

2016 Salary Tables

The 2016 Salary Tables are submitted to document the general salary increases effective December 27, 2015 as approved by the following Board Resolutions:

1. RESOLUTION ACCEPTING FINDINGS AND RECOMMENDATIONS OF FACT FINDER, September 24, 2014 and (for SEIU, District 1199);
2. RESOLUTION FOR RATIFICATION OF AGREEMENT WITH CITY, COUNTY, WASTE PAPER DRIVERS UNION LOCAL 244 AND TO EXTEND LOCAL 244 WAGE AND BENEFITS PACKAGE TO NONUNION EMPLOYEES, October 16, 2014

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SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	DAYS/PERIOD	USE PCT
12/27/2015	DIRE	DIRECTOR/D X	DIRECTOR	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	10.00	1950.00	260.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	90.2347	676.7602	6,767.60	175,957.65

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	DAYS/PERIOD	USE PCT
12/27/2015	NGPN NON UN	PAG Z	PAGES PT	H HOURLY	B BIWEEKLY	01	26.0000	.00	.00	.00	.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	9.7577	0.0000	0.00	0.00
02	0.0000	10.2375	0.0000	0.00	0.00

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	DAYS/PERIOD	USE PCT
12/27/2015	NGRN NON UN	PAG Z	PAGES	H HOURLY	B BIWEEKLY	02	26.0000	.00	30.00	1950.00	260.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	9.7577	29.2730	292.73	7,610.98
02	0.0000	10.2375	30.7130	307.13	7,985.38

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	DAYS/PERIOD	USE PCT
12/27/2015	NSFE NON UN	SPS J	NON UNSPS	FT E A ANNUAL	B BIWEEKLY	11	26.0000	8.00	80.00	2080.00	260.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	29.8960	239.1680	2,391.68	62,183.69
02	0.0000	31.0921	248.7369	2,487.37	64,671.60
03	0.0000	32.3355	258.6844	2,586.84	67,257.95
04	0.0000	33.6290	269.0318	2,690.32	69,948.27
05	0.0000	34.9741	279.7930	2,797.93	72,746.17
06	0.0000	36.3730	290.9838	2,909.84	75,655.80
07	0.0000	37.1008	296.8065	2,968.06	77,169.68
08	0.0000	37.8428	302.7421	3,027.42	78,712.94
09	0.0000	38.5994	308.7950	3,087.95	80,286.70
10	0.0000	39.3718	314.9738	3,149.74	81,893.18
11	0.0000	40.1588	321.2699	3,212.70	83,530.17
12	0.0000	40.9621	327.6972	3,276.97	85,201.26
13	0.0000	47.2634	378.1074	3,781.07	98,307.92

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NSFN NON UN SPS F		NON UN SPS FTH H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	22.4241	179.3930	1,793.93	46,642.18
02	0.0000	23.3210	186.5680	1,865.68	48,507.68
03	0.0000	24.2540	194.0320	1,940.32	50,448.32
04	0.0000	25.2240	201.7920	2,017.92	52,465.92
05	0.0000	26.2329	209.8630	2,098.63	54,564.38
06	0.0000	27.2825	218.2600	2,182.60	56,747.60
07	0.0000	27.8278	222.6220	2,226.22	57,881.72
08	0.0000	28.3843	227.0740	2,270.74	59,039.24
09	0.0000	28.9522	231.6180	2,316.18	60,220.68
10	0.0000	29.5313	236.2500	2,362.50	61,425.00
11	0.0000	30.1218	240.9740	2,409.74	62,653.24
12	0.0000	30.7241	245.7930	2,457.93	63,906.18
13	0.0000	31.2728	250.1820	2,501.82	65,047.32

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUFE NON UN FUL H		NON UN FT E A ANNUAL	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	75.00	10.00	1950.00	260.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	27.0777	203.0828	2,030.83	52,801.54
02	0.0000	28.1604	211.2025	2,112.03	54,912.65
03	0.0000	29.2871	219.6527	2,196.53	57,109.71
04	0.0000	30.4584	228.4378	2,284.38	59,393.83
05	0.0000	31.6768	237.5759	2,375.76	61,769.73
06	0.0000	32.9439	247.0787	2,470.79	64,240.45
07	0.0000	33.6024	252.0182	2,520.18	65,524.74
08	0.0000	34.2748	257.0614	2,570.61	66,835.96
09	0.0000	34.9600	262.2003	2,622.00	68,172.09
10	0.0000	35.6592	267.4439	2,674.44	69,535.41
11	0.0000	36.3727	272.7952	2,727.95	70,926.74
12	0.0000	37.1003	278.2519	2,782.52	72,345.50
13	0.0000	38.6027	289.5199	2,895.20	75,275.17

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EFF. DATE	GROUP/BU	NUFE	NON UN	FUL I	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT	
12/27/2015					NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	75.00	10.00	1950.00	260.00		N	
Change was made by 2.5000%																	
No Dollar amount used.																	
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	BIWEEKLY RATE	PERIOD SALARY	ANNUAL SALARY											
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00											
01	0.0000	30.1996	226.4970	239.1680	2,264.97	58,889.21											
02	0.0000	31.4076	235.5572	248.7369	2,355.57	61,244.87											
03	0.0000	32.6637	244.9778	258.6844	2,449.78	63,694.24											
04	0.0000	33.9703	254.7771	269.0318	2,547.77	66,242.04											
05	0.0000	35.3291	264.9677	279.7930	2,649.68	68,891.60											
06	0.0000	36.7424	275.5678	290.9838	2,755.68	71,647.63											
07	0.0000	37.4775	281.0812	296.8065	2,810.81	73,081.10											
08	0.0000	38.2269	286.7022	298.2855	2,867.02	74,542.57											
09	0.0000	38.9911	292.4330	302.7421	2,924.33	76,032.59											
10	0.0000	39.7715	298.2855	307.9965	2,982.86	77,554.24											
11	0.0000	40.5669	304.2521	310.3349	3,042.52	79,105.55											
12	0.0000	41.3780	310.3349		3,103.35	80,687.08											

EFF. DATE	GROUP/BU	NUFE	NON UN	FUL J	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT	
12/27/2015					NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	75.00	10.00	1950.00	260.00		N	
Change was made by 2.5000%																	
No Dollar amount used.																	
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	BIWEEKLY RATE	PERIOD SALARY	ANNUAL SALARY											
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00											
01	0.0000	31.8891	239.1680	248.7369	2,391.68	62,183.69											
02	0.0000	33.1649	248.7369	258.6844	2,487.37	64,671.60											
03	0.0000	34.4912	258.6844	269.0318	2,586.84	67,257.95											
04	0.0000	35.8709	269.0318	279.7930	2,690.32	69,948.27											
05	0.0000	37.3057	279.7930	290.9838	2,797.93	72,746.17											
06	0.0000	38.7979	290.9838	296.8065	2,909.84	75,655.80											
07	0.0000	39.5741	296.8065	302.7421	2,968.06	77,169.68											
08	0.0000	40.3656	302.7421	308.7950	3,027.42	78,712.94											
09	0.0000	41.1727	308.7950	314.9738	3,087.95	80,286.70											
10	0.0000	41.9965	314.9738	321.2699	3,149.74	81,893.18											
11	0.0000	42.8360	321.2699	327.6972	3,212.70	83,530.17											
12	0.0000	43.6929	327.6972	378.1074	3,276.97	85,201.26											
13	0.0000	50.4143	378.1074		3,781.07	98,307.92											

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUFE NON UN FUL K		NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.5000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	35.8837	269.1277	2,691.28	69,973.21
02	0.0000	37.3191	279.8932	2,798.93	72,772.22
03	0.0000	38.8117	291.0884	2,910.88	75,682.98
04	0.0000	40.3645	302.7335	3,027.34	78,710.71
05	0.0000	41.9791	314.8426	3,148.43	81,859.08
06	0.0000	43.6581	327.4358	3,274.36	85,133.32
07	0.0000	44.5313	333.9847	3,339.85	86,836.02
08	0.0000	45.4219	340.6636	3,406.64	88,572.54
09	0.0000	46.3304	347.4780	3,474.78	90,344.27
10	0.0000	47.2571	354.4278	3,544.28	92,151.22
11	0.0000	48.2020	361.5152	3,615.15	93,993.94
12	0.0000	49.1657	368.7433	3,687.43	95,873.25
13	0.0000	49.3789	370.3416	3,703.42	96,288.82
14	0.0000	50.0447	375.3352	3,753.35	97,587.16

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUFE NON UN FUL L		NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.5000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	40.6244	304.6830	3,046.83	79,217.57
02	0.0000	42.2495	316.8710	3,168.71	82,386.45
03	0.0000	43.9395	329.5463	3,295.46	85,682.03
04	0.0000	45.6968	342.7260	3,427.26	89,108.77
05	0.0000	47.5245	356.4337	3,564.34	92,672.75
06	0.0000	49.4257	370.6926	3,706.93	95,380.08
07	0.0000	50.4143	378.1074	3,781.07	98,307.92
08	0.0000	51.4227	385.6704	3,856.70	100,274.30
09	0.0000	52.4508	393.3805	3,933.81	102,278.94
10	0.0000	53.4996	401.2474	4,012.47	104,324.33
11	0.0000	54.5701	409.2764	4,092.76	106,411.87
12	0.0000	55.6615	417.4611	4,174.61	108,539.89
13	0.0000	62.6448	469.8357	4,698.36	122,157.27

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUFE NON UN	FUL M	NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.5000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	49.6368	372.2763	3,722.76	96,791.83
02	0.0000	51.6223	387.1665	3,871.67	100,663.30
03	0.0000	53.6871	402.6530	4,026.53	104,689.77
04	0.0000	55.8349	418.7622	4,187.62	108,878.17
05	0.0000	58.0680	435.5101	4,355.10	113,232.63
06	0.0000	60.3911	452.9331	4,529.33	117,762.61
07	0.0000	61.5985	461.9891	4,619.89	120,117.16
08	0.0000	62.8308	471.2306	4,712.31	122,519.95
09	0.0000	64.0873	480.5555	4,806.55	124,970.43
10	0.0000	65.3691	490.2682	4,902.68	127,469.72
11	0.0000	66.6763	500.0717	5,000.72	130,018.63
12	0.0000	68.0101	510.0757	5,100.76	132,619.67

12/27/2015 NUFENON UN FUL N
Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	57.0499	427.8735	4,278.74	111,247.12
02	0.0000	59.3316	444.9873	4,449.87	115,696.70
03	0.0000	61.7047	462.7846	4,627.85	120,324.00
04	0.0000	64.1727	481.2954	4,812.95	125,136.80
05	0.0000	66.7400	500.5505	5,005.50	130,143.12
06	0.0000	69.4095	520.5712	5,205.71	135,348.52
07	0.0000	70.7979	530.9837	5,309.84	138,055.75
08	0.0000	72.2135	541.6008	5,416.01	140,816.22
09	0.0000	73.6581	552.4356	5,524.36	143,633.25
10	0.0000	75.1313	563.4847	5,634.85	146,506.01
11	0.0000	76.6339	574.7544	5,747.54	149,436.15
12	0.0000	78.1661	586.2461	5,862.46	152,423.99

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUFE NON UN FUL O		NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	75.00	10.00	1950.00	260.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	61.0913	458.1852	4,581.85	119,128.14
02	0.0000	63.5352	476.5135	4,765.14	123,893.52
03	0.0000	66.0763	495.5725	4,955.72	128,848.84
04	0.0000	68.7196	515.3970	5,153.97	134,003.23
05	0.0000	71.4685	536.0139	5,360.14	139,363.62
06	0.0000	74.3271	557.4530	5,574.53	144,937.79
07	0.0000	75.8135	568.6013	5,686.01	147,836.33
08	0.0000	77.3301	579.9756	5,799.76	150,793.65
09	0.0000	78.8763	591.5718	5,915.72	153,808.66
10	0.0000	80.4539	603.4036	6,034.04	156,884.93
11	0.0000	82.0632	615.4743	6,154.74	160,023.31
12	0.0000	83.7045	627.7838	6,277.84	163,223.80

12/27/2015 NUFN NON UN FUL B
Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	16.4168	1,231.2600	1,231.26	32,012.76
02	0.0000	17.0736	1,280.5200	1,280.52	33,293.52
03	0.0000	17.7565	1,331.7400	1,331.74	34,625.24
04	0.0000	18.4667	1,385.0000	1,385.00	36,010.00
05	0.0000	19.2052	1,440.3900	1,440.39	37,450.14
06	0.0000	19.9734	1,498.0100	1,498.01	38,948.26
07	0.0000	20.3731	1,527.9800	1,527.98	39,727.48
08	0.0000	20.7803	1,558.5200	1,558.52	40,521.52
09	0.0000	21.1964	1,589.7300	1,589.73	41,332.98
10	0.0000	21.6199	1,621.4900	1,621.49	42,158.74
11	0.0000	22.0527	1,653.9500	1,653.95	43,002.70
12	0.0000	22.4937	1,687.0300	1,687.03	43,862.78



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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT	
12/27/2015	MUFN NON UN	D	NON UN FT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	18.9476	142.1070	1,421.07	36,947.82
02	0.0000	19.7053	147.7900	1,477.90	38,425.40
03	0.0000	20.4937	153.7030	1,537.03	39,962.78
04	0.0000	21.3135	159.8510	1,598.51	41,561.26
05	0.0000	22.1658	166.2440	1,662.44	43,223.44
06	0.0000	23.0524	172.8930	1,728.93	44,952.18
07	0.0000	23.5136	176.3520	1,763.52	45,851.52
08	0.0000	23.9841	179.8810	1,798.81	46,769.06
09	0.0000	24.4634	183.4760	1,834.76	47,703.76
10	0.0000	24.9530	187.1480	1,871.48	48,658.48
11	0.0000	25.4519	190.8890	1,908.89	49,631.14
12	0.0000	25.9608	194.7060	1,947.06	50,623.56
13	0.0000	26.4247	198.1850	1,981.85	51,528.10
14	0.0000	42.5319	318.9890	3,189.89	82,937.14

12/27/2015 MUFN NON UN
Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	20.5484	154.1130	1,541.13	40,069.38
02	0.0000	21.3704	160.2780	1,602.78	41,672.28
03	0.0000	22.2250	166.6880	1,666.88	43,338.88
04	0.0000	23.1139	173.3540	1,733.54	45,072.04
05	0.0000	24.0387	180.2900	1,802.90	46,875.40
06	0.0000	25.0001	187.5010	1,875.01	48,750.26
07	0.0000	25.5001	191.2510	1,912.51	49,725.26
08	0.0000	26.0102	195.0770	1,950.77	50,720.02
09	0.0000	26.5306	198.9800	1,989.80	51,734.80
10	0.0000	27.0608	202.9560	2,029.56	52,768.56
11	0.0000	27.6021	207.0160	2,070.16	53,824.16
12	0.0000	28.1545	211.1590	2,111.59	54,901.34
13	0.0000	28.6575	214.9310	2,149.31	55,882.06
14	0.0000	29.4776	221.0820	2,210.82	57,481.32

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUFN NON UN	FUL F	NON UN FT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.5000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	22.4241	168.1810	1,681.81	43,727.06
02	0.0000	23.3210	174.9080	1,749.08	45,476.08
03	0.0000	24.2540	181.9050	1,819.05	47,295.30
04	0.0000	25.2240	189.1800	1,891.80	49,186.80
05	0.0000	26.2329	196.7470	1,967.47	51,154.22
06	0.0000	27.2825	204.6190	2,046.19	53,200.94
07	0.0000	27.8278	208.7090	2,087.09	54,264.34
08	0.0000	28.3843	212.8820	2,128.82	55,349.32
09	0.0000	28.9522	217.1420	2,171.42	56,456.92
10	0.0000	29.5313	221.4850	2,214.85	57,586.10
11	0.0000	30.1218	225.9140	2,259.14	58,737.64
12	0.0000	30.7241	230.4310	2,304.31	59,912.06
13	0.0000	31.2728	234.5460	2,345.46	60,981.96

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUFN NON UN	FUL G	NON UN FT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.5000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	25.6447	192.3350	1,923.35	50,007.10
02	0.0000	26.6704	200.0280	2,000.28	52,007.28
03	0.0000	27.7373	208.0300	2,080.30	54,087.80
04	0.0000	28.8467	216.3500	2,163.50	56,251.00
05	0.0000	30.0006	225.0050	2,250.05	58,501.30
06	0.0000	31.8247	238.6850	2,386.85	62,058.10
07	0.0000	32.4612	243.4590	2,434.59	63,299.34
08	0.0000	33.1104	248.3280	2,483.28	64,565.28
09	0.0000	33.7724	253.2930	2,532.93	65,856.18
10	0.0000	34.4478	258.3590	2,583.59	67,173.34
11	0.0000	35.1370	263.5280	2,635.28	68,517.28
12	0.0000	35.7645	268.2340	2,682.34	69,740.84

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CA/1C	PERIODS	HRS/ DAY	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUPN NON UN PAR C		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.5000%												
No Dollar amount used.												

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	17.5812	131.8590	1,318.59	34,283.34
02	0.0000	18.2844	137.1330	1,371.33	35,654.58
03	0.0000	19.0161	142.6210	1,426.21	37,081.46
04	0.0000	19.7767	148.3250	1,483.25	38,564.50
05	0.0000	20.5674	154.2560	1,542.56	40,106.56
06	0.0000	21.3902	160.4270	1,604.27	41,711.02
07	0.0000	21.8184	163.6380	1,636.38	42,545.88
08	0.0000	22.2546	166.9100	1,669.10	43,396.60
09	0.0000	22.6995	170.2460	1,702.46	44,263.96
10	0.0000	23.1533	173.6500	1,736.50	45,149.00
11	0.0000	23.6168	177.1260	1,771.26	46,052.76
12	0.0000	24.0892	180.6690	1,806.69	46,973.94

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Change was made by 2.5000%

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CA/1C	PERIODS	HRS/ DAY	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUPN NON UN PAR D		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.5000%												
No Dollar amount used.												

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	18.9476	142.1070	1,421.07	36,947.82
02	0.0000	19.7053	147.7900	1,477.90	38,425.40
03	0.0000	20.4937	153.7030	1,537.03	39,962.78
04	0.0000	21.3135	159.8510	1,598.51	41,561.26
05	0.0000	22.1658	166.2440	1,662.44	43,223.44
06	0.0000	23.0524	172.8930	1,728.93	44,952.18
07	0.0000	23.5136	176.3520	1,763.52	45,851.52
08	0.0000	23.9841	179.8810	1,798.81	46,769.06
09	0.0000	24.4634	183.4760	1,834.76	47,703.76
10	0.0000	24.9530	187.1480	1,871.48	48,658.48
11	0.0000	25.4519	190.8890	1,908.89	49,631.14
12	0.0000	25.9608	194.7060	1,947.06	50,623.56

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUPN NON UN PAR E		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.5000%												
No Dollar amount used.												

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	20.5484	154.1130	1,541.13	40,069.38
02	0.0000	21.3704	160.2780	1,602.78	41,672.28
03	0.0000	22.2250	166.6880	1,666.88	43,338.88
04	0.0000	23.1139	173.3540	1,733.54	45,072.04
05	0.0000	24.0387	180.2900	1,802.90	46,875.40
06	0.0000	25.0001	187.5010	1,875.01	48,750.26
07	0.0000	25.5001	191.2510	1,912.51	49,725.26
08	0.0000	26.0102	195.0770	1,950.77	50,720.02
09	0.0000	26.5306	198.9800	1,989.80	51,734.80
10	0.0000	27.0608	202.9560	2,029.56	52,768.56
11	0.0000	27.6021	207.0160	2,070.16	53,824.16
12	0.0000	28.1545	211.1590	2,111.59	54,901.34

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUPN NON UN PAR F		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.5000%												
No Dollar amount used.												

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	22.4241	168.1810	1,681.81	43,727.06
02	0.0000	23.3210	174.9080	1,749.08	45,476.08
03	0.0000	24.2540	181.9050	1,819.05	47,295.30
04	0.0000	25.2240	189.1800	1,891.80	49,186.80
05	0.0000	26.2329	196.7470	1,967.47	51,154.22
06	0.0000	27.2825	204.6190	2,046.19	53,200.94
07	0.0000	27.8278	208.7090	2,087.09	54,264.34
08	0.0000	28.3843	212.8820	2,128.82	55,349.32
09	0.0000	28.9522	217.1420	2,171.42	56,456.92
10	0.0000	29.5313	221.4850	2,214.85	57,586.10
11	0.0000	30.1218	225.9140	2,259.14	58,737.64
12	0.0000	30.7241	230.4310	2,304.31	59,912.06



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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUPN NON UN PAR I		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.5000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	30.1996	226.4970	226.4970	2,264.97	58,889.22
02	0.0000	31.4075	235.5560	235.5560	2,355.56	61,244.56
03	0.0000	32.6637	244.9780	244.9780	2,449.78	63,694.28
04	0.0000	33.9702	254.7770	254.7770	2,547.77	66,242.02
05	0.0000	35.3290	264.9680	264.9680	2,649.68	68,891.68
06	0.0000	36.7425	275.5690	275.5690	2,755.69	71,647.94
07	0.0000	37.4775	281.0810	281.0810	2,810.81	73,081.06
08	0.0000	38.2270	286.7030	286.7030	2,867.03	74,542.78
09	0.0000	38.9911	292.4330	292.4330	2,924.33	76,032.58
10	0.0000	39.7714	298.2860	298.2860	2,982.86	77,554.36
11	0.0000	40.5669	304.2520	304.2520	3,042.52	79,105.52
12	0.0000	41.3779	310.3340	310.3340	3,103.34	80,686.84

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUPN NON UN PAR J		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.5000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	31.8891	239.1680	239.1680	2,391.68	62,183.68
02	0.0000	33.1649	248.7370	248.7370	2,487.37	64,671.62
03	0.0000	34.4913	258.6850	258.6850	2,586.85	67,258.10
04	0.0000	35.8709	269.0320	269.0320	2,690.32	69,948.32
05	0.0000	37.3057	279.7930	279.7930	2,797.93	72,746.18
06	0.0000	38.7978	290.9840	290.9840	2,909.84	75,655.84
07	0.0000	39.5741	296.8060	296.8060	2,968.06	77,169.56
08	0.0000	40.3656	302.7420	302.7420	3,027.42	78,712.92
09	0.0000	41.1727	308.7950	308.7950	3,087.95	80,286.70
10	0.0000	41.9965	314.9740	314.9740	3,149.74	81,893.24
11	0.0000	42.8360	321.2700	321.2700	3,212.70	83,530.20
12	0.0000	43.6929	327.6970	327.6970	3,276.97	85,201.22
13	0.0000	50.4143	378.1070	378.1070	3,781.07	98,307.82

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUPN NON UN PAR K		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.5000%												
No Dollar amount used.												

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	35.8837	269.1280	2,691.28	69,973.28
02	0.0000	37.3191	279.8930	2,798.93	72,772.18
03	0.0000	38.8118	291.0890	2,910.89	75,683.14
04	0.0000	40.3645	302.7340	3,027.34	78,710.84
05	0.0000	41.9790	314.8430	3,148.43	81,859.18
06	0.0000	43.6581	327.4360	3,274.36	85,133.36
07	0.0000	44.5313	333.9850	3,339.85	86,836.10
08	0.0000	45.4219	340.6640	3,406.64	88,572.64
09	0.0000	46.3304	347.4780	3,474.78	90,344.28
10	0.0000	47.2570	354.4280	3,544.28	92,151.28
11	0.0000	48.2021	361.5160	3,615.16	93,994.16
12	0.0000	49.1658	368.7440	3,687.44	95,873.44

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NUPN NON UN PAR L		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.5000%												
No Dollar amount used.												

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	40.6243	304.6820	3,046.82	79,217.32
02	0.0000	42.2495	316.8710	3,168.71	82,386.46
03	0.0000	43.9395	329.5460	3,295.46	85,681.96
04	0.0000	45.6969	342.7270	3,427.27	89,109.02
05	0.0000	47.5244	356.4330	3,564.33	92,672.58
06	0.0000	49.4257	370.6930	3,706.93	96,380.18
07	0.0000	50.4143	381.1070	3,811.07	98,307.82
08	0.0000	51.4227	385.6700	3,856.70	100,274.20
09	0.0000	52.4508	393.3810	3,933.81	102,279.06
10	0.0000	53.4997	401.2480	4,012.48	104,324.48
11	0.0000	54.5702	409.2770	4,092.77	106,412.02
12	0.0000	55.6615	417.4610	4,174.61	108,539.86

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EFF. DATE	GROUP/BU	NURE NON UN PAR K	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015 Change was made by 2.5000% No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	67.2820	269.1277	2,691.28	69,973.21	69,973.21							
02	0.0000	69.9733	279.8932	2,798.93	72,772.22	72,772.22							
03	0.0000	72.7720	291.0884	2,910.88	75,682.98	75,682.98							
04	0.0000	75.6835	302.7335	3,027.34	78,710.71	78,710.71							
05	0.0000	78.7108	314.8426	3,148.43	81,859.08	81,859.08							
06	0.0000	81.8590	327.4358	3,274.36	85,133.32	85,133.32							
07	0.0000	83.4963	333.9847	3,339.85	86,836.02	86,836.02							
08	0.0000	85.1660	340.6636	3,406.64	88,572.54	88,572.54							
09	0.0000	86.8695	347.4780	3,474.78	90,344.27	90,344.27							
10	0.0000	88.6070	354.4278	3,544.28	92,151.22	92,151.22							
11	0.0000	90.3788	361.5152	3,615.15	93,993.94	93,993.94							
12	0.0000	92.1858	368.7433	3,687.43	95,873.25	95,873.25							

EFF. DATE	GROUP/BU	NURE NON UN PAR G	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015 Change was made by 2.5000% No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	25.6447	153.8680	1,538.68	40,005.68	40,005.68							
02	0.0000	26.6704	160.0220	1,600.22	41,605.72	41,605.72							
03	0.0000	27.7373	166.4240	1,664.24	43,270.24	43,270.24							
04	0.0000	28.8467	173.0800	1,730.80	45,000.80	45,000.80							
05	0.0000	30.0006	180.0040	1,800.04	46,801.04	46,801.04							
06	0.0000	31.2006	187.2040	1,872.04	48,673.04	48,673.04							
07	0.0000	31.8247	190.9480	1,909.48	49,646.48	49,646.48							
08	0.0000	32.4612	194.7670	1,947.67	50,639.42	50,639.42							
09	0.0000	33.1104	198.6620	1,986.62	51,652.12	51,652.12							
10	0.0000	33.7724	202.6340	2,026.34	52,684.84	52,684.84							
11	0.0000	34.4478	206.6870	2,066.87	53,738.62	53,738.62							
12	0.0000	35.1370	210.8220	2,108.22	54,813.72	54,813.72							



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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NURN NON UN PAR K	NON UN PT R N	A ANNUAL	B BIWEEKLY	11	26.0000	6.00	40.00	10.00	1950.00	260.00	N	
Change was made by 2.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	.0000	0.0000	0.00	0.00								
01	0.0000	67.2820	269.1277	2,691.28	69,973.21								
02	0.0000	69.9733	279.8932	2,798.93	72,772.22								
03	0.0000	72.7720	291.0884	2,910.88	75,682.98								
04	0.0000	75.6835	302.7335	3,027.34	78,710.71								
05	0.0000	78.7108	314.8426	3,148.43	81,859.08								
06	0.0000	81.8590	327.4358	3,274.36	85,133.32								
07	0.0000	83.4963	333.9847	3,339.85	86,836.02								
08	0.0000	85.1660	340.6636	3,406.64	88,572.54								
09	0.0000	86.8695	347.4780	3,474.78	90,344.27								
10	0.0000	88.6070	354.4278	3,544.28	92,151.22								
11	0.0000	90.3788	361.5152	3,615.15	93,993.94								
12	0.0000	92.1858	368.7433	3,687.43	95,873.25								

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	NURN NON UN PAR L	NON UN FT E	H HOURLY	B BIWEEKLY	02	26.0000	7.50	40.00	10.00	1950.00	260.00	N	
Change was made by 2.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	.0000	0.0000	0.00	0.00								
01	0.0000	40.6243	162.4970	1,624.97	42,249.22								
02	0.0000	42.2495	168.9980	1,689.98	43,939.48								
03	0.0000	43.9395	175.7580	1,757.58	45,697.08								
04	0.0000	45.6969	182.7880	1,827.88	47,524.88								
05	0.0000	47.5244	190.0980	1,900.98	49,425.48								
06	0.0000	49.4257	197.7030	1,977.03	51,402.78								
07	0.0000	50.4143	201.6570	2,016.57	52,430.82								
08	0.0000	51.4227	205.6910	2,056.91	53,479.66								
09	0.0000	52.4508	209.8030	2,098.03	54,548.78								
10	0.0000	53.4997	213.9990	2,139.99	55,639.74								
11	0.0000	54.5702	218.2810	2,182.81	56,753.06								
12	0.0000	55.6615	222.6460	2,226.46	57,887.96								
13	0.0000	62.6448	250.5790	2,505.79	65,150.54								

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT	
12/27/2015	U4FN UNION 244	C	UNION 244 FT N	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N

Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	18.1086	144.8690	1,448.69	37,665.94
02	0.0000	18.8329	150.6630	1,506.63	39,172.38
03	0.0000	19.5865	156.6920	1,566.92	40,739.92
04	0.0000	20.3700	162.9600	1,629.60	42,369.60
05	0.0000	21.1845	169.4760	1,694.76	44,063.76
06	0.0000	22.0320	176.2560	1,762.56	45,826.56
07	0.0000	22.4728	179.7820	1,797.82	46,743.32
08	0.0000	22.9223	183.3780	1,833.78	47,678.28
09	0.0000	23.3806	187.0450	1,870.45	48,631.70
10	0.0000	23.8480	190.7840	1,907.84	49,603.84
11	0.0000	24.3253	194.6020	1,946.02	50,596.52
12	0.0000	24.8118	198.4940	1,984.94	51,608.44

12/27/2015 U4RN UNION 244 C
Change was made by 2.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	18.1086	101.4080	1,014.08	26,366.08
02	0.0000	18.8329	105.4640	1,054.64	27,420.64
03	0.0000	19.5865	109.6840	1,096.84	28,517.84
04	0.0000	20.3700	114.0720	1,140.72	29,658.72
05	0.0000	21.1845	118.6330	1,186.33	30,844.58
06	0.0000	22.0320	123.3790	1,233.79	32,078.54
07	0.0000	22.4728	125.8480	1,258.48	32,720.48
08	0.0000	22.9223	128.3650	1,283.65	33,374.90
09	0.0000	23.3806	130.9310	1,309.31	34,042.06
10	0.0000	23.8480	133.5490	1,335.49	34,722.74
11	0.0000	24.3253	136.2220	1,362.22	35,417.72
12	0.0000	24.8118	138.9460	1,389.46	36,125.96



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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	U9FN UNION 1199 E		UNION 1199 FT N H HOURLY	B	BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N

Change was made by 1.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	20.7533	155.6500	1,556.50	40,469.00
02	0.0000	21.5837	161.8780	1,618.78	42,088.28
03	0.0000	22.4468	168.3510	1,683.51	43,771.26
04	0.0000	23.3445	175.0840	1,750.84	45,521.84
05	0.0000	24.2785	182.0890	1,820.89	47,343.14
06	0.0000	25.2494	189.3710	1,893.71	49,236.46
07	0.0000	25.7545	193.1590	1,931.59	50,221.34
08	0.0000	26.2696	197.0220	1,970.22	51,225.72
09	0.0000	26.7952	200.9640	2,009.64	52,250.64
10	0.0000	27.3308	204.9810	2,049.81	53,295.06
11	0.0000	27.8775	209.0810	2,090.81	54,361.06
12	0.0000	28.4353	213.2650	2,132.65	55,448.90
13	0.0000	28.9045	216.7840	2,167.84	56,363.84
14	0.0000	29.7718	223.2890	2,232.89	58,055.14
15	0.0000	31.5849	236.8870	2,368.87	61,590.62

12/27/2015 U9FN UNION 1199 F
Change was made by 1.5000%
No Dollar amount used.

UNION 1199 FT N H HOURLY B BIWEEKLY 02 26.0000 7.50 75.00 10.00 1950.00 260.00 N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	22.6477	169.8580	1,698.58	44,163.08
02	0.0000	23.5537	176.6530	1,766.53	45,929.78
03	0.0000	24.4960	183.7200	1,837.20	47,767.20
04	0.0000	25.4756	191.0670	1,910.67	49,677.42
05	0.0000	26.4946	198.7100	1,987.10	51,664.60
06	0.0000	27.5546	206.6600	2,066.60	53,731.60
07	0.0000	28.1055	210.7910	2,107.91	54,805.66
08	0.0000	28.6674	215.0060	2,150.06	55,901.56
09	0.0000	29.2410	219.3080	2,193.08	57,020.08
10	0.0000	29.8258	223.6940	2,236.94	58,160.44
11	0.0000	30.4224	228.1680	2,281.68	59,323.68
12	0.0000	31.0306	232.7300	2,327.30	60,509.80
13	0.0000	31.5849	236.8870	2,368.87	61,590.62

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT	
12/27/2015	U9FN UNION 1199 G		UNION 1199 FT N H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N

Change was made by 1.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	25.9005	194.2540	1,942.54	1,942.54	50,506.04
02	0.0000	26.9364	202.0230	2,020.23	2,020.23	52,525.98
03	0.0000	28.0141	210.1060	2,101.06	2,101.06	54,627.56
04	0.0000	29.1344	218.5080	2,185.08	2,185.08	56,812.08
05	0.0000	30.2999	227.2490	2,272.49	2,272.49	59,084.74
06	0.0000	31.5117	236.3380	2,363.38	2,363.38	61,447.88
07	0.0000	32.1422	241.0670	2,410.67	2,410.67	62,677.42
08	0.0000	32.7849	245.8870	2,458.87	2,458.87	63,930.62
09	0.0000	33.4407	250.8050	2,508.05	2,508.05	65,209.30
10	0.0000	34.1093	255.8200	2,558.20	2,558.20	66,513.20
11	0.0000	34.7915	260.9360	2,609.36	2,609.36	67,843.36
12	0.0000	35.4875	266.1560	2,661.56	2,661.56	69,200.56
13	0.0000	36.1214	270.9110	2,709.11	2,709.11	70,436.86

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT	
12/27/2015	U9FN UNION 1199 H		UNION 1199 FT N H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N

Change was made by 1.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	27.3479	205.1090	2,051.09	2,051.09	53,328.34
02	0.0000	28.4412	213.3090	2,133.09	2,133.09	55,460.34
03	0.0000	29.5792	221.8440	2,218.44	2,218.44	57,679.44
04	0.0000	30.7622	230.7170	2,307.17	2,307.17	59,986.42
05	0.0000	31.9927	239.9450	2,399.45	2,399.45	62,385.70
06	0.0000	33.2725	249.5440	2,495.44	2,495.44	64,881.44
07	0.0000	33.9375	254.5310	2,545.31	2,545.31	66,178.06
08	0.0000	34.6167	259.6250	2,596.25	2,596.25	67,502.50
09	0.0000	35.3088	264.8160	2,648.16	2,648.16	68,852.16
10	0.0000	36.0148	270.1110	2,701.11	2,701.11	70,238.86
11	0.0000	36.7357	275.5180	2,755.18	2,755.18	71,634.68
12	0.0000	37.4705	281.0290	2,810.29	2,810.29	73,067.54
13	0.0000	37.8514	283.8860	2,838.86	2,838.86	73,810.36

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	U9FN UNION 1199 J	I	UN 1199 FT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	0.0000	0.0000	0.00	0.00								
01	0.0000	30.5009	228.7570	2,287.57	59,476.82								
02	0.0000	31.7209	237.9070	2,379.07	61,855.82								
03	0.0000	32.9894	247.4210	2,474.21	64,329.46								
04	0.0000	34.3091	257.3180	2,573.18	66,902.68								
05	0.0000	35.6814	267.6110	2,676.11	69,578.86								
06	0.0000	37.1089	278.3170	2,783.17	72,362.42								
07	0.0000	37.8514	283.8860	2,838.86	73,810.36								
08	0.0000	38.6084	289.5630	2,895.63	75,286.38								
09	0.0000	39.3802	295.3520	2,953.52	76,791.52								
10	0.0000	40.1682	301.2620	3,012.62	78,328.12								
11	0.0000	40.9716	307.2870	3,072.87	79,894.62								
12	0.0000	41.7908	313.4310	3,134.31	81,492.06								

12/27/2015 U9FN UNION 1199 J
Change was made by 1.5000%
No Dollar amount used.

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	U9FN UNION 1199 J	J	UNION 1199 FT N H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	0.0000	0.0000	0.00	0.00								
01	0.0000	32.2073	241.5550	2,415.55	62,804.30								
02	0.0000	33.4957	251.2180	2,512.18	65,316.68								
03	0.0000	34.8353	261.2650	2,612.65	67,928.90								
04	0.0000	36.2287	271.7150	2,717.15	70,645.90								
05	0.0000	37.6779	282.5840	2,825.84	73,471.84								
06	0.0000	39.1849	293.8870	2,938.87	76,410.62								
07	0.0000	39.9690	299.7680	2,997.68	77,939.68								
08	0.0000	40.7682	305.7620	3,057.62	79,498.12								
09	0.0000	41.5832	311.8740	3,118.74	81,087.24								
10	0.0000	42.4153	318.1150	3,181.15	82,709.90								
11	0.0000	43.2634	324.4760	3,244.76	84,363.76								
12	0.0000	44.1287	330.9650	3,309.65	86,050.90								
13	0.0000	49.4343	370.7570	3,707.57	96,396.82								

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	U9RN UNION 1199 A		UNION 1199 PTRN H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	7.50	40.00	10.00	1950.00	260.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	.0000	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	15.5822	62.3290	62.3290	623.29	623.29	16,205.54						
02	0.0000	16.8230	64.8230	64.8230	648.23	648.23	16,853.98						
03	0.0000	16.8538	67.4150	67.4150	674.15	674.15	17,527.90						
04	0.0000	17.5275	70.1100	70.1100	701.10	701.10	18,228.60						
05	0.0000	18.2290	72.9160	72.9160	729.16	729.16	18,958.16						
06	0.0000	18.9578	75.8310	75.8310	758.31	758.31	19,716.06						
07	0.0000	19.3370	77.3480	77.3480	773.48	773.48	20,110.48						
08	0.0000	19.7237	78.8950	78.8950	788.95	788.95	20,512.70						
09	0.0000	20.1187	80.4750	80.4750	804.75	804.75	20,923.50						
10	0.0000	20.5208	82.0830	82.0830	820.83	820.83	21,341.58						
11	0.0000	20.9315	83.7260	83.7260	837.26	837.26	21,768.76						
12	0.0000	21.3499	85.4000	85.4000	854.00	854.00	22,204.00						

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	U9RN UNION 1199 B		UNION 1199 PTRN H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	7.50	40.00	10.00	1950.00	260.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	.0000	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	16.5805	66.3220	66.3220	663.22	663.22	17,243.72						
02	0.0000	17.2440	68.9760	68.9760	689.76	689.76	17,933.76						
03	0.0000	17.9337	71.7350	71.7350	717.35	717.35	18,651.10						
04	0.0000	18.6508	74.6030	74.6030	746.03	746.03	19,396.78						
05	0.0000	19.3968	77.5870	77.5870	775.87	775.87	20,172.62						
06	0.0000	20.1725	80.6900	80.6900	806.90	806.90	20,979.40						
07	0.0000	20.5764	82.3060	82.3060	823.06	823.06	21,399.56						
08	0.0000	20.9878	83.9510	83.9510	839.51	839.51	21,827.26						
09	0.0000	21.4079	85.6320	85.6320	856.32	856.32	22,264.32						
10	0.0000	21.8355	87.3420	87.3420	873.42	873.42	22,708.92						
11	0.0000	22.2727	89.0910	89.0910	890.91	890.91	23,163.66						
12	0.0000	22.7180	90.8720	90.8720	908.72	908.72	23,626.72						

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/27/2015	U9RN UNION 1199 D		UNION 1199 PTRN H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	7.50	40.00	10.00	1950.00	260.00	N
Change was made by 1.5000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	19.1366	76.5460	765.46	19,901.96
02	0.0000	19.9019	79.6080	796.08	20,698.08
03	0.0000	20.6982	82.7930	827.93	21,526.18
04	0.0000	21.5262	86.1050	861.05	22,387.30
05	0.0000	22.3870	89.5480	895.48	23,282.48
06	0.0000	23.2824	93.1300	931.30	24,213.80
07	0.0000	23.7483	94.9930	949.93	24,698.18
08	0.0000	24.2234	96.8940	968.94	25,192.44
09	0.0000	24.7073	98.8290	988.29	25,695.54
10	0.0000	25.2019	100.8080	1,008.08	26,210.08
11	0.0000	25.7058	102.8230	1,028.23	26,733.98
12	0.0000	26.2198	104.8790	1,048.79	27,268.54

12/27/2015 U9RN UNION 1199 F
 Change was made by 1.5000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	22.6477	90.5910	905.91	23,553.66
02	0.0000	23.5537	94.2150	942.15	24,495.90
03	0.0000	24.4960	97.9840	979.84	25,475.84
04	0.0000	25.4756	101.9020	1,019.02	26,494.52
05	0.0000	26.4946	105.9780	1,059.78	27,554.28
06	0.0000	27.5546	110.2180	1,102.18	28,656.68
07	0.0000	28.1055	112.4220	1,124.22	29,229.72
08	0.0000	28.6674	114.6700	1,146.70	29,814.20
09	0.0000	29.2410	116.9640	1,169.64	30,410.64
10	0.0000	29.8258	119.3030	1,193.03	31,018.78
11	0.0000	30.4224	121.6900	1,216.90	31,639.40
12	0.0000	31.0306	124.1220	1,241.22	32,271.72



CLEVELAND PUBLIC LIBRARY

01/13/2016 14:14
madeline.corchado

CLEVELAND PUBLIC LIBRARY
SALARY TABLES

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pmgrstep

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	HRS/ PERIOD	DAYS/ PERIOD	DAYS/ YEAR	USE PCT	
12/27/2015	U9RN UNION 1199 G		UNION 1999 PTRN H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	7.50	40.00	10.00	1950.00	260.00	N

Change was made by 1.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	25.9005	103.6020	1,036.02	26,936.52
02	0.0000	26.9364	107.7460	1,077.46	28,013.96
03	0.0000	28.0141	112.0560	1,120.56	29,134.56
04	0.0000	29.1344	116.5380	1,165.38	30,299.88
05	0.0000	30.2999	121.2000	1,212.00	31,512.00
06	0.0000	31.5117	126.0470	1,260.47	32,772.22
07	0.0000	32.1422	128.5690	1,285.69	33,427.94
08	0.0000	32.7849	131.1400	1,311.40	34,096.40
09	0.0000	33.4407	133.7630	1,337.63	34,778.38
10	0.0000	34.1093	136.4370	1,364.37	35,473.62
11	0.0000	34.7915	139.1660	1,391.66	36,183.16
12	0.0000	35.4875	141.9500	1,419.50	36,907.00

12/27/2015 U9RN UNION 1199 H
Change was made by 1.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	27.3479	109.3920	1,093.92	28,441.92
02	0.0000	28.4412	113.7650	1,137.65	29,578.90
03	0.0000	29.5792	118.3170	1,183.17	30,762.42
04	0.0000	30.7622	123.0490	1,230.49	31,992.74
05	0.0000	31.9927	127.9710	1,279.71	33,272.46
06	0.0000	33.2725	133.0900	1,330.90	34,603.40
07	0.0000	33.9375	135.7500	1,357.50	35,295.00
08	0.0000	34.6167	138.4670	1,384.67	36,001.42
09	0.0000	35.3088	141.2350	1,412.35	36,721.10
10	0.0000	36.0148	144.0590	1,440.59	37,455.34
11	0.0000	36.7357	146.9430	1,469.43	38,205.18
12	0.0000	37.4705	149.8820	1,498.82	38,969.32