



Office of Human Resources

Martin J. Walsh, Mayor

EXECUTIVE ORDER

February 27, 2019

The Honorable Martin J. Walsh
Mayor of Boston
Boston City Hall

Dear Mayor Walsh,

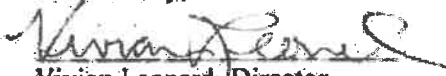
Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for Boston Public Library and the American Federation of State, County and Municipal Employees (AFSCME) employees. The effective date of the new salary schedules and the rates of increases will be 2% increase 1-7-2017, 2% increase 1-6-2018, 2% increase 1-5-2019, and 2% increase 1-4-2020.

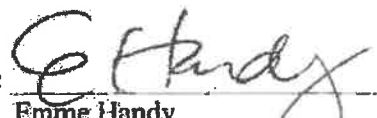
The following Steps are to be added to existing Salary Plan Schedules. To advance a Step an employee must have been in the current Step for one full year.


Effective 1-5-2019, a new Step 8 will be created to include a 1% increase from then existing Step 7
Effective 1-4-2020, a new Step 9 will be created to include a 1% increase from then existing Step 8

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston Public Library and AFSCME.

Respectfully,


Vivian Leonard, Director
Office of Human Resources

Approved: 
Emme Handy
Chief of Administration and Finance

Approved: 
Martin J. Walsh
Mayor

Salary Schedule A
Effective 01/07/2017
2% Increase

Salary Plan Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV
LA 2									
hourly	\$ 16.092644	\$ 16.860813	\$ 17.691575	\$ 18.459743	\$ 19.228345	\$ 20.059546	\$ 20.826404	\$ 0.994880	\$ 1.841408
weekly	\$ 563.24	\$ 590.13	\$ 619.21	\$ 646.09	\$ 672.99	\$ 702.08	\$ 728.92	\$ 34.82	\$ 64.45
annually	\$ 29,288.61	\$ 30,686.68	\$ 32,198.67	\$ 33,596.73	\$ 34,995.59	\$ 36,508.37	\$ 37,904.06		
LA 3									
hourly	\$ 17.564200	\$ 18.459743	\$ 19.291811	\$ 20.185145	\$ 21.082026	\$ 21.913228	\$ 22.810073	\$ 1.124867	\$ 2.101382
weekly	\$ 614.75	\$ 646.09	\$ 675.21	\$ 706.48	\$ 737.87	\$ 766.96	\$ 798.35	\$ 39.37	\$ 73.55
annually	\$ 31,966.84	\$ 33,596.73	\$ 35,111.10	\$ 36,736.96	\$ 38,369.29	\$ 39,882.08	\$ 41,514.33		
LA 4									
hourly	\$ 19.228345	\$ 20.185180	\$ 21.147235	\$ 22.104941	\$ 23.065254	\$ 24.024269	\$ 24.985455	\$ 1.189208	\$ 2.230064
weekly	\$ 672.99	\$ 706.48	\$ 740.15	\$ 773.67	\$ 807.28	\$ 840.85	\$ 874.49	\$ 41.62	\$ 78.05
annually	\$ 34,995.59	\$ 36,737.03	\$ 38,487.97	\$ 40,230.99	\$ 41,978.76	\$ 43,724.17	\$ 45,473.53		
LA 5									
hourly	\$ 21.082026	\$ 22.104941	\$ 23.193506	\$ 24.216852	\$ 25.241074	\$ 26.327897	\$ 27.350814	\$ 1.250939	\$ 2.353526
weekly	\$ 737.87	\$ 773.67	\$ 811.77	\$ 847.59	\$ 883.44	\$ 921.48	\$ 957.28	\$ 43.78	\$ 82.37
annually	\$ 38,369.29	\$ 40,230.99	\$ 42,212.18	\$ 44,074.67	\$ 45,938.76	\$ 47,916.77	\$ 49,778.48		
LA 6									
hourly	\$ 23.065254	\$ 24.216852	\$ 25.369322	\$ 26.519813	\$ 27.670336	\$ 28.822367	\$ 29.973965	\$ 1.379620	\$ 2.610888
weekly	\$ 807.28	\$ 847.59	\$ 887.93	\$ 928.19	\$ 968.46	\$ 1,008.78	\$ 1,049.09	\$ 48.29	\$ 91.38
annually	\$ 41,978.76	\$ 44,074.67	\$ 46,172.17	\$ 48,265.70	\$ 50,360.01	\$ 52,456.71	\$ 54,552.62		

Salary Plan	LA Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV
	7									
	hourly	\$ 25,241,074	\$ 26,519,613	\$ 27,733,811	\$ 29,013,653	\$ 30,293,923	\$ 31,509,862	\$ 32,788,833	\$ 1,506,993	\$ 2,865,634
	weekly	\$ 883.44	\$ 928.19	\$ 970.68	\$ 1,015.48	\$ 1,060.29	\$ 1,102.85	\$ 1,147.61	\$ 52.74	\$ 100.30
	annually	\$ 45,938.76	\$ 48,265.70	\$ 50,475.54	\$ 52,804.85	\$ 55,134.94	\$ 57,347.95	\$ 59,675.68		
	LA									
	8									
	hourly	\$ 27,606,432	\$ 29,013,653	\$ 30,357,830	\$ 31,763,744	\$ 33,173,568	\$ 34,516,879	\$ 35,923,661	\$ 1,634,804	\$ 3,121,256
	weekly	\$ 966.23	\$ 1,015.48	\$ 1,062.52	\$ 1,111.73	\$ 1,161.07	\$ 1,208.09	\$ 1,257.33	\$ 57.22	\$ 109.24
	annually	\$ 50,243.71	\$ 52,804.85	\$ 55,251.25	\$ 57,810.01	\$ 60,375.89	\$ 62,820.72	\$ 65,381.06		
	LA									
	8F									
	hourly	\$ 30,166,116	\$ 31,763,747	\$ 33,237,040	\$ 34,772,069	\$ 36,306,658	\$ 37,777,346	\$ 39,378,018	\$ 1,828,694	\$ 3,509,036
	weekly	\$ 1,055.81	\$ 1,111.73	\$ 1,163.30	\$ 1,217.02	\$ 1,270.73	\$ 1,322.21	\$ 1,378.23	\$ 64.00	\$ 122.82
	annually	\$ 54,902.33	\$ 57,810.02	\$ 60,491.41	\$ 63,285.17	\$ 66,078.12	\$ 68,754.77	\$ 71,667.99		
	LA									
	9									
	hourly	\$ 39,932,186	\$ 42,047,043	\$ 43,997,296	\$ 46,029,278	\$ 48,060,685	\$ 50,007,496	\$ 52,126,372	\$ 2,346,898	\$ 4,545,444
	weekly	\$ 1,397.63	\$ 1,471.65	\$ 1,539.91	\$ 1,611.02	\$ 1,682.12	\$ 1,750.26	\$ 1,824.42	\$ 82.14	\$ 159.09
	annually	\$ 72,676.58	\$ 76,525.62	\$ 80,075.08	\$ 83,773.29	\$ 87,470.45	\$ 91,013.64	\$ 94,870.00		
	LA									
	9T									
	hourly	\$ 39,932,186	\$ 42,047,043	\$ 43,997,296	\$ 46,029,278	\$ 48,060,685	\$ 50,007,496	\$ 52,126,372	\$ 2,346,898	\$ 4,545,444
	weekly	\$ 1,397.63	\$ 1,471.65	\$ 1,539.91	\$ 1,611.02	\$ 1,682.12	\$ 1,750.26	\$ 1,824.42	\$ 82.14	\$ 159.09
	annually	\$ 72,676.58	\$ 76,525.62	\$ 80,075.08	\$ 83,773.29	\$ 87,470.45	\$ 91,013.64	\$ 94,870.00		

*1st Longevity Rate 11 Yrs (Difference between Step 6-7 PLUS 0.228022) \$415.00 Annual
*2nd Longevity Rate 16 Yrs (Difference between Step 6-7 TIMES 2, then PLUS 0.307692) \$560.00 Annual
Weekly rates are based on 35 hours

Salary Schedule A
Effective 01/06/2018
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV	
LA	2	hourly	\$ 16,414,496	\$ 17,198,029	\$ 18,045,406	\$ 18,828,937	\$ 19,612,911	\$ 20,460,736	\$ 21,242,932	\$ 1,010,218	\$ 1,872,084
		weekly	\$ 574.51	\$ 601.93	\$ 631.59	\$ 659.01	\$ 686.45	\$ 716.13	\$ 743.50	\$ 35.36	\$ 65.52
		annually	\$ 29,874.38	\$ 31,300.41	\$ 32,842.64	\$ 34,268.67	\$ 35,695.50	\$ 37,238.54	\$ 38,662.14		
LA	3	hourly	\$ 17,915,484	\$ 18,828,937	\$ 19,677,647	\$ 20,588,847	\$ 21,503,656	\$ 22,351,492	\$ 23,266,274	\$ 1,142,804	\$ 2,137,256
		weekly	\$ 627.04	\$ 659.01	\$ 688.72	\$ 720.61	\$ 752.63	\$ 782.30	\$ 814.32	\$ 40.00	\$ 74.80
		annually	\$ 32,608.18	\$ 34,268.67	\$ 35,813.32	\$ 37,471.70	\$ 39,136.67	\$ 40,679.72	\$ 42,344.62		
LA	4	hourly	\$ 19,612,911	\$ 20,588,883	\$ 21,570,179	\$ 22,547,039	\$ 23,526,559	\$ 24,504,754	\$ 25,485,164	\$ 1,208,432	\$ 2,268,512
		weekly	\$ 686.45	\$ 720.61	\$ 754.96	\$ 789.15	\$ 823.43	\$ 857.67	\$ 891.98	\$ 42.30	\$ 79.40
		annually	\$ 35,695.50	\$ 37,471.77	\$ 39,257.73	\$ 41,035.61	\$ 42,818.34	\$ 44,598.65	\$ 46,383.00		
LA	5	hourly	\$ 21,503,667	\$ 22,547,04	\$ 23,657,38	\$ 24,701,19	\$ 25,745,90	\$ 26,854,45	\$ 27,897,83	\$ 1,271,402	\$ 2,394,444
		weekly	\$ 752.63	\$ 789.15	\$ 828.01	\$ 864.54	\$ 901.11	\$ 939.91	\$ 976.42	\$ 44.50	\$ 83.81
		annually	\$ 39,136.67	\$ 41,035.61	\$ 43,056.42	\$ 44,956.16	\$ 46,857.53	\$ 48,875.11	\$ 50,774.05		
LA	6	hourly	\$ 23,526,559	\$ 24,701,189	\$ 25,876,708	\$ 27,050,005	\$ 28,223,742	\$ 29,398,814	\$ 30,573,444	\$ 1,402,652	\$ 2,656,952
		weekly	\$ 823.43	\$ 864.54	\$ 905.68	\$ 946.75	\$ 987.83	\$ 1,028.96	\$ 1,070.07	\$ 49.09	\$ 92.99
		annually	\$ 42,818.34	\$ 44,956.16	\$ 47,095.61	\$ 49,231.01	\$ 51,367.21	\$ 53,505.84	\$ 55,643.67		
LA	7	hourly	\$ 25,745,885	\$ 27,050,005	\$ 28,288,487	\$ 29,583,926	\$ 30,899,801	\$ 32,140,059	\$ 33,444,609	\$ 1,532,572	\$ 2,916,792
		weekly	\$ 901.11	\$ 946.75	\$ 990.10	\$ 1,035.79	\$ 1,081.49	\$ 1,124.90	\$ 1,170.56	\$ 53.64	\$ 102.09
		annually	\$ 46,857.53	\$ 49,231.01	\$ 51,485.05	\$ 53,860.95	\$ 56,237.64	\$ 58,494.91	\$ 60,869.19		

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV
LA	8									
	hourly	\$ 28,158560	\$ 29,593926	\$ 30,984986	\$ 32,399018	\$ 33,837039	\$ 35,207216	\$ 36,642134	\$ 1,662940	\$ 3,177528
	weekly	\$ 985.55	\$ 1,035.79	\$ 1,083.77	\$ 1,133.97	\$ 1,184.30	\$ 1,232.25	\$ 1,282.47	\$ 58.20	\$ 111.21
	annually	\$ 51,248.58	\$ 53,860.95	\$ 56,356.28	\$ 58,966.21	\$ 61,583.41	\$ 64,077.13	\$ 66,688.68		
LA	8F									
	hourly	\$ 30,769438	\$ 32,399021	\$ 33,901780	\$ 35,467510	\$ 37,032791	\$ 38,532992	\$ 40,165578	\$ 1,860708	\$ 3,573064
	weekly	\$ 1,076.93	\$ 1,133.97	\$ 1,186.56	\$ 1,241.36	\$ 1,296.15	\$ 1,348.65	\$ 1,405.80	\$ 65.12	\$ 125.06
	annually	\$ 56,000.38	\$ 58,966.22	\$ 61,701.24	\$ 64,550.87	\$ 67,399.68	\$ 70,129.86	\$ 73,101.35		
LA	9									
	hourly	\$ 40,730829	\$ 42,887983	\$ 44,877241	\$ 46,949863	\$ 49,021898	\$ 51,007645	\$ 53,168899	\$ 1,860708	\$ 4,630200
	weekly	\$ 1,425.58	\$ 1,501.08	\$ 1,570.70	\$ 1,643.25	\$ 1,715.77	\$ 1,785.27	\$ 1,860.91	\$ 65.12	\$ 162.06
	annually	\$ 74,130.11	\$ 78,056.13	\$ 81,676.58	\$ 85,448.75	\$ 89,219.85	\$ 92,833.91	\$ 96,767.40		
LA	9T									
	hourly	\$ 40,730829	\$ 42,887983	\$ 44,877241	\$ 46,949863	\$ 49,021898	\$ 51,007645	\$ 53,168899	\$ 1,860708	\$ 4,630200
	weekly	\$ 1,425.58	\$ 1,501.08	\$ 1,570.70	\$ 1,643.25	\$ 1,715.77	\$ 1,785.27	\$ 1,860.91	\$ 65.12	\$ 162.06
	annually	\$ 74,130.11	\$ 78,056.13	\$ 81,676.58	\$ 85,448.75	\$ 89,219.85	\$ 92,833.91	\$ 96,767.40		

*1st Longevity Rate 11 Yrs (Difference between Step 6-7 PLUS 0.228022) \$415.00 Annual
*2nd Longevity Rate 16 Yrs (Difference between Step 6-7 TIMES 2, then PLUS 0.307692) \$560.00 Annual
Weekly rates are based on 35 hours

Salary Schedule A
Effective 01/05/2019
2% Increase

Salary Plan Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	*1st LGV	*2nd LGV
LA 2										
hourly	\$ 16,742,785	\$ 17,541,989	\$ 18,406,314	\$ 19,205,515	\$ 20,005,169	\$ 20,869,950	\$ 21,667,790	\$ 21,884,467	\$ 1,025,862	\$ 1,903,372
weekly	\$ 586.00	\$ 613.97	\$ 644.22	\$ 672.19	\$ 700.18	\$ 730.45	\$ 758.37	\$ 765.96	\$ 35.91	\$ 66.62
annually	\$ 30,471.87	\$ 31,926.42	\$ 33,499.49	\$ 34,954.04	\$ 36,409.41	\$ 37,983.31	\$ 39,435.38	\$ 39,829.73		
LA 3										
hourly	\$ 18,273,793	\$ 19,205,515	\$ 20,071,199	\$ 21,000,623	\$ 21,933,739	\$ 22,798,521	\$ 23,731,599	\$ 23,968,914	\$ 1,161,100	\$ 2,173,848
weekly	\$ 639.58	\$ 672.19	\$ 702.49	\$ 735.02	\$ 767.68	\$ 797.95	\$ 830.61	\$ 838.91	\$ 40.64	\$ 76.08
annually	\$ 33,258.30	\$ 34,954.04	\$ 36,529.58	\$ 38,221.13	\$ 39,919.41	\$ 41,493.31	\$ 43,191.51	\$ 43,623.42		
LA 4										
hourly	\$ 20,005,169	\$ 21,000,660	\$ 22,001,582	\$ 22,997,979	\$ 23,997,090	\$ 24,994,849	\$ 25,994,867	\$ 26,254,815	\$ 1,228,040	\$ 2,307,728
weekly	\$ 700.18	\$ 735.02	\$ 770.06	\$ 804.93	\$ 839.90	\$ 874.82	\$ 909.82	\$ 918.92	\$ 42.98	\$ 80.77
annually	\$ 36,409.41	\$ 38,221.20	\$ 40,042.88	\$ 41,856.32	\$ 43,674.70	\$ 45,490.63	\$ 47,310.66	\$ 47,783.76		
LA 5										
hourly	\$ 21,933,739	\$ 22,997,979	\$ 24,130,523	\$ 25,195,212	\$ 26,260,812	\$ 27,391,543	\$ 28,455,786	\$ 28,740,343	\$ 1,292,265	\$ 2,436,178
weekly	\$ 767.68	\$ 804.93	\$ 844.57	\$ 881.83	\$ 919.13	\$ 958.70	\$ 995.95	\$ 1,005.91	\$ 45.23	\$ 85.27
annually	\$ 39,919.41	\$ 41,856.32	\$ 43,917.55	\$ 45,855.29	\$ 47,794.68	\$ 49,852.61	\$ 51,789.53	\$ 52,307.42		
LA 6										
hourly	\$ 23,997,090	\$ 25,195,212	\$ 26,394,240	\$ 27,591,005	\$ 28,788,216	\$ 29,986,790	\$ 31,184,912	\$ 31,496,761	\$ 1,426,144	\$ 2,703,936
weekly	\$ 839.90	\$ 881.83	\$ 923.80	\$ 965.69	\$ 1,007.59	\$ 1,049.54	\$ 1,091.47	\$ 1,102.39	\$ 49.92	\$ 94.64
annually	\$ 43,674.70	\$ 45,855.29	\$ 48,037.52	\$ 50,215.63	\$ 52,394.55	\$ 54,575.96	\$ 56,756.54	\$ 57,324.11		
LA 7										
hourly	\$ 26,260,812	\$ 27,591,005	\$ 28,854,256	\$ 30,185,804	\$ 31,517,797	\$ 32,782,860	\$ 34,113,501	\$ 34,454,636	\$ 1,558,663	\$ 2,968,974
weekly	\$ 919.13	\$ 965.69	\$ 1,009.90	\$ 1,056.50	\$ 1,103.12	\$ 1,147.40	\$ 1,193.97	\$ 1,205.91	\$ 54.55	\$ 103.91
annually	\$ 47,794.68	\$ 50,215.63	\$ 52,514.75	\$ 54,938.16	\$ 57,362.39	\$ 59,664.81	\$ 62,086.57	\$ 62,707.44		
LA 8										
hourly	\$ 28,721,731	\$ 30,185,804	\$ 31,584,285	\$ 33,046,998	\$ 34,513,779	\$ 35,911,360	\$ 37,374,976	\$ 37,748,725	\$ 1,691,638	\$ 3,234,924
weekly	\$ 1,005.26	\$ 1,056.50	\$ 1,105.45	\$ 1,156.64	\$ 1,207.98	\$ 1,256.90	\$ 1,308.12	\$ 1,321.21	\$ 59.21	\$ 113.22
annually	\$ 52,273.55	\$ 54,938.16	\$ 57,483.40	\$ 60,145.54	\$ 62,815.08	\$ 65,358.68	\$ 68,022.46	\$ 68,702.68		

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV
LA	8F									
	hourly	\$ 31,384.826	\$ 33,047.001	\$ 34,579.815	\$ 36,176.860	\$ 37,773.446	\$ 39,303.549	\$ 40,968.889	\$ 41,378.577	\$ 1,893,362
	weekly	\$ 1,098.47	\$ 1,156.65	\$ 1,210.29	\$ 1,266.19	\$ 1,322.07	\$ 1,375.62	\$ 1,433.91	\$ 1,448.25	\$ 66.27
	annually	\$ 57,120.38	\$ 60,145.54	\$ 62,935.26	\$ 65,841.89	\$ 68,747.67	\$ 71,532.46	\$ 74,563.38	\$ 75,309.01	\$ 127.34
LA	9									
	hourly	\$ 41,545.445	\$ 43,745.742	\$ 45,774.785	\$ 47,888.860	\$ 50,002.335	\$ 52,027.797	\$ 54,232.276	\$ 54,774.598	\$ 2,432,501
	weekly	\$ 1,454.09	\$ 1,531.10	\$ 1,602.12	\$ 1,676.11	\$ 1,750.08	\$ 1,820.97	\$ 1,898.13	\$ 1,917.11	\$ 85.14
	annually	\$ 75,612.71	\$ 79,617.25	\$ 83,310.11	\$ 87,157.73	\$ 91,004.25	\$ 94,690.59	\$ 98,702.74	\$ 99,689.77	\$ 165.08
LA	9T									
	hourly	\$ 41,545.445	\$ 43,745.742	\$ 45,774.785	\$ 47,888.860	\$ 50,002.335	\$ 52,027.797	\$ 54,232.276	\$ 54,774.598	\$ 2,432,501
	weekly	\$ 1,454.09	\$ 1,531.10	\$ 1,602.12	\$ 1,676.11	\$ 1,750.08	\$ 1,820.97	\$ 1,898.13	\$ 1,917.11	\$ 85.14
	annually	\$ 75,612.71	\$ 79,617.25	\$ 83,310.11	\$ 87,157.73	\$ 91,004.25	\$ 94,690.59	\$ 98,702.74	\$ 99,689.77	\$ 165.08

*1st Longevity Rate 11 Yrs (Difference between Step 6-7 PLUS 0.228022) \$415.00 Annual

*2nd Longevity Rate 16 Yrs (Difference between Step 6-7 TIMES 2, then PLUS 0.307692) \$560.00 Annual

Weekly rates are based on 35 hours

Salary Schedule A
Effective 01/04/2020
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	*1st LGV	*2nd LGV
LA	2											
	hourly	\$ 17,077.640	\$ 17,892.828	\$ 18,774.440	\$ 19,589.625	\$ 20,405.272	\$ 21,287.349	\$ 22,101.145	\$ 22,322.156	\$ 22,545.377	\$ 1,041.818	\$ 1,935.284
	weekly	\$ 597.72	\$ 626.25	\$ 657.11	\$ 685.64	\$ 714.18	\$ 745.06	\$ 773.54	\$ 781.28	\$ 789.09	\$ 36.46	\$ 67.73
	annually	\$ 31,081.31	\$ 32,564.95	\$ 34,169.48	\$ 35,653.12	\$ 37,137.60	\$ 38,742.98	\$ 40,224.08	\$ 40,626.32	\$ 41,032.59		
LA	3											
	hourly	\$ 18,639.268	\$ 19,589.625	\$ 20,472.622	\$ 21,420.635	\$ 22,372.413	\$ 23,254.491	\$ 24,206.230	\$ 24,448.292	\$ 24,692.774	\$ 1,179.761	\$ 2,211.170
	weekly	\$ 652.37	\$ 685.64	\$ 716.54	\$ 749.72	\$ 783.03	\$ 813.91	\$ 847.22	\$ 855.69	\$ 864.25	\$ 41.29	\$ 77.39
	annually	\$ 33,923.47	\$ 35,653.12	\$ 37,260.17	\$ 38,985.56	\$ 40,717.79	\$ 42,323.17	\$ 44,055.34	\$ 44,495.89	\$ 44,940.85		
LA	4											
	hourly	\$ 20,405.272	\$ 21,420.673	\$ 22,441.613	\$ 23,457.938	\$ 24,477.031	\$ 25,494.745	\$ 26,514.764	\$ 26,779.911	\$ 27,047.710	\$ 1,248.041	\$ 2,347.730
	weekly	\$ 714.18	\$ 749.72	\$ 785.46	\$ 821.03	\$ 856.70	\$ 892.32	\$ 928.02	\$ 937.30	\$ 946.67	\$ 43.68	\$ 82.17
	annually	\$ 37,137.60	\$ 38,985.63	\$ 40,843.74	\$ 42,693.45	\$ 44,548.20	\$ 46,400.44	\$ 48,256.87	\$ 48,739.44	\$ 49,226.83		
LA	5											
	hourly	\$ 22,372.413	\$ 23,457.938	\$ 24,613.133	\$ 25,699.116	\$ 26,786.028	\$ 27,939.373	\$ 29,024.901	\$ 29,315.149	\$ 29,608.300	\$ 1,313.550	\$ 2,478.748
	weekly	\$ 783.03	\$ 821.03	\$ 861.46	\$ 899.47	\$ 937.51	\$ 977.88	\$ 1,015.87	\$ 1,026.03	\$ 1,036.29	\$ 45.97	\$ 86.76
	annually	\$ 40,717.79	\$ 42,693.45	\$ 44,795.90	\$ 46,772.39	\$ 48,750.57	\$ 50,849.66	\$ 52,825.32	\$ 53,353.57	\$ 53,887.11		
LA	6											
	hourly	\$ 24,477.031	\$ 25,699.116	\$ 26,922.126	\$ 28,142.825	\$ 29,363.980	\$ 30,586.525	\$ 31,808.610	\$ 32,126.696	\$ 32,447.962	\$ 1,450.107	\$ 2,751.862
	weekly	\$ 856.70	\$ 899.47	\$ 942.27	\$ 985.00	\$ 1,027.74	\$ 1,070.53	\$ 1,113.30	\$ 1,124.43	\$ 1,135.68	\$ 50.75	\$ 96.32
	annually	\$ 44,548.20	\$ 46,772.39	\$ 48,998.27	\$ 51,219.94	\$ 53,442.44	\$ 55,667.48	\$ 57,891.67	\$ 58,470.59	\$ 59,055.29		
LA	7											
	hourly	\$ 26,786.028	\$ 28,142.825	\$ 29,431.341	\$ 30,789.520	\$ 32,148.152	\$ 33,438.517	\$ 34,795.771	\$ 35,143.728	\$ 35,495.165	\$ 1,585.276	\$ 3,022.200
	weekly	\$ 937.51	\$ 985.00	\$ 1,030.10	\$ 1,077.63	\$ 1,125.19	\$ 1,170.35	\$ 1,217.85	\$ 1,230.03	\$ 1,242.33	\$ 55.48	\$ 105.78
	annually	\$ 48,750.57	\$ 51,219.94	\$ 53,565.04	\$ 56,036.93	\$ 58,509.64	\$ 60,858.10	\$ 63,328.30	\$ 63,961.59	\$ 64,601.20		
LA	8											
	hourly	\$ 29,296.165	\$ 30,789.520	\$ 32,215.970	\$ 33,707.937	\$ 35,204.054	\$ 36,629.587	\$ 38,122.475	\$ 38,503.699	\$ 38,888.735	\$ 1,720.910	\$ 3,293.468
	weekly	\$ 1,025.37	\$ 1,077.63	\$ 1,127.56	\$ 1,179.78	\$ 1,232.14	\$ 1,282.04	\$ 1,334.29	\$ 1,347.63	\$ 1,361.11	\$ 60.23	\$ 115.27
	annually	\$ 53,319.02	\$ 56,036.93	\$ 58,633.07	\$ 61,348.45	\$ 64,071.38	\$ 66,665.85	\$ 69,382.91	\$ 70,076.73	\$ 70,777.50		

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	*1st LGV	*2nd LGV
LA	8F											
	hourly	\$ 32,012,522	\$ 33,707,941	\$ 35,271,411	\$ 36,900,397	\$ 38,528,914	\$ 40,089,619	\$ 41,788,266	\$ 42,206,148	\$ 42,628,209	\$ 1,926,669	\$ 3,704,986
	weekly	\$ 1,120.44	\$ 1,179.78	\$ 1,234.50	\$ 1,291.51	\$ 1,348.51	\$ 1,403.14	\$ 1,462.59	\$ 1,477.22	\$ 1,491.99	\$ 67.43	\$ 129.67
	annually	\$ 58,262.79	\$ 61,348.45	\$ 64,193.97	\$ 67,158.72	\$ 70,122.62	\$ 72,963.11	\$ 76,054.64	\$ 76,815.19	\$ 77,583.34		
LA	9											
	hourly	\$ 42,376,353	\$ 44,620,656	\$ 46,690,280	\$ 48,846,637	\$ 51,002,381	\$ 53,068,352	\$ 55,316,921	\$ 55,870,089	\$ 56,428,789	\$ 2,476,591	\$ 4,804,830
	weekly	\$ 1,483.17	\$ 1,561.72	\$ 1,634.16	\$ 1,709.63	\$ 1,785.08	\$ 1,857.39	\$ 1,936.09	\$ 1,955.45	\$ 1,975.01	\$ 86.68	\$ 168.17
	annually	\$ 77,124.96	\$ 81,209.59	\$ 84,976.31	\$ 88,900.88	\$ 92,824.33	\$ 96,584.40	\$ 100,676.80	\$ 101,683.56	\$ 102,700.40		
LA	9T											
	hourly	\$ 42,376,353	\$ 44,620,656	\$ 46,690,280	\$ 48,846,637	\$ 51,002,381	\$ 53,068,352	\$ 55,316,921	\$ 55,870,089	\$ 56,428,789	\$ 2,476,591	\$ 4,804,830
	weekly	\$ 1,483.17	\$ 1,561.72	\$ 1,634.16	\$ 1,709.63	\$ 1,785.08	\$ 1,857.39	\$ 1,936.09	\$ 1,955.45	\$ 1,975.01	\$ 86.68	\$ 168.17
	annually	\$ 77,124.96	\$ 81,209.59	\$ 84,976.31	\$ 88,900.88	\$ 92,824.33	\$ 96,584.40	\$ 100,676.80	\$ 101,683.56	\$ 102,700.40		

*1st Longevity Rate 11 Yrs (Difference between Step 6-7 PLUS 0.228022) \$415.00 Annual

*2nd Longevity Rate 16 Yrs (Difference between Step 6-7 TIMES 2, then PLUS 0.307692) \$560.00 Annual

Weekly rates are based on 35 hours

**Salary Schedule A
Effective 01/07/2017**

2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV
C	3									
	hourly	\$ 17,564.201	\$ 18,459.744	\$ 19,291.812	\$ 20,185.181	\$ 21,082.027	\$ 21,913.229	\$ 22,810.073	\$ 1,124.866	\$ 2,101.380
	weekly	\$ 614.75	\$ 646.09	\$ 675.21	\$ 706.48	\$ 737.87	\$ 766.96	\$ 798.35	\$ 39.37	\$ 73.55
	annually	\$ 31,966.85	\$ 33,596.73	\$ 35,111.10	\$ 36,737.03	\$ 38,369.29	\$ 39,882.08	\$ 41,514.33		
C	5									
	hourly	\$ 21,082.027	\$ 22,104.943	\$ 23,193.506	\$ 24,216.853	\$ 25,241.075	\$ 26,327.897	\$ 27,350.814	\$ 1,250.939	\$ 2,353.526
	weekly	\$ 737.87	\$ 773.87	\$ 811.77	\$ 847.59	\$ 883.44	\$ 921.48	\$ 957.28	\$ 43.78	\$ 82.37
	annually	\$ 38,369.29	\$ 40,231.00	\$ 42,212.18	\$ 44,074.67	\$ 45,938.76	\$ 47,916.77	\$ 49,778.48		
C	7									
	hourly	\$ 25,241.074	\$ 26,519.613	\$ 27,733.811	\$ 29,013.653	\$ 30,293.923	\$ 31,509.862	\$ 32,788.833	\$ 1,509.993	\$ 2,865.634
	weekly	\$ 883.44	\$ 928.19	\$ 970.68	\$ 1,015.48	\$ 1,060.29	\$ 1,102.85	\$ 1,147.61	\$ 52.74	\$ 100.30
	annually	\$ 45,938.76	\$ 48,265.70	\$ 50,475.54	\$ 52,804.85	\$ 55,134.94	\$ 57,347.95	\$ 59,675.68		
C	8									
	hourly	\$ 27,606.432	\$ 29,013.653	\$ 30,357.830	\$ 31,763.744	\$ 33,173.568	\$ 34,516.879	\$ 35,923.661	\$ 1,634.804	\$ 3,121.256
	weekly	\$ 966.23	\$ 1,015.48	\$ 1,062.52	\$ 1,111.73	\$ 1,161.07	\$ 1,208.09	\$ 1,257.33	\$ 57.22	\$ 109.24
	annually	\$ 50,243.71	\$ 52,804.85	\$ 55,251.25	\$ 57,810.01	\$ 60,375.89	\$ 62,820.72	\$ 65,381.06		
C	9									
	hourly	\$ 30,166.114	\$ 31,763.744	\$ 33,237.035	\$ 34,772.065	\$ 36,306.656	\$ 37,777.344	\$ 39,378.013	\$ 1,828.691	\$ 3,509.030
	weekly	\$ 1,055.81	\$ 1,111.73	\$ 1,163.30	\$ 1,217.02	\$ 1,270.73	\$ 1,322.21	\$ 1,378.23	\$ 64.00	\$ 122.82
	annually	\$ 54,902.33	\$ 57,810.01	\$ 60,491.40	\$ 63,285.16	\$ 66,078.11	\$ 68,754.77	\$ 71,667.98		

*1st Longevity Rate 11 Yrs (Difference between Step 6-7 PLUS 0.228022) \$415.00 Annual

*2nd Longevity Rate 16 Yrs (Difference between Step 6-7 TIMES 2, then PLUS 0.307692) \$560.00 Annual

Weekly rates are based on 35 hours

Salary Schedule A
Effective 01/06/2018
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV
C	3									
	hourly	\$ 17,915,485	\$ 18,828,938	\$ 19,677,648	\$ 20,588,884	\$ 21,503,667	\$ 22,351,493	\$ 23,266,274	\$ 1,142,803	\$ 2,137,254
	weekly	\$ 627.04	\$ 659.01	\$ 688.72	\$ 720.61	\$ 752.63	\$ 782.30	\$ 814.32	\$ 40.00	\$ 74.80
	annually	\$ 32,606.18	\$ 34,268.67	\$ 35,813.32	\$ 37,471.77	\$ 39,136.67	\$ 40,679.72	\$ 42,344.62		
C	5									
	hourly	\$ 21,503,667	\$ 22,547,041	\$ 23,657,376	\$ 24,701,190	\$ 25,745,896	\$ 26,854,454	\$ 27,897,830	\$ 1,271,398	\$ 2,394,444
	weekly	\$ 752.63	\$ 789.15	\$ 828.01	\$ 864.54	\$ 901.11	\$ 939.91	\$ 976.42	\$ 44.50	\$ 83.81
	annually	\$ 39,136.67	\$ 41,035.62	\$ 43,056.42	\$ 44,956.17	\$ 46,857.53	\$ 48,875.11	\$ 50,774.05		
C	7									
	hourly	\$ 25,745,895	\$ 27,050,005	\$ 28,288,487	\$ 29,593,926	\$ 30,899,801	\$ 32,140,059	\$ 33,444,609	\$ 1,532,572	\$ 2,916,792
	weekly	\$ 901.11	\$ 946.75	\$ 990.10	\$ 1,035.79	\$ 1,081.49	\$ 1,124.90	\$ 1,170.56	\$ 53.64	\$ 102.09
	annually	\$ 46,857.53	\$ 49,231.01	\$ 51,485.05	\$ 53,860.95	\$ 56,237.64	\$ 58,494.91	\$ 60,869.19		
C	8									
	hourly	\$ 28,158,560	\$ 29,593,926	\$ 30,964,986	\$ 32,399,018	\$ 33,837,039	\$ 35,207,216	\$ 36,642,134	\$ 1,662,940	\$ 3,177,528
	weekly	\$ 985.55	\$ 1,035.79	\$ 1,083.77	\$ 1,133.97	\$ 1,184.30	\$ 1,232.25	\$ 1,282.47	\$ 58.20	\$ 111.21
	annually	\$ 51,248.58	\$ 53,860.95	\$ 56,356.28	\$ 58,966.21	\$ 61,583.41	\$ 64,077.13	\$ 66,888.68		
C	9									
	hourly	\$ 30,769,436	\$ 32,399,018	\$ 33,901,775	\$ 35,467,506	\$ 37,032,789	\$ 38,532,890	\$ 40,165,573	\$ 1,860,705	\$ 3,573,058
	weekly	\$ 1,076.93	\$ 1,133.97	\$ 1,186.56	\$ 1,241.36	\$ 1,296.15	\$ 1,348.65	\$ 1,405.80	\$ 65.12	\$ 125.06
	annually	\$ 56,000.37	\$ 58,966.21	\$ 61,701.23	\$ 64,550.86	\$ 67,399.68	\$ 70,129.86	\$ 73,101.34		

*1st Longevity Rate 11 Yrs (Difference between Step 6-7 PLUS 0.228022) \$415.00 Annual
*2nd Longevity Rate 16 Yrs (Difference between Step 6-7 TIMES 2, then PLUS 0.307692) \$560.00 Annual
Weekly rates are based on 35 hours

Salary Schedule A
Effective 01/05/2019
2% Increase

Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	*1st LGV	*2nd LGV
C	3										
	hourly	\$ 18,273,794	\$ 19,205,516	\$ 20,071,200	\$ 21,000,861	\$ 21,933,740	\$ 22,798,522	\$ 23,731,599	\$ 23,968,914	\$ 1,161,099	\$ 2,173,846
	weekly	\$ 639.58	\$ 672.19	\$ 702.49	\$ 735.02	\$ 767.68	\$ 797.95	\$ 830.61	\$ 838.91	\$ 40.64	\$ 76.08
	annually	\$ 33,258.31	\$ 34,954.04	\$ 36,529.58	\$ 38,221.20	\$ 39,919.41	\$ 41,493.31	\$ 43,191.51	\$ 43,623.42		
C	5										
	hourly	\$ 21,933,740	\$ 22,997,981	\$ 24,130,523	\$ 25,195,213	\$ 26,260,813	\$ 27,391,543	\$ 28,455,786	\$ 28,740,343	\$ 1,292,255	\$ 2,436,178
	weekly	\$ 767.68	\$ 804.93	\$ 844.57	\$ 881.83	\$ 919.13	\$ 958.70	\$ 995.95	\$ 1,005.91	\$ 45.23	\$ 85.27
	annually	\$ 39,919.41	\$ 41,856.33	\$ 43,917.55	\$ 45,855.29	\$ 47,794.68	\$ 49,852.61	\$ 51,789.53	\$ 52,307.42		
C	7										
	hourly	\$ 26,260,812	\$ 27,591,005	\$ 28,854,256	\$ 30,185,804	\$ 31,517,797	\$ 32,782,860	\$ 34,113,501	\$ 34,454,636	\$ 1,558,663	\$ 2,968,974
	weekly	\$ 919.13	\$ 965.69	\$ 1,009.90	\$ 1,056.50	\$ 1,103.12	\$ 1,147.40	\$ 1,193.97	\$ 1,205.91	\$ 54.55	\$ 103.91
	annually	\$ 47,794.68	\$ 50,215.63	\$ 52,514.75	\$ 54,938.16	\$ 57,362.39	\$ 59,664.81	\$ 62,086.57	\$ 62,707.44		
C	8										
	hourly	\$ 28,721,731	\$ 30,185,804	\$ 31,584,285	\$ 33,046,998	\$ 34,513,779	\$ 35,911,360	\$ 37,374,976	\$ 37,748,725	\$ 1,691,638	\$ 3,234,924
	weekly	\$ 1,005.26	\$ 1,056.50	\$ 1,106.45	\$ 1,156.64	\$ 1,207.98	\$ 1,256.90	\$ 1,308.12	\$ 1,321.21	\$ 59.21	\$ 113.22
	annually	\$ 52,273.55	\$ 54,938.16	\$ 57,483.40	\$ 60,145.54	\$ 62,815.08	\$ 65,358.68	\$ 68,022.46	\$ 68,702.68		
C	9										
	hourly	\$ 31,384,824	\$ 33,046,998	\$ 34,579,810	\$ 36,176,856	\$ 37,773,444	\$ 39,303,547	\$ 40,968,864	\$ 41,378,572	\$ 1,893,359	\$ 3,638,366
	weekly	\$ 1,098.47	\$ 1,156.64	\$ 1,210.29	\$ 1,266.19	\$ 1,322.07	\$ 1,375.62	\$ 1,433.91	\$ 1,448.25	\$ 66.27	\$ 127.34
	annually	\$ 57,120.38	\$ 60,145.54	\$ 62,935.25	\$ 65,841.88	\$ 68,747.67	\$ 71,532.46	\$ 74,563.37	\$ 75,309.00		

*1st Longevity Rate 11 Yrs (Difference between Step 6-7 PLUS 0.228022) \$415.00 Annual
*2nd Longevity Rate 16 Yrs (Difference between Step 6-7 TIMES 2, then PLUS 0.307692) \$560.00 Annual
Weekly rates are based on 35 hours

Salary Schedule A
Effective 01/04/2020
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	*1st LGV	**2nd LGV
C	3											
	hourly	\$ 18,639,269	\$ 19,599,626	\$ 20,472,624	\$ 21,420,674	\$ 22,372,414	\$ 23,254,492	\$ 24,206,230	\$ 24,448,292	\$ 24,692,774	\$ 1,179,760	\$ 2,211,168
	weekly	\$ 652.37	\$ 685.64	\$ 716.54	\$ 749.72	\$ 783.03	\$ 813.91	\$ 847.22	\$ 855.69	\$ 864.25	\$ 41.29	\$ 77.39
	annually	\$ 33,923.47	\$ 35,653.12	\$ 37,260.18	\$ 38,985.63	\$ 40,717.79	\$ 42,323.18	\$ 44,055.34	\$ 44,495.89	\$ 44,940.85		
C	5											
	hourly	\$ 22,372,414	\$ 23,457,940	\$ 24,613,133	\$ 25,699,117	\$ 26,786,029	\$ 27,939,373	\$ 29,024,901	\$ 29,315,149	\$ 29,608,300	\$ 1,313,550	\$ 2,478,748
	weekly	\$ 783.03	\$ 821.03	\$ 861.46	\$ 899.47	\$ 937.51	\$ 977.88	\$ 1,015.87	\$ 1,026.03	\$ 1,036.29	\$ 45.97	\$ 86.76
	annually	\$ 40,717.79	\$ 42,693.45	\$ 44,795.90	\$ 46,772.39	\$ 48,750.57	\$ 50,849.66	\$ 52,825.32	\$ 53,353.57	\$ 53,887.11		
C	7											
	hourly	\$ 26,786,028	\$ 28,142,825	\$ 29,431,341	\$ 30,789,520	\$ 32,148,152	\$ 33,438,517	\$ 34,795,771	\$ 35,143,728	\$ 35,495,165	\$ 1,585,276	\$ 3,022,200
	weekly	\$ 937.51	\$ 985.00	\$ 1,030.10	\$ 1,077.63	\$ 1,125.19	\$ 1,170.35	\$ 1,217.85	\$ 1,230.03	\$ 1,242.33	\$ 55.48	\$ 105.78
	annually	\$ 48,750.57	\$ 51,219.94	\$ 53,565.04	\$ 56,036.93	\$ 58,508.64	\$ 60,858.10	\$ 63,328.30	\$ 63,961.59	\$ 64,601.20		
C	8											
	hourly	\$ 29,296,165	\$ 30,789,520	\$ 32,215,970	\$ 33,707,937	\$ 35,204,054	\$ 36,629,587	\$ 38,122,475	\$ 38,503,699	\$ 38,888,735	\$ 1,720,910	\$ 3,293,488
	weekly	\$ 1,025.37	\$ 1,077.63	\$ 1,127.56	\$ 1,179.78	\$ 1,232.14	\$ 1,282.04	\$ 1,334.29	\$ 1,347.63	\$ 1,361.11	\$ 60.23	\$ 115.27
	annually	\$ 53,319.02	\$ 56,036.93	\$ 58,633.07	\$ 61,348.45	\$ 64,071.38	\$ 66,665.85	\$ 69,382.91	\$ 70,076.73	\$ 70,777.50		
C	9											
	hourly	\$ 32,012,520	\$ 33,707,837	\$ 35,271,405	\$ 36,900,393	\$ 38,528,912	\$ 40,099,617	\$ 41,788,261	\$ 42,206,143	\$ 42,628,204	\$ 1,926,665	\$ 3,704,980
	weekly	\$ 1,120.44	\$ 1,179.78	\$ 1,234.50	\$ 1,291.51	\$ 1,348.51	\$ 1,403.14	\$ 1,462.59	\$ 1,477.22	\$ 1,491.99	\$ 67.43	\$ 129.67
	annually	\$ 58,262.79	\$ 61,348.45	\$ 64,193.96	\$ 67,158.72	\$ 70,122.62	\$ 72,963.10	\$ 76,054.64	\$ 76,815.18	\$ 77,583.33		

*1st Longevity Rate 11 Yrs (Difference between Step 6-7 PLUS 0.228022) \$415.00 Annual
 **2nd Longevity Rate 16 Yrs (Difference between Step 6-7 TIMES 2, then PLUS 0.307892) \$560.00 Annual
 Weekly rates are based on 35 hours

Salary Schedule A
Effective 01/07/2017
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV
M	3									
	hourly	\$ 15,983,762	\$ 16,655,148	\$ 17,272,135	\$ 17,943,517	\$ 18,614,523	\$ 19,229,608	\$ 19,903,655	0.873566	\$ 1,617,325
	weekly	\$ 639.35	\$ 666.21	\$ 690.89	\$ 717.74	\$ 744.58	\$ 769.18	\$ 796.15	\$ 34.94	\$ 64.69
	annually	\$ 33,246.23	\$ 34,642.71	\$ 35,926.04	\$ 37,322.52	\$ 38,718.21	\$ 39,997.59	\$ 41,399.60		
M	4									
	hourly	\$ 16,935,490	\$ 17,662,032	\$ 18,333,797	\$ 19,061,859	\$ 19,790,682	\$ 20,462,443	\$ 21,189,748	0.926824	\$ 1,723,841
	weekly	\$ 677.42	\$ 706.48	\$ 733.35	\$ 762.47	\$ 791.63	\$ 818.50	\$ 847.59	\$ 37.07	\$ 68.95
	annually	\$ 35,225.82	\$ 36,737.03	\$ 38,134.30	\$ 39,648.67	\$ 41,164.62	\$ 42,561.88	\$ 44,074.68		
M	5									
	hourly	\$ 17,997,912	\$ 18,725,978	\$ 19,509,193	\$ 20,238,013	\$ 20,966,639	\$ 21,749,295	\$ 22,478,120	0.928344	\$ 1,726,881
	weekly	\$ 719.92	\$ 749.04	\$ 780.37	\$ 809.52	\$ 838.67	\$ 869.97	\$ 899.12	\$ 37.13	\$ 69.08
	annually	\$ 37,435.66	\$ 38,950.03	\$ 40,579.12	\$ 42,095.07	\$ 43,611.03	\$ 45,238.53	\$ 46,754.49		
M	6									
	hourly	\$ 19,118,915	\$ 19,903,655	\$ 20,740,888	\$ 21,526,389	\$ 22,309,227	\$ 23,147,220	\$ 23,931,960	1.037511	1,945,215
	weekly	\$ 764.76	\$ 796.15	\$ 829.64	\$ 861.06	\$ 892.37	\$ 925.89	\$ 957.28	\$ 41.50	\$ 77.81
	annually	\$ 39,767.34	\$ 41,399.60	\$ 43,141.05	\$ 44,774.89	\$ 46,403.19	\$ 48,146.22	\$ 49,778.48		
M	7									
	hourly	\$ 20,349,468	\$ 21,189,748	\$ 22,031,544	\$ 22,869,539	\$ 23,708,290	\$ 24,548,949	\$ 25,386,941	1.066014	\$ 1,983,676
	weekly	\$ 813.98	\$ 847.59	\$ 881.26	\$ 914.78	\$ 948.33	\$ 981.96	\$ 1,015.48	\$ 42.64	\$ 79.35
	annually	\$ 42,326.89	\$ 44,074.68	\$ 45,825.61	\$ 47,568.64	\$ 49,313.24	\$ 51,061.81	\$ 52,804.84		
M	8									
	hourly	\$ 21,636,320	\$ 22,534,032	\$ 23,428,327	\$ 24,324,520	\$ 25,219,569	\$ 26,115,764	\$ 27,012,337	1.096092	\$ 2,052,377
	weekly	\$ 865.45	\$ 901.36	\$ 937.13	\$ 972.98	\$ 1,008.78	\$ 1,044.63	\$ 1,080.49	\$ 43.84	\$ 82.50
	annually	\$ 45,003.55	\$ 46,870.79	\$ 48,730.92	\$ 50,595.00	\$ 52,456.70	\$ 54,320.79	\$ 56,185.66		

*1st Longevity Rate 11 Yrs (Difference between Step 6- 7 PLUS 0.199519) \$415.00 Annual

*2nd Longevity Rate 16 Yrs (Difference between Step 6- 7 TIMES 2, then PLUS 0.269231) \$580.00 Annual

Weekly rates are based on 40 hours

Salary Schedule A
Effective 01/06/2018
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*1st LGV	*2nd LGV
M	3									
	hourly	\$ 16,303437	\$ 16,988250	\$ 17,617577	\$ 18,302387	\$ 18,986813	\$ 19,614200	\$ 20,301728	\$ 0,887047	\$ 1,644287
	weekly	\$ 652.14	\$ 679.53	\$ 704.70	\$ 732.10	\$ 759.47	\$ 784.57	\$ 812.07	\$ 35.48	\$ 65.77
	annually	\$ 33,911.15	\$ 35,335.56	\$ 36,644.56	\$ 38,068.97	\$ 39,492.57	\$ 40,797.54	\$ 42,227.59		
M	4									
	hourly	\$ 17,274199	\$ 18,015272	\$ 18,700472	\$ 19,443096	\$ 20,186495	\$ 20,871691	\$ 21,613542	\$ 0,941370	\$ 1,752933
	weekly	\$ 690.97	\$ 720.61	\$ 748.02	\$ 777.72	\$ 807.46	\$ 834.87	\$ 864.54	\$ 37.65	\$ 70.12
	annually	\$ 35,930.33	\$ 37,471.77	\$ 38,896.98	\$ 40,441.64	\$ 41,987.91	\$ 43,413.12	\$ 44,956.17		
M	5									
	hourly	\$ 18,357870	\$ 19,100497	\$ 19,899376	\$ 20,642773	\$ 21,386175	\$ 22,184280	\$ 22,927682	\$ 0,942921	\$ 1,756035
	weekly	\$ 734.31	\$ 764.02	\$ 795.98	\$ 825.71	\$ 855.45	\$ 887.37	\$ 917.11	\$ 37.72	\$ 70.24
	annually	\$ 38,184.37	\$ 39,729.03	\$ 41,390.70	\$ 42,936.97	\$ 44,483.24	\$ 46,143.30	\$ 47,689.58		
M	6									
	hourly	\$ 19,501293	\$ 20,301728	\$ 21,155705	\$ 21,956916	\$ 22,755411	\$ 23,610164	\$ 24,410599	\$ 0,999954	\$ 1,870101
	weekly	\$ 780.05	\$ 812.07	\$ 846.23	\$ 878.28	\$ 910.22	\$ 944.41	\$ 976.42	\$ 40.00	\$ 74.80
	annually	\$ 40,562.69	\$ 42,227.59	\$ 44,003.87	\$ 45,670.39	\$ 47,331.26	\$ 49,109.14	\$ 50,774.05		
M	7									
	hourly	\$ 20,756457	\$ 21,613542	\$ 22,472174	\$ 23,326929	\$ 24,182455	\$ 25,039927	\$ 25,894679	\$ 1,054271	\$ 1,978735
	weekly	\$ 830.26	\$ 864.54	\$ 898.89	\$ 933.08	\$ 967.30	\$ 1,001.60	\$ 1,035.79	\$ 42.17	\$ 79.15
	annually	\$ 43,173.43	\$ 44,956.17	\$ 46,742.12	\$ 48,520.01	\$ 50,299.51	\$ 52,083.05	\$ 53,860.93		
M	8									
	hourly	\$ 22,069046	\$ 22,984712	\$ 23,896893	\$ 24,811010	\$ 25,723960	\$ 26,638079	\$ 27,552583	\$ 1,114023	\$ 2,098239
	weekly	\$ 862.76	\$ 919.39	\$ 955.88	\$ 992.44	\$ 1,028.96	\$ 1,065.52	\$ 1,102.10	\$ 44.56	\$ 83.93
	annually	\$ 45,903.62	\$ 47,608.20	\$ 49,705.54	\$ 51,606.90	\$ 53,505.84	\$ 55,407.20	\$ 57,309.37		

*1st Longevity Rate 11 Yrs (Difference between Step 6- 7 PLUS 0.199519) \$415.00 Annual

*2nd Longevity Rate 16 Yrs (Difference between Step 6- 7 TIMES 2, then PLUS 0.269231) \$560.00 Annual

Weekly rates are based on 40 hours

Salary Schedule A
Effective 01/05/2019
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	*1st LGV	*2nd LGV
M	3										
	hourly	\$ 16,629,505	\$ 17,328,015	\$ 17,969,928	\$ 18,668,434	\$ 19,366,949	\$ 20,065,464	\$ 20,763,979	\$ 21,462,494	\$ 0,900,797	\$ 1,671,787
	weekly	\$ 665,18	\$ 693,12	\$ 718,80	\$ 746,74	\$ 774,66	\$ 802,60	\$ 830,54	\$ 858,48	\$ 36,03	\$ 66,87
	annually	\$ 34,589,37	\$ 36,042,27	\$ 37,377,45	\$ 38,830,34	\$ 40,282,42	\$ 41,734,31	\$ 43,186,20	\$ 44,638,09	\$ 36,03	\$ 66,87
M	4										
	hourly	\$ 17,619,682	\$ 18,375,577	\$ 19,074,481	\$ 19,831,957	\$ 20,590,224	\$ 21,289,124	\$ 22,045,812	\$ 22,802,500	\$ 0,956,207	\$ 1,782,607
	weekly	\$ 704,79	\$ 735,02	\$ 762,98	\$ 793,28	\$ 823,61	\$ 853,94	\$ 884,27	\$ 914,60	\$ 38,25	\$ 71,30
	annually	\$ 36,648,94	\$ 38,221,20	\$ 39,674,92	\$ 41,250,47	\$ 42,827,67	\$ 44,404,22	\$ 45,981,42	\$ 47,558,62	\$ 38,25	\$ 71,30
M	5										
	hourly	\$ 18,725,027	\$ 19,482,506	\$ 20,239,985	\$ 21,055,628	\$ 21,811,898	\$ 22,627,965	\$ 23,443,502	\$ 24,259,539	\$ 0,957,789	\$ 1,785,771
	weekly	\$ 749,00	\$ 779,30	\$ 811,89	\$ 842,23	\$ 872,56	\$ 902,90	\$ 933,23	\$ 963,57	\$ 38,31	\$ 71,43
	annually	\$ 38,948,06	\$ 40,523,61	\$ 42,100,16	\$ 43,795,71	\$ 45,372,91	\$ 47,060,11	\$ 48,746,66	\$ 50,433,21	\$ 38,31	\$ 71,43
M	6										
	hourly	\$ 19,891,318	\$ 20,707,762	\$ 21,578,819	\$ 22,396,054	\$ 23,210,519	\$ 24,022,367	\$ 24,898,810	\$ 25,749,853	\$ 1,015,962	\$ 1,902,117
	weekly	\$ 795,65	\$ 828,31	\$ 863,15	\$ 895,84	\$ 928,42	\$ 963,29	\$ 995,95	\$ 1,005,91	\$ 40,64	\$ 76,08
	annually	\$ 41,373,94	\$ 43,072,15	\$ 44,883,94	\$ 46,583,79	\$ 48,277,88	\$ 50,091,32	\$ 51,789,53	\$ 53,487,74	\$ 40,64	\$ 76,08
M	7										
	hourly	\$ 21,171,586	\$ 22,045,612	\$ 22,921,617	\$ 23,793,467	\$ 24,666,104	\$ 25,540,725	\$ 26,412,572	\$ 27,284,460	\$ 1,071,366	\$ 2,012,925
	weekly	\$ 846,86	\$ 881,83	\$ 916,86	\$ 951,74	\$ 986,64	\$ 1,021,63	\$ 1,056,50	\$ 1,067,07	\$ 42,85	\$ 80,52
	annually	\$ 44,036,90	\$ 45,855,29	\$ 47,676,96	\$ 49,490,41	\$ 51,305,50	\$ 53,124,71	\$ 54,938,15	\$ 56,752,59	\$ 42,85	\$ 80,52
M	8										
	hourly	\$ 22,510,426	\$ 23,444,406	\$ 24,374,830	\$ 25,307,230	\$ 26,238,439	\$ 27,170,840	\$ 28,103,634	\$ 29,036,428	\$ 1,132,313	\$ 2,134,819
	weekly	\$ 900,42	\$ 937,78	\$ 974,99	\$ 1,012,29	\$ 1,049,54	\$ 1,086,83	\$ 1,124,15	\$ 1,135,39	\$ 45,29	\$ 85,39
	annually	\$ 46,821,69	\$ 48,784,36	\$ 50,699,65	\$ 52,569,04	\$ 54,375,95	\$ 56,155,35	\$ 57,938,75	\$ 59,722,15	\$ 45,29	\$ 85,39

*1st Longevity Rate 11 Yrs (Difference between Step 6- 7 PLUS 0.198519) \$415.00 Annual

*2nd Longevity Rate 16 Yrs (Difference between Step 6- 7 TIMES 2, then PLUS 0.269231) \$560.00 Annual

Weekly rates are based on 40 hours

Salary Schedule A
 Effective 01/04/2020
 2% Increase

Salary Plan Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	*1st LGV	**2nd LGV
M 3											
hourly	\$ 16,962,085	\$ 17,674,575	\$ 18,329,326	\$ 19,041,802	\$ 19,753,879	\$ 20,406,613	\$ 21,121,917	\$ 21,333,135	\$ 21,546,466	\$ 0,914,823	\$ 1,699,839
weekly	\$ 678.48	\$ 706.98	\$ 733.17	\$ 761.67	\$ 790.16	\$ 816.26	\$ 844.88	\$ 853.33	\$ 861.86	\$ 36.59	\$ 67.99
annually	\$ 35,281.16	\$ 36,763.12	\$ 38,125.00	\$ 39,606.95	\$ 41,088.07	\$ 42,445.76	\$ 43,933.59	\$ 44,372.92	\$ 44,816.65		
M 4											
hourly	\$ 17,972,075	\$ 18,743,088	\$ 19,455,970	\$ 20,228,596	\$ 21,002,028	\$ 21,714,906	\$ 22,486,728	\$ 22,711,595	\$ 22,938,710	\$ 0,971,341	\$ 1,812,675
weekly	\$ 718.88	\$ 749.72	\$ 778.24	\$ 809.14	\$ 840.08	\$ 868.60	\$ 899.47	\$ 908.46	\$ 917.55	\$ 38.85	\$ 72.52
annually	\$ 37,381.92	\$ 38,985.62	\$ 40,488.42	\$ 42,075.48	\$ 43,684.22	\$ 45,167.00	\$ 46,772.39	\$ 47,240.12	\$ 47,712.52		
M 5											
hourly	\$ 19,099,527	\$ 19,872,156	\$ 20,703,310	\$ 21,476,740	\$ 22,250,175	\$ 23,090,524	\$ 23,853,959	\$ 24,092,498	\$ 24,333,422	\$ 0,972,954	\$ 1,816,101
weekly	\$ 763.98	\$ 794.89	\$ 828.13	\$ 859.07	\$ 890.01	\$ 923.22	\$ 954.16	\$ 963.70	\$ 973.34	\$ 38.92	\$ 72.64
annually	\$ 39,727.02	\$ 41,334.08	\$ 43,062.89	\$ 44,671.62	\$ 46,280.36	\$ 48,007.49	\$ 49,616.24	\$ 50,112.40	\$ 50,613.52		
M 6											
hourly	\$ 20,289,144	\$ 21,121,917	\$ 22,010,395	\$ 22,843,975	\$ 23,674,728	\$ 24,564,014	\$ 25,396,786	\$ 25,650,753	\$ 25,907,260	\$ 1,032,291	\$ 1,934,775
weekly	\$ 811.57	\$ 844.88	\$ 880.42	\$ 913.76	\$ 946.99	\$ 982.56	\$ 1,015.87	\$ 1,026.03	\$ 1,036.29	\$ 41.29	\$ 77.39
annually	\$ 42,201.42	\$ 43,933.59	\$ 45,781.62	\$ 47,515.47	\$ 49,243.44	\$ 51,093.15	\$ 52,825.32	\$ 53,353.57	\$ 53,887.10		
M 7											
hourly	\$ 21,595,017	\$ 22,486,728	\$ 23,380,049	\$ 24,269,336	\$ 25,159,426	\$ 26,051,539	\$ 26,940,823	\$ 27,210,230	\$ 27,482,332	\$ 1,088,803	\$ 2,047,799
weekly	\$ 863.80	\$ 899.47	\$ 935.20	\$ 970.77	\$ 1,006.38	\$ 1,042.06	\$ 1,077.63	\$ 1,088.41	\$ 1,099.29	\$ 43.55	\$ 81.91
annually	\$ 44,917.64	\$ 46,772.39	\$ 48,630.50	\$ 50,480.22	\$ 52,331.61	\$ 54,187.20	\$ 56,036.91	\$ 56,597.28	\$ 57,163.25		
M 8											
hourly	\$ 22,960,634	\$ 23,913,294	\$ 24,862,326	\$ 25,813,374	\$ 26,763,207	\$ 27,714,256	\$ 28,665,706	\$ 28,952,363	\$ 29,241,886	\$ 1,150,969	\$ 2,172,131
weekly	\$ 916.43	\$ 956.53	\$ 994.49	\$ 1,032.53	\$ 1,070.53	\$ 1,108.57	\$ 1,146.63	\$ 1,158.09	\$ 1,169.68	\$ 46.04	\$ 86.89
annually	\$ 47,758.12	\$ 49,739.65	\$ 51,713.64	\$ 53,691.82	\$ 55,667.47	\$ 57,645.65	\$ 59,624.67	\$ 60,220.92	\$ 60,823.12		

*1st Longevity Rate 11 Yrs (Difference between Step 6- 7 PLUS 0.199619) \$415.00 Annual
 **2nd Longevity Rate 16 Yrs (Difference between Step 6- 7 TIMES 2, then PLUS 0.269231) \$560.00 Annual
 Weekly rates are based on 40 hours