



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
ONE ASHBURTON PLACE, BOSTON, MA 02108

DEVAL L. PATRICK
Governor

TIMOTHY P. MURRAY
Lieutenant Governor

JAY GONZALEZ
Secretary

PAUL DIETL
Chief Human Resources Officer

MEMORANDUM

TO: Cabinet Secretaries, Agency Heads and Departmental Human Resources, Labor Relations Directors, Payroll and Budget Staff, with Employees in Bargaining Units 1, 2, 3, 6 and 9

FROM: Paul Dietl, Chief Human Resources Officer *Paul Dietl*

ISSUED IN CONJUNCTION WITH:

Michael Esmond, Budget Director, EOAF *Michael Esmond*

Martin Benison, Comptroller *Martin Benison*

DATE: June 9, 2010

RE: Implementation of the Economic Provisions of the July 1, 2009 – June 30, 2012 NAGE Unit 1, 3 and 6; Alliance/AFSCME Council 93, Unit 2; Local 888, SEIU, Unit 2; and MOSES Unit 9 Collective Bargaining Agreements

The National Association of Government Employees (NAGE), Units 1, 3 and 6; Alliance/AFSCME, Council 93, Unit 2; Local 888, SEIU, Unit 2, and the Massachusetts Organization of State Scientists and Engineers (MOSES) Unit 9, signed Memoranda of Agreement with the Human Resources Division (HRD) providing members of those bargaining units base salary rate increases. On April 28, 2010, an appropriation of funds (1599-4281, 1599-4283, 1599-4284, respectively) was approved to cover the incremental costs of the base salary increases contained in the Agreements (Chapter 86 of the Acts of 2010). The purpose of this memorandum is to authorize the implementation of the economic provisions of the new Agreements effective June 30, 2010, unless otherwise indicated. These Agreements remain in effective for the period July 1, 2009, to June 30, 2012. Information and implementation instructions from the Human Resources Division (HRD), the Office of the Comptroller (CTR), and the Executive Office of Administration and Finance/Fiscal Affairs Division (ANF) are provided below.

The new agreements will be posted on HRD's website (www.hrd.state.ma.us), mid-July 2010. This implementation memorandum will be posted on the HRD website (above) by close of business on the date of issuance.

INFORMATION AND INSTRUCTIONS FROM THE HUMAN RESOURCES DIVISION

Summary of Changes and Policy Information

The following changes apply to employees in bargaining units 1, 2, 3, 6 and 9. For employees in confidential positions who would otherwise be included in these units, or for intermittent or short-term employees who are incumbents of positions in titles assigned to this unit, please refer to the section entitled Confidential, Intermittent or Short-Term Employees at the end of the HRD portion of this memorandum.

Please see the HRD website for the implementation memoranda which authorizes changes to the non-economic provisions of the new agreements.

Salary Rate Increases

The following shall apply to full-time employees:

- A. Effective June 30, 2010, all bargaining unit employees referenced above, who meet the eligibility criteria as provided in Article 12 of the applicable collective bargaining agreement, shall receive a one percent (1%) increase in base salary.
 - If FY10 tax revenues equal or exceed **\$20.3 billion**, employees will receive an additional one percent (1%) increase in salary rate, for a total of a two percent increase effective **June 30, 2010**.
 - If FY10 tax revenues equal or exceed **\$21.4 billion**, employees will receive an additional two percent (2%) increase in salary rate, for a total three percent increase effective **June 30, 2010**.
 - In the event that the above revenue indices, or additional revenue indices agreed upon by the parties are attained in Fiscal Year 2010, HRD will issue a separate memorandum in Fiscal Year 2011, outlining the next steps necessary to make any additional payments to employees.
- B. Effective June 30, 2011, all bargaining unit employees referenced above who meet the eligibility criteria as provided in Section 2 of this Article shall receive a three percent (3%) increase in base salary.
- C. Effective June 30, 2012, only employees in bargaining units 1, 2, 3 and 6 who meet the eligibility criteria as provided in Article 12 of the applicable collective bargaining agreement shall receive a three percent (3%) increase in base salary.
- D. Effective June 30, 2012, employees in bargaining unit 9 who meet the eligibility criteria provided in Article 12 shall receive a two and one-half percent (2.5%) increase in base salary. Additionally, steps 11 and 12 shall be increased 0.68% and 0.86%, respectively.
 - *Employees who received a "Below" EPRS rating on their annual performance evaluation for Fiscal Year 2009 are not eligible to receive the salary rate increase effective June 30, 2010, or any step increase(s) until their performance is rated "Meets" expectations. (For more detailed information see the Performance Evaluation Article in the applicable collective bargaining agreement).*
 - *Employees whose FY 2009 performance was not evaluated shall not be denied the increase.*

- *Employees on leave of absence as of June 30, 2010, shall also receive the increase payment, except for employees on so-called “leave from owned” status.*

Employees who meet the eligibility requirements, pursuant to Article 12 of the Agreement(s), will receive a base salary rate increase with their pay advice, issued Friday, **July 23, 2010**. Attached hereto, (Attachment A) is a memorandum notifying employees that the pay advice they receive on **July 23, 2010**, contains both the new salary rate effective **July 4, 2010 and any payments retroactive to June 30, 2010**. Please distribute a copy of the attached memorandum to each employee receiving the above referenced payments. (*Salary schedules for these bargaining units are located in the Appendices of this document*).

Health and Welfare Fund

Effective the first pay period in January, 2011, the Employer agrees to contribute to the Fund on behalf of each full-time employee, an additional \$.50 per week. Effective the first pay period in January, 2012, the Employer agrees to contribute to the Fund on behalf of each full time employee, an additional \$.50 per week.

Duration

The agreements are for a three year period, effective July 1, 2009, to June 30, 2012.

Health Insurance

Throughout the remainder of FY 2010 and ending June 30, 2011, the Commonwealth will reimburse employees for costs incurred as a result of co-pay and deductible increases approved by the Group Insurance Commission on November 20, 2009. A *Frequently Asked Questions* document issued by HRD (www.hrd.state.ma.us) details the implementation of this initiative for affected employees.

Confidential, Intermittent or Short-Term Employees

In accordance with Section 46 of Chapter 30 of the Massachusetts General Laws, the June 30, 2010, salary rate increase will apply to employees in confidential positions who would otherwise be included in this collective bargaining unit and to intermittent and short-term employees who are incumbents of positions in titles assigned to this collective bargaining unit. ***Employees who are appointed to nine-hundred sixty (960) hour positions, (retirees occupying so-called PR position types), will not be eligible for the aforementioned salary rate increases.***

TPL Employees

The base salary rate increases for Bargaining Unit 6 shall not apply to employees paid in accordance with Chapter 717 of the Acts of 1983 (the Technical Pay Law, or TPL).

Questions regarding the provisions of the new NAGE agreements should be directed to Steven G. Perry, Senior Labor Relations Advisor, 617-878-9800. Questions regarding the provisions of the new AFSCME/Local 888 agreement should be directed to Cheryl Malone, Assistant Director, 617-878-9799. Questions regarding the provisions of the new MOSES agreement should be directed to Matthew Hale, Assistant Director, 617-878-9795. Questions regarding the applicability of these provisions to confidential, intermittent or short-term employees should be directed to George Bibilos, Director, HRD/Organizational Development Group at 617-878-9727.

HR/CMS INSTRUCTIONS

All of the steps below will be automated in HR/CMS as outlined in the pay periods specified, except as noted:

HRD/ITD will provide departments with both predictive (report prior to the actual update) and updated (after the actual program runs) reports that will facilitate the identification of Bargaining Unit employees as follows:

- **PPED July 17, 2010:**

All eligible employees in BU's 1, 2, 3, 6 and 9 will receive payment for the June 30, 2010, base salary increase in their pay advice on Friday, July 23, 2010. Base salary rates are increased to reflect the 1% annual increase, effective June 30, 2010.

- a. On **July 7, 2010**, after 3:00 pm, a predictive COLA report will be available in Document Direct. There will be a separate report and run time for each bargaining unit and salary plan. (e.g. 01A, 01B, 02A, 02B, etc).
- b. On **July 9, 2010**, all eligible BU 1, 2, 3, 6 and 9 employees will have a row inserted into their job record with an effective date of **July 4, 2010**, and an action/reason of Pay Rate Change/COL (Cost of Living).
- c. The comment "*BU- COLA – Eff: 6/30/10*" will be added to the note pad on the **July 4, 2010** Pay Rate Change/COL (Cost of Living) row on the job record.
- d. On **July 9, 2010**, a COLA report (HMCMP03B) will be available in document direct after 8:00 PM. There will be a separate report and run time for each bargaining unit and salary plan (e.g. 01A, 01B, 02A, 02B, etc).
- e. Departments should review and validate the reports. Employees with "Below" EPRS ratings, salary exceptions, or those that were "not updated" will need to be manually adjusted.
- f. Employees on a Leave of Absence or Suspended status will not be included in the COLA program and will need to be updated manually.
- g. Departments must make any necessary changes to the position and/or job record by the close of business, **Friday, July 16, 2010**. In some cases, it may be necessary for agencies to contact their HRD analyst for position or job record corrections.

Comments on the COLA report:

- **Salary Exception:** Employee's salary does not match current rate for their grade and step.
- **Has Future Row:** Employee has a row in job with effective date of **July 4, 2010**, or greater.
- **Invalid Step:** Current step is not valid for the current salary chart.
- **Future Dated Row:** Employee was not in the plan before the COLA and has a row in job with an effective date of **July 4, 2010**, or higher.

Retroactive Payments

All eligible employees in BU's 1, 2, 3, 6 and 9 will receive the 1% retroactive payment in their pay advice, **Friday, July 23, 2010**. All eligible employees in BU's 1, 2, 3, 6 and 9 will be entitled to a 1% retroactive base salary payment effective **June 30, 2010** through **July 3, 2010**. For the pay period ending **July 3, 2010**, retro will be prorated to 3/10ths of eligible bi-weekly earnings. ITD will run a program that will automatically calculate the retro and post the retro payment in Additional Pay. No historical rows will be inserted into the employee's job record for these transactions. The retroactive amounts will appear as separate earnings "Retro" on the pay advice.

- a. On **July 7, 2010**, after 3:00pm, predictive retro pay reports (HMCMP07B) will be available in Document Direct. There will be a separate retro report for each bargaining unit (BU 1, 2, 3, 6, and 9).
- b. On **July 9, 2010**, after 9:00pm, a row will be inserted into Additional Pay, with an effective date of **July 4, 2010**, to pay retro on the following earnings. The reason field will display "retropay".
 - Base salary (ROR) and/or overtime (ROT)
 - Comp and Furlough Buy-back (ROP)
 - Sick Buy Back (SBA)
 - Vacation Buy Back (VIL)
 - Deceased Payments (DPL)
- c. Comment "CBA retro – 06/30/10-07/03/10" will be added in General Comments for the ROR, ROT, ROP, SBA, VIL and DPL payments.
- d. Refer to *Attachment B* for a listing of the valid HR/CMS earnings codes that were used to calculate the ROR, ROT, ROP, SBA, VIL and DPL payments.
- e. Regular retro pay is subject to retirement. Overtime retro pay is not subject to retirement. Retro earnings codes are taxed at the supplemental rate of 25%.
- f. A goal amount equal to the payment amount will be used to ensure the payment is only paid once.
- g. Eligible employees on an unpaid LOA will be automatically paid upon their return from leave.
- h. Refer to page 7 of this memorandum for instructions on how to stop Additional Pay payments.
- i. Departments should review and validate the predictive and updated reports. Employees with "Below" EPRS ratings, salary exceptions, or those that were "not updated" will need to be manually adjusted.
- j. Refer to the Comptroller section of this memorandum to process payments to deceased employees affected by this retroactive salary rate increase.

Comments on the Retro Pay Reports

- Updated: Retro earnings were successfully calculated and posted. (Zero dollar amounts indicate that the employee either had no earnings in that category from 06/30/10 – 07/03/10 or was not eligible for the payments).
- Updated - TWP: Retro earnings were successfully calculated and posted. However, the employee is on a TWP status and should be verified for accuracy.

- Updated - Dept Changed: Retro earnings were successfully calculated and posted. If an employee transferred from another department, their current department will pay their retro earnings.
- Not Updated - BU changed: The employee was entitled to the payments indicated, but is no longer in the BU being reported. Payment needs to be manually entered.
- Not Updated - Inactive: The employee is eligible for the payments indicated, however, the record is currently inactive and could not be updated. The employee needs to be rehired and the payment needs to be manually entered.
- Not Updated - Record already exists: The employee already has an active row of ROR and/or ROT in the current pay period, therefore, could not be updated. Payment needs to be manually entered.
- PPA: Employee has a prior pay period adjustment, which is included in the retro pay calculation.

Possible Manual Adjustments

- **The earning codes ADS, ADO, OPR, ROR, ROT, ROW, PAR, and IAR (Industrial Accident Adjustments) posted between 06/30/10 and 07/03/10 will not be included in this retro payment.** If these payments should be included in this retro, departments are responsible for making the manual adjustments to the retro earnings
- Employees who were on Industrial Accident or had a check reversal processed due to a payroll refund receipt voucher should their retro payment figures double checked for accuracy, as they may need to be manually adjusted.
- **The earnings codes CBA, CBB, DPL, DPR, SBA, SBB, VIL and VIL reported between 6/20/10 and 07/03/10 will be included in this retro payment.** If these payments should not be included in this retro, departments are responsible for making the manual adjustments to the retro earnings.

Employee Status Changes

Employees that change bargaining units (Mid-Pay Period): If an employee changes **TO** a BU 1, 3 or 6 title mid pay period, (i.e. from BU 2 or 9, to a BU 1, 3 or 6 title) all of the earnings for that entire pay period will be captured in the BU 1, 3 and 6 retro pay calculation. If an employee changes **FROM** a BU 1, 3 or 6 title mid pay period, (i.e. from a BU 1, 3 or 6 title to a BU 2 or 9 title) none of earnings for that pay period will be included in the pay calculation. In both instances the employee's pay is calculated (predictive report) but not entered into Additional Pay. The comment "Not Updated – BU Changed" will appear on the retro reports. The employee's pay earnings will need to be verified, manually calculated and re-entered into additional pay.

Employees on Leave Without Pay or Suspended: The employee's retro pay earnings will be calculated (predictive report) but will not be paid until the employee returns from the leave of absence. The comment "Not Updated – employee inactive" will appear on the retro reports.

Inactive employees (terminated, retired): Employees who currently have an inactive record but were eligible for a retroactive payment, will have their retro pay earnings calculated but the comment "Not Updated – Inactive" will appear on the retro reports. These employees will need to be rehired and must have their retro payment manually entered in Additional Pay in the pay period the retro is being paid. Retirees that had a salary increase should have their new annual

salary reported to the State Board of Retirement, as this could impact their pension. We understand that in many cases HRD will need to create new positions for these employees. Please contact your HRD Analyst for new positions.

To STOP/MODIFY a retroactive payment that was automatically entered in Additional Pay:

- 1) **Insert a row** in Additional Pay on the effective date of the appropriate earn code.
- 2) Use an **effective date** equal to the second day of the current pay period
- 3) Either Stop or Modify the payment:
 - a. To **STOP** the payment: Change the amount and goal amount to zero or Uncheck Okay to Pay.
 - b. To **MODIFY** the payment: Change the amount and the goal amount to the correct amount.
- 4) **Save**

Questions related to the HR/CMS instructions section above should be forwarded to Tara Condelli, HR/CMS Manager, at 617-878-9805.

INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER

LCM Instructions

In order to ensure that funding is fully allocated to departments for the purpose of supporting payments described in this memo, departments are urged to post payments in a fashion that takes advantage of LCM predictive reporting. Depending on the dates entered, postings in HR/CMS will be included on the LCM predictive reports, which are run each Sunday, Monday and Thursday and available on line via View/DocDirect the following mornings. Departments can monitor the payroll activity for all payroll accounts by viewing the following LCM Predictive Reports:

- NLCFAR1S Predictive Insufficient Funds Payroll Details
- NLCFAR2S Predictive Insufficient Funds Account Details
- NLCMASDS Appropriation Status Report

For all payments, LCM will distribute according to the employee's default distribution record that corresponds to the posting date in HRCMS. The posting date for Additional pay entries is the current open pay period.

If the reserve funding is allocated to the employing department then agencies can distribute the charge to proper department account. However, if an exception is needed, departments may charge applicable retroactive earnings back to the former department by use of an LCM Cross Department rule and distribution.

Payments can also be redirected via labor exceptions if authorizing rules are in place. The exceptions must correspond to the posting date. Employees' distribution records and any modifications can be verified in the LCM Employee Activity Folder (EEAF).

HR/CMS Pay Instructions – Deceased Employees

Departments need to follow the instructions on deceased employee payments to beneficiaries. If your employee is due a retroactive payment, the beneficiary needs to be paid using DPL. If the payment cannot be made from HR/CMS because the record has been terminated, then the payment should be made from MMARS.

Questions regarding LCM Instructions should be directed to the MMARS Helpline at 617-973-2468.

INSTRUCTIONS FROM ADMINISTRATION AND FINANCE

Chapter 86 of the Acts of 2010 included appropriations (1599-4281, 1599-4283, 1599-4284), to fund the incremental costs of the new Commonwealth/Units 1, 2, 3, 6 and 9 collective bargaining agreements, which cannot be absorbed within departments' existing funds.

Effective June 30, 2010, all employees who meet the eligibility criteria as provided in Article 12, shall receive a one percent (1%) increase in base salary.

- If FY10 tax revenues equal or exceed **\$20.3 billion**, employees will receive an additional one percent (1%) increase in salary rate, for a total of a two percent increase effective ***June 30, 2010***.
- If FY10 tax revenues equal or exceed **\$21.4 billion**, employees will receive an additional two percent (2%) increase in salary rate, for a total three percent increase effective ***June 30, 2010***.
- In the event that the above revenue indices, or additional revenue indices agreed to by the parties are reached in Fiscal Year 2010, HRD will issue a separate memorandum in Fiscal Year 2011, outlining the next steps necessary to make any additional payments to Unit 2 employees.

Effective June 30, 2011, all employees who meet the eligibility criteria as provided in Article 12 shall receive a three percent (3%) increase in salary rate.

Effective June 30, 2012, bargaining unit 1, 2, 3, and 6 employees who meet the eligibility criteria as provided in Article 12 shall receive a three percent (3%) increase in salary rate

Effective June 30, 2012, bargaining unit 9 employees who meet the eligibility criteria as provided in Article 12 shall receive a two and one-half percent (2.5%) increase in salary rate. Additionally, steps 11 and 12 shall be increased 0.68% and 0.86%, respectively

Per standard ANF practice, we will evaluate the need for reserve dollars to fund the FY2010 incremental costs of the collective bargaining agreements. If necessary, specific directions will be issued separately by ANF to affected departments. Where determined necessary, a reserve draw will be processed in MMARS to ensure funding is provided to the appropriate departments. For FY2011, if desired, agencies should request funding for the incremental costs of the contract extension in their spending plans that were submitted to Administration and Finance (ANF) during the summer/fall of 2010. The costs identified and requested via the spending plans will be verified by ANF. Once the FY2011 mid-year review is complete, reserve draws will be processed in MMARS as needed. Please address questions on Administration and Finance practice to Mike Esmond, Budget Director, at 617-727-2081 x 35472.

Attachment A

To: Employees in Bargaining Units 1, 2, 3, 6 and 9

From: **Agency Head Name**

Date: July 23, 2010

Re: Collective Bargaining Increases

I am pleased to inform you that the pay advice that you receive today, contains both a 1% salary rate increase and a retroactive increase, effective June 30, 2010.

If you have any questions regarding this payment, please contact your payroll office.

Thank you for the services that you and your colleagues provide to the Commonwealth.

Attachment B

Earn Code	Earnings Description	Payment Code	Earn Code	Earnings Description	Payment Code
ATD	Annual Tour of Duty	ROR	CBP	Call Back Pay - Premium	ROT
BCA	Bonus Comp Days - Amounts	ROR	CBS	Call Back Pay - Straight	ROT
BCD	Bonus Comp Days	ROR	OOT	Out of Title Pay - Overtime	ROT
BCH	Bonus Comp Day - Hours	ROR	OTP	OT Premium	ROT
BLD	Red Cross Blood Donation	ROR	OTS	OT Straight	ROT
BRL	Bereavement Leave	ROR	SIP	Snow and Ice OT Premium	ROT
CMU	Comp Time Taken	ROR	SIS	Snow and Ice OT Straight	ROT
EDP	Education Leave Paid	ROR			
ESL	Emergency Service Leave	ROR	CBA	Comp Time Buy Back - Amounts	ROP
HCC	Holiday Pd in Lieu Comp All	ROR	CBB	Comp Time Buy Back - Hours	ROP
HLN	Holiday Pay Normal	ROR	PCI	Personal Leave Cash Out	ROP
HOL	Holiday Worked Paid - Straight	ROR			
ILD	Injured in the line of duty	ROR	SBA	Sick Leave Buy Back - Amts	SBA
IPP	Injured by Patient or Prisoner	ROR	SBB	Sick Leave Buy Back - Hrs	SBA
JDP	Jury Duty PD	ROR			
LWP	Leave with Pay	ROR	VIL	Vacation In Lieu - Hours	VIL
MLP	Military Pay - Leave	ROR	VLA	Vacation In Lieu - Amounts	VIL
OST	Out of Title Pay - StraightTim	ROR			
PER	Personal Leave - Paid	ROR	DPL	Deceased Employ LumpSum No RET	DPL
PES	PersLve ILO Sic/ReducePersonal	ROR	DPR	DeceasedEmployLumpSum with RET	DPL
PRI	Pregnancy Related Illness	ROR			
REG	Regular Pay	ROR			
RGO	Regular - Other	ROR			
SBU	Sick Bank Used	ROR			
SIC	Sick Time Paid Normal	ROR			
SLC	Certified Sick Leave	ROR			
SUB	Sick Used Bank [EILB]	ROR			
SUP	Suspension - paid	ROR			
UNP	Union Leave PD	ROR			
VAC	Vacation Leave - paid	ROR			
VAS	Vac Leave in lieu of Sick Time	ROR			
XAM	Oral Examination	ROR			

Appendix A-1
Unit 1
Biweekly Salary Schedule
Effective 6/30/10

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	1	\$825.82	\$840.67	\$855.82	\$871.21	\$886.94	\$902.89	\$919.25	\$935.84	\$952.74	\$969.94	\$988.59	\$1,007.59	\$1,026.95	\$1,046.71
	2	\$841.96	\$856.84	\$871.99	\$887.42	\$903.15	\$919.14	\$935.44	\$952.05	\$968.92	\$986.16	\$1,005.10	\$1,024.39	\$1,044.11	\$1,064.22
	3	\$855.64	\$872.34	\$889.42	\$906.85	\$924.58	\$942.72	\$961.28	\$980.14	\$999.47	\$1,019.10	\$1,038.70	\$1,058.68	\$1,079.07	\$1,099.88
	4	\$879.44	\$896.20	\$913.24	\$930.68	\$948.52	\$966.66	\$985.15	\$1,003.99	\$1,023.25	\$1,042.89	\$1,062.96	\$1,083.49	\$1,104.38	\$1,125.70
	5	\$894.45	\$912.56	\$931.11	\$949.98	\$969.32	\$989.02	\$1,009.19	\$1,029.74	\$1,050.72	\$1,072.18	\$1,092.83	\$1,113.92	\$1,135.41	\$1,157.35
	6	\$926.52	\$944.71	\$963.28	\$982.19	\$1,001.54	\$1,021.24	\$1,041.38	\$1,061.86	\$1,082.85	\$1,104.26	\$1,125.55	\$1,147.30	\$1,169.47	\$1,192.08
	7	\$950.22	\$970.01	\$990.32	\$1,010.99	\$1,032.08	\$1,053.73	\$1,075.80	\$1,098.40	\$1,121.40	\$1,144.97	\$1,167.07	\$1,189.66	\$1,212.68	\$1,236.15
	8	\$972.40	\$993.83	\$1,015.73	\$1,038.10	\$1,061.04	\$1,084.43	\$1,108.38	\$1,132.96	\$1,158.05	\$1,183.69	\$1,206.60	\$1,229.93	\$1,253.75	\$1,278.05
	9	\$1,009.32	\$1,032.66	\$1,056.58	\$1,081.12	\$1,106.18	\$1,131.93	\$1,158.22	\$1,185.17	\$1,212.78	\$1,241.07	\$1,265.12	\$1,289.62	\$1,314.64	\$1,340.34
	10	\$1,048.35	\$1,073.09	\$1,098.48	\$1,124.46	\$1,151.07	\$1,178.34	\$1,206.22	\$1,234.87	\$1,264.17	\$1,294.20	\$1,319.34	\$1,345.26	\$1,372.16	\$1,399.61
	11	\$1,084.87	\$1,111.67	\$1,139.23	\$1,167.42	\$1,196.40	\$1,226.13	\$1,256.53	\$1,287.78	\$1,319.84	\$1,353.23	\$1,380.33	\$1,407.92	\$1,436.09	\$1,464.80
	12	\$1,132.56	\$1,160.64	\$1,189.50	\$1,219.08	\$1,249.41	\$1,280.53	\$1,312.41	\$1,345.52	\$1,380.12	\$1,415.59	\$1,443.94	\$1,472.82	\$1,502.27	\$1,532.32
	13	\$1,195.84	\$1,225.45	\$1,255.76	\$1,286.99	\$1,318.93	\$1,352.27	\$1,386.85	\$1,422.32	\$1,458.78	\$1,496.07	\$1,526.01	\$1,556.53	\$1,587.68	\$1,619.42
	14	\$1,245.25	\$1,279.72	\$1,315.04	\$1,351.92	\$1,390.47	\$1,430.10	\$1,470.84	\$1,512.80	\$1,555.89	\$1,600.20	\$1,632.23	\$1,664.88	\$1,698.18	\$1,732.14
	15	\$1,306.25	\$1,343.84	\$1,383.40	\$1,424.11	\$1,466.04	\$1,509.15	\$1,553.55	\$1,599.30	\$1,646.36	\$1,694.83	\$1,728.74	\$1,763.29	\$1,798.55	\$1,834.50
	16	\$1,375.99	\$1,417.89	\$1,461.02	\$1,505.45	\$1,551.29	\$1,598.53	\$1,647.17	\$1,697.26	\$1,748.96	\$1,802.17	\$1,838.22	\$1,874.95	\$1,912.46	\$1,950.70
	17	\$1,458.91	\$1,502.48	\$1,547.41	\$1,593.65	\$1,641.23	\$1,690.29	\$1,740.82	\$1,792.84	\$1,846.43	\$1,901.64	\$1,939.62	\$1,978.47	\$2,018.05	\$2,058.40
	18	\$1,528.74	\$1,575.14	\$1,622.98	\$1,672.27	\$1,723.04	\$1,775.36	\$1,829.26	\$1,884.77	\$1,942.02	\$2,001.03	\$2,041.06	\$2,081.85	\$2,123.49	\$2,165.97
	19	\$1,607.85	\$1,657.20	\$1,708.11	\$1,760.54	\$1,814.60	\$1,870.27	\$1,927.70	\$1,986.93	\$2,047.86	\$2,110.75	\$2,152.96	\$2,196.04	\$2,239.98	\$2,284.78
	20	\$1,694.24	\$1,745.23	\$1,797.73	\$1,851.88	\$1,907.56	\$1,964.99	\$2,024.14	\$2,085.08	\$2,147.80	\$2,212.48	\$2,256.72	\$2,301.86	\$2,347.90	\$2,394.85
	21	\$1,772.98	\$1,827.19	\$1,883.04	\$1,940.59	\$1,999.92	\$2,061.06	\$2,124.09	\$2,188.99	\$2,255.92	\$2,324.86	\$2,371.32	\$2,418.78	\$2,467.16	\$2,516.50
	22	\$1,860.99	\$1,918.28	\$1,977.33	\$2,038.19	\$2,100.91	\$2,165.59	\$2,232.18	\$2,300.90	\$2,371.73	\$2,444.67	\$2,493.60	\$2,543.49	\$2,594.36	\$2,646.23
	23	\$1,956.34	\$2,015.26	\$2,075.95	\$2,138.53	\$2,202.98	\$2,269.38	\$2,337.83	\$2,408.28	\$2,480.77	\$2,555.55	\$2,606.69	\$2,658.83	\$2,712.01	\$2,766.25
	24	\$2,044.79	\$2,106.56	\$2,170.18	\$2,235.70	\$2,303.27	\$2,372.74	\$2,444.48	\$2,518.33	\$2,594.37	\$2,672.72	\$2,726.16	\$2,780.72	\$2,836.33	\$2,893.06
	25	\$2,133.18	\$2,198.03	\$2,264.83	\$2,333.71	\$2,404.62	\$2,477.73	\$2,553.08	\$2,630.72	\$2,710.64	\$2,793.08	\$2,848.94	\$2,905.96	\$2,964.08	\$3,023.35
	26	\$2,211.95	\$2,279.58	\$2,349.25	\$2,421.06	\$2,495.03	\$2,571.30	\$2,649.93	\$2,730.94	\$2,814.39	\$2,900.42	\$2,958.42	\$3,017.60	\$3,077.95	\$3,139.51

**Appendix A-3
Unit 3
Biweekly Salary Schedule
Effective 6/30/10**

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	4	\$879.44	\$896.20	\$913.24	\$930.68	\$948.52	\$966.66	\$985.15	\$1,003.99	\$1,023.25	\$1,042.89	\$1,062.96	\$1,083.49	\$1,104.38	\$1,125.70
	5	\$894.45	\$912.56	\$931.11	\$949.98	\$969.32	\$989.02	\$1,009.19	\$1,029.74	\$1,050.72	\$1,072.18	\$1,092.83	\$1,113.92	\$1,135.41	\$1,157.35
	6	\$926.52	\$944.71	\$963.28	\$982.19	\$1,001.54	\$1,021.24	\$1,041.38	\$1,061.86	\$1,082.85	\$1,104.26	\$1,125.55	\$1,147.30	\$1,169.47	\$1,192.08
	7	\$950.22	\$970.01	\$990.32	\$1,010.99	\$1,032.08	\$1,053.73	\$1,075.80	\$1,098.40	\$1,121.40	\$1,144.97	\$1,167.07	\$1,189.66	\$1,212.68	\$1,236.15
	8	\$972.40	\$993.83	\$1,015.73	\$1,038.10	\$1,061.04	\$1,084.43	\$1,108.38	\$1,132.96	\$1,158.05	\$1,183.69	\$1,206.60	\$1,229.93	\$1,253.75	\$1,278.05
	9	\$1,009.32	\$1,032.66	\$1,056.58	\$1,081.12	\$1,106.18	\$1,131.93	\$1,158.22	\$1,185.17	\$1,212.78	\$1,241.07	\$1,265.12	\$1,289.62	\$1,314.64	\$1,340.34
	10	\$1,048.35	\$1,073.09	\$1,098.48	\$1,124.46	\$1,151.07	\$1,178.34	\$1,206.22	\$1,234.87	\$1,264.17	\$1,294.20	\$1,319.34	\$1,345.26	\$1,372.16	\$1,399.61
	11	\$1,084.87	\$1,111.67	\$1,139.23	\$1,167.42	\$1,196.40	\$1,226.13	\$1,256.53	\$1,287.78	\$1,319.84	\$1,353.23	\$1,380.33	\$1,407.92	\$1,436.09	\$1,464.80
	12	\$1,132.56	\$1,160.64	\$1,189.50	\$1,219.08	\$1,249.41	\$1,280.53	\$1,312.41	\$1,345.52	\$1,380.12	\$1,415.59	\$1,443.94	\$1,472.82	\$1,502.27	\$1,532.32
	13	\$1,195.84	\$1,225.45	\$1,255.76	\$1,286.99	\$1,318.93	\$1,352.27	\$1,386.85	\$1,422.32	\$1,458.78	\$1,496.07	\$1,526.01	\$1,556.53	\$1,587.68	\$1,619.42
	14	\$1,245.25	\$1,279.72	\$1,315.04	\$1,351.92	\$1,390.47	\$1,430.10	\$1,470.84	\$1,512.80	\$1,555.89	\$1,600.20	\$1,632.23	\$1,664.88	\$1,698.18	\$1,732.14
	15	\$1,306.25	\$1,343.84	\$1,383.40	\$1,424.11	\$1,466.04	\$1,509.15	\$1,553.55	\$1,599.30	\$1,646.36	\$1,694.83	\$1,728.74	\$1,763.29	\$1,798.55	\$1,834.50
	16	\$1,375.99	\$1,417.89	\$1,461.02	\$1,505.45	\$1,551.29	\$1,598.53	\$1,647.17	\$1,697.26	\$1,748.96	\$1,802.17	\$1,838.22	\$1,874.95	\$1,912.46	\$1,950.70
	17	\$1,458.91	\$1,502.48	\$1,547.41	\$1,593.65	\$1,641.23	\$1,690.29	\$1,740.82	\$1,792.84	\$1,846.43	\$1,901.64	\$1,939.62	\$1,978.47	\$2,018.05	\$2,058.40
	18	\$1,528.74	\$1,575.14	\$1,622.98	\$1,672.27	\$1,723.04	\$1,775.36	\$1,829.26	\$1,884.77	\$1,942.02	\$2,001.03	\$2,041.06	\$2,081.85	\$2,123.49	\$2,165.97
	19	\$1,607.85	\$1,657.20	\$1,708.11	\$1,760.54	\$1,814.60	\$1,870.27	\$1,927.70	\$1,986.93	\$2,047.86	\$2,110.75	\$2,152.96	\$2,196.04	\$2,239.98	\$2,284.78
	20	\$1,694.24	\$1,745.23	\$1,797.73	\$1,851.88	\$1,907.56	\$1,964.99	\$2,024.14	\$2,085.08	\$2,147.80	\$2,212.48	\$2,256.72	\$2,301.86	\$2,347.90	\$2,394.85
	21	\$1,772.98	\$1,827.19	\$1,883.04	\$1,940.59	\$1,999.92	\$2,061.06	\$2,124.09	\$2,188.99	\$2,255.92	\$2,324.86	\$2,371.32	\$2,418.78	\$2,467.16	\$2,516.50
	22	\$1,860.99	\$1,918.28	\$1,977.33	\$2,038.19	\$2,100.91	\$2,165.59	\$2,232.18	\$2,300.90	\$2,371.73	\$2,444.67	\$2,493.60	\$2,543.49	\$2,594.36	\$2,646.23
	23	\$1,956.34	\$2,015.26	\$2,075.95	\$2,138.53	\$2,202.98	\$2,269.38	\$2,337.83	\$2,408.28	\$2,480.77	\$2,555.55	\$2,606.69	\$2,658.83	\$2,712.01	\$2,766.25

Appendix A-6
Unit 6
Biweekly Salary Schedule
Effective 6/30/10

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	1	\$1,017.75	\$1,043.47	\$1,069.81	\$1,096.96	\$1,124.75	\$1,153.26	\$1,182.51	\$1,212.61	\$1,243.40	\$1,275.09	\$1,299.77	\$1,324.99	\$1,351.23	\$1,378.26
	2	\$1,057.15	\$1,084.34	\$1,112.26	\$1,140.98	\$1,170.43	\$1,200.68	\$1,231.72	\$1,263.62	\$1,296.29	\$1,329.93	\$1,356.42	\$1,383.56	\$1,411.21	\$1,439.43
	3	\$1,093.92	\$1,123.30	\$1,153.49	\$1,184.50	\$1,216.43	\$1,249.18	\$1,282.85	\$1,317.53	\$1,353.73	\$1,391.39	\$1,419.24	\$1,447.59	\$1,476.54	\$1,506.06
	4	\$1,142.14	\$1,172.85	\$1,204.47	\$1,236.94	\$1,270.33	\$1,304.65	\$1,340.11	\$1,377.46	\$1,415.80	\$1,455.33	\$1,484.43	\$1,514.08	\$1,544.38	\$1,575.27
	5	\$1,205.81	\$1,238.20	\$1,271.53	\$1,305.80	\$1,341.21	\$1,378.50	\$1,416.81	\$1,456.19	\$1,496.60	\$1,538.22	\$1,568.97	\$1,600.32	\$1,632.31	\$1,664.95
	6	\$1,255.96	\$1,293.21	\$1,331.66	\$1,372.42	\$1,414.46	\$1,457.81	\$1,502.48	\$1,548.52	\$1,595.98	\$1,644.92	\$1,677.80	\$1,711.40	\$1,745.64	\$1,780.56
	7	\$1,316.80	\$1,357.98	\$1,400.94	\$1,445.30	\$1,491.09	\$1,538.33	\$1,587.04	\$1,637.29	\$1,689.14	\$1,742.64	\$1,777.48	\$1,813.04	\$1,849.30	\$1,886.30
	8	\$1,387.33	\$1,432.62	\$1,479.39	\$1,527.72	\$1,577.60	\$1,629.05	\$1,682.28	\$1,737.17	\$1,793.92	\$1,852.47	\$1,889.50	\$1,927.33	\$1,965.86	\$2,005.19
	9	\$1,471.02	\$1,518.28	\$1,567.09	\$1,617.44	\$1,669.44	\$1,723.06	\$1,778.45	\$1,835.56	\$1,894.57	\$1,955.42	\$1,994.60	\$2,034.44	\$2,075.12	\$2,116.63
	10	\$1,541.68	\$1,591.94	\$1,643.81	\$1,697.46	\$1,752.82	\$1,810.01	\$1,869.02	\$1,929.94	\$1,992.90	\$2,057.85	\$2,099.07	\$2,141.02	\$2,183.83	\$2,227.51
	11	\$1,643.36	\$1,694.95	\$1,748.14	\$1,802.98	\$1,859.49	\$1,917.90	\$1,978.06	\$2,040.12	\$2,104.11	\$2,170.13	\$2,213.53	\$2,257.80	\$2,302.94	\$2,349.00
	12	\$1,708.39	\$1,763.62	\$1,820.62	\$1,879.45	\$1,940.15	\$2,002.88	\$2,067.56	\$2,134.40	\$2,203.37	\$2,274.56	\$2,320.05	\$2,366.44	\$2,413.78	\$2,462.05
	13	\$1,787.74	\$1,846.33	\$1,906.85	\$1,969.35	\$2,033.93	\$2,100.57	\$2,169.47	\$2,240.58	\$2,314.00	\$2,389.85	\$2,437.70	\$2,486.40	\$2,536.14	\$2,586.86
	14	\$1,876.82	\$1,938.73	\$2,002.72	\$2,068.83	\$2,137.07	\$2,207.59	\$2,280.48	\$2,355.74	\$2,433.42	\$2,513.71	\$2,564.04	\$2,615.30	\$2,667.60	\$2,720.95
	15	\$1,972.79	\$2,036.60	\$2,102.57	\$2,170.62	\$2,240.82	\$2,313.34	\$2,388.21	\$2,465.43	\$2,545.26	\$2,627.56	\$2,680.11	\$2,733.79	\$2,788.46	\$2,844.23
	16	\$2,062.01	\$2,128.91	\$2,197.89	\$2,269.17	\$2,342.73	\$2,418.65	\$2,497.03	\$2,578.03	\$2,661.57	\$2,747.84	\$2,802.83	\$2,858.88	\$2,916.05	\$2,974.37
	17	\$2,151.18	\$2,221.34	\$2,293.82	\$2,368.64	\$2,445.89	\$2,525.73	\$2,608.07	\$2,693.15	\$2,781.01	\$2,871.75	\$2,929.17	\$2,987.78	\$3,047.54	\$3,108.49
	18	\$2,230.75	\$2,303.85	\$2,379.28	\$2,457.25	\$2,537.80	\$2,620.93	\$2,706.79	\$2,795.51	\$2,887.09	\$2,981.68	\$3,041.32	\$3,102.12	\$3,164.18	\$3,227.46
	19	\$2,326.74	\$2,402.19	\$2,480.08	\$2,560.48	\$2,643.52	\$2,729.20	\$2,817.72	\$2,908.98	\$3,003.34	\$3,100.73	\$3,162.75	\$3,226.01	\$3,290.52	\$3,356.33
	20	\$2,416.30	\$2,494.88	\$2,576.08	\$2,659.86	\$2,746.40	\$2,835.76	\$2,928.01	\$3,023.25	\$3,121.60	\$3,223.13	\$3,287.60	\$3,353.36	\$3,420.44	\$3,488.84
	21	\$2,514.04	\$2,595.89	\$2,680.45	\$2,767.76	\$2,857.85	\$2,950.96	\$3,047.05	\$3,146.28	\$3,248.76	\$3,354.58	\$3,421.65	\$3,490.11	\$3,559.91	\$3,631.11
	22	\$2,621.81	\$2,706.96	\$2,794.91	\$2,885.70	\$2,979.45	\$3,076.23	\$3,176.17	\$3,279.37	\$3,385.90	\$3,495.88	\$3,565.79	\$3,637.12	\$3,709.86	\$3,784.06

**Appendix B-1
Unit 1
Biweekly Salary Schedule
Effective 6/30/11**

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	1	\$850.59	\$865.89	\$881.50	\$897.34	\$913.55	\$929.98	\$946.83	\$963.91	\$981.33	\$999.04	\$1,018.25	\$1,037.81	\$1,057.76	\$1,078.11
	2	\$867.21	\$882.55	\$898.15	\$914.04	\$930.25	\$946.71	\$963.51	\$980.61	\$997.99	\$1,015.75	\$1,035.25	\$1,055.12	\$1,075.43	\$1,096.14
	3	\$881.31	\$898.51	\$916.10	\$934.05	\$952.32	\$971.01	\$990.12	\$1,009.55	\$1,029.45	\$1,049.67	\$1,069.87	\$1,090.44	\$1,111.45	\$1,132.88
	4	\$905.82	\$923.09	\$940.64	\$958.61	\$976.98	\$995.66	\$1,014.71	\$1,034.11	\$1,053.95	\$1,074.17	\$1,094.85	\$1,115.99	\$1,137.52	\$1,159.47
	5	\$921.28	\$939.93	\$959.04	\$978.47	\$998.40	\$1,018.69	\$1,039.47	\$1,060.63	\$1,082.24	\$1,104.34	\$1,125.62	\$1,147.34	\$1,169.47	\$1,192.07
	6	\$954.32	\$973.06	\$992.18	\$1,011.66	\$1,031.58	\$1,051.88	\$1,072.62	\$1,093.72	\$1,115.34	\$1,137.39	\$1,159.32	\$1,181.72	\$1,204.55	\$1,227.85
	7	\$978.72	\$999.11	\$1,020.02	\$1,041.32	\$1,063.04	\$1,085.34	\$1,108.08	\$1,131.35	\$1,155.05	\$1,179.32	\$1,202.08	\$1,225.35	\$1,249.06	\$1,273.23
	8	\$1,001.57	\$1,023.64	\$1,046.20	\$1,069.24	\$1,092.87	\$1,116.96	\$1,141.64	\$1,166.95	\$1,192.79	\$1,219.20	\$1,242.79	\$1,266.83	\$1,291.37	\$1,316.40
	9	\$1,039.60	\$1,063.64	\$1,088.28	\$1,113.56	\$1,139.37	\$1,165.89	\$1,192.96	\$1,220.73	\$1,249.16	\$1,278.30	\$1,303.07	\$1,328.31	\$1,354.08	\$1,380.55
	10	\$1,079.80	\$1,105.29	\$1,131.43	\$1,158.20	\$1,185.60	\$1,213.69	\$1,242.41	\$1,271.91	\$1,302.09	\$1,333.03	\$1,358.92	\$1,385.62	\$1,413.32	\$1,441.60
	11	\$1,117.42	\$1,145.02	\$1,173.41	\$1,202.44	\$1,232.29	\$1,262.91	\$1,294.23	\$1,326.41	\$1,359.43	\$1,393.83	\$1,421.74	\$1,450.16	\$1,479.17	\$1,508.75
	12	\$1,166.54	\$1,195.46	\$1,225.18	\$1,255.65	\$1,286.89	\$1,318.94	\$1,351.79	\$1,385.89	\$1,421.53	\$1,458.05	\$1,487.25	\$1,517.01	\$1,547.34	\$1,578.29
	13	\$1,231.72	\$1,262.22	\$1,293.44	\$1,325.60	\$1,358.50	\$1,392.84	\$1,428.46	\$1,464.99	\$1,502.55	\$1,540.95	\$1,571.79	\$1,603.23	\$1,635.31	\$1,668.01
	14	\$1,282.61	\$1,318.11	\$1,354.49	\$1,392.47	\$1,432.18	\$1,473.00	\$1,514.97	\$1,558.18	\$1,602.57	\$1,648.21	\$1,681.20	\$1,714.83	\$1,749.13	\$1,784.10
	15	\$1,345.44	\$1,384.15	\$1,424.90	\$1,466.83	\$1,510.02	\$1,554.43	\$1,600.16	\$1,647.28	\$1,695.75	\$1,745.68	\$1,780.60	\$1,816.19	\$1,852.50	\$1,889.54
	16	\$1,417.27	\$1,460.43	\$1,504.85	\$1,550.61	\$1,597.83	\$1,646.48	\$1,696.58	\$1,748.18	\$1,801.43	\$1,856.24	\$1,893.37	\$1,931.20	\$1,969.83	\$2,009.23
	17	\$1,502.68	\$1,547.55	\$1,593.83	\$1,641.46	\$1,690.47	\$1,740.99	\$1,793.04	\$1,846.63	\$1,901.82	\$1,958.69	\$1,997.81	\$2,037.82	\$2,078.59	\$2,120.15
	18	\$1,574.60	\$1,622.39	\$1,671.67	\$1,722.44	\$1,774.73	\$1,828.62	\$1,884.14	\$1,941.31	\$2,000.28	\$2,061.06	\$2,102.29	\$2,144.31	\$2,187.20	\$2,230.94
	19	\$1,656.08	\$1,706.91	\$1,759.36	\$1,813.36	\$1,869.03	\$1,926.38	\$1,985.53	\$2,046.54	\$2,109.29	\$2,174.07	\$2,217.55	\$2,261.92	\$2,307.18	\$2,353.33
	20	\$1,745.07	\$1,797.59	\$1,851.66	\$1,907.43	\$1,964.78	\$2,023.93	\$2,084.87	\$2,147.64	\$2,212.23	\$2,278.85	\$2,324.43	\$2,370.92	\$2,418.33	\$2,466.70
	21	\$1,826.17	\$1,882.01	\$1,939.54	\$1,998.81	\$2,059.92	\$2,122.89	\$2,187.81	\$2,254.66	\$2,323.59	\$2,394.60	\$2,442.46	\$2,491.34	\$2,541.17	\$2,591.99
	22	\$1,916.82	\$1,975.83	\$2,036.65	\$2,099.34	\$2,163.94	\$2,230.56	\$2,299.15	\$2,369.93	\$2,442.88	\$2,518.01	\$2,568.41	\$2,619.80	\$2,672.19	\$2,725.62
	23	\$2,015.03	\$2,075.72	\$2,138.23	\$2,202.69	\$2,269.07	\$2,337.46	\$2,407.96	\$2,480.53	\$2,555.20	\$2,632.22	\$2,684.89	\$2,738.59	\$2,793.37	\$2,849.24
	24	\$2,106.13	\$2,169.75	\$2,235.28	\$2,302.77	\$2,372.37	\$2,443.92	\$2,517.82	\$2,593.88	\$2,672.20	\$2,752.90	\$2,807.95	\$2,864.14	\$2,921.42	\$2,979.86
	25	\$2,197.18	\$2,263.97	\$2,332.78	\$2,403.72	\$2,476.76	\$2,552.06	\$2,629.67	\$2,709.64	\$2,791.96	\$2,876.88	\$2,934.41	\$2,993.14	\$3,053.00	\$3,114.05
	26	\$2,278.31	\$2,347.97	\$2,419.73	\$2,493.69	\$2,569.88	\$2,648.44	\$2,729.42	\$2,812.87	\$2,898.82	\$2,987.43	\$3,047.17	\$3,108.13	\$3,170.29	\$3,233.70

Appendix B-3
Unit 3
Biweekly Salary Schedule
Effective 6/30/11

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	4	\$905.82	\$923.09	\$940.64	\$958.61	\$976.98	\$995.66	\$1,014.71	\$1,034.11	\$1,053.95	\$1,074.17	\$1,094.85	\$1,115.99	\$1,137.52	\$1,159.47
	5	\$921.28	\$939.93	\$959.04	\$978.47	\$998.40	\$1,018.69	\$1,039.47	\$1,060.63	\$1,082.24	\$1,104.34	\$1,125.62	\$1,147.34	\$1,169.47	\$1,192.07
	6	\$954.32	\$973.06	\$992.18	\$1,011.66	\$1,031.58	\$1,051.88	\$1,072.62	\$1,093.72	\$1,115.34	\$1,137.39	\$1,159.32	\$1,181.72	\$1,204.55	\$1,227.85
	7	\$978.72	\$999.11	\$1,020.02	\$1,041.32	\$1,063.04	\$1,085.34	\$1,108.08	\$1,131.35	\$1,155.05	\$1,179.32	\$1,202.08	\$1,225.35	\$1,249.06	\$1,273.23
	8	\$1,001.57	\$1,023.64	\$1,046.20	\$1,069.24	\$1,092.87	\$1,116.96	\$1,141.64	\$1,166.95	\$1,192.79	\$1,219.20	\$1,242.79	\$1,266.83	\$1,291.37	\$1,316.40
	9	\$1,039.60	\$1,063.64	\$1,088.28	\$1,113.56	\$1,139.37	\$1,165.89	\$1,192.96	\$1,220.73	\$1,249.16	\$1,278.30	\$1,303.07	\$1,328.31	\$1,354.08	\$1,380.55
	10	\$1,079.80	\$1,105.29	\$1,131.43	\$1,158.20	\$1,185.60	\$1,213.69	\$1,242.41	\$1,271.91	\$1,302.09	\$1,333.03	\$1,358.92	\$1,385.62	\$1,413.32	\$1,441.60
	11	\$1,117.42	\$1,145.02	\$1,173.41	\$1,202.44	\$1,232.29	\$1,262.91	\$1,294.23	\$1,326.41	\$1,359.43	\$1,393.83	\$1,421.74	\$1,450.16	\$1,479.17	\$1,508.75
	12	\$1,166.54	\$1,195.46	\$1,225.18	\$1,255.65	\$1,286.89	\$1,318.94	\$1,351.79	\$1,385.89	\$1,421.53	\$1,458.05	\$1,487.25	\$1,517.01	\$1,547.34	\$1,578.29
	13	\$1,231.72	\$1,262.22	\$1,293.44	\$1,325.60	\$1,358.50	\$1,392.84	\$1,428.46	\$1,464.99	\$1,502.55	\$1,540.95	\$1,571.79	\$1,603.23	\$1,635.31	\$1,668.01
	14	\$1,282.61	\$1,318.11	\$1,354.49	\$1,392.47	\$1,432.18	\$1,473.00	\$1,514.97	\$1,558.18	\$1,602.57	\$1,648.21	\$1,681.20	\$1,714.83	\$1,749.13	\$1,784.10
	15	\$1,345.44	\$1,384.15	\$1,424.90	\$1,466.83	\$1,510.02	\$1,554.43	\$1,600.16	\$1,647.28	\$1,695.75	\$1,745.68	\$1,780.60	\$1,816.19	\$1,852.50	\$1,889.54
	16	\$1,417.27	\$1,460.43	\$1,504.85	\$1,550.61	\$1,597.83	\$1,646.48	\$1,696.58	\$1,748.18	\$1,801.43	\$1,856.24	\$1,893.37	\$1,931.20	\$1,969.83	\$2,009.23
	17	\$1,502.68	\$1,547.55	\$1,593.83	\$1,641.46	\$1,690.47	\$1,740.99	\$1,793.04	\$1,846.63	\$1,901.82	\$1,958.69	\$1,997.81	\$2,037.82	\$2,078.59	\$2,120.15
	18	\$1,574.60	\$1,622.39	\$1,671.67	\$1,722.44	\$1,774.73	\$1,828.62	\$1,884.14	\$1,941.31	\$2,000.28	\$2,061.06	\$2,102.29	\$2,144.31	\$2,187.20	\$2,230.94
	19	\$1,656.08	\$1,706.91	\$1,759.36	\$1,813.36	\$1,869.03	\$1,926.38	\$1,985.53	\$2,046.54	\$2,109.29	\$2,174.07	\$2,217.55	\$2,261.92	\$2,307.18	\$2,353.33
	20	\$1,745.07	\$1,797.59	\$1,851.66	\$1,907.43	\$1,964.78	\$2,023.93	\$2,084.87	\$2,147.64	\$2,212.23	\$2,278.85	\$2,324.43	\$2,370.92	\$2,418.33	\$2,466.70
	21	\$1,826.17	\$1,882.01	\$1,939.54	\$1,998.81	\$2,059.92	\$2,122.89	\$2,187.81	\$2,254.66	\$2,323.59	\$2,394.60	\$2,442.46	\$2,491.34	\$2,541.17	\$2,591.99
	22	\$1,916.82	\$1,975.83	\$2,036.65	\$2,099.34	\$2,163.94	\$2,230.56	\$2,299.15	\$2,369.93	\$2,442.88	\$2,518.01	\$2,568.41	\$2,619.80	\$2,672.19	\$2,725.62
	23	\$2,015.03	\$2,075.72	\$2,138.23	\$2,202.69	\$2,269.07	\$2,337.46	\$2,407.96	\$2,480.53	\$2,555.20	\$2,632.22	\$2,684.89	\$2,738.59	\$2,793.37	\$2,849.24

**Appendix B-6
Unit 6
Biweekly Salary Rates
Effective 6/30/11**

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	1	\$1,048.28	\$1,074.78	\$1,101.91	\$1,129.87	\$1,158.49	\$1,187.86	\$1,217.98	\$1,248.98	\$1,280.70	\$1,313.35	\$1,338.76	\$1,364.74	\$1,391.77	\$1,419.60
	2	\$1,088.86	\$1,116.87	\$1,145.63	\$1,175.21	\$1,205.54	\$1,236.70	\$1,268.67	\$1,301.53	\$1,335.18	\$1,369.83	\$1,397.11	\$1,425.07	\$1,453.55	\$1,482.61
	3	\$1,126.74	\$1,157.00	\$1,188.10	\$1,220.03	\$1,252.93	\$1,286.65	\$1,321.34	\$1,357.06	\$1,394.35	\$1,433.13	\$1,461.82	\$1,491.02	\$1,520.84	\$1,551.24
	4	\$1,176.40	\$1,208.04	\$1,240.60	\$1,274.05	\$1,308.44	\$1,343.79	\$1,380.31	\$1,418.78	\$1,458.27	\$1,498.99	\$1,528.96	\$1,559.50	\$1,590.71	\$1,622.52
	5	\$1,241.98	\$1,275.35	\$1,309.68	\$1,344.97	\$1,381.45	\$1,419.85	\$1,459.31	\$1,499.87	\$1,541.50	\$1,584.37	\$1,616.04	\$1,648.33	\$1,681.28	\$1,714.90
	6	\$1,293.63	\$1,332.01	\$1,371.61	\$1,413.59	\$1,456.90	\$1,501.55	\$1,547.55	\$1,594.98	\$1,643.86	\$1,694.26	\$1,728.14	\$1,762.75	\$1,798.01	\$1,833.98
	7	\$1,356.30	\$1,398.71	\$1,442.97	\$1,488.66	\$1,535.83	\$1,584.48	\$1,634.65	\$1,686.41	\$1,739.82	\$1,794.92	\$1,830.80	\$1,867.43	\$1,904.78	\$1,942.89
	8	\$1,428.95	\$1,475.60	\$1,523.77	\$1,573.55	\$1,624.93	\$1,677.92	\$1,732.74	\$1,789.28	\$1,847.74	\$1,908.05	\$1,946.18	\$1,985.15	\$2,024.84	\$2,065.35
	9	\$1,515.16	\$1,563.83	\$1,614.10	\$1,665.97	\$1,719.52	\$1,774.75	\$1,831.80	\$1,890.63	\$1,951.41	\$2,014.08	\$2,054.44	\$2,095.48	\$2,137.37	\$2,180.13
	10	\$1,587.93	\$1,639.70	\$1,693.12	\$1,748.38	\$1,805.41	\$1,864.31	\$1,925.09	\$1,987.84	\$2,052.69	\$2,119.59	\$2,162.05	\$2,205.25	\$2,249.35	\$2,294.34
	11	\$1,692.66	\$1,745.80	\$1,800.58	\$1,857.07	\$1,915.28	\$1,975.44	\$2,037.41	\$2,101.32	\$2,167.24	\$2,235.23	\$2,279.93	\$2,325.54	\$2,372.03	\$2,419.47
	12	\$1,759.65	\$1,816.53	\$1,875.23	\$1,935.83	\$1,998.35	\$2,062.97	\$2,129.59	\$2,198.43	\$2,269.47	\$2,342.80	\$2,389.65	\$2,437.43	\$2,486.19	\$2,535.91
	13	\$1,841.37	\$1,901.72	\$1,964.06	\$2,028.43	\$2,094.95	\$2,163.58	\$2,234.55	\$2,307.80	\$2,383.42	\$2,461.55	\$2,510.83	\$2,560.99	\$2,612.22	\$2,664.47
	14	\$1,933.13	\$1,996.89	\$2,062.80	\$2,130.90	\$2,201.18	\$2,273.81	\$2,348.89	\$2,426.42	\$2,506.43	\$2,589.12	\$2,640.96	\$2,693.76	\$2,747.63	\$2,802.58
	15	\$2,031.98	\$2,097.70	\$2,165.64	\$2,235.74	\$2,308.04	\$2,382.74	\$2,459.85	\$2,539.39	\$2,621.62	\$2,706.38	\$2,760.51	\$2,815.80	\$2,872.11	\$2,929.56
	16	\$2,123.87	\$2,192.78	\$2,263.83	\$2,337.24	\$2,413.01	\$2,491.21	\$2,571.94	\$2,655.37	\$2,741.42	\$2,830.27	\$2,886.92	\$2,944.64	\$3,003.53	\$3,063.60
	17	\$2,215.71	\$2,287.98	\$2,362.64	\$2,439.70	\$2,519.26	\$2,601.50	\$2,686.31	\$2,773.95	\$2,864.45	\$2,957.91	\$3,017.05	\$3,077.42	\$3,138.97	\$3,201.74
	18	\$2,297.67	\$2,372.97	\$2,450.66	\$2,530.97	\$2,613.93	\$2,699.56	\$2,787.99	\$2,879.37	\$2,973.70	\$3,071.13	\$3,132.56	\$3,195.19	\$3,259.10	\$3,324.28
	19	\$2,396.54	\$2,474.26	\$2,554.48	\$2,637.30	\$2,722.83	\$2,811.08	\$2,902.25	\$2,996.25	\$3,093.44	\$3,193.75	\$3,257.64	\$3,322.79	\$3,389.23	\$3,457.02
	20	\$2,488.79	\$2,569.73	\$2,653.36	\$2,739.65	\$2,828.79	\$2,920.83	\$3,015.85	\$3,113.95	\$3,215.24	\$3,319.83	\$3,386.23	\$3,453.96	\$3,523.05	\$3,593.51
	21	\$2,589.46	\$2,673.77	\$2,760.86	\$2,850.80	\$2,943.58	\$3,039.49	\$3,138.46	\$3,240.67	\$3,346.22	\$3,455.22	\$3,524.30	\$3,594.81	\$3,666.70	\$3,740.04
	22	\$2,700.46	\$2,788.17	\$2,878.76	\$2,972.27	\$3,068.83	\$3,168.51	\$3,271.45	\$3,377.75	\$3,487.48	\$3,600.76	\$3,672.77	\$3,746.23	\$3,821.16	\$3,897.58

**Appendix C-1
Unit 1
Biweekly Salary Schedule
Effective 6/30/12**

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	1	\$876.11	\$891.87	\$907.94	\$924.26	\$940.96	\$957.88	\$975.23	\$992.83	\$1,010.77	\$1,029.01	\$1,048.79	\$1,068.95	\$1,089.49	\$1,110.46
	2	\$893.23	\$909.03	\$925.10	\$941.46	\$958.15	\$975.12	\$992.41	\$1,010.03	\$1,027.93	\$1,046.22	\$1,066.31	\$1,086.78	\$1,107.69	\$1,129.03
	3	\$907.75	\$925.46	\$943.58	\$962.08	\$980.89	\$1,000.14	\$1,019.82	\$1,039.84	\$1,060.33	\$1,081.16	\$1,101.96	\$1,123.16	\$1,144.79	\$1,166.86
	4	\$933.00	\$950.78	\$968.86	\$987.36	\$1,006.29	\$1,025.53	\$1,045.15	\$1,065.13	\$1,085.57	\$1,106.40	\$1,127.70	\$1,149.47	\$1,171.64	\$1,194.25
	5	\$948.92	\$968.13	\$987.81	\$1,007.83	\$1,028.35	\$1,049.25	\$1,070.65	\$1,092.45	\$1,114.71	\$1,137.47	\$1,159.38	\$1,181.76	\$1,204.56	\$1,227.83
	6	\$982.95	\$1,002.25	\$1,021.94	\$1,042.01	\$1,062.53	\$1,083.43	\$1,104.80	\$1,126.53	\$1,148.80	\$1,171.51	\$1,194.10	\$1,217.17	\$1,240.69	\$1,264.68
	7	\$1,008.09	\$1,029.09	\$1,050.63	\$1,072.56	\$1,094.93	\$1,117.91	\$1,141.32	\$1,165.29	\$1,189.70	\$1,214.69	\$1,238.14	\$1,262.11	\$1,286.53	\$1,311.43
	8	\$1,031.62	\$1,054.35	\$1,077.58	\$1,101.32	\$1,125.65	\$1,150.47	\$1,175.88	\$1,201.95	\$1,228.57	\$1,255.78	\$1,280.08	\$1,304.83	\$1,330.11	\$1,355.89
	9	\$1,070.79	\$1,095.55	\$1,120.93	\$1,146.96	\$1,173.55	\$1,200.86	\$1,228.75	\$1,257.35	\$1,286.64	\$1,316.65	\$1,342.16	\$1,368.16	\$1,394.70	\$1,421.97
	10	\$1,112.19	\$1,138.45	\$1,165.37	\$1,192.94	\$1,221.17	\$1,250.10	\$1,279.68	\$1,310.07	\$1,341.15	\$1,373.02	\$1,399.69	\$1,427.19	\$1,455.72	\$1,484.84
	11	\$1,150.94	\$1,179.37	\$1,208.61	\$1,238.51	\$1,269.26	\$1,300.80	\$1,333.05	\$1,366.21	\$1,400.22	\$1,435.64	\$1,464.39	\$1,493.66	\$1,523.55	\$1,554.01
	12	\$1,201.54	\$1,231.32	\$1,261.94	\$1,293.32	\$1,325.50	\$1,358.51	\$1,392.34	\$1,427.46	\$1,464.17	\$1,501.79	\$1,531.87	\$1,562.52	\$1,593.76	\$1,625.64
	13	\$1,268.67	\$1,300.08	\$1,332.24	\$1,365.37	\$1,399.25	\$1,434.62	\$1,471.31	\$1,508.94	\$1,547.62	\$1,587.18	\$1,618.94	\$1,651.32	\$1,684.37	\$1,718.05
	14	\$1,321.08	\$1,357.66	\$1,395.13	\$1,434.25	\$1,475.15	\$1,517.19	\$1,560.42	\$1,604.93	\$1,650.65	\$1,697.66	\$1,731.63	\$1,766.28	\$1,801.60	\$1,837.63
	15	\$1,385.80	\$1,425.67	\$1,467.65	\$1,510.84	\$1,555.32	\$1,601.06	\$1,648.16	\$1,696.70	\$1,746.62	\$1,798.05	\$1,834.02	\$1,870.67	\$1,908.08	\$1,946.22
	16	\$1,459.79	\$1,504.24	\$1,549.99	\$1,597.13	\$1,645.76	\$1,695.88	\$1,747.48	\$1,800.63	\$1,855.47	\$1,911.93	\$1,950.17	\$1,989.14	\$2,028.92	\$2,069.50
	17	\$1,547.76	\$1,593.98	\$1,641.65	\$1,690.70	\$1,741.18	\$1,793.22	\$1,846.83	\$1,902.02	\$1,958.88	\$2,017.45	\$2,057.75	\$2,098.96	\$2,140.95	\$2,183.76
	18	\$1,621.84	\$1,671.06	\$1,721.82	\$1,774.11	\$1,827.97	\$1,883.48	\$1,940.66	\$1,999.55	\$2,060.29	\$2,122.90	\$2,165.36	\$2,208.64	\$2,252.82	\$2,297.87
	19	\$1,705.77	\$1,758.12	\$1,812.14	\$1,867.76	\$1,925.11	\$1,984.17	\$2,045.09	\$2,107.94	\$2,172.57	\$2,239.29	\$2,284.07	\$2,329.78	\$2,376.39	\$2,423.92
	20	\$1,797.42	\$1,851.51	\$1,907.21	\$1,964.65	\$2,023.73	\$2,084.65	\$2,147.41	\$2,212.07	\$2,278.60	\$2,347.22	\$2,394.16	\$2,442.04	\$2,490.88	\$2,540.70
	21	\$1,880.96	\$1,938.47	\$1,997.72	\$2,058.78	\$2,121.72	\$2,186.57	\$2,253.45	\$2,322.30	\$2,393.30	\$2,466.44	\$2,515.73	\$2,566.08	\$2,617.41	\$2,669.75
	22	\$1,974.32	\$2,035.11	\$2,097.75	\$2,162.32	\$2,228.86	\$2,297.48	\$2,368.12	\$2,441.03	\$2,516.17	\$2,593.56	\$2,645.46	\$2,698.39	\$2,752.35	\$2,807.39
	23	\$2,075.48	\$2,137.99	\$2,202.38	\$2,268.77	\$2,337.14	\$2,407.58	\$2,480.20	\$2,554.95	\$2,631.85	\$2,711.19	\$2,765.44	\$2,820.75	\$2,877.17	\$2,934.71
	24	\$2,169.31	\$2,234.85	\$2,302.34	\$2,371.85	\$2,443.54	\$2,517.24	\$2,593.35	\$2,671.70	\$2,752.36	\$2,835.49	\$2,892.18	\$2,950.07	\$3,009.07	\$3,069.25
	25	\$2,263.09	\$2,331.89	\$2,402.76	\$2,475.83	\$2,551.06	\$2,628.63	\$2,708.56	\$2,790.93	\$2,875.72	\$2,963.18	\$3,022.44	\$3,082.93	\$3,144.59	\$3,207.48
	26	\$2,346.66	\$2,418.41	\$2,492.32	\$2,568.50	\$2,646.98	\$2,727.89	\$2,811.31	\$2,897.25	\$2,985.78	\$3,077.05	\$3,138.59	\$3,201.37	\$3,265.40	\$3,330.71

Appendix C-3
Unit 3
Biweekly Salary Schedule
Effective 6/30/12

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	4	\$933.00	\$950.78	\$968.86	\$987.36	\$1,006.29	\$1,025.53	\$1,045.15	\$1,065.13	\$1,085.57	\$1,106.40	\$1,127.70	\$1,149.47	\$1,171.64	\$1,194.25
	5	\$948.92	\$968.13	\$987.81	\$1,007.83	\$1,028.35	\$1,049.25	\$1,070.65	\$1,092.45	\$1,114.71	\$1,137.47	\$1,159.38	\$1,181.76	\$1,204.56	\$1,227.83
	6	\$982.95	\$1,002.25	\$1,021.94	\$1,042.01	\$1,062.53	\$1,083.43	\$1,104.80	\$1,126.53	\$1,148.80	\$1,171.51	\$1,194.10	\$1,217.17	\$1,240.69	\$1,264.68
	7	\$1,008.09	\$1,029.09	\$1,050.63	\$1,072.56	\$1,094.93	\$1,117.91	\$1,141.32	\$1,165.29	\$1,189.70	\$1,214.69	\$1,238.14	\$1,262.11	\$1,286.53	\$1,311.43
	8	\$1,031.62	\$1,054.35	\$1,077.58	\$1,101.32	\$1,125.65	\$1,150.47	\$1,175.88	\$1,201.95	\$1,228.57	\$1,255.78	\$1,280.08	\$1,304.83	\$1,330.11	\$1,355.89
	9	\$1,070.79	\$1,095.55	\$1,120.93	\$1,146.96	\$1,173.55	\$1,200.86	\$1,228.75	\$1,257.35	\$1,286.64	\$1,316.65	\$1,342.16	\$1,368.16	\$1,394.70	\$1,421.97
	10	\$1,112.19	\$1,138.45	\$1,165.37	\$1,192.94	\$1,221.17	\$1,250.10	\$1,279.68	\$1,310.07	\$1,341.15	\$1,373.02	\$1,399.69	\$1,427.19	\$1,455.72	\$1,484.84
	11	\$1,150.94	\$1,179.37	\$1,208.61	\$1,238.51	\$1,269.26	\$1,300.80	\$1,333.05	\$1,366.21	\$1,400.22	\$1,435.64	\$1,464.39	\$1,493.66	\$1,523.55	\$1,554.01
	12	\$1,201.54	\$1,231.32	\$1,261.94	\$1,293.32	\$1,325.50	\$1,358.51	\$1,392.34	\$1,427.46	\$1,464.17	\$1,501.79	\$1,531.87	\$1,562.52	\$1,593.76	\$1,625.64
	13	\$1,268.67	\$1,300.08	\$1,332.24	\$1,365.37	\$1,399.25	\$1,434.62	\$1,471.31	\$1,508.94	\$1,547.62	\$1,587.18	\$1,618.94	\$1,651.32	\$1,684.37	\$1,718.05
	14	\$1,321.08	\$1,357.66	\$1,395.13	\$1,434.25	\$1,475.15	\$1,517.19	\$1,560.42	\$1,604.93	\$1,650.65	\$1,697.66	\$1,731.63	\$1,766.28	\$1,801.60	\$1,837.63
	15	\$1,385.80	\$1,425.67	\$1,467.65	\$1,510.84	\$1,555.32	\$1,601.06	\$1,648.16	\$1,696.70	\$1,746.62	\$1,798.05	\$1,834.02	\$1,870.67	\$1,908.08	\$1,946.22
	16	\$1,459.79	\$1,504.24	\$1,549.99	\$1,597.13	\$1,645.76	\$1,695.88	\$1,747.48	\$1,800.63	\$1,855.47	\$1,911.93	\$1,950.17	\$1,989.14	\$2,028.92	\$2,069.50
	17	\$1,547.76	\$1,593.98	\$1,641.65	\$1,690.70	\$1,741.18	\$1,793.22	\$1,846.83	\$1,902.02	\$1,958.88	\$2,017.45	\$2,057.75	\$2,098.96	\$2,140.95	\$2,183.76
	18	\$1,621.84	\$1,671.06	\$1,721.82	\$1,774.11	\$1,827.97	\$1,883.48	\$1,940.66	\$1,999.55	\$2,060.29	\$2,122.90	\$2,165.36	\$2,208.64	\$2,252.82	\$2,297.87
	19	\$1,705.77	\$1,758.12	\$1,812.14	\$1,867.76	\$1,925.11	\$1,984.17	\$2,045.09	\$2,107.94	\$2,172.57	\$2,239.29	\$2,284.07	\$2,329.78	\$2,376.39	\$2,423.92
	20	\$1,797.42	\$1,851.51	\$1,907.21	\$1,964.65	\$2,023.73	\$2,084.65	\$2,147.41	\$2,212.07	\$2,278.60	\$2,347.22	\$2,394.16	\$2,442.04	\$2,490.88	\$2,540.70
	21	\$1,880.96	\$1,938.47	\$1,997.72	\$2,058.78	\$2,121.72	\$2,186.57	\$2,253.45	\$2,322.30	\$2,393.30	\$2,466.44	\$2,515.73	\$2,566.08	\$2,617.41	\$2,669.75
	22	\$1,974.32	\$2,035.11	\$2,097.75	\$2,162.32	\$2,228.86	\$2,297.48	\$2,368.12	\$2,441.03	\$2,516.17	\$2,593.56	\$2,645.46	\$2,698.39	\$2,752.35	\$2,807.39
	23	\$2,075.48	\$2,137.99	\$2,202.38	\$2,268.77	\$2,337.14	\$2,407.58	\$2,480.20	\$2,554.95	\$2,631.85	\$2,711.19	\$2,765.44	\$2,820.75	\$2,877.17	\$2,934.71

Appendix C-6
Unit 6
Biweekly Salary Schedule
Effective 6/30/12

Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Gr	1	\$1,079.73	\$1,107.02	\$1,134.96	\$1,163.77	\$1,193.24	\$1,223.49	\$1,254.52	\$1,286.45	\$1,319.12	\$1,352.75	\$1,378.92	\$1,405.68	\$1,433.52	\$1,462.19
	2	\$1,121.53	\$1,150.37	\$1,180.00	\$1,210.46	\$1,241.71	\$1,273.80	\$1,306.73	\$1,340.58	\$1,375.24	\$1,410.92	\$1,439.03	\$1,467.82	\$1,497.16	\$1,527.09
	3	\$1,160.54	\$1,191.71	\$1,223.74	\$1,256.63	\$1,290.51	\$1,325.25	\$1,360.98	\$1,397.77	\$1,436.18	\$1,476.12	\$1,505.67	\$1,535.75	\$1,566.46	\$1,597.78
	4	\$1,211.69	\$1,244.28	\$1,277.82	\$1,312.27	\$1,347.69	\$1,384.10	\$1,421.72	\$1,461.35	\$1,502.02	\$1,543.96	\$1,574.83	\$1,606.29	\$1,638.43	\$1,671.20
	5	\$1,279.24	\$1,313.61	\$1,348.97	\$1,385.32	\$1,422.89	\$1,462.45	\$1,503.09	\$1,544.87	\$1,587.74	\$1,631.90	\$1,664.52	\$1,697.78	\$1,731.72	\$1,766.35
	6	\$1,332.44	\$1,371.97	\$1,412.76	\$1,456.00	\$1,500.61	\$1,546.59	\$1,593.98	\$1,642.83	\$1,693.18	\$1,745.09	\$1,779.98	\$1,815.63	\$1,851.95	\$1,889.00
	7	\$1,396.99	\$1,440.68	\$1,486.26	\$1,533.32	\$1,581.90	\$1,632.02	\$1,683.69	\$1,737.00	\$1,792.01	\$1,848.77	\$1,885.73	\$1,923.46	\$1,961.92	\$2,001.17
	8	\$1,471.81	\$1,519.87	\$1,569.48	\$1,620.75	\$1,673.68	\$1,728.26	\$1,784.73	\$1,842.96	\$1,903.17	\$1,965.29	\$2,004.57	\$2,044.71	\$2,085.59	\$2,127.31
	9	\$1,560.61	\$1,610.75	\$1,662.52	\$1,715.95	\$1,771.11	\$1,827.99	\$1,886.76	\$1,947.35	\$2,009.95	\$2,074.51	\$2,116.07	\$2,158.34	\$2,201.49	\$2,245.53
	10	\$1,635.57	\$1,688.89	\$1,743.91	\$1,800.83	\$1,859.57	\$1,920.24	\$1,982.84	\$2,047.47	\$2,114.27	\$2,183.18	\$2,226.91	\$2,271.41	\$2,316.83	\$2,363.17
	11	\$1,743.44	\$1,798.17	\$1,854.60	\$1,912.78	\$1,972.73	\$2,034.70	\$2,098.53	\$2,164.36	\$2,232.25	\$2,302.29	\$2,348.33	\$2,395.30	\$2,443.19	\$2,492.05
	12	\$1,812.44	\$1,871.03	\$1,931.49	\$1,993.91	\$2,058.30	\$2,124.86	\$2,193.48	\$2,264.39	\$2,337.55	\$2,413.08	\$2,461.34	\$2,510.56	\$2,560.78	\$2,611.99
	13	\$1,896.61	\$1,958.77	\$2,022.98	\$2,089.28	\$2,157.79	\$2,228.49	\$2,301.59	\$2,377.04	\$2,454.92	\$2,535.39	\$2,586.15	\$2,637.82	\$2,690.59	\$2,744.40
	14	\$1,991.12	\$2,056.79	\$2,124.68	\$2,194.83	\$2,267.22	\$2,342.03	\$2,419.36	\$2,499.21	\$2,581.62	\$2,666.79	\$2,720.19	\$2,774.58	\$2,830.06	\$2,886.66
	15	\$2,092.94	\$2,160.63	\$2,230.61	\$2,302.81	\$2,377.28	\$2,454.23	\$2,533.65	\$2,615.57	\$2,700.27	\$2,787.57	\$2,843.32	\$2,900.27	\$2,958.28	\$3,017.44
	16	\$2,187.58	\$2,258.56	\$2,331.74	\$2,407.36	\$2,485.40	\$2,565.94	\$2,649.10	\$2,735.03	\$2,823.66	\$2,915.18	\$2,973.52	\$3,032.98	\$3,093.64	\$3,155.51
	17	\$2,282.19	\$2,356.62	\$2,433.51	\$2,512.89	\$2,594.84	\$2,679.54	\$2,766.90	\$2,857.17	\$2,950.38	\$3,046.64	\$3,107.56	\$3,169.74	\$3,233.14	\$3,297.79
	18	\$2,366.60	\$2,444.15	\$2,524.18	\$2,606.90	\$2,692.35	\$2,780.54	\$2,871.63	\$2,965.75	\$3,062.91	\$3,163.27	\$3,226.54	\$3,291.04	\$3,356.88	\$3,424.01
	19	\$2,468.44	\$2,548.49	\$2,631.11	\$2,716.41	\$2,804.51	\$2,895.41	\$2,989.32	\$3,086.14	\$3,186.24	\$3,289.56	\$3,355.37	\$3,422.47	\$3,490.91	\$3,560.73
	20	\$2,563.46	\$2,646.82	\$2,732.96	\$2,821.84	\$2,913.66	\$3,008.45	\$3,106.33	\$3,207.37	\$3,311.70	\$3,419.42	\$3,487.82	\$3,557.58	\$3,628.74	\$3,701.31
	21	\$2,667.15	\$2,753.98	\$2,843.69	\$2,936.32	\$3,031.89	\$3,130.67	\$3,232.61	\$3,337.89	\$3,446.61	\$3,558.88	\$3,630.03	\$3,702.65	\$3,776.70	\$3,852.25
	22	\$2,781.48	\$2,871.82	\$2,965.12	\$3,061.44	\$3,160.90	\$3,263.57	\$3,369.60	\$3,479.08	\$3,592.11	\$3,708.78	\$3,782.95	\$3,858.62	\$3,935.79	\$4,014.50

Appendix A-2
Unit 2
Biweekly Salary Schedule
Effective 6/30/10

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	01	\$817.25	\$830.88	\$844.80	\$858.92	\$873.34	\$887.96	\$902.90	\$918.13	\$933.58	\$949.36	\$968.33	\$987.68
	02	\$832.04	\$845.69	\$859.59	\$873.76	\$888.14	\$902.81	\$917.72	\$932.91	\$948.39	\$964.14	\$983.42	\$1,003.09
	03	\$844.56	\$859.93	\$875.58	\$891.56	\$907.85	\$924.49	\$941.43	\$958.72	\$976.33	\$994.32	\$1,014.21	\$1,034.47
	04	\$866.37	\$881.75	\$897.45	\$913.47	\$929.77	\$946.37	\$963.32	\$980.59	\$998.19	\$1,016.10	\$1,036.44	\$1,057.16
	05	\$880.14	\$896.80	\$913.77	\$931.14	\$948.84	\$966.91	\$985.34	\$1,004.14	\$1,023.33	\$1,042.94	\$1,063.82	\$1,085.08
	06	\$909.49	\$926.20	\$943.25	\$960.59	\$978.31	\$996.37	\$1,014.79	\$1,033.58	\$1,052.78	\$1,072.32	\$1,093.76	\$1,115.65
	07	\$931.22	\$949.44	\$968.03	\$987.03	\$1,006.41	\$1,026.16	\$1,046.41	\$1,067.03	\$1,088.12	\$1,109.64	\$1,131.83	\$1,154.45
	08	\$951.53	\$971.20	\$991.29	\$1,011.84	\$1,032.86	\$1,054.32	\$1,076.28	\$1,098.72	\$1,121.65	\$1,145.11	\$1,168.03	\$1,191.39
	09	\$985.34	\$1,006.80	\$1,028.77	\$1,051.24	\$1,074.24	\$1,097.79	\$1,121.90	\$1,146.57	\$1,171.81	\$1,197.63	\$1,221.60	\$1,246.03
	10	\$1,021.14	\$1,043.99	\$1,067.37	\$1,091.34	\$1,115.86	\$1,140.96	\$1,166.64	\$1,193.01	\$1,221.32	\$1,250.60	\$1,275.61	\$1,301.12
	11	\$1,054.56	\$1,079.43	\$1,104.95	\$1,131.12	\$1,157.90	\$1,185.42	\$1,214.57	\$1,245.22	\$1,276.66	\$1,308.90	\$1,335.07	\$1,361.78
	12	\$1,098.26	\$1,124.45	\$1,151.29	\$1,178.81	\$1,207.60	\$1,238.34	\$1,269.81	\$1,302.11	\$1,335.23	\$1,369.18	\$1,396.55	\$1,424.48
	13	\$1,150.47	\$1,178.04	\$1,207.23	\$1,238.03	\$1,269.55	\$1,301.94	\$1,335.12	\$1,369.17	\$1,404.06	\$1,439.85	\$1,468.64	\$1,498.02
	14	\$1,195.92	\$1,230.00	\$1,265.05	\$1,301.11	\$1,338.21	\$1,376.33	\$1,415.54	\$1,455.89	\$1,497.40	\$1,540.05	\$1,570.85	\$1,602.28
	15	\$1,256.31	\$1,293.30	\$1,331.33	\$1,370.54	\$1,410.87	\$1,452.36	\$1,495.13	\$1,539.10	\$1,584.41	\$1,631.06	\$1,663.68	\$1,696.96
	16	\$1,324.25	\$1,364.55	\$1,406.07	\$1,448.84	\$1,492.94	\$1,538.37	\$1,585.20	\$1,633.45	\$1,683.17	\$1,734.37	\$1,769.05	\$1,804.43
	17	\$1,404.06	\$1,446.03	\$1,489.21	\$1,533.74	\$1,579.56	\$1,626.75	\$1,675.34	\$1,725.43	\$1,777.02	\$1,830.13	\$1,866.72	\$1,904.06
	18	\$1,471.22	\$1,515.94	\$1,561.95	\$1,609.39	\$1,658.24	\$1,708.60	\$1,760.47	\$1,813.93	\$1,868.98	\$1,925.77	\$1,964.27	\$2,003.56
	19	\$1,547.38	\$1,594.87	\$1,643.85	\$1,694.33	\$1,746.32	\$1,799.93	\$1,855.23	\$1,912.20	\$1,970.85	\$2,031.39	\$2,072.02	\$2,113.45
	20	\$1,630.54	\$1,679.61	\$1,730.17	\$1,782.23	\$1,835.83	\$1,891.14	\$1,948.03	\$2,006.65	\$2,067.08	\$2,129.28	\$2,171.86	\$2,215.29
	21	\$1,706.30	\$1,758.48	\$1,812.23	\$1,867.66	\$1,924.73	\$1,983.57	\$2,044.22	\$2,106.68	\$2,171.07	\$2,237.44	\$2,282.20	\$2,327.84
	22	\$1,791.04	\$1,846.12	\$1,902.95	\$1,961.52	\$2,021.89	\$2,084.13	\$2,148.28	\$2,214.37	\$2,282.52	\$2,352.77	\$2,399.83	\$2,447.82
	23	\$1,882.75	\$1,939.47	\$1,997.93	\$2,058.12	\$2,120.14	\$2,184.06	\$2,249.88	\$2,317.69	\$2,387.52	\$2,459.47	\$2,508.65	\$2,558.83
	24	\$1,967.86	\$2,027.31	\$2,088.53	\$2,151.60	\$2,216.63	\$2,283.54	\$2,352.56	\$2,423.60	\$2,496.82	\$2,572.20	\$2,623.65	\$2,676.12
	25	\$2,052.98	\$2,115.38	\$2,179.68	\$2,245.95	\$2,314.22	\$2,384.60	\$2,457.06	\$2,531.78	\$2,608.74	\$2,688.04	\$2,741.80	\$2,796.65
	26	\$2,128.78	\$2,193.88	\$2,260.93	\$2,330.02	\$2,401.25	\$2,474.66	\$2,550.27	\$2,628.22	\$2,708.58	\$2,791.35	\$2,847.21	\$2,904.14
	27	\$2,222.44	\$2,290.41	\$2,360.41	\$2,432.54	\$2,506.91	\$2,583.54	\$2,662.49	\$2,743.87	\$2,827.75	\$2,914.17	\$2,972.48	\$3,031.93
	28	\$2,320.23	\$2,391.19	\$2,464.26	\$2,539.58	\$2,617.21	\$2,697.22	\$2,779.64	\$2,864.60	\$2,952.18	\$3,042.40	\$3,103.27	\$3,165.33

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	05A	\$892.78	\$909.68	\$926.89	\$944.51	\$962.45	\$980.78	\$999.49	\$1,018.56	\$1,038.03	\$1,057.91	\$1,079.09	\$1,100.67
	06A	\$922.56	\$939.51	\$956.80	\$974.40	\$992.36	\$1,010.67	\$1,029.36	\$1,048.41	\$1,067.89	\$1,087.72	\$1,109.47	\$1,131.66
	07A	\$944.73	\$963.20	\$982.06	\$1,001.34	\$1,021.00	\$1,041.04	\$1,061.58	\$1,082.49	\$1,103.90	\$1,125.73	\$1,148.24	\$1,171.19
	08A	\$965.20	\$985.15	\$1,005.52	\$1,026.36	\$1,047.69	\$1,069.46	\$1,091.73	\$1,114.50	\$1,137.76	\$1,161.55	\$1,184.80	\$1,208.50
	09A	\$999.49	\$1,021.25	\$1,043.56	\$1,066.34	\$1,089.67	\$1,113.55	\$1,138.02	\$1,163.02	\$1,188.64	\$1,214.83	\$1,239.14	\$1,263.92
	11A	\$1,069.69	\$1,094.93	\$1,120.82	\$1,147.36	\$1,174.52	\$1,202.44	\$1,232.01	\$1,263.10	\$1,294.99	\$1,327.68	\$1,354.23	\$1,381.33
	12A	\$1,114.02	\$1,140.60	\$1,167.83	\$1,195.73	\$1,224.94	\$1,256.12	\$1,288.04	\$1,320.81	\$1,354.40	\$1,388.84	\$1,416.60	\$1,444.94
	13A	\$1,166.98	\$1,194.95	\$1,224.56	\$1,255.81	\$1,287.79	\$1,320.63	\$1,354.29	\$1,388.83	\$1,424.21	\$1,460.53	\$1,489.73	\$1,519.52
	14A	\$1,213.09	\$1,247.65	\$1,283.21	\$1,319.80	\$1,357.41	\$1,396.09	\$1,435.86	\$1,476.79	\$1,518.89	\$1,562.16	\$1,593.41	\$1,625.28
	15A	\$1,274.36	\$1,311.87	\$1,350.44	\$1,390.23	\$1,431.12	\$1,473.22	\$1,516.60	\$1,561.20	\$1,607.16	\$1,654.47	\$1,687.56	\$1,721.32
	16A	\$1,343.26	\$1,384.15	\$1,426.25	\$1,469.64	\$1,514.38	\$1,560.46	\$1,607.96	\$1,656.91	\$1,707.34	\$1,759.26	\$1,794.46	\$1,830.34
	17A	\$1,424.21	\$1,466.78	\$1,510.59	\$1,555.76	\$1,602.24	\$1,650.09	\$1,699.38	\$1,750.20	\$1,802.53	\$1,856.40	\$1,893.53	\$1,931.40

Appendix B-2
Unit 2
Biweekly Salary Schedule
Effective 6/30/11

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	01	\$841.77	\$855.80	\$870.14	\$884.69	\$899.54	\$914.60	\$929.98	\$945.67	\$961.58	\$977.84	\$997.38	\$1,017.31
	02	\$857.00	\$871.06	\$885.38	\$899.97	\$914.78	\$929.90	\$945.25	\$960.90	\$976.84	\$993.06	\$1,012.92	\$1,033.18
	03	\$869.89	\$885.73	\$901.85	\$918.30	\$935.08	\$952.23	\$969.67	\$987.48	\$1,005.62	\$1,024.15	\$1,044.64	\$1,065.51
	04	\$892.36	\$908.20	\$924.37	\$940.87	\$957.66	\$974.76	\$992.22	\$1,010.00	\$1,028.13	\$1,046.59	\$1,067.53	\$1,088.88
	05	\$906.54	\$923.71	\$941.18	\$959.08	\$977.30	\$995.91	\$1,014.90	\$1,034.26	\$1,054.03	\$1,074.23	\$1,095.74	\$1,117.64
	06	\$936.78	\$953.99	\$971.55	\$989.41	\$1,007.66	\$1,026.26	\$1,045.24	\$1,064.59	\$1,084.37	\$1,104.49	\$1,126.57	\$1,149.12
	07	\$959.16	\$977.92	\$997.07	\$1,016.64	\$1,036.60	\$1,056.95	\$1,077.80	\$1,099.04	\$1,120.77	\$1,142.93	\$1,165.78	\$1,189.09
	08	\$980.08	\$1,000.34	\$1,021.03	\$1,042.19	\$1,063.85	\$1,085.95	\$1,108.57	\$1,131.68	\$1,155.30	\$1,179.46	\$1,203.07	\$1,227.13
	09	\$1,014.90	\$1,037.01	\$1,059.64	\$1,082.78	\$1,106.47	\$1,130.72	\$1,155.56	\$1,180.96	\$1,206.97	\$1,233.56	\$1,258.25	\$1,283.41
	10	\$1,051.77	\$1,075.31	\$1,099.39	\$1,124.08	\$1,149.33	\$1,175.19	\$1,201.64	\$1,228.80	\$1,257.96	\$1,288.11	\$1,313.87	\$1,340.16
	11	\$1,086.20	\$1,111.81	\$1,138.10	\$1,165.05	\$1,192.63	\$1,220.98	\$1,251.01	\$1,282.57	\$1,314.96	\$1,348.16	\$1,375.12	\$1,402.64
	12	\$1,131.20	\$1,158.18	\$1,185.83	\$1,214.17	\$1,243.83	\$1,275.49	\$1,307.91	\$1,341.18	\$1,375.28	\$1,410.26	\$1,438.45	\$1,467.22
	13	\$1,184.98	\$1,213.38	\$1,243.44	\$1,275.17	\$1,307.64	\$1,340.99	\$1,375.17	\$1,410.25	\$1,446.18	\$1,483.04	\$1,512.70	\$1,542.96
	14	\$1,231.80	\$1,266.90	\$1,303.00	\$1,340.15	\$1,378.36	\$1,417.62	\$1,458.00	\$1,499.57	\$1,542.32	\$1,586.25	\$1,617.98	\$1,650.35
	15	\$1,294.00	\$1,332.10	\$1,371.27	\$1,411.66	\$1,453.19	\$1,495.93	\$1,539.98	\$1,585.28	\$1,631.94	\$1,679.99	\$1,713.59	\$1,747.87
	16	\$1,363.98	\$1,405.49	\$1,448.25	\$1,492.30	\$1,537.73	\$1,584.53	\$1,632.75	\$1,682.45	\$1,733.67	\$1,786.40	\$1,822.12	\$1,858.56
	17	\$1,446.18	\$1,489.41	\$1,533.89	\$1,579.75	\$1,626.95	\$1,675.55	\$1,725.60	\$1,777.19	\$1,830.33	\$1,885.03	\$1,922.73	\$1,961.18
	18	\$1,515.36	\$1,561.41	\$1,608.81	\$1,657.67	\$1,707.99	\$1,759.86	\$1,813.28	\$1,868.35	\$1,925.05	\$1,983.55	\$2,023.20	\$2,063.66
	19	\$1,593.81	\$1,642.72	\$1,693.17	\$1,745.16	\$1,798.71	\$1,853.92	\$1,910.89	\$1,969.56	\$2,029.97	\$2,092.34	\$2,134.18	\$2,176.86
	20	\$1,679.45	\$1,729.99	\$1,782.08	\$1,835.70	\$1,890.90	\$1,947.87	\$2,006.48	\$2,066.84	\$2,129.09	\$2,193.15	\$2,237.01	\$2,281.75
	21	\$1,757.49	\$1,811.24	\$1,866.60	\$1,923.69	\$1,982.47	\$2,043.08	\$2,105.55	\$2,169.88	\$2,236.21	\$2,304.56	\$2,350.67	\$2,397.67
	22	\$1,844.77	\$1,901.50	\$1,960.04	\$2,020.36	\$2,082.54	\$2,146.65	\$2,212.73	\$2,280.80	\$2,351.00	\$2,423.36	\$2,471.82	\$2,521.25
	23	\$1,939.23	\$1,997.66	\$2,057.87	\$2,119.86	\$2,183.75	\$2,249.58	\$2,317.37	\$2,387.23	\$2,459.15	\$2,533.25	\$2,583.91	\$2,635.59
	24	\$2,026.90	\$2,088.12	\$2,151.18	\$2,216.15	\$2,283.13	\$2,352.05	\$2,423.13	\$2,496.31	\$2,571.73	\$2,649.37	\$2,702.36	\$2,756.40
	25	\$2,114.57	\$2,178.84	\$2,245.07	\$2,313.32	\$2,383.65	\$2,456.13	\$2,530.78	\$2,607.73	\$2,687.00	\$2,768.68	\$2,824.06	\$2,880.55
	26	\$2,192.64	\$2,259.69	\$2,328.75	\$2,399.92	\$2,473.29	\$2,548.89	\$2,626.78	\$2,707.07	\$2,789.83	\$2,875.09	\$2,932.62	\$2,991.27
	27	\$2,289.12	\$2,359.12	\$2,431.22	\$2,505.52	\$2,582.11	\$2,661.05	\$2,742.36	\$2,826.18	\$2,912.59	\$3,001.60	\$3,061.66	\$3,122.88
	28	\$2,389.84	\$2,462.92	\$2,538.19	\$2,615.76	\$2,695.73	\$2,778.13	\$2,863.03	\$2,950.53	\$3,040.74	\$3,133.67	\$3,196.37	\$3,260.29

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	05A	\$919.56	\$936.97	\$954.69	\$972.84	\$991.33	\$1,010.21	\$1,029.47	\$1,049.11	\$1,069.17	\$1,089.65	\$1,111.47	\$1,133.69
	06A	\$950.24	\$967.69	\$985.50	\$1,003.63	\$1,022.13	\$1,040.99	\$1,060.24	\$1,079.87	\$1,099.93	\$1,120.35	\$1,142.75	\$1,165.61
	07A	\$973.07	\$992.10	\$1,011.53	\$1,031.38	\$1,051.63	\$1,072.27	\$1,093.43	\$1,114.97	\$1,137.02	\$1,159.50	\$1,182.69	\$1,206.33
	08A	\$994.16	\$1,014.71	\$1,035.69	\$1,057.15	\$1,079.12	\$1,101.54	\$1,124.48	\$1,147.94	\$1,171.89	\$1,196.39	\$1,220.34	\$1,244.75
	09A	\$1,029.47	\$1,051.89	\$1,074.86	\$1,098.33	\$1,122.36	\$1,146.95	\$1,172.16	\$1,197.91	\$1,224.30	\$1,251.28	\$1,276.32	\$1,301.84
	11A	\$1,101.78	\$1,127.77	\$1,154.44	\$1,181.78	\$1,209.76	\$1,238.51	\$1,268.97	\$1,300.99	\$1,333.84	\$1,367.51	\$1,394.86	\$1,422.77
	12A	\$1,147.44	\$1,174.81	\$1,202.87	\$1,231.60	\$1,261.69	\$1,293.80	\$1,326.68	\$1,360.43	\$1,395.03	\$1,430.51	\$1,459.10	\$1,488.28
	13A	\$1,201.99	\$1,230.80	\$1,261.29	\$1,293.48	\$1,326.42	\$1,360.25	\$1,394.92	\$1,430.50	\$1,466.94	\$1,504.35	\$1,534.42	\$1,565.11
	14A	\$1,249.49	\$1,285.08	\$1,321.71	\$1,359.39	\$1,398.14	\$1,437.98	\$1,478.94	\$1,521.09	\$1,564.46	\$1,609.02	\$1,641.21	\$1,674.04
	15A	\$1,312.59	\$1,351.23	\$1,390.96	\$1,431.93	\$1,474.05	\$1,517.42	\$1,562.10	\$1,608.03	\$1,655.37	\$1,704.11	\$1,738.19	\$1,772.96
	16A	\$1,383.55	\$1,425.67	\$1,469.04	\$1,513.73	\$1,559.81	\$1,607.27	\$1,656.20	\$1,706.61	\$1,758.56	\$1,812.04	\$1,848.29	\$1,885.25
	17A	\$1,466.94	\$1,510.78	\$1,555.91	\$1,602.43	\$1,650.31	\$1,699.60	\$1,750.36	\$1,802.71	\$1,856.60	\$1,912.10	\$1,950.34	\$1,989.34

Appendix C-2
Unit 2
Biweekly Salary Schedule
Effective 6/30/12

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	01	\$867.02	\$881.48	\$896.24	\$911.23	\$926.53	\$942.04	\$957.88	\$974.04	\$990.43	\$1,007.17	\$1,027.30	\$1,047.83
	02	\$882.71	\$897.19	\$911.94	\$926.97	\$942.22	\$957.80	\$973.61	\$989.72	\$1,006.15	\$1,022.86	\$1,043.31	\$1,064.18
	03	\$895.99	\$912.30	\$928.90	\$945.85	\$963.14	\$980.80	\$998.76	\$1,017.11	\$1,035.79	\$1,054.87	\$1,075.97	\$1,097.47
	04	\$919.13	\$935.45	\$952.10	\$969.10	\$986.39	\$1,004.01	\$1,021.98	\$1,040.30	\$1,058.98	\$1,077.98	\$1,099.56	\$1,121.54
	05	\$933.74	\$951.42	\$969.42	\$987.85	\$1,006.62	\$1,025.79	\$1,045.35	\$1,065.29	\$1,085.65	\$1,106.46	\$1,128.61	\$1,151.17
	06	\$964.88	\$982.61	\$1,000.69	\$1,019.09	\$1,037.89	\$1,057.05	\$1,076.59	\$1,096.52	\$1,116.90	\$1,137.62	\$1,160.37	\$1,183.59
	07	\$987.94	\$1,007.26	\$1,026.98	\$1,047.14	\$1,067.70	\$1,088.66	\$1,110.13	\$1,132.01	\$1,154.39	\$1,177.21	\$1,200.75	\$1,224.76
	08	\$1,009.48	\$1,030.35	\$1,051.66	\$1,073.46	\$1,095.76	\$1,118.53	\$1,141.83	\$1,165.64	\$1,189.96	\$1,214.85	\$1,239.16	\$1,263.95
	09	\$1,045.35	\$1,068.12	\$1,091.43	\$1,115.26	\$1,139.67	\$1,164.64	\$1,190.22	\$1,216.39	\$1,243.18	\$1,270.57	\$1,296.00	\$1,321.91
	10	\$1,083.32	\$1,107.57	\$1,132.37	\$1,157.80	\$1,183.81	\$1,210.44	\$1,237.69	\$1,265.66	\$1,295.70	\$1,326.76	\$1,353.29	\$1,380.36
	11	\$1,118.79	\$1,145.16	\$1,172.25	\$1,200.00	\$1,228.41	\$1,257.61	\$1,288.54	\$1,321.05	\$1,354.40	\$1,388.61	\$1,416.37	\$1,444.72
	12	\$1,165.14	\$1,192.93	\$1,221.40	\$1,250.59	\$1,281.14	\$1,313.76	\$1,347.14	\$1,381.41	\$1,416.54	\$1,452.56	\$1,481.60	\$1,511.23
	13	\$1,220.53	\$1,249.78	\$1,280.75	\$1,313.43	\$1,346.87	\$1,381.22	\$1,416.43	\$1,452.55	\$1,489.57	\$1,527.53	\$1,558.08	\$1,589.25
	14	\$1,268.75	\$1,304.91	\$1,342.09	\$1,380.35	\$1,419.71	\$1,460.15	\$1,501.74	\$1,544.55	\$1,588.59	\$1,633.84	\$1,666.52	\$1,699.86
	15	\$1,332.82	\$1,372.06	\$1,412.41	\$1,454.01	\$1,496.79	\$1,540.81	\$1,586.18	\$1,632.83	\$1,680.90	\$1,730.39	\$1,765.00	\$1,800.30
	16	\$1,404.90	\$1,447.65	\$1,491.70	\$1,537.07	\$1,583.87	\$1,632.06	\$1,681.74	\$1,732.92	\$1,785.68	\$1,839.99	\$1,876.79	\$1,914.32
	17	\$1,489.57	\$1,534.09	\$1,579.90	\$1,627.14	\$1,675.76	\$1,725.82	\$1,777.37	\$1,830.51	\$1,885.24	\$1,941.58	\$1,980.41	\$2,020.02
	18	\$1,560.82	\$1,608.26	\$1,657.07	\$1,707.40	\$1,759.22	\$1,812.65	\$1,867.68	\$1,924.40	\$1,982.80	\$2,043.05	\$2,083.90	\$2,125.57
	19	\$1,641.62	\$1,692.00	\$1,743.96	\$1,797.51	\$1,852.67	\$1,909.54	\$1,968.21	\$2,028.65	\$2,090.87	\$2,155.11	\$2,198.20	\$2,242.16
	20	\$1,729.83	\$1,781.89	\$1,835.54	\$1,890.77	\$1,947.63	\$2,006.31	\$2,066.67	\$2,128.85	\$2,192.96	\$2,258.95	\$2,304.12	\$2,350.20
	21	\$1,810.21	\$1,865.57	\$1,922.60	\$1,981.40	\$2,041.95	\$2,104.37	\$2,168.71	\$2,234.98	\$2,303.29	\$2,373.70	\$2,421.19	\$2,469.60
	22	\$1,900.12	\$1,958.54	\$2,018.84	\$2,080.97	\$2,145.02	\$2,211.05	\$2,279.11	\$2,349.23	\$2,421.53	\$2,496.06	\$2,545.98	\$2,596.89
	23	\$1,997.40	\$2,057.59	\$2,119.60	\$2,183.46	\$2,249.26	\$2,317.07	\$2,386.90	\$2,458.84	\$2,532.92	\$2,609.25	\$2,661.43	\$2,714.66
	24	\$2,087.71	\$2,150.77	\$2,215.72	\$2,282.63	\$2,351.62	\$2,422.61	\$2,495.83	\$2,571.19	\$2,648.88	\$2,728.85	\$2,783.43	\$2,839.10
	25	\$2,178.01	\$2,244.20	\$2,312.42	\$2,382.72	\$2,455.16	\$2,529.82	\$2,606.70	\$2,685.96	\$2,767.61	\$2,851.74	\$2,908.78	\$2,966.96
	26	\$2,258.42	\$2,327.49	\$2,398.62	\$2,471.92	\$2,547.49	\$2,625.36	\$2,705.59	\$2,788.28	\$2,873.53	\$2,961.35	\$3,020.60	\$3,081.01
	27	\$2,357.79	\$2,429.89	\$2,504.16	\$2,580.69	\$2,659.58	\$2,740.88	\$2,824.63	\$2,910.97	\$2,999.96	\$3,091.65	\$3,153.51	\$3,216.57
	28	\$2,461.53	\$2,536.81	\$2,614.34	\$2,694.24	\$2,776.60	\$2,861.48	\$2,948.92	\$3,039.05	\$3,131.96	\$3,227.68	\$3,292.26	\$3,358.10

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	05A	\$947.15	\$965.08	\$983.33	\$1,002.03	\$1,021.07	\$1,040.51	\$1,060.36	\$1,080.59	\$1,101.25	\$1,122.34	\$1,144.81	\$1,167.70
	06A	\$978.74	\$996.72	\$1,015.06	\$1,033.74	\$1,052.80	\$1,072.22	\$1,092.04	\$1,112.26	\$1,132.92	\$1,153.96	\$1,177.04	\$1,200.58
	07A	\$1,002.26	\$1,021.86	\$1,041.87	\$1,062.32	\$1,083.18	\$1,104.44	\$1,126.24	\$1,148.42	\$1,171.13	\$1,194.29	\$1,218.17	\$1,242.52
	08A	\$1,023.98	\$1,045.15	\$1,066.76	\$1,088.87	\$1,111.49	\$1,134.59	\$1,158.22	\$1,182.38	\$1,207.04	\$1,232.29	\$1,256.95	\$1,282.09
	09A	\$1,060.36	\$1,083.45	\$1,107.11	\$1,131.28	\$1,156.03	\$1,181.36	\$1,207.32	\$1,233.85	\$1,261.02	\$1,288.81	\$1,314.61	\$1,340.90
	11A	\$1,134.83	\$1,161.61	\$1,189.08	\$1,217.23	\$1,246.05	\$1,275.67	\$1,307.04	\$1,340.02	\$1,373.85	\$1,408.54	\$1,436.70	\$1,465.45
	12A	\$1,181.86	\$1,210.06	\$1,238.95	\$1,268.55	\$1,299.54	\$1,332.62	\$1,366.48	\$1,401.24	\$1,436.88	\$1,473.42	\$1,502.87	\$1,532.93
	13A	\$1,238.05	\$1,267.72	\$1,299.13	\$1,332.29	\$1,366.21	\$1,401.06	\$1,436.77	\$1,473.41	\$1,510.95	\$1,549.48	\$1,580.45	\$1,612.06
	14A	\$1,286.97	\$1,323.63	\$1,361.36	\$1,400.17	\$1,440.08	\$1,481.12	\$1,523.31	\$1,566.73	\$1,611.39	\$1,657.29	\$1,690.45	\$1,724.26
	15A	\$1,351.97	\$1,391.76	\$1,432.69	\$1,474.89	\$1,518.28	\$1,562.94	\$1,608.96	\$1,656.28	\$1,705.04	\$1,755.23	\$1,790.34	\$1,826.15
	16A	\$1,425.06	\$1,468.45	\$1,513.11	\$1,559.14	\$1,606.60	\$1,655.49	\$1,705.89	\$1,757.81	\$1,811.32	\$1,866.40	\$1,903.74	\$1,941.80
	17A	\$1,510.95	\$1,556.11	\$1,602.58	\$1,650.50	\$1,699.82	\$1,750.58	\$1,802.87	\$1,856.79	\$1,912.30	\$1,969.46	\$2,008.85	\$2,049.02

Appendix A-9
Unit 9
Biweekly Salary Schedule
Effective 6/30/10

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	11	\$1,095.92	\$1,119.53	\$1,143.63	\$1,168.23	\$1,193.39	\$1,219.05	\$1,245.26	\$1,272.08	\$1,299.44	\$1,327.41	\$1,353.98	\$1,387.97
	11A	\$1,122.92	\$1,147.10	\$1,171.80	\$1,197.00	\$1,222.79	\$1,249.08	\$1,275.93	\$1,303.41	\$1,331.44	\$1,360.10	\$1,387.33	\$1,422.15
	12	\$1,146.11	\$1,170.82	\$1,196.03	\$1,221.81	\$1,248.08	\$1,274.99	\$1,302.47	\$1,330.55	\$1,359.18	\$1,388.47	\$1,416.19	\$1,451.72
	13	\$1,211.92	\$1,237.92	\$1,264.47	\$1,291.60	\$1,319.30	\$1,347.64	\$1,376.52	\$1,406.10	\$1,436.22	\$1,467.07	\$1,496.42	\$1,533.96
	14	\$1,273.28	\$1,303.56	\$1,334.56	\$1,366.31	\$1,398.76	\$1,432.05	\$1,466.09	\$1,500.96	\$1,536.63	\$1,573.17	\$1,604.63	\$1,644.90
	14A	\$1,273.34	\$1,303.62	\$1,334.63	\$1,366.38	\$1,398.83	\$1,432.12	\$1,466.16	\$1,501.04	\$1,536.70	\$1,573.25	\$1,604.71	\$1,644.98
	15	\$1,340.33	\$1,373.21	\$1,406.95	\$1,441.53	\$1,476.91	\$1,513.20	\$1,550.39	\$1,588.43	\$1,627.49	\$1,667.43	\$1,700.76	\$1,743.46
	15A	\$1,340.40	\$1,373.28	\$1,407.02	\$1,441.60	\$1,476.98	\$1,513.28	\$1,550.46	\$1,588.51	\$1,627.57	\$1,667.51	\$1,700.85	\$1,743.54
	16	\$1,409.19	\$1,445.88	\$1,483.47	\$1,522.12	\$1,561.70	\$1,602.30	\$1,643.99	\$1,686.80	\$1,730.66	\$1,775.69	\$1,811.20	\$1,856.67
	16A	\$1,409.26	\$1,445.95	\$1,483.54	\$1,522.20	\$1,561.78	\$1,602.38	\$1,644.07	\$1,686.89	\$1,730.74	\$1,775.78	\$1,811.29	\$1,856.76
	17	\$1,490.60	\$1,528.93	\$1,568.26	\$1,608.57	\$1,649.96	\$1,692.37	\$1,735.93	\$1,780.58	\$1,826.34	\$1,873.32	\$1,910.78	\$1,958.74
	18	\$1,559.28	\$1,600.53	\$1,642.94	\$1,686.42	\$1,731.07	\$1,776.89	\$1,823.96	\$1,872.24	\$1,921.77	\$1,972.65	\$2,012.09	\$2,062.59
	18A	\$1,559.36	\$1,600.61	\$1,643.03	\$1,686.50	\$1,731.15	\$1,776.98	\$1,824.05	\$1,872.33	\$1,921.87	\$1,972.74	\$2,012.19	\$2,062.69
	18B	\$1,566.96	\$1,608.42	\$1,651.04	\$1,694.72	\$1,739.59	\$1,785.65	\$1,832.95	\$1,881.46	\$1,931.24	\$1,982.36	\$2,022.00	\$2,072.75
	18C	\$1,590.00	\$1,632.07	\$1,675.32	\$1,719.65	\$1,765.18	\$1,811.91	\$1,859.91	\$1,909.13	\$1,959.64	\$2,011.52	\$2,051.74	\$2,103.23
	19	\$1,636.56	\$1,680.87	\$1,726.47	\$1,773.27	\$1,821.29	\$1,870.63	\$1,921.34	\$1,973.44	\$2,026.89	\$2,081.84	\$2,123.48	\$2,176.78
	19A	\$1,636.64	\$1,680.96	\$1,726.56	\$1,773.36	\$1,821.38	\$1,870.72	\$1,921.44	\$1,973.54	\$2,026.99	\$2,081.94	\$2,123.58	\$2,176.89
	19B	\$1,643.77	\$1,687.26	\$1,731.97	\$1,777.80	\$1,824.87	\$1,873.18	\$1,922.80	\$1,973.69	\$2,025.91	\$2,079.54	\$2,121.12	\$2,174.36
	19C	\$1,644.62	\$1,689.15	\$1,734.98	\$1,782.01	\$1,830.27	\$1,879.84	\$1,930.81	\$1,983.16	\$2,036.88	\$2,092.09	\$2,133.94	\$2,187.51
	20	\$1,721.09	\$1,766.98	\$1,814.14	\$1,862.53	\$1,912.18	\$1,963.19	\$2,015.53	\$2,069.30	\$2,124.47	\$2,181.12	\$2,224.75	\$2,280.59
	20A	\$1,721.17	\$1,767.07	\$1,814.23	\$1,862.62	\$1,912.27	\$1,963.28	\$2,015.63	\$2,069.40	\$2,124.58	\$2,181.23	\$2,224.86	\$2,280.70
	20B	\$1,729.57	\$1,775.69	\$1,823.08	\$1,871.70	\$1,921.60	\$1,972.86	\$2,025.46	\$2,079.49	\$2,134.94	\$2,191.86	\$2,235.71	\$2,291.82
	21	\$1,798.30	\$1,847.55	\$1,898.17	\$1,950.17	\$2,003.60	\$2,058.44	\$2,114.83	\$2,172.77	\$2,232.29	\$2,293.41	\$2,339.30	\$2,398.01
	21A	\$1,798.39	\$1,847.64	\$1,898.26	\$1,950.27	\$2,003.70	\$2,058.54	\$2,114.94	\$2,172.87	\$2,232.40	\$2,293.52	\$2,339.42	\$2,398.13
	21B	\$1,798.30	\$1,847.55	\$1,898.17	\$1,950.17	\$2,003.60	\$2,058.44	\$2,114.83	\$2,172.77	\$2,232.29	\$2,293.41	\$2,339.30	\$2,398.01
	21C	\$1,807.16	\$1,856.65	\$1,907.52	\$1,959.78	\$2,013.47	\$2,068.58	\$2,125.25	\$2,183.47	\$2,243.28	\$2,304.71	\$2,350.83	\$2,409.82
	21D	\$1,816.02	\$1,865.75	\$1,916.87	\$1,969.39	\$2,023.34	\$2,078.72	\$2,135.67	\$2,194.17	\$2,254.28	\$2,316.01	\$2,362.35	\$2,421.63
	21E	\$1,842.60	\$1,893.05	\$1,944.92	\$1,998.21	\$2,052.95	\$2,109.14	\$2,166.92	\$2,226.28	\$2,287.27	\$2,349.90	\$2,396.92	\$2,457.07
	22	\$1,884.77	\$1,937.23	\$1,991.09	\$2,046.51	\$2,103.47	\$2,162.02	\$2,222.17	\$2,284.02	\$2,347.59	\$2,412.90	\$2,461.15	\$2,522.92
	22A	\$1,884.87	\$1,937.33	\$1,991.19	\$2,046.61	\$2,103.58	\$2,162.12	\$2,222.28	\$2,284.13	\$2,347.70	\$2,413.02	\$2,461.27	\$2,523.04

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	22B	\$1,884.77	\$1,937.23	\$1,991.09	\$2,046.51	\$2,103.47	\$2,162.02	\$2,222.17	\$2,284.02	\$2,347.59	\$2,412.90	\$2,461.15	\$2,522.92
	22C	\$1,894.06	\$1,946.77	\$2,000.90	\$2,056.59	\$2,113.83	\$2,172.67	\$2,233.12	\$2,295.27	\$2,359.15	\$2,424.78	\$2,473.27	\$2,535.34
	23	\$1,978.03	\$2,032.03	\$2,087.50	\$2,144.48	\$2,203.09	\$2,263.18	\$2,324.96	\$2,388.46	\$2,453.66	\$2,520.66	\$2,571.06	\$2,635.59
	23A	\$1,978.13	\$2,032.13	\$2,087.60	\$2,144.58	\$2,203.20	\$2,263.29	\$2,325.07	\$2,388.58	\$2,453.78	\$2,520.79	\$2,571.19	\$2,635.72
	23B	\$1,978.03	\$2,032.03	\$2,087.50	\$2,144.48	\$2,203.09	\$2,263.18	\$2,324.96	\$2,388.46	\$2,453.66	\$2,520.66	\$2,571.06	\$2,635.59
	23C	\$2,026.75	\$2,082.08	\$2,138.91	\$2,197.30	\$2,257.36	\$2,318.92	\$2,382.22	\$2,447.29	\$2,514.09	\$2,582.75	\$2,634.39	\$2,700.51
	24	\$2,064.62	\$2,121.53	\$2,180.08	\$2,240.18	\$2,302.01	\$2,365.47	\$2,430.73	\$2,497.76	\$2,566.65	\$2,637.44	\$2,690.21	\$2,757.75
	24A	\$2,064.72	\$2,121.64	\$2,180.18	\$2,240.29	\$2,302.12	\$2,365.58	\$2,430.85	\$2,497.89	\$2,566.78	\$2,637.57	\$2,690.34	\$2,757.89
	24B	\$2,074.79	\$2,131.98	\$2,190.82	\$2,251.22	\$2,313.35	\$2,377.12	\$2,442.71	\$2,510.07	\$2,579.29	\$2,650.43	\$2,703.46	\$2,771.34
	25	\$2,151.49	\$2,211.60	\$2,273.34	\$2,336.88	\$2,402.18	\$2,469.23	\$2,538.24	\$2,609.16	\$2,682.04	\$2,756.97	\$2,812.10	\$2,882.70
	25A	\$2,204.37	\$2,265.96	\$2,329.21	\$2,394.33	\$2,461.22	\$2,529.93	\$2,600.63	\$2,673.30	\$2,747.96	\$2,824.74	\$2,881.22	\$2,953.56
	26	\$2,239.46	\$2,302.73	\$2,367.79	\$2,434.75	\$2,503.54	\$2,574.29	\$2,647.04	\$2,721.84	\$2,798.75	\$2,877.83	\$2,935.39	\$3,009.06
	27	\$2,321.81	\$2,386.90	\$2,453.72	\$2,522.47	\$2,593.13	\$2,665.79	\$2,740.47	\$2,817.24	\$2,896.17	\$2,977.32	\$3,036.86	\$3,113.09
	27A	\$2,321.93	\$2,387.01	\$2,453.84	\$2,522.60	\$2,593.25	\$2,665.92	\$2,740.61	\$2,817.37	\$2,896.31	\$2,977.47	\$3,037.01	\$3,113.25
	27B	\$2,333.25	\$2,398.65	\$2,465.81	\$2,534.90	\$2,605.90	\$2,678.93	\$2,753.97	\$2,831.11	\$2,910.44	\$2,991.99	\$3,051.82	\$3,128.43
	28	\$2,425.69	\$2,494.17	\$2,564.58	\$2,636.99	\$2,711.42	\$2,787.95	\$2,866.66	\$2,947.57	\$3,030.76	\$3,116.32	\$3,178.66	\$3,258.43
	29	\$2,503.93	\$2,575.13	\$2,648.34	\$2,723.61	\$2,801.06	\$2,880.67	\$2,962.58	\$3,046.81	\$3,133.42	\$3,222.48	\$3,286.93	\$3,369.44
	29A	\$2,516.14	\$2,587.68	\$2,661.25	\$2,736.89	\$2,814.72	\$2,894.72	\$2,977.03	\$3,061.67	\$3,148.70	\$3,238.19	\$3,302.96	\$3,385.87
	30	\$2,569.81	\$2,642.99	\$2,718.19	\$2,795.56	\$2,875.20	\$2,957.02	\$3,041.19	\$3,127.79	\$3,216.79	\$3,308.41	\$3,374.56	\$3,459.26
	31	\$2,664.03	\$2,740.37	\$2,818.88	\$2,899.59	\$2,982.71	\$3,068.15	\$3,156.02	\$3,246.45	\$3,339.42	\$3,435.12	\$3,503.85	\$3,591.80
	32	\$2,767.24	\$2,846.59	\$2,928.22	\$3,012.21	\$3,098.60	\$3,187.47	\$3,278.89	\$3,372.87	\$3,469.59	\$3,569.09	\$3,640.48	\$3,731.86
	33	\$2,870.40	\$2,952.79	\$3,037.58	\$3,124.76	\$3,214.45	\$3,306.78	\$3,401.69	\$3,499.33	\$3,599.77	\$3,703.14	\$3,777.20	\$3,872.01

Appendix B-9
Unit 9
Biweekly Salary Schedule
Effective 6/30/11

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	11	\$1,128.80	\$1,153.11	\$1,177.94	\$1,203.27	\$1,229.19	\$1,255.63	\$1,282.62	\$1,310.24	\$1,338.42	\$1,367.23	\$1,394.60	\$1,429.61
	11A	\$1,156.60	\$1,181.51	\$1,206.95	\$1,232.91	\$1,259.47	\$1,286.55	\$1,314.21	\$1,342.51	\$1,371.39	\$1,400.91	\$1,428.95	\$1,464.82
	12	\$1,180.49	\$1,205.94	\$1,231.91	\$1,258.46	\$1,285.53	\$1,313.24	\$1,341.54	\$1,370.47	\$1,399.96	\$1,430.12	\$1,458.68	\$1,495.27
	13	\$1,248.28	\$1,275.06	\$1,302.40	\$1,330.35	\$1,358.88	\$1,388.07	\$1,417.81	\$1,448.28	\$1,479.31	\$1,511.08	\$1,541.31	\$1,579.98
	14	\$1,311.48	\$1,342.66	\$1,374.60	\$1,407.30	\$1,440.73	\$1,475.01	\$1,510.07	\$1,545.99	\$1,582.73	\$1,620.37	\$1,652.77	\$1,694.25
	14A	\$1,311.54	\$1,342.73	\$1,374.66	\$1,407.37	\$1,440.80	\$1,475.09	\$1,510.14	\$1,546.07	\$1,582.80	\$1,620.45	\$1,652.85	\$1,694.33
	15	\$1,380.54	\$1,414.41	\$1,449.16	\$1,484.78	\$1,521.21	\$1,558.60	\$1,596.90	\$1,636.08	\$1,676.31	\$1,717.45	\$1,751.79	\$1,795.76
	15A	\$1,380.61	\$1,414.48	\$1,449.23	\$1,484.85	\$1,521.29	\$1,558.68	\$1,596.98	\$1,636.16	\$1,676.39	\$1,717.54	\$1,751.87	\$1,795.85
	16	\$1,451.47	\$1,489.26	\$1,527.97	\$1,567.78	\$1,608.55	\$1,650.37	\$1,693.30	\$1,737.41	\$1,782.58	\$1,828.97	\$1,865.54	\$1,912.37
	16A	\$1,451.54	\$1,489.33	\$1,528.05	\$1,567.86	\$1,608.63	\$1,650.45	\$1,693.39	\$1,737.49	\$1,782.67	\$1,829.06	\$1,865.63	\$1,912.46
	17	\$1,535.31	\$1,574.80	\$1,615.31	\$1,656.83	\$1,699.46	\$1,743.14	\$1,788.01	\$1,834.00	\$1,881.13	\$1,929.52	\$1,968.10	\$2,017.50
	18	\$1,606.06	\$1,648.55	\$1,692.23	\$1,737.01	\$1,783.00	\$1,830.20	\$1,878.68	\$1,928.40	\$1,979.43	\$2,031.83	\$2,072.45	\$2,124.47
	18A	\$1,606.14	\$1,648.63	\$1,692.32	\$1,737.10	\$1,783.09	\$1,830.29	\$1,878.78	\$1,928.50	\$1,979.52	\$2,031.93	\$2,072.56	\$2,124.57
	18B	\$1,613.97	\$1,656.67	\$1,700.57	\$1,745.57	\$1,791.78	\$1,839.22	\$1,887.94	\$1,937.90	\$1,989.18	\$2,041.83	\$2,082.66	\$2,134.93
	18C	\$1,637.70	\$1,681.03	\$1,725.58	\$1,771.24	\$1,818.13	\$1,866.26	\$1,915.70	\$1,966.40	\$2,018.43	\$2,071.86	\$2,113.29	\$2,166.33
	19	\$1,685.66	\$1,731.30	\$1,778.27	\$1,826.47	\$1,875.93	\$1,926.75	\$1,978.98	\$2,032.64	\$2,087.70	\$2,144.29	\$2,187.18	\$2,242.09
	19A	\$1,685.74	\$1,731.38	\$1,778.35	\$1,826.56	\$1,876.03	\$1,926.84	\$1,979.08	\$2,032.74	\$2,087.80	\$2,144.40	\$2,187.29	\$2,242.20
	19B	\$1,693.09	\$1,737.88	\$1,783.93	\$1,831.13	\$1,879.61	\$1,929.37	\$1,980.48	\$2,032.90	\$2,086.69	\$2,141.92	\$2,184.75	\$2,239.59
	19C	\$1,693.96	\$1,739.83	\$1,787.03	\$1,835.47	\$1,885.17	\$1,936.24	\$1,988.73	\$2,042.65	\$2,097.98	\$2,154.86	\$2,197.96	\$2,253.13
	20	\$1,772.72	\$1,819.99	\$1,868.57	\$1,918.40	\$1,969.54	\$2,022.08	\$2,076.00	\$2,131.38	\$2,188.21	\$2,246.55	\$2,291.49	\$2,349.01
	20A	\$1,772.81	\$1,820.08	\$1,868.66	\$1,918.50	\$1,969.64	\$2,022.18	\$2,076.10	\$2,131.49	\$2,188.32	\$2,246.66	\$2,291.60	\$2,349.12
	20B	\$1,781.45	\$1,828.96	\$1,877.77	\$1,927.85	\$1,979.25	\$2,032.04	\$2,086.22	\$2,141.88	\$2,198.99	\$2,257.62	\$2,302.78	\$2,360.58
	21	\$1,852.25	\$1,902.97	\$1,955.12	\$2,008.68	\$2,063.71	\$2,120.19	\$2,178.28	\$2,237.95	\$2,299.25	\$2,362.21	\$2,409.48	\$2,469.95
	21A	\$1,852.34	\$1,903.07	\$1,955.21	\$2,008.78	\$2,063.81	\$2,120.30	\$2,178.39	\$2,238.06	\$2,299.37	\$2,362.33	\$2,409.60	\$2,470.07
	21B	\$1,852.25	\$1,902.97	\$1,955.12	\$2,008.68	\$2,063.71	\$2,120.19	\$2,178.28	\$2,237.95	\$2,299.25	\$2,362.21	\$2,409.48	\$2,469.95
	21C	\$1,861.38	\$1,912.35	\$1,964.75	\$2,018.57	\$2,073.88	\$2,130.64	\$2,189.01	\$2,248.97	\$2,310.58	\$2,373.85	\$2,421.35	\$2,482.12
	21D	\$1,870.50	\$1,921.72	\$1,974.38	\$2,028.47	\$2,084.05	\$2,141.08	\$2,199.74	\$2,260.00	\$2,321.91	\$2,385.49	\$2,433.22	\$2,494.28
	21E	\$1,897.87	\$1,949.84	\$2,003.27	\$2,058.15	\$2,114.54	\$2,172.41	\$2,231.93	\$2,293.07	\$2,355.89	\$2,420.39	\$2,468.83	\$2,530.78
	22	\$1,941.32	\$1,995.35	\$2,050.82	\$2,107.91	\$2,166.58	\$2,226.88	\$2,288.83	\$2,352.54	\$2,418.01	\$2,485.29	\$2,534.98	\$2,598.60

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	22A	\$1,941.41	\$1,995.45	\$2,050.92	\$2,108.01	\$2,166.68	\$2,226.99	\$2,288.95	\$2,352.65	\$2,418.13	\$2,485.41	\$2,535.11	\$2,598.73
	22B	\$1,941.32	\$1,995.35	\$2,050.82	\$2,107.91	\$2,166.58	\$2,226.88	\$2,288.83	\$2,352.54	\$2,418.01	\$2,485.29	\$2,534.98	\$2,598.60
	22C	\$1,950.88	\$2,005.18	\$2,060.93	\$2,118.29	\$2,177.25	\$2,237.85	\$2,300.11	\$2,364.13	\$2,429.93	\$2,497.53	\$2,547.47	\$2,611.40
	23	\$2,037.37	\$2,092.99	\$2,150.12	\$2,208.81	\$2,269.18	\$2,331.07	\$2,394.71	\$2,460.11	\$2,527.27	\$2,596.28	\$2,648.19	\$2,714.66
	23A	\$2,037.47	\$2,093.09	\$2,150.23	\$2,208.92	\$2,269.30	\$2,331.19	\$2,394.82	\$2,460.23	\$2,527.39	\$2,596.41	\$2,648.32	\$2,714.79
	23B	\$2,037.37	\$2,092.99	\$2,150.12	\$2,208.81	\$2,269.18	\$2,331.07	\$2,394.71	\$2,460.11	\$2,527.27	\$2,596.28	\$2,648.19	\$2,714.66
	23C	\$2,087.56	\$2,144.54	\$2,203.08	\$2,263.22	\$2,325.08	\$2,388.49	\$2,453.69	\$2,520.71	\$2,589.51	\$2,660.23	\$2,713.42	\$2,781.52
	24	\$2,126.56	\$2,185.18	\$2,245.48	\$2,307.39	\$2,371.07	\$2,436.43	\$2,503.65	\$2,572.70	\$2,643.65	\$2,716.56	\$2,770.92	\$2,840.48
	24A	\$2,126.66	\$2,185.29	\$2,245.59	\$2,307.50	\$2,371.19	\$2,436.55	\$2,503.78	\$2,572.82	\$2,643.78	\$2,716.69	\$2,771.05	\$2,840.62
	24B	\$2,137.03	\$2,195.94	\$2,256.54	\$2,318.76	\$2,382.75	\$2,448.43	\$2,515.99	\$2,585.37	\$2,656.67	\$2,729.94	\$2,784.57	\$2,854.48
	25	\$2,216.03	\$2,277.94	\$2,341.54	\$2,406.99	\$2,474.24	\$2,543.31	\$2,614.38	\$2,687.44	\$2,762.50	\$2,839.68	\$2,896.46	\$2,969.18
	25A	\$2,270.50	\$2,333.94	\$2,399.09	\$2,466.16	\$2,535.06	\$2,605.83	\$2,678.65	\$2,753.50	\$2,830.40	\$2,909.48	\$2,967.66	\$3,042.16
	26	\$2,306.64	\$2,371.81	\$2,438.83	\$2,507.79	\$2,578.65	\$2,651.52	\$2,726.45	\$2,803.49	\$2,882.71	\$2,964.16	\$3,023.45	\$3,099.33
	27	\$2,391.47	\$2,458.50	\$2,527.34	\$2,598.15	\$2,670.92	\$2,745.77	\$2,822.69	\$2,901.75	\$2,983.06	\$3,066.64	\$3,127.97	\$3,206.49
	27A	\$2,391.58	\$2,458.62	\$2,527.46	\$2,598.28	\$2,671.05	\$2,745.90	\$2,822.83	\$2,901.90	\$2,983.20	\$3,066.79	\$3,128.12	\$3,206.64
	27B	\$2,403.25	\$2,470.61	\$2,539.79	\$2,610.95	\$2,684.08	\$2,759.29	\$2,836.59	\$2,916.05	\$2,997.75	\$3,081.75	\$3,143.38	\$3,222.28
	28	\$2,498.47	\$2,569.00	\$2,641.52	\$2,716.10	\$2,792.77	\$2,871.59	\$2,952.66	\$3,036.00	\$3,121.69	\$3,209.81	\$3,274.01	\$3,356.19
	29	\$2,579.05	\$2,652.38	\$2,727.79	\$2,805.32	\$2,885.09	\$2,967.10	\$3,051.46	\$3,138.22	\$3,227.43	\$3,319.15	\$3,385.54	\$3,470.52
	29A	\$2,591.62	\$2,665.32	\$2,741.09	\$2,819.00	\$2,899.16	\$2,981.56	\$3,066.34	\$3,153.52	\$3,243.17	\$3,335.34	\$3,402.05	\$3,487.44
	30	\$2,646.90	\$2,722.27	\$2,799.74	\$2,879.42	\$2,961.45	\$3,045.73	\$3,132.43	\$3,221.62	\$3,313.30	\$3,407.66	\$3,475.80	\$3,563.04
	31	\$2,743.95	\$2,822.59	\$2,903.44	\$2,986.58	\$3,072.19	\$3,160.19	\$3,250.70	\$3,343.84	\$3,439.60	\$3,538.17	\$3,608.97	\$3,699.56
	32	\$2,850.26	\$2,931.99	\$3,016.06	\$3,102.57	\$3,191.56	\$3,283.10	\$3,377.26	\$3,474.05	\$3,573.67	\$3,676.17	\$3,749.70	\$3,843.82
	33	\$2,956.52	\$3,041.37	\$3,128.71	\$3,218.50	\$3,310.89	\$3,405.98	\$3,503.75	\$3,604.31	\$3,707.76	\$3,814.23	\$3,890.52	\$3,988.17

Appendix C-9
Unit 9
Biweekly Salary Schedule
Effective 6/30/12

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	11	\$1,157.02	\$1,181.94	\$1,207.38	\$1,233.36	\$1,259.92	\$1,287.02	\$1,314.68	\$1,343.00	\$1,371.88	\$1,401.41	\$1,439.18	\$1,477.95
	11A	\$1,185.52	\$1,211.05	\$1,237.12	\$1,263.73	\$1,290.96	\$1,318.72	\$1,347.06	\$1,376.07	\$1,405.67	\$1,435.93	\$1,474.63	\$1,514.35
	12	\$1,210.00	\$1,236.09	\$1,262.71	\$1,289.92	\$1,317.66	\$1,346.07	\$1,375.08	\$1,404.73	\$1,434.96	\$1,465.87	\$1,505.31	\$1,545.84
	13	\$1,279.48	\$1,306.94	\$1,334.96	\$1,363.61	\$1,392.86	\$1,422.77	\$1,453.26	\$1,484.49	\$1,516.29	\$1,548.85	\$1,590.59	\$1,633.41
	14	\$1,344.26	\$1,376.23	\$1,408.96	\$1,442.48	\$1,476.74	\$1,511.89	\$1,547.82	\$1,584.64	\$1,622.29	\$1,660.88	\$1,705.61	\$1,751.54
	14A	\$1,344.33	\$1,376.30	\$1,409.03	\$1,442.55	\$1,476.82	\$1,511.96	\$1,547.90	\$1,584.72	\$1,622.37	\$1,660.96	\$1,705.69	\$1,751.63
	15	\$1,415.05	\$1,449.77	\$1,485.39	\$1,521.90	\$1,559.24	\$1,597.57	\$1,636.82	\$1,676.98	\$1,718.22	\$1,760.39	\$1,807.79	\$1,856.48
	15A	\$1,415.12	\$1,449.84	\$1,485.47	\$1,521.97	\$1,559.32	\$1,597.64	\$1,636.90	\$1,677.07	\$1,718.30	\$1,760.48	\$1,807.88	\$1,856.58
	16	\$1,487.76	\$1,526.49	\$1,566.17	\$1,606.98	\$1,648.77	\$1,691.63	\$1,735.64	\$1,780.84	\$1,827.14	\$1,874.69	\$1,925.18	\$1,977.03
	16A	\$1,487.83	\$1,526.56	\$1,566.25	\$1,607.06	\$1,648.85	\$1,691.71	\$1,735.72	\$1,780.93	\$1,827.23	\$1,874.78	\$1,925.27	\$1,977.13
	17	\$1,573.70	\$1,614.17	\$1,655.69	\$1,698.25	\$1,741.94	\$1,786.72	\$1,832.71	\$1,879.85	\$1,928.16	\$1,977.76	\$2,031.02	\$2,085.72
	18	\$1,646.21	\$1,689.76	\$1,734.54	\$1,780.44	\$1,827.57	\$1,875.96	\$1,925.65	\$1,976.61	\$2,028.91	\$2,082.62	\$2,138.71	\$2,196.31
	18A	\$1,646.29	\$1,689.85	\$1,734.62	\$1,780.52	\$1,827.66	\$1,876.05	\$1,925.75	\$1,976.71	\$2,029.01	\$2,082.72	\$2,138.82	\$2,196.42
	18B	\$1,654.32	\$1,698.09	\$1,743.08	\$1,789.21	\$1,836.58	\$1,885.20	\$1,935.14	\$1,986.35	\$2,038.91	\$2,092.88	\$2,149.25	\$2,207.13
	18C	\$1,678.65	\$1,723.06	\$1,768.72	\$1,815.52	\$1,863.59	\$1,912.92	\$1,963.59	\$2,015.56	\$2,068.89	\$2,123.66	\$2,180.85	\$2,239.58
	19	\$1,727.80	\$1,774.58	\$1,822.72	\$1,872.13	\$1,922.83	\$1,974.92	\$2,028.46	\$2,083.46	\$2,139.89	\$2,197.90	\$2,257.11	\$2,317.90
	19A	\$1,727.89	\$1,774.67	\$1,822.81	\$1,872.22	\$1,922.93	\$1,975.01	\$2,028.56	\$2,083.56	\$2,140.00	\$2,198.01	\$2,257.22	\$2,318.02
	19B	\$1,735.41	\$1,781.33	\$1,828.53	\$1,876.91	\$1,926.61	\$1,977.61	\$2,030.00	\$2,083.72	\$2,138.85	\$2,195.47	\$2,254.60	\$2,315.32
	19C	\$1,736.31	\$1,783.32	\$1,831.70	\$1,881.36	\$1,932.30	\$1,984.64	\$2,038.45	\$2,093.72	\$2,150.43	\$2,208.73	\$2,268.23	\$2,329.32
	20	\$1,817.04	\$1,865.49	\$1,915.28	\$1,966.36	\$2,018.78	\$2,072.63	\$2,127.90	\$2,184.66	\$2,242.91	\$2,302.72	\$2,364.75	\$2,428.44
	20A	\$1,817.13	\$1,865.58	\$1,915.38	\$1,966.46	\$2,018.88	\$2,072.74	\$2,128.00	\$2,184.77	\$2,243.02	\$2,302.83	\$2,364.87	\$2,428.56
	20B	\$1,825.99	\$1,874.68	\$1,924.72	\$1,976.05	\$2,028.73	\$2,082.84	\$2,138.38	\$2,195.43	\$2,253.96	\$2,314.06	\$2,376.40	\$2,440.40
	21	\$1,898.56	\$1,950.55	\$2,003.99	\$2,058.90	\$2,115.31	\$2,173.20	\$2,232.74	\$2,293.90	\$2,356.74	\$2,421.27	\$2,486.51	\$2,553.47
	21A	\$1,898.65	\$1,950.64	\$2,004.09	\$2,059.00	\$2,115.41	\$2,173.30	\$2,232.85	\$2,294.01	\$2,356.85	\$2,421.39	\$2,486.64	\$2,553.59
	21B	\$1,898.56	\$1,950.55	\$2,003.99	\$2,058.90	\$2,115.31	\$2,173.20	\$2,232.74	\$2,293.90	\$2,356.74	\$2,421.27	\$2,486.51	\$2,553.47
	21C	\$1,907.91	\$1,960.16	\$2,013.86	\$2,069.04	\$2,125.73	\$2,183.90	\$2,243.73	\$2,305.20	\$2,368.34	\$2,433.19	\$2,498.76	\$2,566.05
	21D	\$1,917.26	\$1,969.76	\$2,023.74	\$2,079.18	\$2,136.15	\$2,194.61	\$2,254.73	\$2,316.50	\$2,379.95	\$2,445.12	\$2,511.01	\$2,578.63
	21E	\$1,945.32	\$1,998.59	\$2,053.35	\$2,109.61	\$2,167.41	\$2,226.72	\$2,287.73	\$2,350.40	\$2,414.78	\$2,480.90	\$2,547.76	\$2,616.36
	22	\$1,989.85	\$2,045.23	\$2,102.09	\$2,160.61	\$2,220.74	\$2,282.55	\$2,346.06	\$2,411.35	\$2,478.47	\$2,547.42	\$2,616.02	\$2,686.48

Step		1	2	3	4	5	6	7	8	9	10	11	12
Gr	22A	\$1,989.95	\$2,045.33	\$2,102.20	\$2,160.71	\$2,220.85	\$2,282.66	\$2,346.17	\$2,411.47	\$2,478.59	\$2,547.54	\$2,616.15	\$2,686.61
	22B	\$1,989.85	\$2,045.23	\$2,102.09	\$2,160.61	\$2,220.74	\$2,282.55	\$2,346.06	\$2,411.35	\$2,478.47	\$2,547.42	\$2,616.02	\$2,686.48
	22C	\$1,999.65	\$2,055.31	\$2,112.45	\$2,171.25	\$2,231.68	\$2,293.79	\$2,357.61	\$2,423.23	\$2,490.67	\$2,559.97	\$2,628.91	\$2,699.71
	23	\$2,088.31	\$2,145.31	\$2,203.87	\$2,264.03	\$2,325.91	\$2,389.35	\$2,454.57	\$2,521.61	\$2,590.45	\$2,661.19	\$2,732.86	\$2,806.46
	23A	\$2,088.41	\$2,145.42	\$2,203.98	\$2,264.15	\$2,326.03	\$2,389.47	\$2,454.69	\$2,521.74	\$2,590.57	\$2,661.32	\$2,732.99	\$2,806.60
	23B	\$2,088.31	\$2,145.31	\$2,203.87	\$2,264.03	\$2,325.91	\$2,389.35	\$2,454.57	\$2,521.61	\$2,590.45	\$2,661.19	\$2,732.86	\$2,806.46
	23C	\$2,139.74	\$2,198.15	\$2,258.16	\$2,319.80	\$2,383.20	\$2,448.20	\$2,515.03	\$2,583.72	\$2,654.25	\$2,726.74	\$2,800.17	\$2,875.58
	24	\$2,179.72	\$2,239.81	\$2,301.62	\$2,365.07	\$2,430.35	\$2,497.34	\$2,566.24	\$2,637.01	\$2,709.74	\$2,784.47	\$2,859.50	\$2,936.54
	24A	\$2,179.83	\$2,239.92	\$2,301.73	\$2,365.19	\$2,430.47	\$2,497.46	\$2,566.37	\$2,637.14	\$2,709.87	\$2,784.61	\$2,859.64	\$2,936.68
	24B	\$2,190.46	\$2,250.84	\$2,312.95	\$2,376.72	\$2,442.32	\$2,509.64	\$2,578.89	\$2,650.00	\$2,723.09	\$2,798.19	\$2,873.59	\$2,951.00
	25	\$2,271.43	\$2,334.89	\$2,400.07	\$2,467.17	\$2,536.10	\$2,606.89	\$2,679.74	\$2,754.63	\$2,831.56	\$2,910.67	\$2,989.06	\$3,069.58
	25A	\$2,327.26	\$2,392.29	\$2,459.07	\$2,527.81	\$2,598.44	\$2,670.97	\$2,745.61	\$2,822.33	\$2,901.16	\$2,982.22	\$3,062.54	\$3,145.03
	26	\$2,364.31	\$2,431.11	\$2,499.80	\$2,570.48	\$2,643.11	\$2,717.81	\$2,794.61	\$2,873.58	\$2,954.78	\$3,038.26	\$3,120.11	\$3,204.13
	27	\$2,451.25	\$2,519.97	\$2,590.52	\$2,663.10	\$2,737.69	\$2,814.41	\$2,893.25	\$2,974.30	\$3,057.63	\$3,143.31	\$3,227.97	\$3,314.91
	27A	\$2,451.37	\$2,520.09	\$2,590.65	\$2,663.23	\$2,737.83	\$2,814.55	\$2,893.40	\$2,974.44	\$3,057.78	\$3,143.46	\$3,228.13	\$3,315.08
	27B	\$2,463.33	\$2,532.38	\$2,603.28	\$2,676.22	\$2,751.18	\$2,828.28	\$2,907.51	\$2,988.95	\$3,072.69	\$3,158.79	\$3,243.87	\$3,331.24
	28	\$2,560.93	\$2,633.22	\$2,707.55	\$2,784.00	\$2,862.59	\$2,943.38	\$3,026.48	\$3,111.90	\$3,199.73	\$3,290.05	\$3,378.68	\$3,469.68
	29	\$2,643.52	\$2,718.69	\$2,795.98	\$2,875.45	\$2,957.22	\$3,041.27	\$3,127.74	\$3,216.67	\$3,308.11	\$3,402.13	\$3,493.78	\$3,587.88
	29A	\$2,656.41	\$2,731.95	\$2,809.62	\$2,889.48	\$2,971.64	\$3,056.10	\$3,142.99	\$3,232.36	\$3,324.24	\$3,418.72	\$3,510.81	\$3,605.37
	30	\$2,713.08	\$2,790.33	\$2,869.73	\$2,951.41	\$3,035.49	\$3,121.88	\$3,210.74	\$3,302.16	\$3,396.13	\$3,492.85	\$3,586.92	\$3,683.52
	31	\$2,812.55	\$2,893.15	\$2,976.03	\$3,061.24	\$3,148.99	\$3,239.20	\$3,331.96	\$3,427.44	\$3,525.59	\$3,626.62	\$3,724.35	\$3,824.66
	32	\$2,921.51	\$3,005.29	\$3,091.47	\$3,180.14	\$3,271.35	\$3,365.18	\$3,461.69	\$3,560.90	\$3,663.02	\$3,768.07	\$3,869.58	\$3,973.80
	33	\$3,030.43	\$3,117.41	\$3,206.92	\$3,298.96	\$3,393.66	\$3,491.13	\$3,591.34	\$3,694.42	\$3,800.46	\$3,909.59	\$4,014.90	\$4,123.03

