7,762.40	\$ 7,976.00	\$ 8,195.20
	YR	\$ 142,401	\$ 146,327	\$ 150,336	\$ 154,470	\$ 163,072	\$ 172,176	\$ 181,760	\$ 191,887	\$ 197,169	\$ 202,598	\$ 208,173	\$ 213,894
6858	HR	\$ 68.58	\$ 70.47	\$ 72.40	\$ 74.39	\$ 78.54	\$ 82.92	\$ 87.54	\$ 92.42	\$ 94.97	\$ 97.58	\$ 100.27	\$ 103.03
	BW	\$ 5,486.40	\$ 5,637.60	\$ 5,792.00	\$ 5,951.20	\$ 6,283.20	\$ 6,633.60	\$ 7,003.20	\$ 7,393.60	\$ 7,597.60	\$ 7,806.40	\$ 8,021.60	\$ 8,242.40
	YR	\$ 143,195	\$ 147,141	\$ 151,171	\$ 155,326	\$ 163,991	\$ 173,136	\$ 182,783	\$ 192,972	\$ 198,297	\$ 203,747	\$ 209,363	\$ 215,126
6875	HR	\$ 68.75	\$ 70.64	\$ 72.58	\$ 74.58	\$ 78.74	\$ 83.12	\$ 87.76	\$ 92.65	\$ 95.20	\$ 97.82	\$ 100.51	\$ 103.27
	BW	\$ 5,500.00	\$ 5,651.20	\$ 5,806.40	\$ 5,966.40	\$ 6,299.20	\$ 6,649.60	\$ 7,020.80	\$ 7,412.00	\$ 7,616.00	\$ 7,825.60	\$ 8,040.80	\$ 8,261.60
	YR	\$ 143,550	\$ 147,496	\$ 151,547	\$ 155,723	\$ 164,409	\$ 173,554	\$ 183,242	\$ 193,453	\$ 198,777	\$ 204,248	\$ 209,864	\$ 215,627
6908	HR	\$ 69.08	\$ 70.98	\$ 72.93	\$ 74.94	\$ 79.12	\$ 83.53	\$ 88.18	\$ 93.10	\$ 95.66	\$ 98.29	\$ 100.99	\$ 103.77
	BW	\$ 5,526.40	\$ 5,678.40	\$ 5,834.40	\$ 5,995.20	\$ 6,329.60	\$ 6,682.40	\$ 7,054.40	\$ 7,448.00	\$ 7,652.80	\$ 7,863.20	\$ 8,079.20	\$ 8,301.60
	YR	\$ 144,239	\$ 148,206	\$ 152,277	\$ 156,474	\$ 165,202	\$ 174,410	\$ 184,119	\$ 194,392	\$ 199,738	\$ 205,229	\$ 210,867	\$ 216,671
6924	HR	\$ 69.24	\$ 71.14	\$ 73.10	\$ 75.11	\$ 79.30	\$ 83.72	\$ 88.39	\$ 93.32	\$ 95.88	\$ 98.52	\$ 101.23	\$ 104.01
	BW	\$ 5,539.20	\$ 5,691.20	\$ 5,848.00	\$ 6,008.80	\$ 6,344.00	\$ 6,697.60	\$ 7,071.20	\$ 7,465.60	\$ 7,670.40	\$ 7,881.60	\$ 8,098.40	\$ 8,320.80
	YR	\$ 144,573	\$ 148,540	\$ 152,632	\$ 156,829	\$ 165,578	\$ 174,807	\$ 184,558	\$ 194,852	\$ 200,197	\$ 205,709	\$ 211,368	\$ 217,172
6932	HR	\$ 69.32	\$ 71.23	\$ 73.19	\$ 75.20	\$ 79.39	\$ 83.82	\$ 88.50	\$ 93.43	\$ 96.00	\$ 98.64	\$ 101.35	\$ 104.14
	BW	\$ 5,545.60	\$ 5,698.40	\$ 5,855.20	\$ 6,016.00	\$ 6,351.20	\$ 6,705.60	\$ 7,080.00	\$ 7,474.40	\$ 7,680.00	\$ 7,891.20	\$ 8,108.00	\$ 8,331.20
	YR	\$ 144,740	\$ 148,728	\$ 152,820	\$ 157,017	\$ 165,766	\$ 175,016	\$ 184,788	\$ 195,081	\$ 200,448	\$ 205,960	\$ 211,618	\$ 217,444
6966	HR	\$ 69.66	\$ 71.58	\$ 73.54	\$ 75.56	\$ 79.78	\$ 84.22	\$ 88.92	\$ 93.88	\$ 96.46	\$ 99.11	\$ 101.84	\$ 104.64
	BW	\$ 5,572.80	\$ 5,726.40	\$ 5,883.20	\$ 6,044.80	\$ 6,382.40	\$ 6,737.60	\$ 7,113.60	\$ 7,510.40	\$ 7,716.80	\$ 7,928.80	\$ 8,147.20	\$ 8,371.20
	YR	\$ 145,450	\$ 149,459	\$ 153,551	\$ 157,769	\$ 166,580	\$ 175,851	\$ 185,664	\$ 196,021	\$ 201,408	\$ 206,941	\$ 212,641	\$ 218,488
6990	HR	\$ 69.90	\$ 71.82	\$ 73.80	\$ 75.83	\$ 80.05	\$ 84.51	\$ 89.23	\$ 94.20	\$ 96.79	\$ 99.45	\$ 102.19	\$ 105.00
	BW	\$ 5,592.00	\$ 5,745.60	\$ 5,904.00	\$ 6,066.40	\$ 6,404.00	\$ 6,760.80	\$ 7,138.40	\$ 7,536.00	\$ 7,743.20	\$ 7,956.00	\$ 8,175.20	\$ 8,400.00
	YR	\$ 145,951	\$ 149,960	\$ 154,094	\$ 158,333	\$ 167,144	\$ 176,456	\$ 186,312	\$ 196,689	\$ 202,097	\$ 207,651	\$ 213,372	\$ 219,240
7001	HR	\$ 70.01	\$ 71.94	\$ 73.91	\$ 75.94	\$ 80.18	\$ 84.65	\$ 89.36	\$ 94.35	\$ 96.94	\$ 99.61	\$ 102.35	\$ 105.16
	BW	\$ 5,600.80	\$ 5,755.20	\$ 5,912.80	\$ 6,075.20	\$ 6,414.40	\$ 6,772.00	\$ 7,148.80	\$ 7,548.00	\$ 7,755.20	\$ 7,968.80	\$ 8,188.00	\$ 8,412.80
	YR	\$ 146,180	\$ 150,210	\$ 154,324	\$ 158,562	\$ 167,415	\$ 176,749	\$ 186,583	\$ 197,002	\$ 202,410	\$ 207,985	\$ 213,706	\$ 219,574

**MOU 36**

**Appendix G**

**Operative on December 26, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7035	HR	\$ 70.35	\$ 72.28	\$ 74.27	\$ 76.31	\$ 80.57	\$ 85.06	\$ 89.80	\$ 94.81	\$ 97.41	\$ 100.09	\$ 102.84	\$ 105.67
	BW	\$ 5,628.00	\$ 5,782.40	\$ 5,941.60	\$ 6,104.80	\$ 6,445.60	\$ 6,804.80	\$ 7,184.00	\$ 7,584.80	\$ 7,792.80	\$ 8,007.20	\$ 8,227.20	\$ 8,453.60
	YR	\$ 146,890	\$ 150,920	\$ 155,075	\$ 159,335	\$ 168,230	\$ 177,605	\$ 187,502	\$ 197,963	\$ 203,392	\$ 208,987	\$ 214,729	\$ 220,638
7059	HR	\$ 70.59	\$ 72.53	\$ 74.53	\$ 76.58	\$ 80.85	\$ 85.36	\$ 90.12	\$ 95.15	\$ 97.76	\$ 100.45	\$ 103.21	\$ 106.05
	BW	\$ 5,647.20	\$ 5,802.40	\$ 5,962.40	\$ 6,126.40	\$ 6,468.00	\$ 6,828.80	\$ 7,209.60	\$ 7,612.00	\$ 7,820.80	\$ 8,036.00	\$ 8,256.80	\$ 8,484.00
	YR	\$ 147,391	\$ 151,442	\$ 155,618	\$ 159,899	\$ 168,814	\$ 178,231	\$ 188,170	\$ 198,673	\$ 204,122	\$ 209,739	\$ 215,502	\$ 221,432
7127	HR	\$ 71.27	\$ 73.23	\$ 75.24	\$ 77.31	\$ 81.62	\$ 86.18	\$ 90.99	\$ 96.06	\$ 98.70	\$ 101.41	\$ 104.20	\$ 107.07
	BW	\$ 5,701.60	\$ 5,858.40	\$ 6,019.20	\$ 6,184.80	\$ 6,529.60	\$ 6,894.40	\$ 7,279.20	\$ 7,684.80	\$ 7,896.00	\$ 8,112.80	\$ 8,336.00	\$ 8,565.60
	YR	\$ 148,811	\$ 152,904	\$ 157,101	\$ 161,423	\$ 170,422	\$ 179,943	\$ 189,987	\$ 200,573	\$ 206,085	\$ 211,744	\$ 217,569	\$ 223,562
7168	HR	\$ 71.68	\$ 73.65	\$ 75.68	\$ 77.76	\$ 82.10	\$ 86.67	\$ 91.50	\$ 96.61	\$ 99.26	\$ 101.99	\$ 104.79	\$ 107.67
	BW	\$ 5,734.40	\$ 5,892.00	\$ 6,054.40	\$ 6,220.80	\$ 6,568.00	\$ 6,933.60	\$ 7,320.00	\$ 7,728.80	\$ 7,940.80	\$ 8,159.20	\$ 8,383.20	\$ 8,613.60
	YR	\$ 149,667	\$ 153,781	\$ 158,019	\$ 162,362	\$ 171,424	\$ 180,966	\$ 191,052	\$ 201,721	\$ 207,254	\$ 212,955	\$ 218,801	\$ 224,814
7197	HR	\$ 71.97	\$ 73.95	\$ 75.98	\$ 78.07	\$ 82.43	\$ 87.02	\$ 91.87	\$ 97.00	\$ 99.66	\$ 102.40	\$ 105.22	\$ 108.11
	BW	\$ 5,757.60	\$ 5,916.00	\$ 6,078.40	\$ 6,245.60	\$ 6,594.40	\$ 6,961.60	\$ 7,349.60	\$ 7,760.00	\$ 7,972.80	\$ 8,192.00	\$ 8,417.60	\$ 8,648.80
	YR	\$ 150,273	\$ 154,407	\$ 158,646	\$ 163,010	\$ 172,113	\$ 181,697	\$ 191,824	\$ 202,536	\$ 208,090	\$ 213,811	\$ 219,699	\$ 225,733
7297	HR	\$ 72.97	\$ 74.98	\$ 77.04	\$ 79.16	\$ 83.58	\$ 88.24	\$ 93.16	\$ 98.36	\$ 101.07	\$ 103.85	\$ 106.71	\$ 109.64
	BW	\$ 5,837.60	\$ 5,998.40	\$ 6,163.20	\$ 6,332.80	\$ 6,686.40	\$ 7,059.20	\$ 7,452.80	\$ 7,868.80	\$ 8,085.60	\$ 8,308.00	\$ 8,536.80	\$ 8,771.20
	YR	\$ 152,361	\$ 156,558	\$ 160,859	\$ 165,286	\$ 174,515	\$ 184,245	\$ 194,518	\$ 205,375	\$ 211,034	\$ 216,838	\$ 222,810	\$ 228,928
7329	HR	\$ 73.29	\$ 75.31	\$ 77.38	\$ 79.51	\$ 83.94	\$ 88.61	\$ 93.55	\$ 98.77	\$ 101.49	\$ 104.28	\$ 107.15	\$ 110.10
	BW	\$ 5,863.20	\$ 6,024.80	\$ 6,190.40	\$ 6,360.80	\$ 6,715.20	\$ 7,088.80	\$ 7,484.00	\$ 7,901.60	\$ 8,119.20	\$ 8,342.40	\$ 8,572.00	\$ 8,808.00
	YR	\$ 153,029	\$ 157,247	\$ 161,569	\$ 166,016	\$ 175,266	\$ 185,017	\$ 195,332	\$ 206,231	\$ 211,911	\$ 217,736	\$ 223,729	\$ 229,888
7421	HR	\$ 74.21	\$ 76.25	\$ 78.35	\$ 80.50	\$ 84.99	\$ 89.73	\$ 94.74	\$ 100.02	\$ 102.77	\$ 105.60	\$ 108.50	\$ 111.48
	BW	\$ 5,936.80	\$ 6,100.00	\$ 6,268.00	\$ 6,440.00	\$ 6,799.20	\$ 7,178.40	\$ 7,579.20	\$ 8,001.60	\$ 8,221.60	\$ 8,448.00	\$ 8,680.00	\$ 8,918.40
	YR	\$ 154,950	\$ 159,210	\$ 163,594	\$ 168,084	\$ 177,459	\$ 187,356	\$ 197,817	\$ 208,841	\$ 214,583	\$ 220,492	\$ 226,548	\$ 232,770
7485	HR	\$ 74.85	\$ 76.91	\$ 79.02	\$ 81.19	\$ 85.72	\$ 90.50	\$ 95.55	\$ 100.87	\$ 103.64	\$ 106.49	\$ 109.42	\$ 112.43
	BW	\$ 5,988.00	\$ 6,152.80	\$ 6,321.60	\$ 6,495.20	\$ 6,857.60	\$ 7,240.00	\$ 7,644.00	\$ 8,069.60	\$ 8,291.20	\$ 8,519.20	\$ 8,753.60	\$ 8,994.40
	YR	\$ 156,286	\$ 160,588	\$ 164,993	\$ 169,524	\$ 178,983	\$ 188,964	\$ 199,508	\$ 210,616	\$ 216,400	\$ 222,351	\$ 228,468	\$ 234,753
7507	HR	\$ 75.07	\$ 77.13	\$ 79.26	\$ 81.44	\$ 85.98	\$ 90.78	\$ 95.85	\$ 101.19	\$ 103.97	\$ 106.83	\$ 109.77	\$ 112.79
	BW	\$ 6,005.60	\$ 6,170.40	\$ 6,340.80	\$ 6,515.20	\$ 6,878.40	\$ 7,262.40	\$ 7,668.00	\$ 8,095.20	\$ 8,317.60	\$ 8,546.40	\$ 8,781.60	\$ 9,023.20
	YR	\$ 156,746	\$ 161,047	\$ 165,494	\$ 170,046	\$ 179,526	\$ 189,548	\$ 200,134	\$ 211,284	\$ 217,089	\$ 223,061	\$ 229,199	\$ 235,505
7523	HR	\$ 75.23	\$ 77.30	\$ 79.42	\$ 81.60	\$ 86.16	\$ 90.96	\$ 96.04	\$ 101.39	\$ 104.18	\$ 107.04	\$ 109.99	\$ 113.01
	BW	\$ 6,018.40	\$ 6,184.00	\$ 6,353.60	\$ 6,528.00	\$ 6,892.80	\$ 7,276.80	\$ 7,683.20	\$ 8,111.20	\$ 8,334.40	\$ 8,563.20	\$ 8,799.20	\$ 9,040.80
	YR	\$ 157,080	\$ 161,402	\$ 165,828	\$ 170,380	\$ 179,902	\$ 189,924	\$ 200,531	\$ 211,702	\$ 217,527	\$ 223,499	\$ 229,659	\$ 235,964
7566	HR	\$ 75.66	\$ 77.74	\$ 79.88	\$ 82.08	\$ 86.65	\$ 91.48	\$ 96.57	\$ 101.96	\$ 104.76	\$ 107.64	\$ 110.60	\$ 113.64
	BW	\$ 6,052.80	\$ 6,219.20	\$ 6,390.40	\$ 6,566.40	\$ 6,932.00	\$ 7,318.40	\$ 7,725.60	\$ 8,156.80	\$ 8,380.80	\$ 8,611.20	\$ 8,848.00	\$ 9,091.20
	YR	\$ 157,978	\$ 162,321	\$ 166,789	\$ 171,383	\$ 180,925	\$ 191,010	\$ 201,638	\$ 212,892	\$ 218,738	\$ 224,752	\$ 230,932	\$ 237,280

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Appendix G

Operative on December 26, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
7624	HR	\$ 76.24	\$ 78.34	\$ 80.49	\$ 82.70	\$ 87.32	\$ 92.19	\$ 97.32	\$ 102.75	\$ 105.58	\$ 108.48	\$ 111.47	\$ 114.54
	BW	\$ 6,099.20	\$ 6,267.20	\$ 6,439.20	\$ 6,616.00	\$ 6,985.60	\$ 7,375.20	\$ 7,785.60	\$ 8,220.00	\$ 8,446.40	\$ 8,678.40	\$ 8,917.60	\$ 9,163.20
	YR	\$ 159,189	\$ 163,573	\$ 168,063	\$ 172,677	\$ 182,324	\$ 192,492	\$ 203,204	\$ 214,542	\$ 220,451	\$ 226,506	\$ 232,749	\$ 239,159
7651	HR	\$ 76.51	\$ 78.61	\$ 80.78	\$ 83.00	\$ 87.63	\$ 92.51	\$ 97.66	\$ 103.11	\$ 105.95	\$ 108.86	\$ 111.86	\$ 114.94
	BW	\$ 6,120.80	\$ 6,288.80	\$ 6,462.40	\$ 6,640.00	\$ 7,010.40	\$ 7,400.80	\$ 7,812.80	\$ 8,248.80	\$ 8,476.00	\$ 8,708.80	\$ 8,948.80	\$ 9,195.20
	YR	\$ 159,752	\$ 164,137	\$ 168,668	\$ 173,304	\$ 182,971	\$ 193,160	\$ 203,914	\$ 215,293	\$ 221,223	\$ 227,299	\$ 233,563	\$ 239,994
7703	HR	\$ 77.03	\$ 79.15	\$ 81.32	\$ 83.56	\$ 88.21	\$ 93.13	\$ 98.32	\$ 103.81	\$ 106.66	\$ 109.59	\$ 112.61	\$ 115.71
	BW	\$ 6,162.40	\$ 6,332.00	\$ 6,505.60	\$ 6,684.80	\$ 7,056.80	\$ 7,450.40	\$ 7,865.60	\$ 8,304.80	\$ 8,532.80	\$ 8,767.20	\$ 9,008.80	\$ 9,256.80
	YR	\$ 160,838	\$ 165,265	\$ 169,796	\$ 174,473	\$ 184,182	\$ 194,455	\$ 205,292	\$ 216,755	\$ 222,706	\$ 228,823	\$ 235,129	\$ 241,602
7894	HR	\$ 78.94	\$ 81.11	\$ 83.34	\$ 85.63	\$ 90.41	\$ 95.45	\$ 100.78	\$ 106.40	\$ 109.32	\$ 112.33	\$ 115.42	\$ 118.59
	BW	\$ 6,315.20	\$ 6,488.80	\$ 6,667.20	\$ 6,850.40	\$ 7,232.80	\$ 7,636.00	\$ 8,062.40	\$ 8,512.00	\$ 8,745.60	\$ 8,986.40	\$ 9,233.60	\$ 9,487.20
	YR	\$ 164,826	\$ 169,357	\$ 174,013	\$ 178,795	\$ 188,776	\$ 199,299	\$ 210,428	\$ 222,163	\$ 228,260	\$ 234,545	\$ 240,996	\$ 247,615
7919	HR	\$ 79.19	\$ 81.37	\$ 83.61	\$ 85.91	\$ 90.70	\$ 95.75	\$ 101.10	\$ 106.74	\$ 109.67	\$ 112.69	\$ 115.78	\$ 118.96
	BW	\$ 6,335.20	\$ 6,509.60	\$ 6,688.80	\$ 6,872.80	\$ 7,256.00	\$ 7,660.00	\$ 8,088.00	\$ 8,539.20	\$ 8,773.60	\$ 9,015.20	\$ 9,262.40	\$ 9,516.80
	YR	\$ 165,348	\$ 169,900	\$ 174,577	\$ 179,380	\$ 189,381	\$ 199,926	\$ 211,096	\$ 222,873	\$ 228,990	\$ 235,296	\$ 241,748	\$ 248,388
7991	HR	\$ 79.91	\$ 82.11	\$ 84.37	\$ 86.69	\$ 91.52	\$ 96.63	\$ 102.01	\$ 107.70	\$ 110.66	\$ 113.70	\$ 116.83	\$ 120.04
	BW	\$ 6,392.80	\$ 6,568.80	\$ 6,749.60	\$ 6,935.20	\$ 7,321.60	\$ 7,730.40	\$ 8,160.80	\$ 8,616.00	\$ 8,852.80	\$ 9,096.00	\$ 9,346.40	\$ 9,603.20
	YR	\$ 166,852	\$ 171,445	\$ 176,164	\$ 181,008	\$ 191,093	\$ 201,763	\$ 212,996	\$ 224,877	\$ 231,058	\$ 237,405	\$ 243,941	\$ 250,643
8138	HR	\$ 81.38	\$ 83.62	\$ 85.92	\$ 88.28	\$ 93.20	\$ 98.40	\$ 103.89	\$ 109.69	\$ 112.70	\$ 115.80	\$ 118.98	\$ 122.25
	BW	\$ 6,510.40	\$ 6,689.60	\$ 6,873.60	\$ 7,062.40	\$ 7,456.00	\$ 7,872.00	\$ 8,311.20	\$ 8,775.20	\$ 9,016.00	\$ 9,264.00	\$ 9,518.40	\$ 9,780.00
	YR	\$ 169,921	\$ 174,598	\$ 179,400	\$ 184,328	\$ 194,601	\$ 205,459	\$ 216,922	\$ 229,032	\$ 235,317	\$ 241,790	\$ 248,430	\$ 255,258
8321	HR	\$ 83.21	\$ 85.50	\$ 87.85	\$ 90.27	\$ 95.30	\$ 100.61	\$ 106.22	\$ 112.14	\$ 115.23	\$ 118.40	\$ 121.65	\$ 125.00
	BW	\$ 6,656.80	\$ 6,840.00	\$ 7,028.00	\$ 7,221.60	\$ 7,624.00	\$ 8,048.80	\$ 8,497.60	\$ 8,971.20	\$ 9,218.40	\$ 9,472.00	\$ 9,732.00	\$ 10,000.00
	YR	\$ 173,742	\$ 178,524	\$ 183,430	\$ 188,483	\$ 198,986	\$ 210,073	\$ 221,787	\$ 234,148	\$ 240,600	\$ 247,219	\$ 254,005	\$ 261,000
8337	HR	\$ 83.37	\$ 85.66	\$ 88.02	\$ 90.44	\$ 95.49	\$ 100.81	\$ 106.43	\$ 112.37	\$ 115.46	\$ 118.64	\$ 121.90	\$ 125.25
	BW	\$ 6,669.60	\$ 6,852.80	\$ 7,041.60	\$ 7,235.20	\$ 7,639.20	\$ 8,064.80	\$ 8,514.40	\$ 8,989.60	\$ 9,236.80	\$ 9,491.20	\$ 9,752.00	\$ 10,020.00
	YR	\$ 174,076	\$ 178,858	\$ 183,785	\$ 188,838	\$ 199,383	\$ 210,491	\$ 222,225	\$ 234,628	\$ 241,080	\$ 247,720	\$ 254,527	\$ 261,522
8347	HR	\$ 83.47	\$ 85.77	\$ 88.12	\$ 90.54	\$ 95.59	\$ 100.92	\$ 106.55	\$ 112.49	\$ 115.58	\$ 118.76	\$ 122.02	\$ 125.38
	BW	\$ 6,677.60	\$ 6,861.60	\$ 7,049.60	\$ 7,243.20	\$ 7,647.20	\$ 8,073.60	\$ 8,524.00	\$ 8,999.20	\$ 9,246.40	\$ 9,500.80	\$ 9,761.60	\$ 10,030.40
	YR	\$ 174,285	\$ 179,087	\$ 183,994	\$ 189,047	\$ 199,591	\$ 210,720	\$ 222,476	\$ 234,879	\$ 241,331	\$ 247,970	\$ 254,777	\$ 261,793
8349	HR	\$ 83.49	\$ 85.79	\$ 88.15	\$ 90.57	\$ 95.62	\$ 100.95	\$ 106.58	\$ 112.52	\$ 115.62	\$ 118.80	\$ 122.07	\$ 125.43
	BW	\$ 6,679.20	\$ 6,863.20	\$ 7,052.00	\$ 7,245.60	\$ 7,649.60	\$ 8,076.00	\$ 8,526.40	\$ 9,001.60	\$ 9,249.60	\$ 9,504.00	\$ 9,765.60	\$ 10,034.40
	YR	\$ 174,327	\$ 179,129	\$ 184,057	\$ 189,110	\$ 199,654	\$ 210,783	\$ 222,539	\$ 234,941	\$ 241,414	\$ 248,054	\$ 254,882	\$ 261,897
8361	HR	\$ 83.61	\$ 85.91	\$ 88.27	\$ 90.70	\$ 95.75	\$ 101.10	\$ 106.74	\$ 112.69	\$ 115.78	\$ 118.96	\$ 122.24	\$ 125.60
	BW	\$ 6,688.80	\$ 6,872.80	\$ 7,061.60	\$ 7,256.00	\$ 7,660.00	\$ 8,088.00	\$ 8,539.20	\$ 9,015.20	\$ 9,262.40	\$ 9,516.80	\$ 9,779.20	\$ 10,048.00
	YR	\$ 174,577	\$ 179,380	\$ 184,307	\$ 189,381	\$ 199,926	\$ 211,096	\$ 222,873	\$ 235,296	\$ 241,748	\$ 248,388	\$ 255,237	\$ 262,252

**MOU 36**

**Appendix G**

**Operative on December 26, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
8412	HR	\$ 84.12	\$ 86.43	\$ 88.81	\$ 91.25	\$ 96.34	\$ 101.71	\$ 107.38	\$ 113.37	\$ 116.49	\$ 119.69	\$ 122.99	\$ 126.37
	BW	\$ 6,729.60	\$ 6,914.40	\$ 7,104.80	\$ 7,300.00	\$ 7,707.20	\$ 8,136.80	\$ 8,590.40	\$ 9,069.60	\$ 9,319.20	\$ 9,575.20	\$ 9,839.20	\$ 10,109.60
	YR	\$ 175,642	\$ 180,465	\$ 185,435	\$ 190,530	\$ 201,157	\$ 212,370	\$ 224,209	\$ 236,716	\$ 243,231	\$ 249,912	\$ 256,803	\$ 263,860
8520	HR	\$ 85.20	\$ 87.54	\$ 89.95	\$ 92.42	\$ 97.58	\$ 103.03	\$ 108.77	\$ 114.83	\$ 117.99	\$ 121.23	\$ 124.57	\$ 128.00
	BW	\$ 6,816.00	\$ 7,003.20	\$ 7,196.00	\$ 7,393.60	\$ 7,806.40	\$ 8,242.40	\$ 8,701.60	\$ 9,186.40	\$ 9,439.20	\$ 9,698.40	\$ 9,965.60	\$ 10,240.00
	YR	\$ 177,897	\$ 182,783	\$ 187,815	\$ 192,972	\$ 203,747	\$ 215,126	\$ 227,111	\$ 239,765	\$ 246,363	\$ 253,128	\$ 260,102	\$ 267,264
8581	HR	\$ 85.81	\$ 88.17	\$ 90.59	\$ 93.08	\$ 98.27	\$ 103.75	\$ 109.53	\$ 115.63	\$ 118.81	\$ 122.08	\$ 125.43	\$ 128.88
	BW	\$ 6,864.80	\$ 7,053.60	\$ 7,247.20	\$ 7,446.40	\$ 7,861.60	\$ 8,300.00	\$ 8,762.40	\$ 9,250.40	\$ 9,504.80	\$ 9,766.40	\$ 10,034.40	\$ 10,310.40
	YR	\$ 179,171	\$ 184,098	\$ 189,151	\$ 194,351	\$ 205,187	\$ 216,630	\$ 228,698	\$ 241,435	\$ 248,075	\$ 254,903	\$ 261,897	\$ 269,101
8586	HR	\$ 85.86	\$ 88.22	\$ 90.65	\$ 93.14	\$ 98.33	\$ 103.82	\$ 109.60	\$ 115.72	\$ 118.90	\$ 122.17	\$ 125.53	\$ 128.98
	BW	\$ 6,868.80	\$ 7,057.60	\$ 7,252.00	\$ 7,451.20	\$ 7,866.40	\$ 8,305.60	\$ 8,768.00	\$ 9,257.60	\$ 9,512.00	\$ 9,773.60	\$ 10,042.40	\$ 10,318.40
	YR	\$ 179,275	\$ 184,203	\$ 189,277	\$ 194,476	\$ 205,313	\$ 216,776	\$ 228,844	\$ 241,623	\$ 248,263	\$ 255,090	\$ 262,106	\$ 269,310
8629	HR	\$ 86.29	\$ 88.66	\$ 91.10	\$ 93.61	\$ 98.82	\$ 104.33	\$ 110.15	\$ 116.29	\$ 119.49	\$ 122.78	\$ 126.15	\$ 129.62
	BW	\$ 6,903.20	\$ 7,092.80	\$ 7,288.00	\$ 7,488.80	\$ 7,905.60	\$ 8,346.40	\$ 8,812.00	\$ 9,303.20	\$ 9,559.20	\$ 9,822.40	\$ 10,092.00	\$ 10,369.60
	YR	\$ 180,173	\$ 185,122	\$ 190,216	\$ 195,457	\$ 206,336	\$ 217,841	\$ 229,993	\$ 242,813	\$ 249,495	\$ 256,364	\$ 263,401	\$ 270,646
8680	HR	\$ 86.80	\$ 89.19	\$ 91.64	\$ 94.16	\$ 99.41	\$ 104.95	\$ 110.80	\$ 116.97	\$ 120.19	\$ 123.50	\$ 126.89	\$ 130.38
	BW	\$ 6,944.00	\$ 7,135.20	\$ 7,331.20	\$ 7,532.80	\$ 7,952.80	\$ 8,396.00	\$ 8,864.00	\$ 9,357.60	\$ 9,615.20	\$ 9,880.00	\$ 10,151.20	\$ 10,430.40
	YR	\$ 181,238	\$ 186,228	\$ 191,344	\$ 196,606	\$ 207,568	\$ 219,135	\$ 231,350	\$ 244,233	\$ 250,956	\$ 257,868	\$ 264,946	\$ 272,233
8694	HR	\$ 86.94	\$ 89.33	\$ 91.79	\$ 94.31	\$ 99.58	\$ 105.12	\$ 110.98	\$ 117.17	\$ 120.39	\$ 123.70	\$ 127.10	\$ 130.60
	BW	\$ 6,955.20	\$ 7,146.40	\$ 7,343.20	\$ 7,544.80	\$ 7,966.40	\$ 8,409.60	\$ 8,878.40	\$ 9,373.60	\$ 9,631.20	\$ 9,896.00	\$ 10,168.00	\$ 10,448.00
	YR	\$ 181,530	\$ 186,521	\$ 191,657	\$ 196,919	\$ 207,923	\$ 219,490	\$ 231,726	\$ 244,650	\$ 251,374	\$ 258,285	\$ 265,384	\$ 272,692
8712	HR	\$ 87.12	\$ 89.52	\$ 91.98	\$ 94.51	\$ 99.78	\$ 105.34	\$ 111.22	\$ 117.42	\$ 120.65	\$ 123.97	\$ 127.38	\$ 130.88
	BW	\$ 6,969.60	\$ 7,161.60	\$ 7,358.40	\$ 7,560.80	\$ 7,982.40	\$ 8,427.20	\$ 8,897.60	\$ 9,393.60	\$ 9,652.00	\$ 9,917.60	\$ 10,190.40	\$ 10,470.40
	YR	\$ 181,906	\$ 186,917	\$ 192,054	\$ 197,336	\$ 208,340	\$ 219,949	\$ 232,227	\$ 245,172	\$ 251,917	\$ 258,849	\$ 265,969	\$ 273,277
8724	HR	\$ 87.24	\$ 89.64	\$ 92.10	\$ 94.63	\$ 99.91	\$ 105.48	\$ 111.36	\$ 117.57	\$ 120.80	\$ 124.12	\$ 127.54	\$ 131.05
	BW	\$ 6,979.20	\$ 7,171.20	\$ 7,368.00	\$ 7,570.40	\$ 7,992.80	\$ 8,438.40	\$ 8,908.80	\$ 9,405.60	\$ 9,664.00	\$ 9,929.60	\$ 10,203.20	\$ 10,484.00
	YR	\$ 182,157	\$ 187,168	\$ 192,304	\$ 197,587	\$ 208,612	\$ 220,242	\$ 232,519	\$ 245,486	\$ 252,230	\$ 259,162	\$ 266,303	\$ 273,632
8762	HR	\$ 87.62	\$ 90.03	\$ 92.51	\$ 95.05	\$ 100.36	\$ 105.96	\$ 111.86	\$ 118.10	\$ 121.35	\$ 124.69	\$ 128.12	\$ 131.64
	BW	\$ 7,009.60	\$ 7,202.40	\$ 7,400.80	\$ 7,604.00	\$ 8,028.80	\$ 8,476.80	\$ 8,948.80	\$ 9,448.00	\$ 9,708.00	\$ 9,975.20	\$ 10,249.60	\$ 10,531.20
	YR	\$ 182,950	\$ 187,982	\$ 193,160	\$ 198,464	\$ 209,551	\$ 221,244	\$ 233,563	\$ 246,592	\$ 253,378	\$ 260,352	\$ 267,514	\$ 274,864
8776	HR	\$ 87.76	\$ 90.17	\$ 92.65	\$ 95.20	\$ 100.51	\$ 106.11	\$ 112.03	\$ 118.28	\$ 121.53	\$ 124.87	\$ 128.31	\$ 131.84
	BW	\$ 7,020.80	\$ 7,213.60	\$ 7,412.00	\$ 7,616.00	\$ 8,040.80	\$ 8,488.80	\$ 8,962.40	\$ 9,462.40	\$ 9,722.40	\$ 9,989.60	\$ 10,264.80	\$ 10,547.20
	YR	\$ 183,242	\$ 188,274	\$ 193,453	\$ 198,777	\$ 209,864	\$ 221,557	\$ 233,918	\$ 246,968	\$ 253,754	\$ 260,728	\$ 267,911	\$ 275,281
8777	HR	\$ 87.77	\$ 90.18	\$ 92.66	\$ 95.21	\$ 100.52	\$ 106.12	\$ 112.04	\$ 118.29	\$ 121.54	\$ 124.88	\$ 128.32	\$ 131.85
	BW	\$ 7,021.60	\$ 7,214.40	\$ 7,412.80	\$ 7,616.80	\$ 8,041.60	\$ 8,489.60	\$ 8,963.20	\$ 9,463.20	\$ 9,723.20	\$ 9,990.40	\$ 10,265.60	\$ 10,548.00
	YR	\$ 183,263	\$ 188,295	\$ 193,474	\$ 198,798	\$ 209,885	\$ 221,578	\$ 233,939	\$ 246,989	\$ 253,775	\$ 260,749	\$ 267,932	\$ 275,302

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Operative on June 25, 2028

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9206-0	311 Director	8078	2	\$ 173,304	--	12	\$ 253,378
7256-1	Airport Engineer I	6896	2	\$ 147,955	--	12	\$ 216,275
7256-2	Airport Engineer II	7341	2	\$ 157,497	--	12	\$ 230,243
9210-0	Airport Labor Relations Advocate	6164	2	\$ 132,253	--	12	\$ 193,348
9210-1	Airport Labor Relations Advocate I	6164	2	\$ 132,253	--	12	\$ 193,348
9210-2	Airport Labor Relations Advocate II	7012	2	\$ 150,440	--	12	\$ 219,949
9422-1	Airports Environmental Manager I	6720	2	\$ 144,176	--	12	\$ 210,825
9422-2	Airports Environmental Manager II	8078	2	\$ 173,304	--	12	\$ 253,378
3331-0	Airports Maintenance Superintendent	5932	2	\$ 127,263	--	12	\$ 186,082
7260-1	Airports Manager I	6650	2	\$ 142,673	--	12	\$ 208,549
7260-2	Airports Manager II	7570	2	\$ 162,404	--	12	\$ 237,426
7260-3	Airports Manager III	8868	2	\$ 190,258	--	12	\$ 278,163
1788-1	Airports Public And Community Relations Director I	5693	2	\$ 122,148	--	12	\$ 178,565
1788-2	Airports Public And Community Relations Director II	7270	2	\$ 155,973	--	12	\$ 228,030
1957-0	Asset Manager	8078	2	\$ 173,304	--	12	\$ 253,378
7259-0	Assistant Airport Manager	7175	2	\$ 153,927	--	12	\$ 225,044
1577-0	Assistant Chief Grants Administrator	6720	2	\$ 144,176	--	12	\$ 210,825
9232-0	Assistant City Librarian	9246	2	\$ 198,360	--	12	\$ 290,044
4219-1	Assistant Deputy Superintendent of Building I	7635	2	\$ 163,803	--	12	\$ 239,451
4219-2	Assistant Deputy Superintendent of Building II	8078	2	\$ 173,304	--	12	\$ 253,378
7298-0	Assistant Director Bureau of Contract Administration	8898	2	\$ 190,905	--	12	\$ 279,102
7225-0	Assistant Director Bureau of Sanitation	9246	2	\$ 198,360	--	12	\$ 290,044
7536-0	Assistant Director Bureau of Street Lighting	8898	2	\$ 190,905	--	12	\$ 279,102
4156-0	Assistant Director Bureau of Street Services	9246	2	\$ 198,360	--	12	\$ 290,044
9651-0	Assistant Director of Finance	9246	2	\$ 198,360	--	12	\$ 290,044
9428-0	Assistant Executive Director Cannabis Department	8853	2	\$ 189,924	--	12	\$ 277,683
9414-0	Assistant General Manager - LACERS	10199	2	\$ 218,801	--	12	\$ 319,860
9220-0	Assistant General Manager Aging	8078	2	\$ 173,304	--	12	\$ 253,378
0160-0	Assistant General Manager Airports	14271	2	\$ 306,163	--	12	\$ 447,583
9244-0	Assistant General Manager Animal Services	8898	2	\$ 190,905	--	12	\$ 279,102
9251-0	Assistant General Manager Community Development	9246	2	\$ 198,360	--	12	\$ 290,044
9694-0	Assistant General Manager Convention Center	8078	2	\$ 173,304	--	12	\$ 253,378
9248-0	Assistant General Manager Cultural Affairs	7475	2	\$ 160,379	--	12	\$ 234,482
9701-0	Assistant General Manager El Pueblo Historical Monu	7047	2	\$ 151,192	--	12	\$ 221,014
9273-0	Assistant General Manager Emergency Preparedness	7475	2	\$ 160,379	--	12	\$ 234,482

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
9257-0	Assistant General Manager General Services Departm	9246	2	\$ 198,360	--	12	\$ 290,044
9381-0	Assistant General Manager Information Technology A	9246	2	\$ 198,360	--	12	\$ 290,044
9271-0	Assistant General Manager Los Angeles Housing Dep	9246	2	\$ 198,360	--	12	\$ 290,044
9221-0	Assistant General Manager Neighborhood Empowerm	7475	2	\$ 160,379	--	12	\$ 234,482
9269-0	Assistant General Manager Pension	10199	2	\$ 218,801	--	12	\$ 319,860
9241-0	Assistant General Manager Recreation and Parks	9246	2	\$ 198,360	--	12	\$ 290,044
9263-0	Assistant General Manager Transportation	9246	2	\$ 198,360	--	12	\$ 290,044
0603-0	Assistant Inspector General	8751	2	\$ 187,752	--	12	\$ 274,488
9415-0	Assistant Retirement Plan Manager	7475	2	\$ 160,379	--	12	\$ 234,482
9646-0	Assistant Treasurer	8528	2	\$ 182,971	--	12	\$ 267,493
7998-0	Associate Zoning Administrator	7674	2	\$ 164,638	--	12	\$ 240,746
3194-1	Building Construction and Maintenance General Supe	7270	2	\$ 155,973	--	12	\$ 228,030
3194-2	Building Construction and Maintenance General Supe	8078	2	\$ 173,304	--	12	\$ 253,378
3124-0	Building Construction and Maintenance Superintendent	7270	2	\$ 155,973	--	12	\$ 228,030
1592-0	Chief Accountant Controller	6858	2	\$ 147,141	--	12	\$ 215,126
7274-1	Chief Airports Engineer I	8953	2	\$ 192,075	--	12	\$ 280,794
7274-2	Chief Airports Engineer II	9443	2	\$ 202,598	--	12	\$ 296,224
1528-1	Chief Auditor Controller I	6006	2	\$ 128,850	--	12	\$ 188,379
1528-2	Chief Auditor Controller II	6720	2	\$ 144,176	--	12	\$ 210,825
9151-0	Chief Benefits Analyst	8078	2	\$ 173,304	--	12	\$ 253,378
7296-0	Chief Construction Inspector	8300	2	\$ 178,064	--	12	\$ 260,373
0302-0	Chief Deputy Controller	10305	2	\$ 221,077	--	12	\$ 323,201
4229-0	Chief Electrical Inspector	6956	2	\$ 149,229	--	12	\$ 218,175
9230-0	Chief Financial Officer	9391	2	\$ 201,471	--	12	\$ 294,595
9286-0	Chief Harbor Engineer	9983	2	\$ 214,187	--	12	\$ 313,137
4250-1	Chief Heating and Refrigeration Inspector I	5404	2	\$ 115,946	--	12	\$ 169,482
4250-2	Chief Heating and Refrigeration Inspector II	6359	2	\$ 136,429	--	12	\$ 199,445
9374-0	Chief Information Officer	10621	2	\$ 227,863	--	12	\$ 333,161
1404-0	Chief Information Security Officer	8940	2	\$ 191,803	--	12	\$ 280,397
4254-0	Chief Inspector	6956	2	\$ 149,229	--	12	\$ 218,175
1619-0	Chief Internal Auditor	7475	2	\$ 160,379	--	12	\$ 234,482
9147-0	Chief Investment Officer	14098	2	\$ 302,467	--	12	\$ 442,238
9182-0	Chief Management Analyst	8078	2	\$ 173,304	--	12	\$ 253,378
7945-1	Chief of Airport Planning I	8078	2	\$ 173,304	--	12	\$ 253,378
7945-2	Chief of Airport Planning II	8517	2	\$ 182,720	--	12	\$ 267,138



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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7945-B	Chief of Airport Planning PMI	6431	12	\$ 201,763	--	12	\$ 201,763
7945-C	Chief of Airport Planning PMII	7445	12	\$ 233,501	--	12	\$ 233,501
7945-D	Chief of Airport Planning PMIII	8504	12	\$ 266,762	--	12	\$ 266,762
9424-0	Chief Of Aviation Technology	9374	2	\$ 201,116	--	12	\$ 294,053
7258-1	Chief Of Operations I	5938	2	\$ 127,388	--	12	\$ 186,249
7258-2	Chief Of Operations II	6638	2	\$ 142,422	--	12	\$ 208,257
9200-0	Chief Of Transit Programs	8078	2	\$ 173,304	--	12	\$ 253,378
3165-0	Chief Park Maintenance Supervisor	6205	2	\$ 133,130	--	12	\$ 194,622
1968-0	Chief Park Ranger	6719	2	\$ 144,155	--	12	\$ 210,783
9180-0	Chief Parking Enforcement Operations	8078	2	\$ 173,304	--	12	\$ 253,378
4239-0	Chief Plumbing Inspector	6956	2	\$ 149,229	--	12	\$ 218,175
2384-0	Chief Police Psychologist	10066	2	\$ 215,961	--	12	\$ 315,726
5154-0	Chief Port Pilot	14241	12	\$ 446,727	--	12	\$ 446,727
1949-1	Chief Real Estate Officer I	6745	2	\$ 144,698	--	12	\$ 211,556
1949-2	Chief Real Estate Officer II	8078	2	\$ 173,304	--	12	\$ 253,378
4269-0	Chief Safety Engineer Elevators	6956	2	\$ 149,229	--	12	\$ 218,175
4260-0	Chief Safety Engineer Pressure Vessels	6006	2	\$ 128,850	--	12	\$ 188,379
0604-0	Chief Special Investigator	8078	2	\$ 173,304	--	12	\$ 253,378
4286-1	Chief Street Services Investigator I	7270	2	\$ 155,973	--	12	\$ 228,030
4286-2	Chief Street Services Investigator II	8078	2	\$ 173,304	--	12	\$ 253,378
1211-1	Chief Tax Compliance Officer I	6669	2	\$ 143,069	--	12	\$ 209,196
1211-2	Chief Tax Compliance Officer II	8078	2	\$ 173,304	--	12	\$ 253,378
2360-0	Chief Veterinarian	8758	2	\$ 187,899	--	12	\$ 274,718
1189-1	Chief Wharfinger I	5286	2	\$ 113,399	--	12	\$ 165,828
1189-2	Chief Wharfinger II	6607	2	\$ 141,754	--	12	\$ 207,254
7999-0	Chief Zoning Administrator	8513	2	\$ 182,637	--	12	\$ 267,034
2492-0	Child Care Program Manager	4803	2	\$ 103,042	--	12	\$ 150,670
0566-0	City Attorney Chief Administrative Assistant	8078	2	\$ 173,304	--	12	\$ 253,378
0536-0	City Attorney Financial Manager	6164	2	\$ 132,253	--	12	\$ 193,348
3136-0	City Forest Officer	8078	2	\$ 173,304	--	12	\$ 253,378
2496-0	Community Affairs Advocate	6720	2	\$ 144,176	--	12	\$ 210,825
8500-0	Community Housing Programs Manager	6669	2	\$ 143,069	--	12	\$ 209,196
9165-1	Compliance Program Manager I	6876	2	\$ 147,517	--	12	\$ 215,648
9165-2	Compliance Program Manager II	8078	2	\$ 173,304	--	12	\$ 253,378
9247-0	Concessions Manager	8078	2	\$ 173,304	--	12	\$ 253,378

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3129-0	Construction and Maintenance Superintendent	6806	2	\$ 146,013	--	12	\$ 213,498
9168-0	Contract Administrator	7063	2	\$ 151,526	--	12	\$ 221,536
3330-1	Convention Center Building Superintendent I	6120	2	\$ 131,293	--	12	\$ 191,970
3330-2	Convention Center Building Superintendent II	7270	2	\$ 155,973	--	12	\$ 228,030
1610-0	Departmental Audit Manager	8078	2	\$ 173,304	--	12	\$ 253,378
1593-1	Departmental Chief Accountant I	6095	2	\$ 130,771	--	12	\$ 191,198
1593-2	Departmental Chief Accountant II	6460	2	\$ 138,601	--	12	\$ 202,598
1593-3	Departmental Chief Accountant III	7475	2	\$ 160,379	--	12	\$ 234,482
1593-4	Departmental Chief Accountant IV	8078	2	\$ 173,304	--	12	\$ 253,378
9490-1	Deputy City Engineer I	9246	2	\$ 198,360	--	12	\$ 290,044
9490-2	Deputy City Engineer II	10305	2	\$ 221,077	--	12	\$ 323,201
1607-0	Deputy Director Of Auditing	8078	2	\$ 173,304	--	12	\$ 253,378
9444-0	Deputy Director Of Planning	9246	2	\$ 198,360	--	12	\$ 290,044
0162-0	Deputy General Manager Airports/1	12773	2	\$ 274,029	--	12	\$ 400,624
0163-0	Deputy General Manager Airports/2	10453	2	\$ 224,251	--	12	\$ 327,816
9201-1	Deputy Superintendent Of Building I	9246	2	\$ 198,360	--	12	\$ 290,044
9201-2	Deputy Superintendent Of Building II	10305	2	\$ 221,077	--	12	\$ 323,201
1806-0	Development and Marketing Director	6737	2	\$ 144,531	--	12	\$ 211,347
1194-0	Director Cash Management Services	8078	2	\$ 173,304	--	12	\$ 253,378
4266-0	Director Enforcement Operations	8078	2	\$ 173,304	--	12	\$ 253,378
1768-0	Director of Airport Marketing	8078	2	\$ 173,304	--	12	\$ 253,378
9304-0	Director Of Airport Operations	9493	2	\$ 203,663	--	12	\$ 297,769
9306-0	Director Of Airport Safety	10453	2	\$ 224,251	--	12	\$ 327,816
9302-0	Director Of Airports Administration	9493	2	\$ 203,663	--	12	\$ 297,769
1606-0	Director Of Auditing	9246	2	\$ 198,360	--	12	\$ 290,044
9259-0	Director Of Building Services	7270	2	\$ 155,973	--	12	\$ 228,030
7625-0	Director Of Communications Services	8078	2	\$ 173,304	--	12	\$ 253,378
4321-0	Director Of Field Operations	6684	2	\$ 143,403	--	12	\$ 209,656
1608-0	Director Of Financial Analysis and Reporting	9246	2	\$ 198,360	--	12	\$ 290,044
3535-0	Director Of Fleet Services	8078	2	\$ 173,304	--	12	\$ 253,378
1568-0	Director Of Housing	8078	2	\$ 173,304	--	12	\$ 253,378
7270-1	Director Of Maintenance Airports I	7270	2	\$ 155,973	--	12	\$ 228,030
7270-2	Director Of Maintenance Airports II	8078	2	\$ 173,304	--	12	\$ 253,378
1858-0	Director Of Materials Management Services	7072	2	\$ 151,714	--	12	\$ 221,787
7974-0	Director Of Materials Testing Services	8078	2	\$ 173,304	--	12	\$ 253,378

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3722-1	Director Of Police Transportation I	6364	2	\$ 136,534	--	12	\$ 199,654
3722-2	Director Of Police Transportation II	8078	2	\$ 173,304	--	12	\$ 253,378
9231-0	Director Of Port Administration	8954	2	\$ 192,096	--	12	\$ 280,815
3123-1	Director Of Port Construction and Maintenance I	7270	2	\$ 155,973	--	12	\$ 228,030
3123-2	Director Of Port Construction and Maintenance II	8078	2	\$ 173,304	--	12	\$ 253,378
1782-1	Director Of Port Marketing I	6569	2	\$ 140,940	--	12	\$ 206,022
1782-2	Director Of Port Marketing II	8078	2	\$ 173,304	--	12	\$ 253,378
9233-0	Director Of Port Operations	8504	2	\$ 182,449	--	12	\$ 266,762
1488-0	Director Of Printing Services	7717	2	\$ 165,557	--	12	\$ 242,040
1857-1	Director Of Purchasing Services I	6030	2	\$ 129,372	--	12	\$ 189,151
1857-2	Director Of Purchasing Services II General Services	7072	2	\$ 151,714	--	12	\$ 221,787
3208-0	Director Of Security Services	5119	2	\$ 109,828	--	12	\$ 160,546
1863-0	Director Of Supplies	8078	2	\$ 173,304	--	12	\$ 253,378
9375-0	Director Of Systems	8078	2	\$ 173,304	--	12	\$ 253,378
6157-0	Division Librarian	8078	2	\$ 173,304	--	12	\$ 253,378
9486-0	Engineer Of Surveys	8078	7	\$ 215,293	--	12	\$ 253,378
3750-0	Equipment Superintendent	6806	7	\$ 181,426	--	12	\$ 213,498
0015-0	Ethics Officer I	5420	2	\$ 116,280	--	12	\$ 169,984
0016-0	Ethics Officer II	6720	2	\$ 144,176	--	12	\$ 210,825
0017-0	Ethics Officer III	8151	2	\$ 174,870	--	12	\$ 255,675
3170-0	Event Services Manager	6896	2	\$ 147,955	--	12	\$ 216,275
9186-0	Executive Assistant Airports	8691	2	\$ 186,458	--	12	\$ 272,609
9225-0	Executive Director Commission on Status of Women	5965	12	\$ 187,105	--	12	\$ 187,105
2475-0	Executive Director Exposition Park Complex	8078	2	\$ 173,304	--	12	\$ 253,378
9020-0	Executive Director Human Relations Commission	6543	12	\$ 205,229	--	12	\$ 205,229
9252-0	Executive Officer City Clerk	9246	2	\$ 198,360	--	12	\$ 290,044
9198-1	Financial Management Specialist I	4637	2	\$ 99,493	--	12	\$ 145,429
9198-2	Financial Management Specialist II	5485	2	\$ 117,679	--	12	\$ 172,072
9198-3	Financial Management Specialist III	6788	2	\$ 145,638	--	12	\$ 212,892
9198-4	Financial Management Specialist IV	7141	2	\$ 153,196	--	12	\$ 223,979
9198-5	Financial Management Specialist V	8151	2	\$ 174,870	--	12	\$ 255,675
1557-1	Financial Manager I	6265	2	\$ 134,404	--	12	\$ 196,501
1557-2	Financial Manager II	7804	2	\$ 167,436	--	12	\$ 244,797
9197-0	Fire Administrator	9246	2	\$ 198,360	--	12	\$ 290,044
1638-0	Fire Statistical Manager	6737	2	\$ 144,531	--	12	\$ 211,347

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
0805-0	First Deputy General Manager Harbor	12773	2	\$ 274,029	--	12	\$ 400,624
2458-0	Golf Manager	8078	2	\$ 173,304	--	12	\$ 253,378
9279-1	Harbor Engineer I	8078	2	\$ 173,304	--	12	\$ 253,378
9279-2	Harbor Engineer II	8528	2	\$ 182,971	--	12	\$ 267,493
9234-1	Harbor Planning and Research Director I	6030	2	\$ 129,372	--	12	\$ 189,151
9234-2	Harbor Planning and Research Director II	7072	2	\$ 151,714	--	12	\$ 221,787
9480-0	Harbor Public and Community Relations Director	7072	2	\$ 151,714	--	12	\$ 221,787
4130-0	Hyperion Treatment Plant Manager	9246	2	\$ 198,360	--	12	\$ 290,044
1409-1	Information Systems Manager I	7311	2	\$ 156,850	--	12	\$ 229,304
1409-2	Information Systems Manager II	8078	2	\$ 173,304	--	12	\$ 253,378
9482-0	Legislative Representative	6164	1	\$ 128,704	--	12	\$ 193,348
9482-H	Legislative Representative - Harbor	6806	1	\$ 142,109	--	12	\$ 213,498
4281-1	Lot Cleaning Superintendent I	5633	2	\$ 120,853	--	12	\$ 176,686
4281-2	Lot Cleaning Superintendent II	6213	2	\$ 133,297	--	12	\$ 194,873
9437-1	Marine Environmental Manager I	6995	2	\$ 150,064	--	12	\$ 219,427
9437-2	Marine Environmental Manager II	7777	2	\$ 166,852	--	12	\$ 243,941
2338-0	Medical Services Administrator	8887	2	\$ 190,655	--	12	\$ 278,748
1789-0	Motion Picture and Television Manager	8052	2	\$ 172,740	--	12	\$ 252,564
6229-1	Observatory Director I	6720	2	\$ 144,176	--	12	\$ 210,825
6229-2	Observatory Director II	8078	2	\$ 173,304	--	12	\$ 253,378
9264-0	Parking Administrator	9246	2	\$ 198,360	--	12	\$ 290,044
9025-1	Parking Enforcement Manager I	5803	2	\$ 124,507	--	12	\$ 182,031
9025-2	Parking Enforcement Manager II	6806	2	\$ 146,013	--	12	\$ 213,498
5153-0	Pilot Service Manager	15024	2	\$ 322,324	--	12	\$ 471,240
9196-1	Police Administrator I	9542	2	\$ 204,707	--	12	\$ 299,314
9196-2	Police Administrator II	10066	2	\$ 215,961	--	12	\$ 315,726
9196-3	Police Administrator III	11685	2	\$ 250,685	--	12	\$ 366,485
1781-0	Port Marketing Manager	5561	2	\$ 119,308	--	12	\$ 174,431
9143-1	Portfolio Manager I	8582	2	\$ 184,119	--	12	\$ 269,184
9143-2	Portfolio Manager II	10798	2	\$ 231,663	--	12	\$ 338,652
7928-0	Principal Architect	8800	2	\$ 188,796	--	12	\$ 276,054
7946-0	Principal City Planner	8078	2	\$ 173,304	--	12	\$ 253,378
9489-0	Principal Civil Engineer	8078	2	\$ 173,304	--	12	\$ 253,378
9489-D	Principal Civil Engineer PM III	8504	12	\$ 266,762	--	12	\$ 266,762
9653-0	Principal Deputy Controller	9246	2	\$ 198,360	--	12	\$ 290,044

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Appendix H

Operative on June 25, 2028

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7875-0	Principal Environmental Engineer	8078	2	\$ 173,304	--	12	\$ 253,378
7875-B	Principal Environmental Engineer PMI	6431	12	\$ 201,763	--	12	\$ 201,763
7875-C	Principal Environmental Engineer PMII	7445	12	\$ 233,501	--	12	\$ 233,501
7875-D	Principal Environmental Engineer PMIII	8504	12	\$ 266,762	--	12	\$ 266,762
3147-1	Principal Grounds Maintenance Supervisor I	4439	2	\$ 95,233	--	12	\$ 139,227
3147-2	Principal Grounds Maintenance Supervisor II	5521	2	\$ 118,452	--	12	\$ 173,157
2464-1	Principal Recreation Supervisor I	4803	2	\$ 103,042	--	12	\$ 150,670
2464-2	Principal Recreation Supervisor II	5521	2	\$ 118,452	--	12	\$ 173,157
9266-0	Principal Transportation Engineer	8078	2	\$ 173,304	--	12	\$ 253,378
9266-B	Principal Transportation Engineer PMI	6431	12	\$ 201,763	--	12	\$ 201,763
9266-C	Principal Transportation Engineer PMII	7445	12	\$ 233,501	--	12	\$ 233,501
9266-D	Principal Transportation Engineer PMIII	8504	12	\$ 266,762	--	12	\$ 266,762
1964-1	Property Manager I	6364	2	\$ 136,534	--	12	\$ 199,654
1964-2	Property Manager II	7072	2	\$ 151,714	--	12	\$ 221,787
1964-3	Property Manager III	7659	2	\$ 164,325	--	12	\$ 240,245
1964-4	Property Manager IV	8513	2	\$ 182,637	--	12	\$ 267,034
1800-1	Public Information Director I	5693	2	\$ 122,148	--	12	\$ 178,565
1800-2	Public Information Director II	6689	2	\$ 143,508	--	12	\$ 209,802
7976-0	Public Safety Risk Manager	7201	2	\$ 154,491	--	12	\$ 225,921
1282-0	Records Management Officer	6719	2	\$ 144,155	--	12	\$ 210,783
1620-0	Revenue Manager	8078	2	\$ 173,304	--	12	\$ 253,378
2485-0	Rideshare Program Administrator	6956	2	\$ 149,229	--	12	\$ 218,175
7982-0	Risk Management and Prevention Program Manager	8078	2	\$ 173,304	--	12	\$ 253,378
1530-1	Risk Manager I	5433	2	\$ 116,552	--	12	\$ 170,422
1530-2	Risk Manager II	6720	2	\$ 144,176	--	12	\$ 210,825
1530-3	Risk Manager III	8078	2	\$ 173,304	--	12	\$ 253,378
1728-0	Safety Administrator	8078	2	\$ 173,304	--	12	\$ 253,378
9635-0	Sales and Marketing Manager	7072	2	\$ 151,714	--	12	\$ 221,787
4126-1	Sanitation Solid Resources Manager I	7270	2	\$ 155,973	--	12	\$ 228,030
4126-2	Sanitation Solid Resources Manager II	8078	2	\$ 173,304	--	12	\$ 253,378
4128-1	Sanitation Wastewater Manager I	6120	2	\$ 131,293	--	12	\$ 191,970
4128-2	Sanitation Wastewater Manager II	7270	2	\$ 155,973	--	12	\$ 228,030
4128-3	Sanitation Wastewater Manager III	8078	2	\$ 173,304	--	12	\$ 253,378
0807-0	Second Deputy General Manager Harbor Department	10851	2	\$ 232,791	--	12	\$ 340,364
7257-1	Senior Airport Engineer I	7857	2	\$ 168,564	--	12	\$ 246,425

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Appendix H

Operative on June 25, 2028

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7257-2	Senior Airport Engineer II	8488	2	\$ 182,094	--	12	\$ 266,240
3146-0	Senior Park Maintenance Supervisor	4637	2	\$ 99,493	--	12	\$ 145,429
3832-0	Signal Systems Superintendent	6205	2	\$ 133,130	--	12	\$ 194,622
1850-0	Stores Superintendent	6030	2	\$ 129,372	--	12	\$ 189,151
3820-1	Street Lighting Construction and Maintenance Superin	7270	2	\$ 155,973	--	12	\$ 228,030
3820-2	Street Lighting Construction and Maintenance Superin	8078	2	\$ 173,304	--	12	\$ 253,378
4160-1	Street Services General Superintendent I	6923	2	\$ 148,519	--	12	\$ 217,152
4160-2	Street Services General Superintendent II	8078	2	\$ 173,304	--	12	\$ 253,378
4158-1	Street Services Superintendent I	5633	2	\$ 120,853	--	12	\$ 176,686
4158-2	Street Services Superintendent II	6213	2	\$ 133,297	--	12	\$ 194,873
3160-1	Street Tree Superintendent I	5633	2	\$ 120,853	--	12	\$ 176,686
3160-2	Street Tree Superintendent II	6923	2	\$ 148,519	--	12	\$ 217,152
9237-0	Superintendent Of Planning and Construction	8078	2	\$ 173,304	--	12	\$ 253,378
2472-0	Superintendent Of Recreation and Parks Operations	8078	2	\$ 173,304	--	12	\$ 253,378
1865-1	Supply Services Manager I	6719	2	\$ 144,155	--	12	\$ 210,783
1865-2	Supply Services Manager II	8078	2	\$ 173,304	--	12	\$ 253,378
8870-0	Taxicab Administrator	8078	2	\$ 173,304	--	12	\$ 253,378
7640-0	Telecommunications Planning and Utilization Officer	6541	2	\$ 140,334	--	12	\$ 205,166
7650-1	Telecommunications Regulatory Officer I	6018	2	\$ 129,101	--	12	\$ 188,776
7650-2	Telecommunications Regulatory Officer II	6541	2	\$ 140,334	--	12	\$ 205,166
7650-3	Telecommunications Regulatory Officer III	7105	2	\$ 152,424	--	12	\$ 222,873
0803-0	Traffic Manager	8954	2	\$ 192,096	--	12	\$ 280,815
4125-1	Wastewater Collection Manager I	6030	2	\$ 129,372	--	12	\$ 189,151
4125-2	Wastewater Collection Manager II	8078	2	\$ 173,304	--	12	\$ 253,378
7880-0	Wastewater Residuals Research Engineer	8078	2	\$ 173,304	--	12	\$ 253,378
7840-1	Wastewater Treatment Laboratory Manager I	6120	2	\$ 131,293	--	12	\$ 191,970
7840-2	Wastewater Treatment Laboratory Manager II	7270	2	\$ 155,973	--	12	\$ 228,030
7840-3	Wastewater Treatment Laboratory Manager III	8078	2	\$ 173,304	--	12	\$ 253,378
3784-1	Wastewater Treatment Maintenance Manager I	6120	2	\$ 131,293	--	12	\$ 191,970
3784-2	Wastewater Treatment Maintenance Manager II	7270	2	\$ 155,973	--	12	\$ 228,030
3784-3	Wastewater Treatment Maintenance Manager III	8078	2	\$ 173,304	--	12	\$ 253,378
4127-1	Wastewater Treatment Plant Manager I	6108	2	\$ 131,042	--	12	\$ 191,636
4127-2	Wastewater Treatment Plant Manager II	6420	2	\$ 137,745	--	12	\$ 201,387
4127-3	Wastewater Treatment Plant Manager III	7130	2	\$ 152,966	--	12	\$ 223,666
1766-1	Workers' Compensation Administrator I	6720	2	\$ 144,176	--	12	\$ 210,825

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Appendix H

Operative on June 25, 2028

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY		STEP	SALARY
1766-2	Workers' Compensation Administrator II	8078	2	\$ 173,304	--	12	\$ 253,378
9501-0	Zoo Assistant GM	8898	2	\$ 190,905	--	12	\$ 279,102

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**Appendix H**

**Operative on June 25, 2028**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4439	HR	\$ 44.39	\$ 45.61	\$ 46.87	\$ 48.16	\$ 50.84	\$ 53.68	\$ 56.67	\$ 59.82	\$ 61.47	\$ 63.16	\$ 64.90	\$ 66.68
	BW	\$ 3,551.20	\$ 3,648.80	\$ 3,749.60	\$ 3,852.80	\$ 4,067.20	\$ 4,294.40	\$ 4,533.60	\$ 4,785.60	\$ 4,917.60	\$ 5,052.80	\$ 5,192.00	\$ 5,334.40
	YR	\$ 92,686	\$ 95,233	\$ 97,864	\$ 100,558	\$ 106,153	\$ 112,083	\$ 118,326	\$ 124,904	\$ 128,349	\$ 131,878	\$ 135,511	\$ 139,227
4637	HR	\$ 46.37	\$ 47.65	\$ 48.96	\$ 50.31	\$ 53.11	\$ 56.07	\$ 59.19	\$ 62.49	\$ 64.21	\$ 65.98	\$ 67.79	\$ 69.65
	BW	\$ 3,709.60	\$ 3,812.00	\$ 3,916.80	\$ 4,024.80	\$ 4,248.80	\$ 4,485.60	\$ 4,735.20	\$ 4,999.20	\$ 5,136.80	\$ 5,278.40	\$ 5,423.20	\$ 5,572.00
	YR	\$ 96,820	\$ 99,493	\$ 102,228	\$ 105,047	\$ 110,893	\$ 117,074	\$ 123,588	\$ 130,479	\$ 134,070	\$ 137,766	\$ 141,545	\$ 145,429
4803	HR	\$ 48.03	\$ 49.35	\$ 50.71	\$ 52.10	\$ 55.01	\$ 58.08	\$ 61.32	\$ 64.74	\$ 66.52	\$ 68.35	\$ 70.23	\$ 72.16
	BW	\$ 3,842.40	\$ 3,948.00	\$ 4,056.80	\$ 4,168.00	\$ 4,400.80	\$ 4,646.40	\$ 4,905.60	\$ 5,179.20	\$ 5,321.60	\$ 5,468.00	\$ 5,618.40	\$ 5,772.80
	YR	\$ 100,286	\$ 103,042	\$ 105,882	\$ 108,784	\$ 114,860	\$ 121,271	\$ 128,036	\$ 135,177	\$ 138,893	\$ 142,714	\$ 146,640	\$ 150,670
5119	HR	\$ 51.19	\$ 52.60	\$ 54.04	\$ 55.53	\$ 58.62	\$ 61.89	\$ 65.34	\$ 68.99	\$ 70.88	\$ 72.83	\$ 74.83	\$ 76.89
	BW	\$ 4,095.20	\$ 4,208.00	\$ 4,323.20	\$ 4,442.40	\$ 4,689.60	\$ 4,951.20	\$ 5,227.20	\$ 5,519.20	\$ 5,670.40	\$ 5,826.40	\$ 5,986.40	\$ 6,151.20
	YR	\$ 106,884	\$ 109,828	\$ 112,835	\$ 115,946	\$ 122,398	\$ 129,226	\$ 136,429	\$ 144,051	\$ 147,997	\$ 152,069	\$ 156,245	\$ 160,546
5286	HR	\$ 52.86	\$ 54.31	\$ 55.81	\$ 57.34	\$ 60.54	\$ 63.92	\$ 67.49	\$ 71.25	\$ 73.21	\$ 75.22	\$ 77.29	\$ 79.42
	BW	\$ 4,228.80	\$ 4,344.80	\$ 4,464.80	\$ 4,587.20	\$ 4,843.20	\$ 5,113.60	\$ 5,399.20	\$ 5,700.00	\$ 5,856.80	\$ 6,017.60	\$ 6,183.20	\$ 6,353.60
	YR	\$ 110,371	\$ 113,399	\$ 116,531	\$ 119,725	\$ 126,407	\$ 133,464	\$ 140,919	\$ 148,770	\$ 152,862	\$ 157,059	\$ 161,381	\$ 165,828
5404	HR	\$ 54.04	\$ 55.53	\$ 57.05	\$ 58.62	\$ 61.89	\$ 65.34	\$ 68.99	\$ 72.83	\$ 74.83	\$ 76.89	\$ 79.00	\$ 81.17
	BW	\$ 4,323.20	\$ 4,442.40	\$ 4,564.00	\$ 4,689.60	\$ 4,951.20	\$ 5,227.20	\$ 5,519.20	\$ 5,826.40	\$ 5,986.40	\$ 6,151.20	\$ 6,320.00	\$ 6,493.60
	YR	\$ 112,835	\$ 115,946	\$ 119,120	\$ 122,398	\$ 129,226	\$ 136,429	\$ 144,051	\$ 152,069	\$ 156,245	\$ 160,546	\$ 164,952	\$ 169,482
5420	HR	\$ 54.20	\$ 55.69	\$ 57.22	\$ 58.79	\$ 62.07	\$ 65.53	\$ 69.19	\$ 73.04	\$ 75.05	\$ 77.11	\$ 79.23	\$ 81.41
	BW	\$ 4,336.00	\$ 4,455.20	\$ 4,577.60	\$ 4,703.20	\$ 4,965.60	\$ 5,242.40	\$ 5,535.20	\$ 5,843.20	\$ 6,004.00	\$ 6,168.80	\$ 6,338.40	\$ 6,512.80
	YR	\$ 113,169	\$ 116,280	\$ 119,475	\$ 122,753	\$ 129,602	\$ 136,826	\$ 144,468	\$ 152,507	\$ 156,704	\$ 161,005	\$ 165,432	\$ 169,984
5433	HR	\$ 54.33	\$ 55.82	\$ 57.36	\$ 58.94	\$ 62.23	\$ 65.70	\$ 69.37	\$ 73.23	\$ 75.24	\$ 77.31	\$ 79.44	\$ 81.62
	BW	\$ 4,346.40	\$ 4,465.60	\$ 4,588.80	\$ 4,715.20	\$ 4,978.40	\$ 5,256.00	\$ 5,549.60	\$ 5,858.40	\$ 6,019.20	\$ 6,184.80	\$ 6,355.20	\$ 6,529.60
	YR	\$ 113,441	\$ 116,552	\$ 119,767	\$ 123,066	\$ 129,936	\$ 137,181	\$ 144,844	\$ 152,904	\$ 157,101	\$ 161,423	\$ 165,870	\$ 170,422
5485	HR	\$ 54.85	\$ 56.36	\$ 57.91	\$ 59.50	\$ 62.82	\$ 66.33	\$ 70.02	\$ 73.93	\$ 75.96	\$ 78.05	\$ 80.20	\$ 82.41
	BW	\$ 4,388.00	\$ 4,508.80	\$ 4,632.80	\$ 4,760.00	\$ 5,025.60	\$ 5,306.40	\$ 5,601.60	\$ 5,914.40	\$ 6,076.80	\$ 6,244.00	\$ 6,416.00	\$ 6,592.80
	YR	\$ 114,526	\$ 117,679	\$ 120,916	\$ 124,236	\$ 131,168	\$ 138,497	\$ 146,201	\$ 154,365	\$ 158,604	\$ 162,968	\$ 167,457	\$ 172,072
5521	HR	\$ 55.21	\$ 56.73	\$ 58.29	\$ 59.89	\$ 63.23	\$ 66.76	\$ 70.48	\$ 74.40	\$ 76.45	\$ 78.55	\$ 80.71	\$ 82.93
	BW	\$ 4,416.80	\$ 4,538.40	\$ 4,663.20	\$ 4,791.20	\$ 5,058.40	\$ 5,340.80	\$ 5,638.40	\$ 5,952.00	\$ 6,116.00	\$ 6,284.00	\$ 6,456.80	\$ 6,634.40
	YR	\$ 115,278	\$ 118,452	\$ 121,709	\$ 125,050	\$ 132,024	\$ 139,394	\$ 147,162	\$ 155,347	\$ 159,627	\$ 164,012	\$ 168,522	\$ 173,157
5561	HR	\$ 55.61	\$ 57.14	\$ 58.71	\$ 60.32	\$ 63.68	\$ 67.24	\$ 70.99	\$ 74.95	\$ 77.01	\$ 79.13	\$ 81.30	\$ 83.54
	BW	\$ 4,448.80	\$ 4,571.20	\$ 4,696.80	\$ 4,825.60	\$ 5,094.40	\$ 5,379.20	\$ 5,679.20	\$ 5,996.00	\$ 6,160.80	\$ 6,330.40	\$ 6,504.00	\$ 6,683.20
	YR	\$ 116,113	\$ 119,308	\$ 122,586	\$ 125,948	\$ 132,963	\$ 140,397	\$ 148,227	\$ 156,495	\$ 160,796	\$ 165,223	\$ 169,754	\$ 174,431
5633	HR	\$ 56.33	\$ 57.88	\$ 59.47	\$ 61.11	\$ 64.52	\$ 68.11	\$ 71.91	\$ 75.92	\$ 78.01	\$ 80.16	\$ 82.36	\$ 84.62
	BW	\$ 4,506.40	\$ 4,630.40	\$ 4,757.60	\$ 4,888.80	\$ 5,161.60	\$ 5,448.80	\$ 5,752.80	\$ 6,073.60	\$ 6,240.80	\$ 6,412.80	\$ 6,588.80	\$ 6,769.60
	YR	\$ 117,617	\$ 120,853	\$ 124,173	\$ 127,597	\$ 134,717	\$ 142,213	\$ 150,148	\$ 158,520	\$ 162,884	\$ 167,374	\$ 171,967	\$ 176,686



**MOU 36**

**Appendix H**

**Operative on June 25, 2028**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5693	HR	\$ 56.93	\$ 58.50	\$ 60.10	\$ 61.75	\$ 65.19	\$ 68.83	\$ 72.68	\$ 76.72	\$ 78.83	\$ 81.00	\$ 83.23	\$ 85.52
	BW	\$ 4,554.40	\$ 4,680.00	\$ 4,808.00	\$ 4,940.00	\$ 5,215.20	\$ 5,506.40	\$ 5,814.40	\$ 6,137.60	\$ 6,306.40	\$ 6,480.00	\$ 6,658.40	\$ 6,841.60
	YR	\$ 118,869	\$ 122,148	\$ 125,488	\$ 128,934	\$ 136,116	\$ 143,717	\$ 151,755	\$ 160,191	\$ 164,597	\$ 169,128	\$ 173,784	\$ 178,565
5803	HR	\$ 58.03	\$ 59.63	\$ 61.27	\$ 62.95	\$ 66.47	\$ 70.18	\$ 74.09	\$ 78.22	\$ 80.37	\$ 82.58	\$ 84.85	\$ 87.18
	BW	\$ 4,642.40	\$ 4,770.40	\$ 4,901.60	\$ 5,036.00	\$ 5,317.60	\$ 5,614.40	\$ 5,927.20	\$ 6,257.60	\$ 6,429.60	\$ 6,606.40	\$ 6,788.00	\$ 6,974.40
	YR	\$ 121,166	\$ 124,507	\$ 127,931	\$ 131,439	\$ 138,789	\$ 146,535	\$ 154,699	\$ 163,323	\$ 167,812	\$ 172,427	\$ 177,166	\$ 182,031
5932	HR	\$ 59.32	\$ 60.95	\$ 62.63	\$ 64.35	\$ 67.94	\$ 71.73	\$ 75.73	\$ 79.95	\$ 82.15	\$ 84.41	\$ 86.73	\$ 89.12
	BW	\$ 4,745.60	\$ 4,876.00	\$ 5,010.40	\$ 5,148.00	\$ 5,435.20	\$ 5,738.40	\$ 6,058.40	\$ 6,396.00	\$ 6,572.00	\$ 6,752.80	\$ 6,938.40	\$ 7,129.60
	YR	\$ 123,860	\$ 127,263	\$ 130,771	\$ 134,362	\$ 141,858	\$ 149,772	\$ 158,124	\$ 166,935	\$ 171,529	\$ 176,248	\$ 181,092	\$ 186,082
5938	HR	\$ 59.38	\$ 61.01	\$ 62.69	\$ 64.41	\$ 68.01	\$ 71.80	\$ 75.81	\$ 80.03	\$ 82.23	\$ 84.49	\$ 86.81	\$ 89.20
	BW	\$ 4,750.40	\$ 4,880.80	\$ 5,015.20	\$ 5,152.80	\$ 5,440.80	\$ 5,744.00	\$ 6,064.80	\$ 6,402.40	\$ 6,578.40	\$ 6,759.20	\$ 6,944.80	\$ 7,136.00
	YR	\$ 123,985	\$ 127,388	\$ 130,896	\$ 134,488	\$ 142,004	\$ 149,918	\$ 158,291	\$ 167,102	\$ 171,696	\$ 176,415	\$ 181,259	\$ 186,249
5965	HR	\$ 59.65	\$ 61.29	\$ 62.98	\$ 64.71	\$ 68.32	\$ 72.13	\$ 76.15	\$ 80.39	\$ 82.60	\$ 84.87	\$ 87.21	\$ 89.61
	BW	\$ 4,772.00	\$ 4,903.20	\$ 5,038.40	\$ 5,176.80	\$ 5,465.60	\$ 5,770.40	\$ 6,092.00	\$ 6,431.20	\$ 6,608.00	\$ 6,789.60	\$ 6,976.80	\$ 7,168.80
	YR	\$ 124,549	\$ 127,973	\$ 131,502	\$ 135,114	\$ 142,652	\$ 150,607	\$ 159,001	\$ 167,854	\$ 172,468	\$ 177,208	\$ 182,094	\$ 187,105
6006	HR	\$ 60.06	\$ 61.71	\$ 63.41	\$ 65.15	\$ 68.79	\$ 72.62	\$ 76.67	\$ 80.95	\$ 83.17	\$ 85.46	\$ 87.81	\$ 90.22
	BW	\$ 4,804.80	\$ 4,936.80	\$ 5,072.80	\$ 5,212.00	\$ 5,503.20	\$ 5,809.60	\$ 6,133.60	\$ 6,476.00	\$ 6,653.60	\$ 6,836.80	\$ 7,024.80	\$ 7,217.60
	YR	\$ 125,405	\$ 128,850	\$ 132,400	\$ 136,033	\$ 143,633	\$ 151,630	\$ 160,086	\$ 169,023	\$ 173,658	\$ 178,440	\$ 183,347	\$ 188,379
6018	HR	\$ 60.18	\$ 61.83	\$ 63.54	\$ 65.29	\$ 68.92	\$ 72.77	\$ 76.83	\$ 81.11	\$ 83.34	\$ 85.63	\$ 87.99	\$ 90.41
	BW	\$ 4,814.40	\$ 4,946.40	\$ 5,083.20	\$ 5,223.20	\$ 5,513.60	\$ 5,821.60	\$ 6,146.40	\$ 6,488.80	\$ 6,667.20	\$ 6,850.40	\$ 7,039.20	\$ 7,232.80
	YR	\$ 125,655	\$ 129,101	\$ 132,671	\$ 136,325	\$ 143,904	\$ 151,943	\$ 160,421	\$ 169,357	\$ 174,013	\$ 178,795	\$ 183,723	\$ 188,776
6030	HR	\$ 60.30	\$ 61.96	\$ 63.66	\$ 65.41	\$ 69.06	\$ 72.91	\$ 76.98	\$ 81.28	\$ 83.51	\$ 85.81	\$ 88.17	\$ 90.59
	BW	\$ 4,824.00	\$ 4,956.80	\$ 5,092.80	\$ 5,232.80	\$ 5,524.80	\$ 5,832.80	\$ 6,158.40	\$ 6,502.40	\$ 6,680.80	\$ 6,864.80	\$ 7,053.60	\$ 7,247.20
	YR	\$ 125,906	\$ 129,372	\$ 132,922	\$ 136,576	\$ 144,197	\$ 152,236	\$ 160,734	\$ 169,712	\$ 174,368	\$ 179,171	\$ 184,098	\$ 189,151
6095	HR	\$ 60.95	\$ 62.63	\$ 64.35	\$ 66.12	\$ 69.81	\$ 73.70	\$ 77.81	\$ 82.15	\$ 84.41	\$ 86.73	\$ 89.12	\$ 91.57
	BW	\$ 4,876.00	\$ 5,010.40	\$ 5,148.00	\$ 5,289.60	\$ 5,584.80	\$ 5,896.00	\$ 6,224.80	\$ 6,572.00	\$ 6,752.80	\$ 6,938.40	\$ 7,129.60	\$ 7,325.60
	YR	\$ 127,263	\$ 130,771	\$ 134,362	\$ 138,058	\$ 145,763	\$ 153,885	\$ 162,467	\$ 171,529	\$ 176,248	\$ 181,092	\$ 186,082	\$ 191,198
6108	HR	\$ 61.08	\$ 62.76	\$ 64.49	\$ 66.26	\$ 69.96	\$ 73.87	\$ 77.99	\$ 82.33	\$ 84.60	\$ 86.93	\$ 89.32	\$ 91.78
	BW	\$ 4,886.40	\$ 5,020.80	\$ 5,159.20	\$ 5,300.80	\$ 5,596.80	\$ 5,909.60	\$ 6,239.20	\$ 6,586.40	\$ 6,768.00	\$ 6,954.40	\$ 7,145.60	\$ 7,342.40
	YR	\$ 127,535	\$ 131,042	\$ 134,655	\$ 138,350	\$ 146,076	\$ 154,240	\$ 162,843	\$ 171,905	\$ 176,644	\$ 181,509	\$ 186,500	\$ 191,636
6120	HR	\$ 61.20	\$ 62.88	\$ 64.61	\$ 66.39	\$ 70.09	\$ 73.99	\$ 78.12	\$ 82.48	\$ 84.75	\$ 87.08	\$ 89.48	\$ 91.94
	BW	\$ 4,896.00	\$ 5,030.40	\$ 5,168.80	\$ 5,311.20	\$ 5,607.20	\$ 5,919.20	\$ 6,249.60	\$ 6,598.40	\$ 6,780.00	\$ 6,966.40	\$ 7,158.40	\$ 7,355.20
	YR	\$ 127,785	\$ 131,293	\$ 134,905	\$ 138,622	\$ 146,347	\$ 154,491	\$ 163,114	\$ 172,218	\$ 176,958	\$ 181,823	\$ 186,834	\$ 191,970
6164	HR	\$ 61.64	\$ 63.34	\$ 65.08	\$ 66.87	\$ 70.60	\$ 74.53	\$ 78.69	\$ 83.07	\$ 85.36	\$ 87.71	\$ 90.12	\$ 92.60
	BW	\$ 4,931.20	\$ 5,067.20	\$ 5,206.40	\$ 5,349.60	\$ 5,648.00	\$ 5,962.40	\$ 6,295.20	\$ 6,645.60	\$ 6,828.80	\$ 7,016.80	\$ 7,209.60	\$ 7,408.00
	YR	\$ 128,704	\$ 132,253	\$ 135,887	\$ 139,624	\$ 147,412	\$ 155,618	\$ 164,304	\$ 173,450	\$ 178,231	\$ 183,138	\$ 188,170	\$ 193,348

**MOU 36**

**Appendix H**

**Operative on June 25, 2028**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6205	HR	\$ 62.05	\$ 63.76	\$ 65.51	\$ 67.31	\$ 71.06	\$ 75.03	\$ 79.21	\$ 83.63	\$ 85.93	\$ 88.29	\$ 90.72	\$ 93.21
	BW	\$ 4,964.00	\$ 5,100.80	\$ 5,240.80	\$ 5,384.80	\$ 5,684.80	\$ 6,002.40	\$ 6,336.80	\$ 6,690.40	\$ 6,874.40	\$ 7,063.20	\$ 7,257.60	\$ 7,456.80
	YR	\$ 129,560	\$ 133,130	\$ 136,784	\$ 140,543	\$ 148,373	\$ 156,662	\$ 165,390	\$ 174,619	\$ 179,421	\$ 184,349	\$ 189,423	\$ 194,622
6213	HR	\$ 62.13	\$ 63.84	\$ 65.59	\$ 67.39	\$ 71.15	\$ 75.12	\$ 79.31	\$ 83.73	\$ 86.03	\$ 88.40	\$ 90.83	\$ 93.33
	BW	\$ 4,970.40	\$ 5,107.20	\$ 5,247.20	\$ 5,391.20	\$ 5,692.00	\$ 6,009.60	\$ 6,344.80	\$ 6,698.40	\$ 6,882.40	\$ 7,072.00	\$ 7,266.40	\$ 7,466.40
	YR	\$ 129,727	\$ 133,297	\$ 136,951	\$ 140,710	\$ 148,561	\$ 156,850	\$ 165,599	\$ 174,828	\$ 179,630	\$ 184,579	\$ 189,653	\$ 194,873
6265	HR	\$ 62.65	\$ 64.37	\$ 66.14	\$ 67.96	\$ 71.75	\$ 75.75	\$ 79.97	\$ 84.43	\$ 86.75	\$ 89.14	\$ 91.59	\$ 94.11
	BW	\$ 5,012.00	\$ 5,149.60	\$ 5,291.20	\$ 5,436.80	\$ 5,740.00	\$ 6,060.00	\$ 6,397.60	\$ 6,754.40	\$ 6,940.00	\$ 7,131.20	\$ 7,327.20	\$ 7,528.80
	YR	\$ 130,813	\$ 134,404	\$ 138,100	\$ 141,900	\$ 149,814	\$ 158,166	\$ 166,977	\$ 176,289	\$ 181,134	\$ 186,124	\$ 191,239	\$ 196,501
6359	HR	\$ 63.59	\$ 65.34	\$ 67.14	\$ 68.99	\$ 72.83	\$ 76.89	\$ 81.17	\$ 85.69	\$ 88.05	\$ 90.47	\$ 92.96	\$ 95.52
	BW	\$ 5,087.20	\$ 5,227.20	\$ 5,371.20	\$ 5,519.20	\$ 5,826.40	\$ 6,151.20	\$ 6,493.60	\$ 6,855.20	\$ 7,044.00	\$ 7,237.60	\$ 7,436.80	\$ 7,641.60
	YR	\$ 132,775	\$ 136,429	\$ 140,188	\$ 144,051	\$ 152,069	\$ 160,546	\$ 169,482	\$ 178,920	\$ 183,848	\$ 188,901	\$ 194,100	\$ 199,445
6364	HR	\$ 63.64	\$ 65.39	\$ 67.19	\$ 69.04	\$ 72.89	\$ 76.96	\$ 81.25	\$ 85.79	\$ 88.15	\$ 90.57	\$ 93.06	\$ 95.62
	BW	\$ 5,091.20	\$ 5,231.20	\$ 5,375.20	\$ 5,523.20	\$ 5,831.20	\$ 6,156.80	\$ 6,500.00	\$ 6,863.20	\$ 7,052.00	\$ 7,245.60	\$ 7,444.80	\$ 7,649.60
	YR	\$ 132,880	\$ 136,534	\$ 140,292	\$ 144,155	\$ 152,194	\$ 160,692	\$ 169,650	\$ 179,129	\$ 184,057	\$ 189,110	\$ 194,309	\$ 199,654
6420	HR	\$ 64.20	\$ 65.97	\$ 67.78	\$ 69.64	\$ 73.53	\$ 77.63	\$ 81.95	\$ 86.53	\$ 88.91	\$ 91.36	\$ 93.87	\$ 96.45
	BW	\$ 5,136.00	\$ 5,277.60	\$ 5,422.40	\$ 5,571.20	\$ 5,882.40	\$ 6,210.40	\$ 6,556.00	\$ 6,922.40	\$ 7,112.80	\$ 7,308.80	\$ 7,509.60	\$ 7,716.00
	YR	\$ 134,049	\$ 137,745	\$ 141,524	\$ 145,408	\$ 153,530	\$ 162,091	\$ 171,111	\$ 180,674	\$ 185,644	\$ 190,759	\$ 196,000	\$ 201,387
6431	HR	\$ 64.31	\$ 66.08	\$ 67.90	\$ 69.77	\$ 73.66	\$ 77.77	\$ 82.11	\$ 86.69	\$ 89.07	\$ 91.52	\$ 94.04	\$ 96.63
	BW	\$ 5,144.80	\$ 5,286.40	\$ 5,432.00	\$ 5,581.60	\$ 5,892.80	\$ 6,221.60	\$ 6,568.80	\$ 6,935.20	\$ 7,125.60	\$ 7,321.60	\$ 7,523.20	\$ 7,730.40
	YR	\$ 134,279	\$ 137,975	\$ 141,775	\$ 145,679	\$ 153,802	\$ 162,383	\$ 171,445	\$ 181,008	\$ 185,978	\$ 191,093	\$ 196,355	\$ 201,763
6460	HR	\$ 64.60	\$ 66.38	\$ 68.20	\$ 70.08	\$ 73.98	\$ 78.10	\$ 82.46	\$ 87.05	\$ 89.44	\$ 91.90	\$ 94.43	\$ 97.03
	BW	\$ 5,168.00	\$ 5,310.40	\$ 5,456.00	\$ 5,606.40	\$ 5,918.40	\$ 6,248.00	\$ 6,596.80	\$ 6,964.00	\$ 7,155.20	\$ 7,352.00	\$ 7,554.40	\$ 7,762.40
	YR	\$ 134,884	\$ 138,601	\$ 142,401	\$ 146,327	\$ 154,470	\$ 163,072	\$ 172,176	\$ 181,760	\$ 186,750	\$ 191,887	\$ 197,169	\$ 202,598
6541	HR	\$ 65.41	\$ 67.21	\$ 69.06	\$ 70.96	\$ 74.92	\$ 79.10	\$ 83.50	\$ 88.16	\$ 90.58	\$ 93.07	\$ 95.63	\$ 98.26
	BW	\$ 5,232.80	\$ 5,376.80	\$ 5,524.80	\$ 5,676.80	\$ 5,993.60	\$ 6,328.00	\$ 6,680.00	\$ 7,052.80	\$ 7,246.40	\$ 7,445.60	\$ 7,650.40	\$ 7,860.80
	YR	\$ 136,576	\$ 140,334	\$ 144,197	\$ 148,164	\$ 156,432	\$ 165,160	\$ 174,348	\$ 184,078	\$ 189,131	\$ 194,330	\$ 199,675	\$ 205,166
6543	HR	\$ 65.43	\$ 67.23	\$ 69.08	\$ 70.98	\$ 74.94	\$ 79.12	\$ 83.53	\$ 88.18	\$ 90.61	\$ 93.10	\$ 95.66	\$ 98.29
	BW	\$ 5,234.40	\$ 5,378.40	\$ 5,526.40	\$ 5,678.40	\$ 5,995.20	\$ 6,329.60	\$ 6,682.40	\$ 7,054.40	\$ 7,248.80	\$ 7,448.00	\$ 7,652.80	\$ 7,863.20
	YR	\$ 136,617	\$ 140,376	\$ 144,239	\$ 148,206	\$ 156,474	\$ 165,202	\$ 174,410	\$ 184,119	\$ 189,193	\$ 194,392	\$ 199,738	\$ 205,229
6569	HR	\$ 65.69	\$ 67.50	\$ 69.35	\$ 71.26	\$ 75.23	\$ 79.43	\$ 83.85	\$ 88.53	\$ 90.96	\$ 93.46	\$ 96.03	\$ 98.67
	BW	\$ 5,255.20	\$ 5,400.00	\$ 5,548.00	\$ 5,700.80	\$ 6,018.40	\$ 6,354.40	\$ 6,708.00	\$ 7,082.40	\$ 7,276.80	\$ 7,476.80	\$ 7,682.40	\$ 7,893.60
	YR	\$ 137,160	\$ 140,940	\$ 144,802	\$ 148,790	\$ 157,080	\$ 165,849	\$ 175,078	\$ 184,850	\$ 189,924	\$ 195,144	\$ 200,510	\$ 206,022
6607	HR	\$ 66.07	\$ 67.89	\$ 69.75	\$ 71.67	\$ 75.67	\$ 79.89	\$ 84.35	\$ 89.05	\$ 91.50	\$ 94.02	\$ 96.60	\$ 99.26
	BW	\$ 5,285.60	\$ 5,431.20	\$ 5,580.00	\$ 5,733.60	\$ 6,053.60	\$ 6,391.20	\$ 6,748.00	\$ 7,124.00	\$ 7,320.00	\$ 7,521.60	\$ 7,728.00	\$ 7,940.80
	YR	\$ 137,954	\$ 141,754	\$ 145,638	\$ 149,646	\$ 157,998	\$ 166,810	\$ 176,122	\$ 185,936	\$ 191,052	\$ 196,313	\$ 201,700	\$ 207,254

**MOU 36**

**Appendix H**

**Operative on June 25, 2028**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6638	HR	\$ 66.38	\$ 68.21	\$ 70.08	\$ 72.01	\$ 76.02	\$ 80.27	\$ 84.75	\$ 89.47	\$ 91.94	\$ 94.47	\$ 97.07	\$ 99.74
	BW	\$ 5,310.40	\$ 5,456.80	\$ 5,606.40	\$ 5,760.80	\$ 6,081.60	\$ 6,421.60	\$ 6,780.00	\$ 7,157.60	\$ 7,355.20	\$ 7,557.60	\$ 7,765.60	\$ 7,979.20
	YR	\$ 138,601	\$ 142,422	\$ 146,327	\$ 150,356	\$ 158,729	\$ 167,603	\$ 176,958	\$ 186,813	\$ 191,970	\$ 197,253	\$ 202,682	\$ 208,257
6650	HR	\$ 66.50	\$ 68.33	\$ 70.21	\$ 72.14	\$ 76.16	\$ 80.40	\$ 84.88	\$ 89.62	\$ 92.08	\$ 94.61	\$ 97.21	\$ 99.88
	BW	\$ 5,320.00	\$ 5,466.40	\$ 5,616.80	\$ 5,771.20	\$ 6,092.80	\$ 6,432.00	\$ 6,790.40	\$ 7,169.60	\$ 7,366.40	\$ 7,568.80	\$ 7,776.80	\$ 7,990.40
	YR	\$ 138,852	\$ 142,673	\$ 146,598	\$ 150,628	\$ 159,022	\$ 167,875	\$ 177,229	\$ 187,126	\$ 192,263	\$ 197,545	\$ 202,974	\$ 208,549
6669	HR	\$ 66.69	\$ 68.52	\$ 70.41	\$ 72.35	\$ 76.38	\$ 80.64	\$ 85.14	\$ 89.89	\$ 92.36	\$ 94.90	\$ 97.51	\$ 100.19
	BW	\$ 5,335.20	\$ 5,481.60	\$ 5,632.80	\$ 5,788.00	\$ 6,110.40	\$ 6,451.20	\$ 6,811.20	\$ 7,191.20	\$ 7,388.80	\$ 7,592.00	\$ 7,800.80	\$ 8,015.20
	YR	\$ 139,248	\$ 143,069	\$ 147,016	\$ 151,066	\$ 159,481	\$ 168,376	\$ 177,772	\$ 187,690	\$ 192,847	\$ 198,151	\$ 203,600	\$ 209,196
6684	HR	\$ 66.84	\$ 68.68	\$ 70.57	\$ 72.51	\$ 76.55	\$ 80.81	\$ 85.32	\$ 90.08	\$ 92.56	\$ 95.11	\$ 97.72	\$ 100.41
	BW	\$ 5,347.20	\$ 5,494.40	\$ 5,645.60	\$ 5,800.80	\$ 6,124.00	\$ 6,464.80	\$ 6,825.60	\$ 7,206.40	\$ 7,404.80	\$ 7,608.80	\$ 7,817.60	\$ 8,032.80
	YR	\$ 139,561	\$ 143,403	\$ 147,350	\$ 151,400	\$ 159,836	\$ 168,731	\$ 178,148	\$ 188,087	\$ 193,265	\$ 198,589	\$ 204,039	\$ 209,656
6689	HR	\$ 66.89	\$ 68.73	\$ 70.62	\$ 72.56	\$ 76.61	\$ 80.88	\$ 85.40	\$ 90.15	\$ 92.63	\$ 95.18	\$ 97.79	\$ 100.48
	BW	\$ 5,351.20	\$ 5,498.40	\$ 5,649.60	\$ 5,804.80	\$ 6,128.80	\$ 6,470.40	\$ 6,832.00	\$ 7,212.00	\$ 7,410.40	\$ 7,614.40	\$ 7,823.20	\$ 8,038.40
	YR	\$ 139,666	\$ 143,508	\$ 147,454	\$ 151,505	\$ 159,961	\$ 168,877	\$ 178,315	\$ 188,233	\$ 193,411	\$ 198,735	\$ 204,185	\$ 209,802
6719	HR	\$ 67.19	\$ 69.04	\$ 70.94	\$ 72.89	\$ 76.96	\$ 81.25	\$ 85.79	\$ 90.57	\$ 93.06	\$ 95.62	\$ 98.25	\$ 100.95
	BW	\$ 5,375.20	\$ 5,523.20	\$ 5,675.20	\$ 5,831.20	\$ 6,156.80	\$ 6,500.00	\$ 6,863.20	\$ 7,245.60	\$ 7,444.80	\$ 7,649.60	\$ 7,860.00	\$ 8,076.00
	YR	\$ 140,292	\$ 144,155	\$ 148,122	\$ 152,194	\$ 160,692	\$ 169,650	\$ 179,129	\$ 189,110	\$ 194,309	\$ 199,654	\$ 205,146	\$ 210,783
6720	HR	\$ 67.20	\$ 69.05	\$ 70.95	\$ 72.90	\$ 76.97	\$ 81.26	\$ 85.80	\$ 90.58	\$ 93.08	\$ 95.64	\$ 98.27	\$ 100.97
	BW	\$ 5,376.00	\$ 5,524.00	\$ 5,676.00	\$ 5,832.00	\$ 6,157.60	\$ 6,500.80	\$ 6,864.00	\$ 7,246.40	\$ 7,446.40	\$ 7,651.20	\$ 7,861.60	\$ 8,077.60
	YR	\$ 140,313	\$ 144,176	\$ 148,143	\$ 152,215	\$ 160,713	\$ 169,670	\$ 179,150	\$ 189,131	\$ 194,351	\$ 199,696	\$ 205,187	\$ 210,825
6737	HR	\$ 67.37	\$ 69.22	\$ 71.13	\$ 73.09	\$ 77.17	\$ 81.47	\$ 86.01	\$ 90.81	\$ 93.31	\$ 95.88	\$ 98.51	\$ 101.22
	BW	\$ 5,389.60	\$ 5,537.60	\$ 5,690.40	\$ 5,847.20	\$ 6,173.60	\$ 6,517.60	\$ 6,880.80	\$ 7,264.80	\$ 7,464.80	\$ 7,670.40	\$ 7,880.80	\$ 8,097.60
	YR	\$ 140,668	\$ 144,531	\$ 148,519	\$ 152,611	\$ 161,130	\$ 170,109	\$ 179,588	\$ 189,611	\$ 194,831	\$ 200,197	\$ 205,688	\$ 211,347
6745	HR	\$ 67.45	\$ 69.30	\$ 71.21	\$ 73.17	\$ 77.25	\$ 81.55	\$ 86.10	\$ 90.90	\$ 93.40	\$ 95.97	\$ 98.61	\$ 101.32
	BW	\$ 5,396.00	\$ 5,544.00	\$ 5,696.80	\$ 5,853.60	\$ 6,180.00	\$ 6,524.00	\$ 6,888.00	\$ 7,272.00	\$ 7,472.00	\$ 7,677.60	\$ 7,888.80	\$ 8,105.60
	YR	\$ 140,835	\$ 144,698	\$ 148,686	\$ 152,778	\$ 161,298	\$ 170,276	\$ 179,776	\$ 189,799	\$ 195,019	\$ 200,385	\$ 205,897	\$ 211,556
6788	HR	\$ 67.88	\$ 69.75	\$ 71.66	\$ 73.63	\$ 77.74	\$ 82.08	\$ 86.65	\$ 91.48	\$ 93.99	\$ 96.57	\$ 99.23	\$ 101.96
	BW	\$ 5,430.40	\$ 5,580.00	\$ 5,732.80	\$ 5,890.40	\$ 6,219.20	\$ 6,566.40	\$ 6,932.00	\$ 7,318.40	\$ 7,519.20	\$ 7,725.60	\$ 7,938.40	\$ 8,156.80
	YR	\$ 141,733	\$ 145,638	\$ 149,626	\$ 153,739	\$ 162,321	\$ 171,383	\$ 180,925	\$ 191,010	\$ 196,251	\$ 201,638	\$ 207,192	\$ 212,892
6806	HR	\$ 68.06	\$ 69.93	\$ 71.85	\$ 73.83	\$ 77.95	\$ 82.29	\$ 86.89	\$ 91.72	\$ 94.25	\$ 96.84	\$ 99.51	\$ 102.25
	BW	\$ 5,444.80	\$ 5,594.40	\$ 5,748.00	\$ 5,906.40	\$ 6,236.00	\$ 6,583.20	\$ 6,951.20	\$ 7,337.60	\$ 7,540.00	\$ 7,747.20	\$ 7,960.80	\$ 8,180.00
	YR	\$ 142,109	\$ 146,013	\$ 150,022	\$ 154,157	\$ 162,759	\$ 171,821	\$ 181,426	\$ 191,511	\$ 196,794	\$ 202,201	\$ 207,776	\$ 213,498
6858	HR	\$ 68.58	\$ 70.47	\$ 72.40	\$ 74.39	\$ 78.54	\$ 82.92	\$ 87.54	\$ 92.42	\$ 94.97	\$ 97.58	\$ 100.27	\$ 103.03
	BW	\$ 5,486.40	\$ 5,637.60	\$ 5,792.00	\$ 5,951.20	\$ 6,283.20	\$ 6,633.60	\$ 7,003.20	\$ 7,393.60	\$ 7,597.60	\$ 7,806.40	\$ 8,021.60	\$ 8,242.40
	YR	\$ 143,195	\$ 147,141	\$ 151,171	\$ 155,326	\$ 163,991	\$ 173,136	\$ 182,783	\$ 192,972	\$ 198,297	\$ 203,747	\$ 209,363	\$ 215,126

**MOU 36**

**Appendix H**

**Operative on June 25, 2028**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
6876	HR	\$ 68.76	\$ 70.65	\$ 72.59	\$ 74.59	\$ 78.75	\$ 83.14	\$ 87.77	\$ 92.66	\$ 95.21	\$ 97.83	\$ 100.52	\$ 103.28
	BW	\$ 5,500.80	\$ 5,652.00	\$ 5,807.20	\$ 5,967.20	\$ 6,300.00	\$ 6,651.20	\$ 7,021.60	\$ 7,412.80	\$ 7,616.80	\$ 7,826.40	\$ 8,041.60	\$ 8,262.40
	YR	\$ 143,570	\$ 147,517	\$ 151,567	\$ 155,743	\$ 164,430	\$ 173,596	\$ 183,263	\$ 193,474	\$ 198,798	\$ 204,269	\$ 209,885	\$ 215,648
6896	HR	\$ 68.96	\$ 70.86	\$ 72.80	\$ 74.80	\$ 78.97	\$ 83.38	\$ 88.03	\$ 92.94	\$ 95.49	\$ 98.12	\$ 100.81	\$ 103.58
	BW	\$ 5,516.80	\$ 5,668.80	\$ 5,824.00	\$ 5,984.00	\$ 6,317.60	\$ 6,670.40	\$ 7,042.40	\$ 7,435.20	\$ 7,639.20	\$ 7,849.60	\$ 8,064.80	\$ 8,286.40
	YR	\$ 143,988	\$ 147,955	\$ 152,006	\$ 156,182	\$ 164,889	\$ 174,097	\$ 183,806	\$ 194,058	\$ 199,383	\$ 204,874	\$ 210,491	\$ 216,275
6923	HR	\$ 69.23	\$ 71.13	\$ 73.09	\$ 75.10	\$ 79.29	\$ 83.71	\$ 88.38	\$ 93.31	\$ 95.87	\$ 98.51	\$ 101.22	\$ 104.00
	BW	\$ 5,538.40	\$ 5,690.40	\$ 5,847.20	\$ 6,008.00	\$ 6,343.20	\$ 6,696.80	\$ 7,070.40	\$ 7,464.80	\$ 7,669.60	\$ 7,880.80	\$ 8,097.60	\$ 8,320.00
	YR	\$ 144,552	\$ 148,519	\$ 152,611	\$ 156,808	\$ 165,557	\$ 174,786	\$ 184,537	\$ 194,831	\$ 200,176	\$ 205,688	\$ 211,347	\$ 217,152
6956	HR	\$ 69.56	\$ 71.47	\$ 73.44	\$ 75.46	\$ 79.66	\$ 84.10	\$ 88.79	\$ 93.74	\$ 96.32	\$ 98.97	\$ 101.69	\$ 104.49
	BW	\$ 5,564.80	\$ 5,717.60	\$ 5,875.20	\$ 6,036.80	\$ 6,372.80	\$ 6,728.00	\$ 7,103.20	\$ 7,499.20	\$ 7,705.60	\$ 7,917.60	\$ 8,135.20	\$ 8,359.20
	YR	\$ 145,241	\$ 149,229	\$ 153,342	\$ 157,560	\$ 166,330	\$ 175,600	\$ 185,393	\$ 195,729	\$ 201,116	\$ 206,649	\$ 212,328	\$ 218,175
6995	HR	\$ 69.95	\$ 71.87	\$ 73.85	\$ 75.88	\$ 80.11	\$ 84.58	\$ 89.30	\$ 94.28	\$ 96.88	\$ 99.54	\$ 102.28	\$ 105.09
	BW	\$ 5,596.00	\$ 5,749.60	\$ 5,908.00	\$ 6,070.40	\$ 6,408.80	\$ 6,766.40	\$ 7,144.00	\$ 7,542.40	\$ 7,750.40	\$ 7,963.20	\$ 8,182.40	\$ 8,407.20
	YR	\$ 146,055	\$ 150,064	\$ 154,198	\$ 158,437	\$ 167,269	\$ 176,603	\$ 186,458	\$ 196,856	\$ 202,285	\$ 207,839	\$ 213,560	\$ 219,427
7012	HR	\$ 70.12	\$ 72.05	\$ 74.03	\$ 76.07	\$ 80.31	\$ 84.79	\$ 89.52	\$ 94.51	\$ 97.11	\$ 99.78	\$ 102.52	\$ 105.34
	BW	\$ 5,609.60	\$ 5,764.00	\$ 5,922.40	\$ 6,085.60	\$ 6,424.80	\$ 6,783.20	\$ 7,161.60	\$ 7,560.80	\$ 7,768.80	\$ 7,982.40	\$ 8,201.60	\$ 8,427.20
	YR	\$ 146,410	\$ 150,440	\$ 154,574	\$ 158,834	\$ 167,687	\$ 177,041	\$ 186,917	\$ 197,336	\$ 202,765	\$ 208,340	\$ 214,061	\$ 219,949
7047	HR	\$ 70.47	\$ 72.41	\$ 74.40	\$ 76.45	\$ 80.71	\$ 85.21	\$ 89.96	\$ 94.97	\$ 97.58	\$ 100.26	\$ 103.02	\$ 105.85
	BW	\$ 5,637.60	\$ 5,792.80	\$ 5,952.00	\$ 6,116.00	\$ 6,456.80	\$ 6,816.80	\$ 7,196.80	\$ 7,597.60	\$ 7,806.40	\$ 8,020.80	\$ 8,241.60	\$ 8,468.00
	YR	\$ 147,141	\$ 151,192	\$ 155,347	\$ 159,627	\$ 168,522	\$ 177,918	\$ 187,836	\$ 198,297	\$ 203,747	\$ 209,342	\$ 215,105	\$ 221,014
7063	HR	\$ 70.63	\$ 72.57	\$ 74.57	\$ 76.62	\$ 80.90	\$ 85.41	\$ 90.16	\$ 95.19	\$ 97.81	\$ 100.50	\$ 103.26	\$ 106.10
	BW	\$ 5,650.40	\$ 5,805.60	\$ 5,965.60	\$ 6,129.60	\$ 6,472.00	\$ 6,832.80	\$ 7,212.80	\$ 7,615.20	\$ 7,824.80	\$ 8,040.00	\$ 8,260.80	\$ 8,488.00
	YR	\$ 147,475	\$ 151,526	\$ 155,702	\$ 159,982	\$ 168,919	\$ 178,336	\$ 188,254	\$ 198,756	\$ 204,227	\$ 209,844	\$ 215,606	\$ 221,536
7072	HR	\$ 70.72	\$ 72.66	\$ 74.66	\$ 76.71	\$ 80.99	\$ 85.50	\$ 90.27	\$ 95.30	\$ 97.92	\$ 100.61	\$ 103.38	\$ 106.22
	BW	\$ 5,657.60	\$ 5,812.80	\$ 5,972.80	\$ 6,136.80	\$ 6,479.20	\$ 6,840.00	\$ 7,221.60	\$ 7,624.00	\$ 7,833.60	\$ 8,048.80	\$ 8,270.40	\$ 8,497.60
	YR	\$ 147,663	\$ 151,714	\$ 155,890	\$ 160,170	\$ 169,107	\$ 178,524	\$ 188,483	\$ 198,986	\$ 204,456	\$ 210,073	\$ 215,857	\$ 221,787
7105	HR	\$ 71.05	\$ 73.00	\$ 75.01	\$ 77.07	\$ 81.37	\$ 85.91	\$ 90.70	\$ 95.75	\$ 98.39	\$ 101.10	\$ 103.88	\$ 106.74
	BW	\$ 5,684.00	\$ 5,840.00	\$ 6,000.80	\$ 6,165.60	\$ 6,509.60	\$ 6,872.80	\$ 7,256.00	\$ 7,660.00	\$ 7,871.20	\$ 8,088.00	\$ 8,310.40	\$ 8,539.20
	YR	\$ 148,352	\$ 152,424	\$ 156,620	\$ 160,922	\$ 169,900	\$ 179,380	\$ 189,381	\$ 199,926	\$ 205,438	\$ 211,096	\$ 216,901	\$ 222,873
7130	HR	\$ 71.30	\$ 73.26	\$ 75.28	\$ 77.35	\$ 81.67	\$ 86.22	\$ 91.03	\$ 96.10	\$ 98.74	\$ 101.46	\$ 104.25	\$ 107.12
	BW	\$ 5,704.00	\$ 5,860.80	\$ 6,022.40	\$ 6,188.00	\$ 6,533.60	\$ 6,897.60	\$ 7,282.40	\$ 7,688.00	\$ 7,899.20	\$ 8,116.80	\$ 8,340.00	\$ 8,569.60
	YR	\$ 148,874	\$ 152,966	\$ 157,184	\$ 161,506	\$ 170,526	\$ 180,027	\$ 190,070	\$ 200,656	\$ 206,169	\$ 211,848	\$ 217,674	\$ 223,666
7141	HR	\$ 71.41	\$ 73.37	\$ 75.39	\$ 77.46	\$ 81.78	\$ 86.34	\$ 91.16	\$ 96.25	\$ 98.89	\$ 101.61	\$ 104.40	\$ 107.27
	BW	\$ 5,712.80	\$ 5,869.60	\$ 6,031.20	\$ 6,196.80	\$ 6,542.40	\$ 6,907.20	\$ 7,292.80	\$ 7,700.00	\$ 7,911.20	\$ 8,128.80	\$ 8,352.00	\$ 8,581.60
	YR	\$ 149,104	\$ 153,196	\$ 157,414	\$ 161,736	\$ 170,756	\$ 180,277	\$ 190,342	\$ 200,970	\$ 206,482	\$ 212,161	\$ 217,987	\$ 223,979

**MOU 36**

**Appendix H**

**Operative on June 25, 2028**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7175	HR	\$ 71.75	\$ 73.72	\$ 75.75	\$ 77.83	\$ 82.17	\$ 86.75	\$ 91.59	\$ 96.70	\$ 99.36	\$ 102.09	\$ 104.90	\$ 107.78
	BW	\$ 5,740.00	\$ 5,897.60	\$ 6,060.00	\$ 6,226.40	\$ 6,573.60	\$ 6,940.00	\$ 7,327.20	\$ 7,736.00	\$ 7,948.80	\$ 8,167.20	\$ 8,392.00	\$ 8,622.40
	YR	\$ 149,814	\$ 153,927	\$ 158,166	\$ 162,509	\$ 171,570	\$ 181,134	\$ 191,239	\$ 201,909	\$ 207,463	\$ 213,163	\$ 219,031	\$ 225,044
7201	HR	\$ 72.01	\$ 73.99	\$ 76.03	\$ 78.12	\$ 82.48	\$ 87.08	\$ 91.94	\$ 97.07	\$ 99.74	\$ 102.48	\$ 105.30	\$ 108.20
	BW	\$ 5,760.80	\$ 5,919.20	\$ 6,082.40	\$ 6,249.60	\$ 6,598.40	\$ 6,966.40	\$ 7,355.20	\$ 7,765.60	\$ 7,979.20	\$ 8,198.40	\$ 8,424.00	\$ 8,656.00
	YR	\$ 150,356	\$ 154,491	\$ 158,750	\$ 163,114	\$ 172,218	\$ 181,823	\$ 191,970	\$ 202,682	\$ 208,257	\$ 213,978	\$ 219,866	\$ 225,921
7270	HR	\$ 72.70	\$ 74.70	\$ 76.75	\$ 78.86	\$ 83.26	\$ 87.90	\$ 92.80	\$ 97.98	\$ 100.68	\$ 103.45	\$ 106.29	\$ 109.21
	BW	\$ 5,816.00	\$ 5,976.00	\$ 6,140.00	\$ 6,308.80	\$ 6,660.80	\$ 7,032.00	\$ 7,424.00	\$ 7,838.40	\$ 8,054.40	\$ 8,276.00	\$ 8,503.20	\$ 8,736.80
	YR	\$ 151,797	\$ 155,973	\$ 160,254	\$ 164,659	\$ 173,846	\$ 183,535	\$ 193,766	\$ 204,582	\$ 210,219	\$ 216,003	\$ 221,933	\$ 228,030
7311	HR	\$ 73.11	\$ 75.12	\$ 77.19	\$ 79.31	\$ 83.73	\$ 88.40	\$ 93.33	\$ 98.53	\$ 101.24	\$ 104.02	\$ 106.88	\$ 109.82
	BW	\$ 5,848.80	\$ 6,009.60	\$ 6,175.20	\$ 6,344.80	\$ 6,698.40	\$ 7,072.00	\$ 7,466.40	\$ 7,882.40	\$ 8,099.20	\$ 8,321.60	\$ 8,550.40	\$ 8,785.60
	YR	\$ 152,653	\$ 156,850	\$ 161,172	\$ 165,599	\$ 174,828	\$ 184,579	\$ 194,873	\$ 205,730	\$ 211,389	\$ 217,193	\$ 223,165	\$ 229,304
7341	HR	\$ 73.41	\$ 75.43	\$ 77.50	\$ 79.63	\$ 84.07	\$ 88.76	\$ 93.71	\$ 98.93	\$ 101.65	\$ 104.45	\$ 107.32	\$ 110.27
	BW	\$ 5,872.80	\$ 6,034.40	\$ 6,200.00	\$ 6,370.40	\$ 6,725.60	\$ 7,100.80	\$ 7,496.80	\$ 7,914.40	\$ 8,132.00	\$ 8,356.00	\$ 8,585.60	\$ 8,821.60
	YR	\$ 153,280	\$ 157,497	\$ 161,820	\$ 166,267	\$ 175,538	\$ 185,330	\$ 195,666	\$ 206,565	\$ 212,245	\$ 218,091	\$ 224,084	\$ 230,243
7445	HR	\$ 74.45	\$ 76.50	\$ 78.60	\$ 80.76	\$ 85.26	\$ 90.02	\$ 95.03	\$ 100.34	\$ 103.09	\$ 105.92	\$ 108.84	\$ 111.83
	BW	\$ 5,956.00	\$ 6,120.00	\$ 6,288.00	\$ 6,460.80	\$ 6,820.80	\$ 7,201.60	\$ 7,602.40	\$ 8,027.20	\$ 8,247.20	\$ 8,473.60	\$ 8,707.20	\$ 8,946.40
	YR	\$ 155,451	\$ 159,732	\$ 164,116	\$ 168,626	\$ 178,022	\$ 187,961	\$ 198,422	\$ 209,509	\$ 215,251	\$ 221,160	\$ 227,257	\$ 233,501
7475	HR	\$ 74.75	\$ 76.81	\$ 78.92	\$ 81.09	\$ 85.61	\$ 90.39	\$ 95.42	\$ 100.75	\$ 103.52	\$ 106.37	\$ 109.29	\$ 112.30
	BW	\$ 5,980.00	\$ 6,144.80	\$ 6,313.60	\$ 6,487.20	\$ 6,848.80	\$ 7,231.20	\$ 7,633.60	\$ 8,060.00	\$ 8,281.60	\$ 8,509.60	\$ 8,743.20	\$ 8,984.00
	YR	\$ 156,078	\$ 160,379	\$ 164,784	\$ 169,315	\$ 178,753	\$ 188,734	\$ 199,236	\$ 210,366	\$ 216,149	\$ 222,100	\$ 228,197	\$ 234,482
7570	HR	\$ 75.70	\$ 77.78	\$ 79.92	\$ 82.12	\$ 86.70	\$ 91.53	\$ 96.64	\$ 102.02	\$ 104.83	\$ 107.71	\$ 110.67	\$ 113.71
	BW	\$ 6,056.00	\$ 6,222.40	\$ 6,393.60	\$ 6,569.60	\$ 6,936.00	\$ 7,322.40	\$ 7,731.20	\$ 8,161.60	\$ 8,386.40	\$ 8,616.80	\$ 8,853.60	\$ 9,096.80
	YR	\$ 158,061	\$ 162,404	\$ 166,872	\$ 171,466	\$ 181,029	\$ 191,114	\$ 201,784	\$ 213,017	\$ 218,885	\$ 224,898	\$ 231,078	\$ 237,426
7635	HR	\$ 76.35	\$ 78.45	\$ 80.61	\$ 82.83	\$ 87.44	\$ 92.31	\$ 97.46	\$ 102.89	\$ 105.72	\$ 108.63	\$ 111.61	\$ 114.68
	BW	\$ 6,108.00	\$ 6,276.00	\$ 6,448.80	\$ 6,626.40	\$ 6,995.20	\$ 7,384.80	\$ 7,796.80	\$ 8,231.20	\$ 8,457.60	\$ 8,690.40	\$ 8,928.80	\$ 9,174.40
	YR	\$ 159,418	\$ 163,803	\$ 168,313	\$ 172,949	\$ 182,574	\$ 192,743	\$ 203,496	\$ 214,834	\$ 220,743	\$ 226,819	\$ 233,041	\$ 239,451
7659	HR	\$ 76.59	\$ 78.70	\$ 80.86	\$ 83.08	\$ 87.72	\$ 92.61	\$ 97.78	\$ 103.23	\$ 106.07	\$ 108.99	\$ 111.98	\$ 115.06
	BW	\$ 6,127.20	\$ 6,296.00	\$ 6,468.80	\$ 6,646.40	\$ 7,017.60	\$ 7,408.80	\$ 7,822.40	\$ 8,258.40	\$ 8,485.60	\$ 8,719.20	\$ 8,958.40	\$ 9,204.80
	YR	\$ 159,919	\$ 164,325	\$ 168,835	\$ 173,471	\$ 183,159	\$ 193,369	\$ 204,164	\$ 215,544	\$ 221,474	\$ 227,571	\$ 233,814	\$ 240,245
7674	HR	\$ 76.74	\$ 78.85	\$ 81.02	\$ 83.25	\$ 87.89	\$ 92.79	\$ 97.97	\$ 103.44	\$ 106.28	\$ 109.20	\$ 112.21	\$ 115.30
	BW	\$ 6,139.20	\$ 6,308.00	\$ 6,481.60	\$ 6,660.00	\$ 7,031.20	\$ 7,423.20	\$ 7,837.60	\$ 8,275.20	\$ 8,502.40	\$ 8,736.00	\$ 8,976.80	\$ 9,224.00
	YR	\$ 160,233	\$ 164,638	\$ 169,169	\$ 173,826	\$ 183,514	\$ 193,745	\$ 204,561	\$ 215,982	\$ 221,912	\$ 228,009	\$ 234,294	\$ 240,746
7717	HR	\$ 77.17	\$ 79.29	\$ 81.47	\$ 83.71	\$ 88.38	\$ 93.31	\$ 98.51	\$ 104.00	\$ 106.86	\$ 109.80	\$ 112.82	\$ 115.92
	BW	\$ 6,173.60	\$ 6,343.20	\$ 6,517.60	\$ 6,696.80	\$ 7,070.40	\$ 7,464.80	\$ 7,880.80	\$ 8,320.00	\$ 8,548.80	\$ 8,784.00	\$ 9,025.60	\$ 9,273.60
	YR	\$ 161,130	\$ 165,557	\$ 170,109	\$ 174,786	\$ 184,537	\$ 194,831	\$ 205,688	\$ 217,152	\$ 223,123	\$ 229,262	\$ 235,568	\$ 242,040

**MOU 36**

**Appendix H**

**Operative on June 25, 2028**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
7777	HR	\$ 77.77	\$ 79.91	\$ 82.11	\$ 84.37	\$ 89.07	\$ 94.04	\$ 99.28	\$ 104.82	\$ 107.70	\$ 110.66	\$ 113.70	\$ 116.83
	BW	\$ 6,221.60	\$ 6,392.80	\$ 6,568.80	\$ 6,749.60	\$ 7,125.60	\$ 7,523.20	\$ 7,942.40	\$ 8,385.60	\$ 8,616.00	\$ 8,852.80	\$ 9,096.00	\$ 9,346.40
	YR	\$ 162,383	\$ 166,852	\$ 171,445	\$ 176,164	\$ 185,978	\$ 196,355	\$ 207,296	\$ 218,864	\$ 224,877	\$ 231,058	\$ 237,405	\$ 243,941
7804	HR	\$ 78.04	\$ 80.19	\$ 82.39	\$ 84.66	\$ 89.37	\$ 94.36	\$ 99.62	\$ 105.17	\$ 108.07	\$ 111.04	\$ 114.10	\$ 117.24
	BW	\$ 6,243.20	\$ 6,415.20	\$ 6,591.20	\$ 6,772.80	\$ 7,149.60	\$ 7,548.80	\$ 7,969.60	\$ 8,413.60	\$ 8,645.60	\$ 8,883.20	\$ 9,128.00	\$ 9,379.20
	YR	\$ 162,947	\$ 167,436	\$ 172,030	\$ 176,770	\$ 186,604	\$ 197,023	\$ 208,006	\$ 219,594	\$ 225,650	\$ 231,851	\$ 238,240	\$ 244,797
7857	HR	\$ 78.57	\$ 80.73	\$ 82.95	\$ 85.23	\$ 89.98	\$ 94.99	\$ 100.28	\$ 105.87	\$ 108.79	\$ 111.78	\$ 114.86	\$ 118.02
	BW	\$ 6,285.60	\$ 6,458.40	\$ 6,636.00	\$ 6,818.40	\$ 7,198.40	\$ 7,599.20	\$ 8,022.40	\$ 8,469.60	\$ 8,703.20	\$ 8,942.40	\$ 9,188.80	\$ 9,441.60
	YR	\$ 164,054	\$ 168,564	\$ 173,199	\$ 177,960	\$ 187,878	\$ 198,339	\$ 209,384	\$ 221,056	\$ 227,153	\$ 233,396	\$ 239,827	\$ 246,425
8052	HR	\$ 80.52	\$ 82.73	\$ 85.01	\$ 87.35	\$ 92.22	\$ 97.36	\$ 102.78	\$ 108.51	\$ 111.50	\$ 114.57	\$ 117.72	\$ 120.96
	BW	\$ 6,441.60	\$ 6,618.40	\$ 6,800.80	\$ 6,988.00	\$ 7,377.60	\$ 7,788.80	\$ 8,222.40	\$ 8,680.80	\$ 8,920.00	\$ 9,165.60	\$ 9,417.60	\$ 9,676.80
	YR	\$ 168,125	\$ 172,740	\$ 177,500	\$ 182,386	\$ 192,555	\$ 203,287	\$ 214,604	\$ 226,568	\$ 232,812	\$ 239,222	\$ 245,799	\$ 252,564
8078	HR	\$ 80.78	\$ 83.00	\$ 85.28	\$ 87.63	\$ 92.51	\$ 97.66	\$ 103.11	\$ 108.86	\$ 111.86	\$ 114.94	\$ 118.10	\$ 121.35
	BW	\$ 6,462.40	\$ 6,640.00	\$ 6,822.40	\$ 7,010.40	\$ 7,400.80	\$ 7,812.80	\$ 8,248.80	\$ 8,708.80	\$ 8,948.80	\$ 9,195.20	\$ 9,448.00	\$ 9,708.00
	YR	\$ 168,668	\$ 173,304	\$ 178,064	\$ 182,971	\$ 193,160	\$ 203,914	\$ 215,293	\$ 227,299	\$ 233,563	\$ 239,994	\$ 246,592	\$ 253,378
8151	HR	\$ 81.51	\$ 83.75	\$ 86.05	\$ 88.42	\$ 93.35	\$ 98.56	\$ 104.05	\$ 109.86	\$ 112.88	\$ 115.98	\$ 119.17	\$ 122.45
	BW	\$ 6,520.80	\$ 6,700.00	\$ 6,884.00	\$ 7,073.60	\$ 7,468.00	\$ 7,884.80	\$ 8,324.00	\$ 8,788.80	\$ 9,030.40	\$ 9,278.40	\$ 9,533.60	\$ 9,796.00
	YR	\$ 170,192	\$ 174,870	\$ 179,672	\$ 184,620	\$ 194,914	\$ 205,793	\$ 217,256	\$ 229,387	\$ 235,693	\$ 242,166	\$ 248,826	\$ 255,675
8300	HR	\$ 83.00	\$ 85.28	\$ 87.63	\$ 90.04	\$ 95.06	\$ 100.37	\$ 105.97	\$ 111.87	\$ 114.95	\$ 118.11	\$ 121.36	\$ 124.70
	BW	\$ 6,640.00	\$ 6,822.40	\$ 7,010.40	\$ 7,203.20	\$ 7,604.80	\$ 8,029.60	\$ 8,477.60	\$ 8,949.60	\$ 9,196.00	\$ 9,448.80	\$ 9,708.80	\$ 9,976.00
	YR	\$ 173,304	\$ 178,064	\$ 182,971	\$ 188,003	\$ 198,485	\$ 209,572	\$ 221,265	\$ 233,584	\$ 240,015	\$ 246,613	\$ 253,399	\$ 260,373
8488	HR	\$ 84.88	\$ 87.21	\$ 89.61	\$ 92.07	\$ 97.21	\$ 102.64	\$ 108.36	\$ 114.40	\$ 117.55	\$ 120.78	\$ 124.10	\$ 127.51
	BW	\$ 6,790.40	\$ 6,976.80	\$ 7,168.80	\$ 7,365.60	\$ 7,776.80	\$ 8,211.20	\$ 8,668.80	\$ 9,152.00	\$ 9,404.00	\$ 9,662.40	\$ 9,928.00	\$ 10,200.80
	YR	\$ 177,229	\$ 182,094	\$ 187,105	\$ 192,242	\$ 202,974	\$ 214,312	\$ 226,255	\$ 238,867	\$ 245,444	\$ 252,188	\$ 259,120	\$ 266,240
8504	HR	\$ 85.04	\$ 87.38	\$ 89.78	\$ 92.25	\$ 97.40	\$ 102.83	\$ 108.57	\$ 114.62	\$ 117.77	\$ 121.01	\$ 124.34	\$ 127.76
	BW	\$ 6,803.20	\$ 6,990.40	\$ 7,182.40	\$ 7,380.00	\$ 7,792.00	\$ 8,226.40	\$ 8,685.60	\$ 9,169.60	\$ 9,421.60	\$ 9,680.80	\$ 9,947.20	\$ 10,220.80
	YR	\$ 177,563	\$ 182,449	\$ 187,460	\$ 192,618	\$ 203,371	\$ 214,709	\$ 226,694	\$ 239,326	\$ 245,903	\$ 252,668	\$ 259,621	\$ 266,762
8513	HR	\$ 85.13	\$ 87.47	\$ 89.88	\$ 92.35	\$ 97.50	\$ 102.93	\$ 108.68	\$ 114.74	\$ 117.90	\$ 121.14	\$ 124.47	\$ 127.89
	BW	\$ 6,810.40	\$ 6,997.60	\$ 7,190.40	\$ 7,388.00	\$ 7,800.00	\$ 8,234.40	\$ 8,694.40	\$ 9,179.20	\$ 9,432.00	\$ 9,691.20	\$ 9,957.60	\$ 10,231.20
	YR	\$ 177,751	\$ 182,637	\$ 187,669	\$ 192,826	\$ 203,580	\$ 214,917	\$ 226,923	\$ 239,577	\$ 246,175	\$ 252,940	\$ 259,893	\$ 267,034
8517	HR	\$ 85.17	\$ 87.51	\$ 89.92	\$ 92.39	\$ 97.54	\$ 102.98	\$ 108.72	\$ 114.78	\$ 117.94	\$ 121.18	\$ 124.52	\$ 127.94
	BW	\$ 6,813.60	\$ 7,000.80	\$ 7,193.60	\$ 7,391.20	\$ 7,803.20	\$ 8,238.40	\$ 8,697.60	\$ 9,182.40	\$ 9,435.20	\$ 9,694.40	\$ 9,961.60	\$ 10,235.20
	YR	\$ 177,834	\$ 182,720	\$ 187,752	\$ 192,910	\$ 203,663	\$ 215,022	\$ 227,007	\$ 239,660	\$ 246,258	\$ 253,023	\$ 259,997	\$ 267,138
8528	HR	\$ 85.28	\$ 87.63	\$ 90.03	\$ 92.51	\$ 97.66	\$ 103.11	\$ 108.86	\$ 114.94	\$ 118.10	\$ 121.35	\$ 124.68	\$ 128.11
	BW	\$ 6,822.40	\$ 7,010.40	\$ 7,202.40	\$ 7,400.80	\$ 7,812.80	\$ 8,248.80	\$ 8,708.80	\$ 9,195.20	\$ 9,448.00	\$ 9,708.00	\$ 9,974.40	\$ 10,248.80
	YR	\$ 178,064	\$ 182,971	\$ 187,982	\$ 193,160	\$ 203,914	\$ 215,293	\$ 227,299	\$ 239,994	\$ 246,592	\$ 253,378	\$ 260,331	\$ 267,493

**MOU 36**

**Appendix H**

**Operative on June 25, 2028**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
8582	HR	\$ 85.82	\$ 88.18	\$ 90.61	\$ 93.10	\$ 98.29	\$ 103.77	\$ 109.55	\$ 115.66	\$ 118.84	\$ 122.11	\$ 125.47	\$ 128.92
	BW	\$ 6,865.60	\$ 7,054.40	\$ 7,248.80	\$ 7,448.00	\$ 7,863.20	\$ 8,301.60	\$ 8,764.00	\$ 9,252.80	\$ 9,507.20	\$ 9,768.80	\$ 10,037.60	\$ 10,313.60
	YR	\$ 179,192	\$ 184,119	\$ 189,193	\$ 194,392	\$ 205,229	\$ 216,671	\$ 228,740	\$ 241,498	\$ 248,137	\$ 254,965	\$ 261,981	\$ 269,184
8691	HR	\$ 86.91	\$ 89.30	\$ 91.76	\$ 94.28	\$ 99.54	\$ 105.09	\$ 110.95	\$ 117.14	\$ 120.36	\$ 123.67	\$ 127.07	\$ 130.56
	BW	\$ 6,952.80	\$ 7,144.00	\$ 7,340.80	\$ 7,542.40	\$ 7,963.20	\$ 8,407.20	\$ 8,876.00	\$ 9,371.20	\$ 9,628.80	\$ 9,893.60	\$ 10,165.60	\$ 10,444.80
	YR	\$ 181,468	\$ 186,458	\$ 191,594	\$ 196,856	\$ 207,839	\$ 219,427	\$ 231,663	\$ 244,588	\$ 251,311	\$ 258,222	\$ 265,322	\$ 272,609
8751	HR	\$ 87.51	\$ 89.92	\$ 92.39	\$ 94.93	\$ 100.22	\$ 105.81	\$ 111.71	\$ 117.94	\$ 121.18	\$ 124.51	\$ 127.94	\$ 131.46
	BW	\$ 7,000.80	\$ 7,193.60	\$ 7,391.20	\$ 7,594.40	\$ 8,017.60	\$ 8,464.80	\$ 8,936.80	\$ 9,435.20	\$ 9,694.40	\$ 9,960.80	\$ 10,235.20	\$ 10,516.80
	YR	\$ 182,720	\$ 187,752	\$ 192,910	\$ 198,213	\$ 209,259	\$ 220,931	\$ 233,250	\$ 246,258	\$ 253,023	\$ 259,976	\$ 267,138	\$ 274,488
8758	HR	\$ 87.58	\$ 89.99	\$ 92.46	\$ 95.00	\$ 100.30	\$ 105.89	\$ 111.80	\$ 118.04	\$ 121.29	\$ 124.63	\$ 128.05	\$ 131.57
	BW	\$ 7,006.40	\$ 7,199.20	\$ 7,396.80	\$ 7,600.00	\$ 8,024.00	\$ 8,471.20	\$ 8,944.00	\$ 9,443.20	\$ 9,703.20	\$ 9,970.40	\$ 10,244.00	\$ 10,525.60
	YR	\$ 182,867	\$ 187,899	\$ 193,056	\$ 198,360	\$ 209,426	\$ 221,098	\$ 233,438	\$ 246,467	\$ 253,253	\$ 260,227	\$ 267,368	\$ 274,718
8800	HR	\$ 88.00	\$ 90.42	\$ 92.91	\$ 95.47	\$ 100.79	\$ 106.41	\$ 112.34	\$ 118.60	\$ 121.87	\$ 125.22	\$ 128.67	\$ 132.21
	BW	\$ 7,040.00	\$ 7,233.60	\$ 7,432.80	\$ 7,637.60	\$ 8,063.20	\$ 8,512.80	\$ 8,987.20	\$ 9,488.00	\$ 9,749.60	\$ 10,017.60	\$ 10,293.60	\$ 10,576.80
	YR	\$ 183,744	\$ 188,796	\$ 193,996	\$ 199,341	\$ 210,449	\$ 222,184	\$ 234,565	\$ 247,636	\$ 254,464	\$ 261,459	\$ 268,662	\$ 276,054
8853	HR	\$ 88.53	\$ 90.96	\$ 93.47	\$ 96.04	\$ 101.39	\$ 107.04	\$ 113.01	\$ 119.31	\$ 122.59	\$ 125.96	\$ 129.43	\$ 132.99
	BW	\$ 7,082.40	\$ 7,276.80	\$ 7,477.60	\$ 7,683.20	\$ 8,111.20	\$ 8,563.20	\$ 9,040.80	\$ 9,544.80	\$ 9,807.20	\$ 10,076.80	\$ 10,354.40	\$ 10,639.20
	YR	\$ 184,850	\$ 189,924	\$ 195,165	\$ 200,531	\$ 211,702	\$ 223,499	\$ 235,964	\$ 249,119	\$ 255,967	\$ 263,004	\$ 270,249	\$ 277,683
8868	HR	\$ 88.68	\$ 91.12	\$ 93.62	\$ 96.19	\$ 101.56	\$ 107.22	\$ 113.20	\$ 119.51	\$ 122.80	\$ 126.18	\$ 129.65	\$ 133.22
	BW	\$ 7,094.40	\$ 7,289.60	\$ 7,489.60	\$ 7,695.20	\$ 8,124.80	\$ 8,577.60	\$ 9,056.00	\$ 9,560.80	\$ 9,824.00	\$ 10,094.40	\$ 10,372.00	\$ 10,657.60
	YR	\$ 185,163	\$ 190,258	\$ 195,478	\$ 200,844	\$ 212,057	\$ 223,875	\$ 236,361	\$ 249,536	\$ 256,406	\$ 263,463	\$ 270,709	\$ 278,163
8887	HR	\$ 88.87	\$ 91.31	\$ 93.83	\$ 96.41	\$ 101.78	\$ 107.46	\$ 113.45	\$ 119.78	\$ 123.07	\$ 126.45	\$ 129.93	\$ 133.50
	BW	\$ 7,109.60	\$ 7,304.80	\$ 7,506.40	\$ 7,712.80	\$ 8,142.40	\$ 8,596.80	\$ 9,076.00	\$ 9,582.40	\$ 9,845.60	\$ 10,116.00	\$ 10,394.40	\$ 10,680.00
	YR	\$ 185,560	\$ 190,655	\$ 195,917	\$ 201,304	\$ 212,516	\$ 224,376	\$ 236,883	\$ 250,100	\$ 256,970	\$ 264,027	\$ 271,293	\$ 278,748
8898	HR	\$ 88.98	\$ 91.43	\$ 93.94	\$ 96.52	\$ 101.91	\$ 107.59	\$ 113.59	\$ 119.92	\$ 123.22	\$ 126.61	\$ 130.09	\$ 133.67
	BW	\$ 7,118.40	\$ 7,314.40	\$ 7,515.20	\$ 7,721.60	\$ 8,152.80	\$ 8,607.20	\$ 9,087.20	\$ 9,593.60	\$ 9,857.60	\$ 10,128.80	\$ 10,407.20	\$ 10,693.60
	YR	\$ 185,790	\$ 190,905	\$ 196,146	\$ 201,533	\$ 212,788	\$ 224,647	\$ 237,175	\$ 250,392	\$ 257,283	\$ 264,361	\$ 271,627	\$ 279,102
8940	HR	\$ 89.40	\$ 91.86	\$ 94.38	\$ 96.98	\$ 102.38	\$ 108.09	\$ 114.12	\$ 120.48	\$ 123.80	\$ 127.20	\$ 130.70	\$ 134.29
	BW	\$ 7,152.00	\$ 7,348.80	\$ 7,550.40	\$ 7,758.40	\$ 8,190.40	\$ 8,647.20	\$ 9,129.60	\$ 9,638.40	\$ 9,904.00	\$ 10,176.00	\$ 10,456.00	\$ 10,743.20
	YR	\$ 186,667	\$ 191,803	\$ 197,065	\$ 202,494	\$ 213,769	\$ 225,691	\$ 238,282	\$ 251,562	\$ 258,494	\$ 265,593	\$ 272,901	\$ 280,397
8953	HR	\$ 89.53	\$ 91.99	\$ 94.52	\$ 97.12	\$ 102.53	\$ 108.25	\$ 114.28	\$ 120.65	\$ 123.97	\$ 127.38	\$ 130.88	\$ 134.48
	BW	\$ 7,162.40	\$ 7,359.20	\$ 7,561.60	\$ 7,769.60	\$ 8,202.40	\$ 8,660.00	\$ 9,142.40	\$ 9,652.00	\$ 9,917.60	\$ 10,190.40	\$ 10,470.40	\$ 10,758.40
	YR	\$ 186,938	\$ 192,075	\$ 197,357	\$ 202,786	\$ 214,082	\$ 226,026	\$ 238,616	\$ 251,917	\$ 258,849	\$ 265,969	\$ 273,277	\$ 280,794
8954	HR	\$ 89.54	\$ 92.00	\$ 94.53	\$ 97.13	\$ 102.54	\$ 108.26	\$ 114.29	\$ 120.66	\$ 123.98	\$ 127.39	\$ 130.89	\$ 134.49
	BW	\$ 7,163.20	\$ 7,360.00	\$ 7,562.40	\$ 7,770.40	\$ 8,203.20	\$ 8,660.80	\$ 9,143.20	\$ 9,652.80	\$ 9,918.40	\$ 10,191.20	\$ 10,471.20	\$ 10,759.20
	YR	\$ 186,959	\$ 192,096	\$ 197,378	\$ 202,807	\$ 214,103	\$ 226,046	\$ 238,637	\$ 251,938	\$ 258,870	\$ 265,990	\$ 273,298	\$ 280,815

**APPENDIX I**  
**SALARY NOTES**

- Note 1: One person employed in the class of Port Marketing Manager (Code 1781), when assigned to manage rail and transportation projects for the Harbor Department, shall receive salary at the fifth premium level rate above the appropriate step rate of the salary range prescribed for the class. Additional compensation is pensionable.
- Note 2: Notwithstanding any other provision of this MOU or the Los Angeles Administrative Code to the contrary, employees in the class of Chief of Operations II (Code 7258-2) working as a Duty Manager, Convention Center Building Superintendent I (Code 3330-1) and Street Services Superintendent II (Code 4158-2) shall, unless specific authority is made, be compensated time off at the rate of time and one-half (1½) for each hour of overtime worked; where cash payment is authorized the rate of pay shall be one and one-half (1½) times the employee's regular rate of compensation. Effective the first full pay period after Council adoption, any employee in the class of Chief of Operations II (Code 7258-2) working as a Duty Manager, shall be eligible for the additional compensation listed in this Note.
- Note 3: Upon approval of the City Engineer, any person employed in the class of Deputy City Engineer I (Code 9490-1) may receive salary up to the fifth premium level rate above the appropriate step rate of the salary range prescribed for this class. Upon the approval of the City Engineer, any person employed in the class of Deputy City Engineer II (Code 9490-2) may receive salary up to the fourth premium level rate above the appropriate step rate of the salary range prescribed for this class. Additional compensation is pensionable.
- Note 4: The City Engineer may authorize payment of relocation expenses up to \$10,000 and temporary housing expenses up to \$3,000 for individuals whose initial appointment to the City is to the class of Deputy City Engineer I or II (Code 9490-1 or -2), or Principal Architect (Code 7928).
- Note 5: Compensation for employees occupying a position designated by the City as a Project Manager I performing engineering, architecture or landscape architecture related duties shall be compensated on step 12 of the appropriate range, as listed in the Appendices.  
  
Additional compensation is pensionable.
- Note 6: Compensation for employees occupying a position designated by the City as a Project Manager II performing engineering, architecture or landscape



architecture related duties shall be compensated on step 12 of the appropriate range, as listed in the Appendices.

Additional compensation is pensionable.

Note 7: Compensation for employees occupying a position designated by the City as a Project Manager III performing engineering, architecture or landscape architecture related duties shall be compensated on step 12 of the appropriate range, as listed in the Appendices.

Additional compensation is pensionable.

Note 8: One employee in the class of Traffic Manager (Code 0803), when assigned to manage the Property Management Division may be compensated at the appropriate step rate of the salary range for Chief Financial Officer (Code 9230). Additional compensation is pensionable.

Note 9: Whenever an employee in the class Chief Port Pilot (Code 5154) is required to return to duty following the termination of the employee's work shift and departure from the work location, such employee shall receive compensation in accordance with that provided in the Port Pilot Unit, at the overtime pay of Port Pilot II, fifth step. Additional compensation is pensionable.

Note 10: On a biweekly basis, a pension-based Efficiency Incentive will be paid to each Chief Port Pilot (Code 5154) and Pilot Service Manager (Code 5153) who is on active payroll status during the biweekly payroll period. The amount of the Efficiency Incentive to be paid during each payroll period will be the same biweekly amount paid to employees in the class of Port Pilot II, and will be based on the formula contained in Article 44, Efficiency Incentive, of MOU 26 (Port Pilots).

Note 11: The salary range for the class of Chief Port Pilot II (Code 5154-2) shall be 15.3% above the prescribed salary range for the class of Port Pilot II (Code 5151-2), based on a comparison at the highest base hourly rate. The salary range for the class of Pilot Service Manager (Code 5153) shall be 5.5% above the prescribed salary range for the class of Chief Port Pilot II (Code 5154-2), based on a comparison at the highest base hourly rate. Additional compensation is pensionable.

Note 12: One person employed in the class as Associate Zoning Administrator (Code 7998), when employed as the Associate Zoning Administrator-Deputy Advisory Agency shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class. Additional compensation is pensionable.

Note 13: One employee in the class of Sanitation Wastewater Manager III (Code 4128-3) when assigned by the Director Bureau of Sanitation to be the Plant Manager of the Hyperion Treatment Plant and oversee all operations of the Plant, shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade. Additional compensation is pensionable.

Note 14: One employee in the class of Public Information Director II (Code 1800-2) in the Police Department, shall receive salary at the sixth premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade. Additional compensation is pensionable.

Note 15: One Principal Civil Engineer (Code 9489) when assigned to supervise the Structural Division in the Bureau of Engineering, Department of Public Works, shall receive salary at the second premium level rate above the appropriate step rate of the salary prescribed for that class. Additional compensation is pensionable.

Note 16: Any full-time employee hired as a Chief Veterinarian (Code 2360) in the Department of Animal Services shall, upon completion of six (6) months of successful City service, receive a one-time, lump sum payment of \$1,000.00.

Any full-time employee in the class Chief Veterinarian (Code 2360) employed in the Department of Animal Services who has completed two (2) years of successful City service from the date of their initial hire into the class of Chief Veterinarian shall receive a one-time, lump sum payment of \$4,000.00. If an employee separates from City service within six (6) months of the date of receipt of this payment, the entire \$4,000.00 amount shall be repaid to the City. If separation of service occurs six (6) months to twelve (12) months following the date of receipt of the payment, then \$2,000.00 shall be repaid to the City. An employee who remains employed in the class of Chief Veterinarian twelve (12) months or more following receipt of the payment shall be entitled to the full amount, without a repayment obligation upon separation from City service.

An employee who receives the \$4,000.00 payment shall execute an agreement to allow the City Controller to recover this payment as described in this Note.

Additional compensation above is not pensionable.

Note 17: One employee in the class of Chief Information Officer (Code 9374) in the Police Department, shall receive salary at the fourth premium level rate above the appropriate step rate of the salary range prescribed for the class

and paygrade, when assigned as the Public Safety Information Officer. Additional compensation is pensionable.

Note 18: Notwithstanding any other ordinance provisions, the City Controller may authorize from one (1) to four (4) premium level bonuses (2.75% of base pay per premium level) for an employee in the class of Director of Financial Analysis and Reporting (Code 1608), and/or Director of Auditing (Code 1607), and/or Principal Deputy Controller (Code 9653), provided that the cumulative amount of these bonuses for all three positions shall not exceed four premium levels (11%). Additional compensation is pensionable.

Note 19: Effective July 1, 2018, employee, John Kostrencich, while employed in the class of Chief Construction Inspector (Code 7296) at the Harbor Department, shall receive a pensionable bi-weekly cash bonus of two hundred and fifty dollars (\$250.00).

Note 20: Employees in the classifications of Sanitation Wastewater Manager (Code 4128), Solid Resources Manager (Code 4126), and Chief of Operations, when assigned as a Duty Manager (Code 7258) when assigned to oversee a 24/7 operation and authorized to submit legal reports to regulatory agencies, shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class and pay grade. Additional compensation is pensionable when regularly assigned.

Note 21: An employee in the class of Chief Veterinarian (Code 2360) who is employed by the Zoo Department and who has earned and maintains a Diplomate certification from the American College of Zoological Medicine shall receive additional biweekly compensation in the amount of \$500.00. This additional compensation shall be pensionable.

Note 22: Any employee in the class of Chief Construction Inspector (Code 7296), when employed by the Los Angeles World Airports, shall receive salary 15% above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.

Note 23: One employee in the class of Director of Airports Administration (Code 9302) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.

Effective March 24, 2024, the additional compensation shall allow the qualifying Director of Airports Administration to receive up to four premium levels (2.75% of base pay per premium level). Additional compensation is adds to rate and pensionable.

- Note 24: Any employee in the class of Harbor Public and Community Relations Director (Code 9480) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 25: One employee in the class of Property Manager IV (Code 1964-4), when employed by the Harbor Department, shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 26: One employee in the class of Workers' Compensation Administrator I (Code 1766-1) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 27: Upon approval of the Director Bureau of Sanitation, any person employed in the classes of Assistant Director Bureau of Sanitation (Code 7255), Hyperion Treatment Plant Manager (Code 4130), Chief Financial Officer, Bureau of Sanitation (Code 9230), may receive salary up to the fifth premium level rate above the appropriate step rate of the salary range prescribed for this class. Additional compensation is pensionable.
- Note 28: Any bargaining unit member designated as the Budget Director by the Mayor's Office may receive salary up to the fourth premium level rate above the employee's appropriate step rate of the salary range prescribed for their classification. Only one employee shall be eligible to receive this additional compensation at any given time. Additional compensation is pensionable.
- Note 29: Notwithstanding any other ordinance provisions, the Director of Finance may authorize from one (1) to four (4) premium level bonuses (2.75% of base pay per premium level) for any employee in the class of Assistant Director of Finance, Code 9651, provided that the cumulative amount of these bonuses for all Assistant Director of Finance positions shall not exceed four premium levels (11%). Additional compensation is pensionable.
- Note 30: Any bargaining unit member while employed by the Office of the City Administrative Officer shall receive additional, regularly assigned compensation in the amount of two premium levels (5.5%) above the member's hourly base rate of pay. Additional compensation shall be an Adds To Rate and shall be pensionable.
- Note 31: Any bargaining unit member while employed by the Office of the City Administrative Officer who is regularly assigned to work for the Homelessness Group shall receive additional, regularly assigned compensation in the amount of two premium levels (5.5%) above the

member's hourly base rate of pay in addition to any other premium level compensation. Additional compensation shall be an Adds To Rate and shall be pensionable.

- Note 32: Effective March 24, 2024, one Chief Management Analyst, Code 9184, employed by the Los Angeles World Airports and regularly assigned to the Financial System Division shall receive additional compensation at the second premium level rate (5.5%) above the appropriate step on the salary range prescribed for the class. This additional compensation shall be adds to rate and pensionable.
- Note 33: Effective March 24, 2024, one employee in the class of Director of Airport Marketing, Code 1768, employed by the Los Angeles World Airports and assigned to the Public and Government Affairs Division, shall receive additional compensation at the second premium level rate (5.5%) above the appropriate step on the salary range prescribed for the class. This additional compensation shall be adds to rate and pensionable.
- Note 34: One Assistant Director, Bureau of Contract Administration, Code 7298-0, shall be compensated at the second premium level (5.5%) above the appropriate step rate of the salary range prescribed for the classification when assigned duties and responsibilities additional to those required of an Assistant Director, Bureau of Contract Administration. This additional compensation shall be adds to rate and pensionable.
- Note 35: Effective March 24, 2024, one employee in the class of Financial Manager II, Code 1557-2, employed by the Los Angeles World Airports and who is responsible for supervising the Airline Rates and Charges in the Finance and Budget Division, shall receive additional compensation at the second premium level rate (5.5%) above the appropriate step on the salary range prescribed for the class. This additional compensation shall be adds to rate and pensionable.
- Note 36: Effective March 24, 2024, one employee in the class of Airport Manager III, Code 7260-3, employed by the Los Angeles World Airports and who is responsible for supervising the operations at Van Nuys Airport, shall receive additional compensation at the second premium level rate (5.5%) above the appropriate step on the salary range prescribed for the class. This additional compensation shall be adds to rate and pensionable.
- Note 37: Effective March 24, 2024, notwithstanding any other ordinance provisions, the appointing authority of LACERS or LAFPP may authorize one premium level (2.75%) for one employee in the class of Assistant General Manager LACERS or Assistant General Manager LAFPP in their respective departments, provided that the employee receiving this additional

compensation is not being compensated under Article 61. Additional compensation shall be adds to rate and pensionable.

**LETTER OF INTENT  
MANAGEMENT EMPLOYEES UNIT  
2023-2028 MEMORANDUM OF UNDERSTANDING**

**SALARY REVIEW**

Beginning no sooner than January 2025, the undersigned parties will meet and confer regarding the 8-level management reform plan proposed by the Los Angeles Professional Managers' Association (LAPMA).

**FOR LAPMA:**

**FOR THE CITY:**

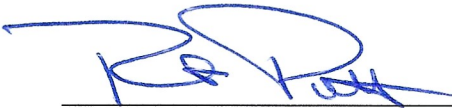
\_\_\_\_\_  
Charley Mims  
Executive Director, LAPMA



\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

Date \_\_\_\_\_

Date April 11, 2024



\_\_\_\_\_  
Robert Potter  
President

Date 4/2/2024

**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

**JOINT LABOR MANAGEMENT COMMITTEE  
HEALTHCARE FOR PART-TIME EMPLOYEES**


Beginning with the adoption of this MOU, the City shall begin placing into an escrow account an amount equal to the prorated compensation hours relative to the half-time employee medical benefit (for the 2024 plan year, \$9.70 per hour) for any part-time employee who occupies a classification represented in this MOU and who is not eligible to receive medical benefits from the City through the LAWell program or any other program. Funds placed in escrow shall apply to providing such benefits to part-time employees.

After the adoption of this MOU, the parties will meet and confer to identify and resolve logistical barriers related to providing half-time employees (described above) who work more than 400 hours in a twelve-month period with the single-party Kaiser health benefit.

**FOR THE COALITION:**

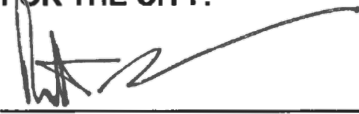
  
\_\_\_\_\_  
Steve Koffroth, Chair

4/3/24  
Date

  
\_\_\_\_\_  
Jenita Igwealor  
SEIU, Local 721

4/3/24  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
Office of the City Attorney

4/5/24  
Date

**(SIGNATURES CONTINUED)**



**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

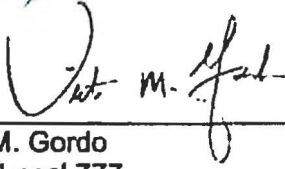
**JOINT LABOR MANAGEMENT COMMITTEE  
HEALTHCARE FOR PART-TIME EMPLOYEES**



Wayne Palica, Business Representative  
AFSCME, District Council 36

4/3/24

Date



Victor M. Gordo  
LIUNA Local 777

4/3/24

Date



Chad Boggio, Council Representative  
LA/OCBCTC

4/4/2024

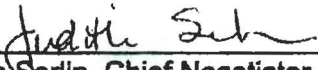
Date



Jose Barba, Business Representative  
IUOE, 501

4/3/24

Date



Judith Serlin, Chief Negotiator  
Teamsters

4/3/24

Date

**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**


**JOINT LABOR MANAGEMENT COMMITTEE  
SALARY STEP REFORM**

Beginning in January 2025, the Coalition of Los Angeles City Unions and the City of Los Angeles will meet to discuss potential alternative arrangements to the current salary structure as provided for in the Coalition Memoranda of Understanding (MOUs 02, 03, 04, 06, 07, 08, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64).

**FOR THE COALITION:**

  
\_\_\_\_\_  
Steve Köffroth, Chair

4/3/24  
Date

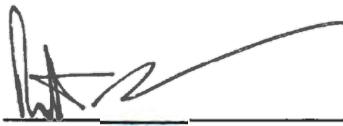
  
\_\_\_\_\_  
Jenita Igwealor  
SEIU, Local 721

4/3/24  
Date

  
\_\_\_\_\_  
Wayne Palica, Business Representative  
AFSCME, District Council 36

4/3/24  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**

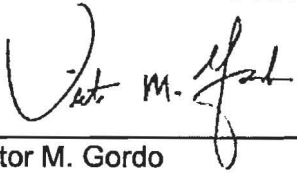
  
\_\_\_\_\_  
Office of the City Attorney

4/5/24  
Date

**(SIGNATURES CONTINUED)**

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028

JOINT LABOR MANAGEMENT COMMITTEE  
SALARY STEP REFORM



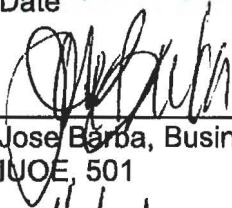
Victor M. Gordo  
LIUNA Local 777

4/3/24  
Date



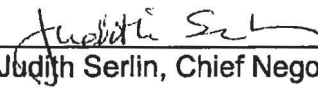
Chad Boggio, Council Representative  
LA/OCBCTC

4/4/2024  
Date



Jose Barba, Business Representative  
IUOE, 501

4/3/24  
Date



Judith Serlin, Chief Negotiator  
Teamsters

4/3/24  
Date

**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

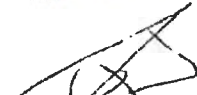
**JOINT LABOR MANAGEMENT COMMITTEE  
VACANCY RATES**

Beginning in January 2025, the Coalition of Los Angeles City Unions and the City of Los Angeles will meet to discuss the impact of vacancy rates in City departments and potential remedies to address vacancy rates that are above 15% in any one department.

**FOR THE COALITION:**

  
\_\_\_\_\_  
Steve Koffroth, Chair

4/3/24  
Date


  
\_\_\_\_\_  
Jenita Igwealor  
SEIU, Local 721

4/3/24  
Date

  
\_\_\_\_\_  
Wayne Palica, Business Representative  
AFSCME, District Council 36

4/3/24  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**

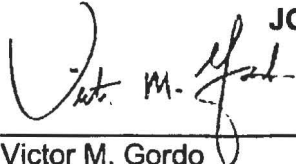
  
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Office of the City Attorney

4/5/24  
Date

**(SIGNATURES CONTINUED)**

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028

JOINT LABOR MANAGEMENT COMMITTEE  
VACANY RATES



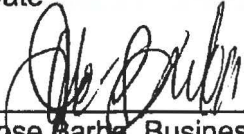
Victor M. Gordo  
LIUNA Local 777

4/3/24  
Date



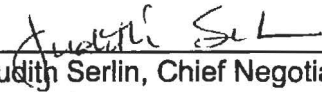
Chad Boggio, Council Representative  
LA/OCBCTC

4/4/2024  
Date



Jose Barba, Business Representative  
IUOE, 501

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Judith Serlin, Chief Negotiator  
Teamsters

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**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

**JOINT LABOR MANAGEMENT COMMITTEE  
REVIEW OF PAY PARITY BETWEEN CLASSIFICATIONS  
EMPLOYED BY DWP AND CITY DEPARTMENTS**

Beginning in July 2024, the Coalition of City Unions and City Management will meet to discuss potential adjustments to the classifications identified in the following table utilized by both DWP and City departments due to pay inequities.

#	Union	Coalition MOU	Count/ Position (as of 10/25/2023 )	Classification Title	Flat Rated? (Y/N)
55	LAOC BTC	2	5	A/V Tech	Y
53	LAOC BTC	2	44	AC Mechanic	Y
54	LAOC BTC	2	0	Ast Com Elec	Y
56	LAOC BTC	2	1	Cabinet Maker	Y
57	LAOC BTC	2	66	Carpenter	Y
58	LAOC BTC	2	105	Cement Finisher	Y
59	LAOC BTC	2	95	Communication Electrician	Y
60	LAOC BTC	2	49	Electrical Craft Helper	Y
61	LAOC BTC	2	0	Electrical Mechanic	Y
62	LAOC BTC	2	0	Electrical Repairer	Y
63	LAOC BTC	2	64	Electrician	Y
64	LAOC BTC	2	25	Elevator Mechanic	Y
65	LAOC BTC	2	11	Elevator Mechanic Help	Y
66	LAOC BTC	2	10	Locksmith	Y
67	LAOC BTC	2	6	Masonry Worker	Y
68	LAOC BTC	2	51	Painter	Y
69	LAOC BTC	2	10	Pipefitter	Y
70	LAOC BTC	2	67	Plumber	Y
71	LAOC BTC	2	14	Roofer	Y
77	LAOC BTC	2	6	Sheet Metal Worker	Y
78	LAOC BTC	2	5	Sign Painter	Y
72	LAOC BTC	2	17	Sr Communication Elect.	Y
73	LAOC BTC	2	11	Sr Electrician	Y
74	LAOC BTC	2	6	Sr Painter	Y
75	LAOC BTC	2	12	Sr Plumber	Y
76	LAOC BTC	2	2	Sr Roofer	Y
10	SEIU	4	145	Equipment Operator	Y
22	SEIU	4	1	Power Shovel Operator	Y
	IUOE	9	13	Building Operating Engineer	Y
40	IUOE	9	16	Building Operating Engineer - Airport	Y
	IUOE	9	2	Chief Building Operating Engineer	Y
37	IUOE	9	1	Chief Building Operating Engineer - A	Y
42	IUOE	9	0	Electric Pump Plant Operator	Y
36	IUOE	9	26	Instrument Mechanic	Y
	IUOE	9	11	Instrument Mechanic - Airport	Y

#	Union	Coalition MOU	Count/ Position (as of 10/25/2023 )	Classification Title	Flat Rated? (Y/N)
36	IUOE	9	5	Instrument Mechanic Supervisor	Y
	IUOE	9	3	Instrument Mechanic Supervisor - A	Y
36	IUOE	9	27	Mechanical Repairer	Y
	IUOE	9	4	SR Building Operating Engineer	Y
42	IUOE	9	5	SR Building Operating Engineer - Airport	Y
36	IUOE	9	0	SR Electric Pump Plant Operator	Y
41	IUOE	9	9	SR W/W Treatment Operator	Y
39	IUOE	9	4	Waste Water Treatment Mech Supv	Y
37	IUOE	9	54	Waste Water Treatment Mechanic	Y
37	IUOE	9	68	Waste Water Treatment Operator I	Y
38	IUOE	9	20	Waste Water Treatment Operator II	Y
39	IUOE	9	31	Waste Water Treatment Operator III	Y
39	LAOC BTC	13	9	AC Mech Sup ?	Y
44	LAOC BTC	13	3	C&M Sup 1	Y
45	LAOC BTC	13	13	C&M Sup 2	Y
40	LAOC BTC	13	0	Carp Shop Sup	Y
41	LAOC BTC	13	4	Carpenter Sup	Y
42	LAOC BTC	13	2	Cement Finish Sup	Y
43	LAOC BTC	13	6	Communication Elec Sup	Y
46	LAOC BTC	13	12	Electrician Sup	Y
47	LAOC BTC	13	2	Mech Rep Gen Sup	Y
48	LAOC BTC	13	4	Painter Sup	Y
49	LAOC BTC	13	14	Plumber Sup	Y
51	LAOC BTC	13	1	Sheet Metal Sup	Y
50	LAOC BTC	13	3	Sr Comm Elec Sup	Y
52	LAOC BTC	13	5	WWTE Sup	Y
1	SEIU	14	21	Auto Body Builder and Repairer	Y
2	SEIU	14	9	Auto Painter	Y
4	SEIU	14	0	Blacksmith	Y
9	SEIU	14	290	Equipment Mechanic	Y
14	SEIU	14	121	Heavy Duty Equipment Mechanic	Y
17	SEIU	14	11	Machinist	Y
25	SEIU	14	27	Senior Equipment Mechanic	Y
27	SEIU	14	7	Senior Heavy Duty Equipment Mechanic	Y
28	SEIU	14	73	Storekeeper	Y
29	SEIU	14	8	Tire Repairer	Y



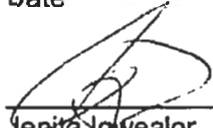
**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

**JOINT LABOR MANAGEMENT COMMITTEE  
REVIEW OF PAY PARITY BETWEEN CLASSIFICATIONS  
EMPLOYED BY DWP AND CITY DEPARTMENTS**

**FOR THE COALITION:**

  
\_\_\_\_\_  
Steve Koffroth, Chair

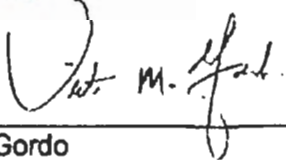
4/3/24  
Date

  
\_\_\_\_\_  
Jenita Lowealor  
SEIU, Local 721

4/3/24  
Date


  
\_\_\_\_\_  
Wayne Palica, Business Representative  
AFSCME, District Council 36

4/3/24  
Date

  
\_\_\_\_\_  
Victor M. Gordo  
LIUNA Local 777

4/3/24  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
Office of the City Attorney

4/5/24  
Date

**(SIGNATURES CONTINUED)**

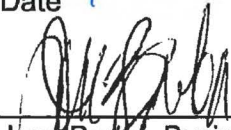
**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

**JOINT LABOR MANAGEMENT COMMITTEE  
REVIEW OF PAY PARITY BETWEEN CLASSIFICATIONS  
EMPLOYED BY DWP AND CITY DEPARTMENTS**



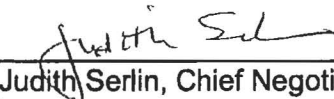
\_\_\_\_\_  
Chad Boggie, Council Representative  
LA/OCBCTC

4/4/2024  
Date



\_\_\_\_\_  
Jose Barba, Business Representative  
IUOE, 501

4/3/24  
Date



\_\_\_\_\_  
Judith Serlin, Chief Negotiator  
Teamsters

4/3/24  
Date

**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

**JOINT LABOR MANAGEMENT COMMITTEE  
HOUSING**


Beginning in January 2025, the Coalition of City Unions and City Management will meet to discuss potential alternative arrangements/remedies for housing related issues, including:

- Providing mortgage/rent reduction benefits for employees who live in the City or are otherwise housing burdened (spend more than 30% of their disposable income on housing)
- Adding Social Housing and Permanent Supportive Housing units on City owned property, built under Project Labor Agreements and managed/maintained by LA City Coalition members – a portion of which would be set aside for LA City Coalition members, and
- Establishing a Housing Development Committee

**FOR THE COALITION:**


  
\_\_\_\_\_  
Steve Koffroth, Chair

4/3/24  
Date

  
\_\_\_\_\_  
Jenita Igwealor  
SEIU, Local 721

4/3/24  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
Office of the City Attorney

4/5/24  
Date

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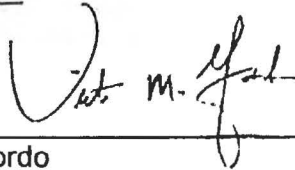
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AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028

JOINT LABOR MANAGEMENT COMMITTEE  
HOUSING



Wayne Palica, Business Representative  
AFSCME, District Council 36

4/3/24  
Date



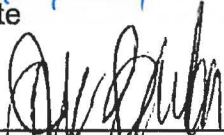
Victor M. Gordo  
LIUNA Local 777

4/3/24  
Date



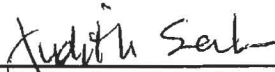
Chad Boggio, Council Representative  
LA/OCBCTC

4/4/2024  
Date



Jose Barba, Business Representative  
IUOE, 501

4/3/24  
Date



Judith Serlin, Chief Negotiator  
Teamsters

4/3/24  
Date

**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

**JOINT LABOR MANAGEMENT COMMITTEE  
PART-TIME EMPLOYMENT**

Beginning July 1, 2024, the Coalition of Los Angeles City Unions and the City of Los Angeles will meet to discuss the following relative to part-time employment:

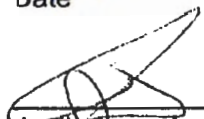
- Rate of paid sick leave accrual;
- Ability to work more hours than Charter limitations; and
- Part-Time Termination Appeal process.

This Letter of Agreement shall expire concurrently with these MOUs.

**FOR THE COALITION:**

  
\_\_\_\_\_  
Steve Koffroth, Chair

4/3/24  
Date

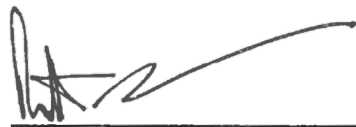
  
\_\_\_\_\_  
Jenita Igwealor  
SEIU, Local 721

4/5/24  
Date

  
\_\_\_\_\_  
Wayne Palica, Business Representative  
AFSCME, District Council 36

4/3/24  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**

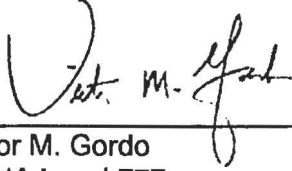
  
\_\_\_\_\_  
Office of the City Attorney

4/5/24  
Date

**(SIGNATURES CONTINUED)**

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028

JOINT LABOR MANAGEMENT COMMITTEE  
PART-TIME EMPLOYMENT



Victor M. Gordo  
LIUNA Local 777

4/3/24

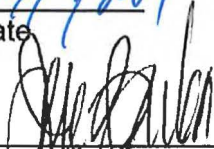
Date



Chad Boggio, Council Representative  
LA/OCBCTC

4/4/2024

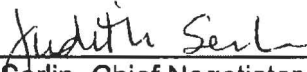
Date



Jose Barba, Business Representative  
IUOE 501

4/3/24

Date



Judith Serlin, Chief Negotiator  
Teamsters

4/3/24

Date

**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**


**JOINT LABOR MANAGEMENT COMMITTEE  
REVIEW OF SUPERVISOR/LEAD SALARY DIFFERENTIAL**

Beginning in February 2024, the Coalition of City Unions and City Management will meet to discuss the salary differential between supervisor/lead classifications and the subordinate classifications. The parties agree to a limited reopener if discussions find that changes are appropriate.

**FOR THE COALITION:**

  
\_\_\_\_\_  
Steve Koffroth, Chair

4/3/24  
Date

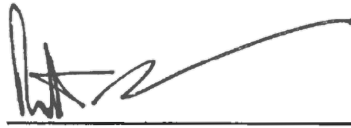
  
\_\_\_\_\_  
Jenifa Igwealor  
SEIU, Local 721

4/3/24  
Date

  
\_\_\_\_\_  
Wayne Palica, Business Representative  
AFSCME, District Council 36

4/3/24  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**

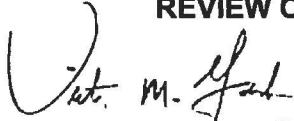
  
\_\_\_\_\_  
Office of the City Attorney

4/5/24  
Date

**(SIGNATURES CONTINUED)**

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028

JOINT LABOR MANAGEMENT COMMITTEE  
REVIEW OF SUPERVISOR/LEAD SALARY DIFFERENTIAL



Victor M. Gordo  
LIUNA Local 777

4/3/24  
Date



Chad Boggio, Council Representative  
LA/OCBCTC

4/4/2024  
Date



Jose Barba, Business Representative  
IUOE, 501

4/3/24  
Date



Judith Serlin, Chief Negotiator  
Teamsters

4/3/24  
Date



**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

**REAFFIRMATION OF FORMER SIDE LETTERS**

The parties agree that the following Letters (Side Letters) will be continued through the term of the December 31, 2023 – December 23, 2028:


1. Union Access to New Employee Orientations
2. Reaffirmation of Settlement Agreement
3. Retirement Benefits Actuarial Study
4. Part-Time Employment
5. Release Time Pilot Program

This Letter of Agreement shall expire concurrently with the term of the MOU.

**FOR THE COALITION:**

  
\_\_\_\_\_  
Steve Koffroth, Chair

4/3/24  
Date


  
\_\_\_\_\_  
Jenita Igwealor  
SEIU, Local 721

4/3/24  
Date

  
\_\_\_\_\_  
Wayne Palica, Business Representative  
AFSCME, District Council 36

4/3/24  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**

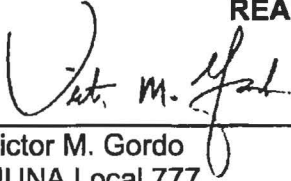
  
\_\_\_\_\_  
Office of the City Attorney

4/5/24  
Date

**(SIGNATURES CONTINUED)**

**LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES  
DECEMBER 31, 2023 – DECEMBER 23, 2028**

**REAFFIRMATION OF FORMER SIDE LETTERS**



Victor M. Gordo  
LIUNA Local 777

4/3/24  
Date



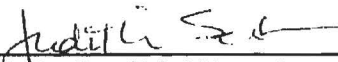
Chad Boggio, Council Representative  
LA/OCBCTC

4/4/2024  
Date



Jose Barba, Business Representative  
IUOE, 501

4/3/24  
Date



Judith Serlin, Chief Negotiator  
Teamsters

4/3/24  
Date

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES

**UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS**

**A. PARTIES**

This Agreement is made and entered into by and between the Coalition of Los Angeles City Unions (Unions) and the City of Los Angeles (City) for the following Memoranda of Understanding (MOU) for bargaining units 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64.

**B. PURPOSE**

The purpose of this Agreement is to establish a procedure for access to City new employee orientations by the exclusive representative of newly hired employees. This Agreement supersedes any MOU language or prior practice with regard to new employee orientations. Nothing in this Agreement is intended to delay, impede, or otherwise interfere with any City hiring process.

**C. TERM**

This Agreement has been executed by the parties on the day, month, and year written above and shall continue until such time as the parties cancel or negotiate otherwise.

**D. AMENDMENTS, MODIFICATIONS, OR OTHER CHANGES**

The parties recognize the need to update this Agreement as the City automates and centralizes its new employee orientation process and as changes in employer culture occur. In the event either the Unions or the City desire(s) to amend, modify, or make any other changes to this Agreement, that party shall submit to the other, written notice of its desire to meet and confer. Meet and confer sessions shall begin no later than thirty (30) calendar days following receipt of the written notice or another date mutually agreed upon by the parties. If the parties are unable to reach agreement within thirty (30) calendar days, the matter shall be subject to the provisions of California Government Code Section 3557.

**E. ENFORCEABILITY**

The parties mutually agree that the intent of this Agreement is to ensure compliance with the provisions of State law requiring an employer to provide the exclusive representative ten (10) calendar days' of notice and mandatory access

to the employer's new employee orientations. To that end, the parties agree to the following resolution for insufficient notice and a failure to provide union access.

If the City fails to provide sufficient notice to the Union(s), except where allowed under this Agreement, and/or fails to provide Union access to the City's new employee orientations, and/or fails to provide release time in accordance with the provisions of this Agreement:

1. The Union and employing department shall discuss and arrange a new date and time for Union access. The discussion between the Union and employing department shall occur no later than one (1) day following the initially scheduled new employee orientation.
2. The Union and employing department shall mutually agree to a make-up date for Union access. Union access to new employees shall be provided not more than five (5) business days from the initial new employee orientation date or some other date mutually agreed upon by the Union and employing department.
3. After mutual agreement on a make-up date, the employing department shall confirm in writing to the Union the new union access date, time, and location.
4. The employing department shall require the subject new hires to attend the Union's presentation on the make-up date.
5. If a dispute remains after implementation of this provision or for any other matters relating to this Agreement, the parties agree that they may advance a grievance directly to the step just prior to arbitration, and continue processing in accordance with the applicable MOU grievance and arbitration provisions.

## **F. DEFINITIONS**

For purposes of this Agreement, the following terms shall have the following meanings:

**Union or Exclusive Representative** – A qualified employee organization or joint council of qualified organizations which has been certified by the Employee Relations Board as the majority representative of employees in an appropriate employee representation unit in accordance with the provisions of Los Angeles Employee Relations Ordinance Section 4.822.

**New Hire** – Any new employee who is new to each Union regardless of job status (e.g., full-time, part-time, temporary, etc.).

**New Employee Orientation** – The onboarding process of a newly hired City employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.

#### **G. UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS**

1. The City shall provide the Union access to new employee orientations:
  - a. within thirty (30) calendar days of placing a new hire on the City payroll; or,
  - b. within forty-five (45) business days of the physical start date of a new hire; or,
  - c. on some other date and time mutually agreed upon by the Union and employing department.
2. Attendance at a new employee orientation by all new hires shall be mandatory.

#### **H. NOTICE OF NEW EMPLOYEE ORIENTATION**

1. The City shall provide written notice of new employee orientations to the impacted Union(s) no less than ten (10) calendar days prior to the event, regardless of the number of employees. [A single new hire is sufficient to require notice to the Union(s).]
2. Shorter notice than ten (10) calendar days may be provided to the Union(s) by the City in instances where there is an urgent hiring need critical to City operations that was not reasonably foreseeable, and where an employing department is awaiting the results of pre-employment information upon which hiring is contingent. This provision shall not be construed to regularly permit notice of less than ten (10) calendar days.
3. The written notice shall contain the anticipated number of new hires, their job class code and title, work location, and bargaining unit number and the designated time for the Unions' presentation.

#### **I. UNION PRESENTATION DURING NEW EMPLOYEE ORIENTATION**

1. Representatives of the Union shall be permitted to make a presentation of not more than thirty (30) minutes, and to present written materials during this period.

2. If more than one Union is presenting during a new employee orientation, not more than a total of thirty (30) minutes will be permitted for the Unions to use collectively.
3. Management will continue its practices of the dissemination of Union information to each new employee in accordance with applicable MOU provision(s), and any additional Union materials may be provided by the Union during the presentation.
4. Management shall determine the appropriate segment of the orientation for the Union presentation.
5. Both Union and Management representatives shall not interfere with the presentation of the other and shall at all times conduct themselves in a professional manner avoiding and refraining from any conduct that would tend to disparage the other during any new employee orientations.

**J. RELEASE TIME FOR UNION STEWARDS TO ATTEND NEW EMPLOYEE ORIENTATIONS**

1. At the request of the Union, paid City time off (release time) shall be granted for a union steward of record to participate in the Union presentation segment of a new employee orientation. The release time shall be granted for a maximum of thirty (30) minutes, not including reasonable travel time, during those hours that coincide with the union steward's regular work shift. The same union steward of record shall participate in no more than two (2) new employee orientations per month unless the employing department holds more than two orientations per month or permits otherwise.
2. Only one (1) union steward of record per individual Union shall be released to participate in a new employee orientation. The union steward shall be an employee of the employing department for which the new employee orientation is provided unless the parties agree otherwise.
3. Permission to leave work shall be granted by the employing department unless the absence would cause an undue interruption of work. If permission cannot be granted, the employing department shall provide the Union an alternative presentation date and time that is not more than five (5) business days beyond the initial new employee orientation date. This date will be specifically reserved for Union presentation up to the time limits prescribed in this Agreement. All new hires present for the initial new employee orientation shall be notified of the special date and time of the Union presentation and shall be required to attend on City time.

4. Union stewards shall not receive overtime for participating in or performing activities associated with the union presentation segment of any new employee orientation.
5. The Union shall provide the CAO with a written list of a reasonable number of employees who have been designated Union Stewards and revised lists within thirty (30) calendar days of any changes in these designations. The union stewards must be members of the Union.

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES

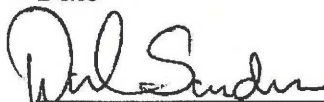
UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS

FOR THE COALITION:

 FOR

Victor M. Gordo  
LIUNA Local 777


6/21/2019  
Date



David Sanders  
SEIU Local 721



Chris Hannan, Council Representative  
LA/OCBCTC



Gavin Koon, Business Representative  
I.U.O.E. Local 501



Steve Koffroth  
AFSCME District Council 36



Carlos Rubio  
Teamsters Local 911

FOR THE CITY:



Richard H. Llewellyn, Jr.  
City Administrative Officer

7/21/19  
Date

Approved as to Form and Legality:



Office of the City Attorney

7/26/19  
Date



LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES

**REAFFIRMATION OF SETTLEMENT AGREEMENT**

The Coalition of Los Angeles City Unions (Coalition), through constituent unions American Federation of State, County and Municipal Employees, District Council 36, Local 741, 901, 2006, 2626, 3090, and 3672; Service Employees International Union, Local 721; International Union of Operating Engineers, Local 501; Laborers International Union of North America, Local 777; Los Angeles and Orange Counties Building and Construction Trades Council; and International Brotherhood of Teamsters, Local 911, and the City of Los Angeles (City) hereby agrees as follows:

WHEREAS, the Coalition and City have engaged in meeting and conferring over successor Memoranda of Understanding to the MOUs between the individual bargaining units of the Coalition and the City effective July 1, 2015, to June 30, 2018, and have reached agreement on successor MOUs effective July 1, 2018, to June 30, 2021.

WHEREAS, some portions of the attached settlement agreement are effectuated and others are ongoing;

IT IS AGREED that the parties reaffirm the Settlement Agreement to the 2015-2018 MOUs as continuing in effect between the parties.

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES

REAFFIRMATION OF SETTLEMENT AGREEMENT

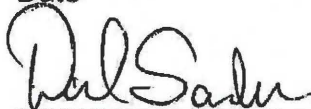
FOR THE COALITION:



Victor M. Gordo  
LIUNA Local 777

6/21/2019

Date



David Sanders  
SEIU Local 721



Chris Hannan, Council Representative  
LA/OCBCTC



Gavin Koon, Business Representative  
I.U.O.E. Local 501



Steve Koffroth  
AFSCME District Council 36



Carlos Rubio  
Teamsters Local 911

FOR THE CITY:

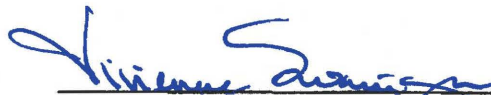


Richard H. Llewellyn, Jr.  
City Administrative Officer

7/26/19

Date

Approved as to Form and Legality:



Office of the City Attorney

7/26/19

Date

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES

**RETIREMENT BENEFITS ACTUARIAL STUDY**

Pursuant to the Procedures for Benefits Modifications in the Retirement Benefits article of the relevant MOUs, the Coalition of Los Angeles City Unions (Coalition) and the City of Los Angeles (City) agree to have the Los Angeles City Employees' Retirement System's (LACERS) actuary study the following retirement benefit enhancements, then meet and confer over these enhancements:

1. Conversion of LACERS disability retirement benefits to service retirement benefits at the discretion of the disability retiree on or after the time they would have otherwise been eligible for a service retirement.
2. Disability Retirement Health Care Subsidy – Disability retirees to be eligible for a healthcare subsidy according to the current LACERS formula; the minimum benefit will be established at the one party Kaiser Permanent rate; and this health care subsidy will be available at any age and at any years of service.
3. Providing LACERS survivor benefits to disabled adult children.
4. Providing a cost neutral Survivor Benefit Purchase Program for survivors who did not qualify at the time of the employee's retirement.

This Letter of Agreement supersedes Section 5, Disability Benefits Study, in the December 2015 Settlement Agreement with the Coalition.


LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES


RETIREMENT BENEFITS ACTUARIAL STUDY

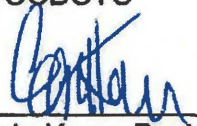
FOR THE COALITION:

  
\_\_\_\_\_  
Victor M. Gordo  
LIUNA Local 777


6/21/2019  
Date

  
\_\_\_\_\_  
David Sanders  
SEIU Local 721

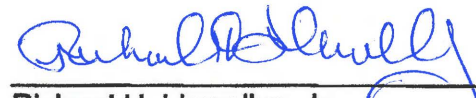
  
\_\_\_\_\_  
Chris Hannan, Council Representative  
LA/OCBCTC

  
\_\_\_\_\_  
Gavin Koon, Business Representative  
I.U.O.E. Local 501

  
\_\_\_\_\_  
Steve Koffroth  
AFSCME District Council 36

  
\_\_\_\_\_  
Carlos Rubio  
Teamsters Local 911

FOR THE CITY:

  
\_\_\_\_\_  
Richard H. Llewellyn, Jr.  
City Administrative Officer

7/26/19  
Date

Approved as to Form and Legality:

  
\_\_\_\_\_  
Office of the City Attorney

7/26/19  
Date

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES

**PART-TIME EMPLOYMENT**

WHEREAS, the Coalition of Los Angeles City Union (Coalition) and the City of Los Angeles (City) continue to engage in extensive discussions regarding the City's hiring and use of part-time (intermittent and half-time) employees; and,

WHEREAS, the Parties reaffirm that the use of intermittent employees should be limited to operational necessity where permanent full-time or half-time employment status is not feasible or regularly available, such as in emergencies, disasters or seasonal work; and,

WHEREAS, the City encourages and supports maximizing full-time hiring and scheduling.

THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The Parties reaffirm the MOU provision that intermittent part-time employees shall qualify for half-time status benefits, shall be certified to LACERS, and shall be eligible to receive pro-rated benefits as of their date of hire after 1,000 compensated hours in one service year.

Additionally, the Parties agree that intermittent employees who transition to half-time who have accrued Compensatory Personal Time Off (CPTO) and/or Paid Sick Leave in accordance with Section 4.110.1 of the Los Angeles Administrative Code shall be allowed to carry over into their 100% sick leave bank a maximum of 48 hours of unused CPTO, Paid Sick Leave, or any combination of such unused time upon their designation to half-time status. Any unused CPTO and/or Paid Sick Leave in excess of the 48 hours carried over shall be deemed waived and lost.

2. The parties shall convene a joint labor management committee to address part-time issues, including but not limited to: aligning contract language among the Coalition units, where applicable; assisting impacted City departments in identifying the best methods for using part-time employees; and addressing any possible misunderstandings about the available resources for part-time employees.
3. Agreed upon changes to existing MOU language shall be reflected in amendments to the relevant MOUs, where applicable. Additional provisions to the MOU shall be reflected in a side letter between the parties.

4. The City shall follow the provisions of Mayoral Executive Directive No. 15 that directs City departments to limit the use of intermittent employees to operational necessity and maximize opportunities for full-time employment.
5. The City Administrative Officer (CAO) and the Personnel Department shall conduct a joint audit to maximize support of full-time and appropriate part-time positions in Departments that use part-time employees. The Mayor shall determine the priority order of departments to be studied. These Audit Report findings will be presented to the Mayor, appropriate Council committee(s), and appropriate union(s) no later than 18 months after City Council adoption of the relevant MOUs.
6. The Parties shall explore and establish a mechanism(s) for assisting interested part-time employees in obtaining full-time employment with the City.
7. The Parties mutually agree upon a regular meeting schedule and shall begin meeting no later than 90 days after City Council adoption of the Coalition MOUs and continue meeting until June 30, 2021. Thereafter, the Parties may mutually determine if an additional meeting(s) is necessary.

LETTER OF AGREEMENT  
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES

PART-TIME EMPLOYMENT

FOR THE COALITION:

FOR THE CITY:



Victor M. Gordo  
LIUNA Local 777

6/21/2019

Date



David Sanders  
SEIU Local 721



Chris Hannan, Council Representative  
LA/OCBCTC



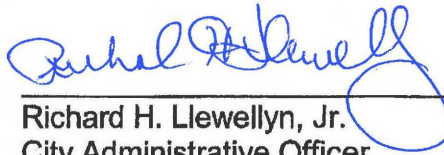
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Carlos Rubio  
Teamsters Local 911



Richard H. Llewellyn, Jr.  
City Administrative Officer

7/26/19

Date

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Office of the City Attorney

7/26/19

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LETTER OF AGREEMENT  
BETWEEN  
THE COALITION OF LOS ANGELES CITY UNIONS  
AND THE CITY OF LOS ANGELES

**RELEASE TIME PILOT PROGRAM**

The City of Los Angeles has determined there are specific Union activities that confer a public benefit for which bargaining unit members (Released Employees) of the Coalition of Los Angeles City Unions (Coalition) should be released from their official duties (City work) in order to perform the specific Union activities. The Coalition agrees to ensure performance, supervise, and manage the activities of the Released Employees. Full-Time and Part-Time employees shall be eligible to be designated as a Released Employee.

The parties agree that during the term of the 2018-2021 MOU, a reasonable number of bargaining unit members shall be designated by individual Coalition Unions for the purpose of directly communicating, sharing, and collecting information from all bargaining unit members. Furthermore, as a means of controlling administrative and litigation costs associated with employee matters in a large and complex City, and with the goal of resolving matters at the earliest possible stage, Released Employees will assist bargaining unit employees, the Union, and Management during the following processes and procedures:

1. Union approved work-site meetings of the bargaining unit membership.
2. Membership meetings in order to assist with communicating issue(s) relevant to the work-force.

**Reporting and Accountability of Released Employee Time**

In order to ensure the City maintains control over public resources, a designee of each Coalition Union will notify Management in advance in writing of the need to release an employee and confirm the employee has been released. The Union shall provide advance notice no less than 48 hours prior to the commencement of union release time.

Each Coalition Union shall designate employees and notify Management in advance in writing when a Released Employee is designated by the Union. The designated employees shall be released for only the time necessary to bring about the efficient outcome(s) contemplated in this Agreement and/or identified going forward. Permission to leave official duties (City work assignment) will be granted unless the absence would cause an undue interruption of work. If such permission cannot be granted promptly, the Union will be informed when time can be made available. Release of an employee shall not be unreasonably withheld.



The payroll code "UB" shall be entered for all release time used under this Program. No employee shall be paid overtime or accrue Compensated Time Off (CTO) while released under this Program.

**Bank of Hours**

Each Union shall be afforded a bank of hours equaling two (2) hours for each full-time bargaining unit member and one (1) hour for each part-time bargaining unit member.

The total number of calculated release time hours for each Union in accordance with this Agreement is as follows:

<b>Union</b>	<b>Total Hours/ Calendar Year</b>
AFSCME	15,566
SEIU	20,351
LIUNA	1,656
Building Trades	2,216
IUOE	582
Teamsters	360

The bank of hours shall reset July 1<sup>st</sup> of each year and not carryover or be shared between Unions. Unused hours shall be deemed waived and lost. This provision shall remain in full-force and effect during the term of this MOU.

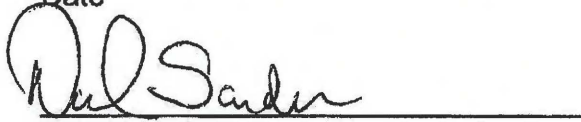
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RELEASE TIME PILOT PROGRAM


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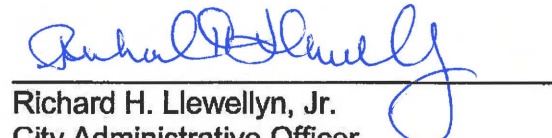
  
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