

Appendix C – Salary Schedules

3% - Effective July 1, 2017 + 3% Internal Adjustment

Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$25.2723	\$26.5095	\$27.8103	\$29.0045	\$30.6256
	Bi-Weekly Rate	\$2,2021.78	\$2,120.76	\$2,224.82	\$2,320.36	\$2,450.05
1003 Operator Senior	Hourly Rate	\$28.8979	\$30.3056	\$31.7985	\$33.3763	\$35.0187
	Bi-Weekly Rate	\$2,311.83	\$2,424.45	\$2,543.88	\$2,670.10	\$2,801.50
1011 Technical Assistant	Hourly Rate	\$22.4360	\$23.5450	\$24.6964	\$25.8905	\$27.1492
	Bi-Weekly Rate	\$1,794.88	\$1,883.60	\$1,975.71	\$2,071.24	\$2,171.94
1012 Technician Journey	Hourly Rate	\$29.4525	\$30.9240	\$32.4170	\$34.0377	\$35.7012
	Bi-Weekly Rate	\$2,356.20	\$2,473.92	\$2,593.36	\$2,723.02	\$2,856.10
1021 Administrator I	Hourly Rate	\$29.3261	\$30.7746	\$32.2674	\$33.8671	\$35.5305
	Bi-Weekly Rate	\$2,346.09	\$2,461.97	\$2,581.39	\$2,709.37	\$2,842.44
1022 Administrator II	Hourly Rate	\$35.5305	\$37.2793	\$39.1346	\$41.0966	\$44.8250
	Bi-Weekly Rate	\$2,842.44	\$2,982.34	\$3,130.77	\$3,287.73	\$3,586.00
1023 Administrator III	Hourly Rate	\$43.1444	\$45.2984	\$47.5589	\$49.9473	\$52.4428
	Bi-Weekly Rate	\$3,451.55	\$3,623.87	\$3,804.71	\$3,995.78	\$4,195.42
1024 IS Administrator Supervisor	Hourly Rate	\$46.4498	\$48.4476	\$51.2057	\$53.7651	\$56.4522
	Bi-Weekly Rate	\$3,715.98	\$3,901.97	\$4,096.46	\$4,301.21	\$4,516.18
1031 IS Trainer Assistant	Hourly Rate	\$28.7068	\$30.1465	\$31.6576	\$33.2394	\$34.9052
	Bi-Weekly Rate	\$2,296.54	\$2,532.61	\$2,532.61	\$2,659.15	\$2,792.42
1032 IS Trainer - Journey	Hourly Rate	\$34.9765	\$36.7216	\$38.5428	\$40.4726	\$42.4957
	Bi-Weekly Rate	\$2,798.12	\$2,937.73	\$3,083.42	\$3,237.81	\$3,399.66
1033 IS Trainer – Senior	Hourly Rate	\$42.5041	\$44.6252	\$46.8480	\$49.1934	\$51.6614
	Bi-Weekly Rate	\$3,400.33	\$3,570.02	\$3,747.84	\$3,935.47	\$4,132.91
1041 IS Engineer – Assistant	Hourly Rate	\$42.8832	\$45.0283	\$47.2843	\$49.6516	\$52.1293
	Bi-Weekly Rate	\$3,430.66	\$3,602.26	\$3,782.74	\$3,972.13	\$4,170.34
1042 Engineer Journey	Hourly Rate	\$47.5589	\$49.9473	\$52.4428	\$55.0825	\$57.8169
	Bi-Weekly Rate	\$3,804.71	\$3,995.78	\$4,195.42	\$4,406.60	\$4,625.35
1043 IS Engineer Senior	Hourly Rate	\$49.0989	\$51.5537	\$54.1315	\$56.8380	\$59.6799
	Bi-Weekly Rate	\$3,927.91	\$4,124.30	\$4,330.52	\$4,547.04	\$4,774.39
1044 Engineer Principal	Hourly Rate	\$61.7123	\$64.7979	\$68.0456	\$71.4566	\$75.0294
	Bi-Weekly Rate	\$4,936.98	\$5,183.83	\$5,443.65	\$5,716.53	\$6,002.35
1051 IS Bus Analyst-Asst.	Hourly Rate	\$33.0566	\$34.6775	\$36.3836	\$38.1965	\$40.1158
	Bi-Weekly Rate	\$2,644.53	\$2,774.20	\$2,910.69	\$3,055.72	\$3,209.26
1052 Business Analyst	Hourly Rate	\$38.1965	\$40.1159	\$42.1206	\$44.2321	\$46.4498
	Bi-Weekly Rate	\$3,055.72	\$3,209.27	\$3,369.65	\$3,538.57	\$3,715.98
1053 IS Business Analyst Sr.	Hourly Rate	\$45.5700	\$47.8433	\$50.2439	\$52.7510	\$55.3852
	Bi-Weekly Rate	\$3,645.60	\$3,827.46	\$4,019.51	\$4,220.08	\$4,430.82
1061 IS Programmer Analyst	Hourly Rate	\$30.3869	\$31.8635	\$33.4691	\$35.1315	\$36.9157
	Bi-Weekly Rate	\$2,430.95	\$2,549.08	\$2,677.53	\$2,810.52	\$2,953.26
1062 Programmer Analyst	Hourly Rate	\$32.9071	\$34.5066	\$36.2130	\$38.0043	\$39.9025
	Bi-Weekly Rate	\$2,632.57	\$2,760.53	\$2,897.04	\$3,040.34	\$3,192.20

3% - Effective July 1, 2017 + 3% Internal Adjustment

Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$39.9025	\$41.9072	\$43.9974	\$46.1938	\$48.4973		
	Bi-Weekly Rate	\$3,192.20	\$3,352.58	\$3,519.79	\$3,695.50	\$3,879.78		
1064 Programmer Analyst Principal	Hourly Rate	\$46.4498	\$48.7746	\$51.2057	\$53,7651	\$56.4522		
	Bi-Weekly Rate	\$3,715.98	\$3,901.97	\$4,096.46	\$4,301.21	\$4,516.18		
1091 IT Operations Supt. Adm I	Hourly Rate	\$25.2723	\$26.5095	\$27.8103	\$29.0045	\$30.6256		
	Bi-Weekly Rate	\$2,021.78	\$2,210.76	\$2,224.82	\$2,320.36	\$2,450.05		
1092 IT Operations Supt. Adm II	Hourly Rate	\$29.4525	\$30.9240	\$32.4170	\$34.0377	\$35.7012		
	Bi-Weekly Rate	\$2,356.20	\$2,473.92	\$2,593.36	\$2,723.02	\$2,856.10		
1093 IT Operations Supt. Adm III	Hourly Rate	\$35.5305	\$37.2793	\$39.1346	\$41.0966	\$44.8250		
	Bi-Weekly Rate	\$2,842.44	\$2,982.34	\$3,130.77	\$3,287.73	\$3,586.00		
1094 IT Oper Supp Admin IV	Hourly Rate	\$43.1444	\$45.2984	\$47.5589	\$49.9473	\$52.4428		
	Bi-Weekly Rate	\$3,451.55	\$3,623.87	\$3,804.71	\$3,995.78	\$4,195.42		
1095 IT Oper Supp Admin V	Hourly Rate	\$46.4498	\$48.7746	\$51.2057	\$53.7651	\$56.4522		
	Bi-Weekly Rate	\$3,715.98	\$3,901.97	\$4,096.46	\$4,301.21	\$4,516.18		
1312 Public Information Office	Hourly Rate	\$35.6716	\$37.4552	\$39.3281	\$41.2944	\$43.3429		
	Bi-Weekly Rate	\$2,853.73	\$2,996.42	\$3,146.25	\$3,303.55	\$3,467.43		
1650 Accountant	Hourly Rate	\$29.1738	\$30.6058	\$32.1079	\$33.7037	\$35.3467	\$37.6556	\$39.5481
	Bi-Weekly Rate	\$2,333.90	\$2,448.46	\$2,568.63	\$2,696.30	\$2,827.74	\$3,012.45	\$3,163.85
1652 Senior Accountant	Hourly Rate	\$32.6088	\$34.2185	\$35.8937	\$37.6556	\$39.5481		
	Bi-Weekly Rate	\$2,608.70	\$2,737.48	\$2,871.50	\$3,012.45	\$3,163.85		
1654 Principal Accountant	Hourly Rate	\$43.0218	\$45.1754	\$47.4234	\$49.7712	\$52.2747		
	Bi-Weekly Rate	\$3,441.74	\$3,614.02	\$3,793.87	\$3,981.70	\$4,181.98		
1656 Head Accountant	Hourly Rate	\$42.5284	\$44.6603	\$46.9009	\$49.2505	\$51.7085		
	Bi-Weekly Rate	\$3,402.27	\$3,572.82	\$3,752.07	\$3,940.04	\$4,136.68		
1806 Senior Statistician	Hourly Rate	\$47.6308	\$50.0124	\$52.5129	\$55.1388	\$57.8955		
	Bi-Weekly Rate	\$3,810.46	\$4,000.99	\$4,201.03	\$4,411.10	\$4,631.64		
1952 Purchaser	Hourly Rate	\$33.8921	\$35.5453	\$37.2858	\$39.1567	\$41.1144		
	Bi-Weekly Rate	\$2,711.37	\$2,843.62	\$2,982.86	\$3,132.54	\$3,289.15		
1956 Senior Purchaser	Hourly Rate	\$41.1144	\$43.1810	\$45.3348	\$47.5970	\$49.9682		
	Bi-Weekly Rate	\$3,289.15	\$3,454.48	\$3,626.78	\$3,807.76	\$3,997.46		
2548 Occupation Therapist	Hourly Rate	\$41.3103	\$43.3769	\$45.5525	\$47.8365	\$50.2294		
	Bi-Weekly Rate	\$3,304.82	\$3,470.15	\$3,644.20	\$3,826.92	\$4,018.35		
5208 Civil Engineer	Hourly Rate	\$53.6654	\$56.3577	\$59.1650	\$62.1337	\$65.2409		
	Bi-Weekly Rate	\$4,293.23	\$4,508.62	\$4,733.20	\$4,970.70	\$5,219.27		
5210 Senior Civil Engineer	Hourly Rate	\$58.7348	\$61.6717	\$64.7608	\$68.0019	\$71.3954		
	Bi-Weekly Rate	\$4,698.78	\$4,933.74	\$5,180.86	\$5,440.15	\$5,711.63		
5211 Senior Engineer	Hourly Rate	\$62.1337	\$65.2405	\$68.5085	\$71.9371	\$75.5271		
	Bi-Weekly Rate	\$4,970.70	\$5,219.24	\$5,480.68	\$5,754.97	\$6,042.17		

3% - Effective July 1, 2017 + 3% Internal Adjustment

Classification		Step				
		1	2	3	4	5
5234 Jr. Electrical Engineer	Hourly Rate	\$32.9131	\$34.5447	\$36.2415	\$38.0256	\$39.9177
	Bi-Weekly Rate	\$2,633.05	\$2,763.58	\$2,899.32	\$3,042.05	\$3,193.42
5241 Engineer	Hourly Rate	\$54.1093	\$56.8013	\$59.6090	\$62.5777	\$65.6848
	Bi-Weekly Rate	\$4,328.74	\$4,544.10	\$4,768.72	\$5,006.22	\$5,254.78
5252 Asst Mechanical Engineer	Hourly Rate	\$36.9380	\$38.7650	\$40.7009	\$42.7459	\$44.8778
	Bi-Weekly Rate	\$2,955.04	\$3,101.20	\$3,256.07	\$3,419.67	\$3,590.22
5254 Assoc. Mechanical Engineer	Hourly Rate	\$46.3472	\$48.6715	\$51.1107	\$53.6654	\$56.3577
	Bi-Weekly Rate	\$3,707.78	\$3,893.72	\$4,088.86	\$4,293.23	\$4,508.62
5258 Sr. Mechanical Engineer	Hourly Rate	\$58.7348	\$61.6717	\$64.7608	\$68.0019	\$71.3954
	Bi-Weekly Rate	\$4,698.78	\$4,933.74	\$5,180.86	\$5,440.15	\$5,711.63
5261 Architect Assistant II	Hourly Rate	\$34.2185	\$35.8937	\$37.6556	\$39.5481	\$41.5277
	Bi-Weekly Rate	\$2,737.48	\$2,871.50	\$3,012.45	\$3,163.85	\$3,322.22
5265 Architect Associate I	Hourly Rate	\$39.8348	\$41.8368	\$43.9309	\$46.1172	\$48.4185
	Bi-Weekly Rate	\$3,186.78	\$3,346.94	\$3,514.47	\$3,689.38	\$3,873.48
5366 Architect Associate II	Hourly Rate	\$46.1172	\$48.4185	\$50.8348	\$53.3661	\$56.0355
	Bi-Weekly Rate	\$3,689.38	\$3,873.48	\$4,066.78	\$4,269.29	\$4,482.84
5268 Architect	Hourly Rate	\$52.3305	\$54.9540	\$57.6925	\$60.5689	\$63.6066
	Bi-Weekly Rate	\$4,186.44	\$4,396.32	\$4,615.40	\$4,845.51	\$5,088.53
5344 Mechanical Engr Asst II	Hourly Rate	\$32.7008	\$34.3117	\$36.0144	\$37.7685	\$39.6506
	Bi-Weekly Rate	\$2,616.06	\$2,744.94	\$2,881.15	\$3,022.92	\$3,172.05
6138 Industrial Hygienist	Hourly Rate	\$49.9682	\$52.4699	\$55.6075	\$58.3705	\$61.2633
	Bi-Weekly Rate	\$3,997.46	\$4,197.59	\$4,448.60	\$4,669.64	\$4,901.06
6331 Building Inspector	Hourly Rate	\$47.5970	\$49.9682	\$52.4699	\$55.1020	\$57.8648
	Bi-Weekly Rate	\$3,807.76	\$3,997.46	\$4,197.59	\$4,408.16	\$4,629.18
6340 School Construction Coordinator	Hourly Rate	\$47.5970	\$49.9682	\$52.4699	\$55.1020	\$57.8648
	Bi-Weekly Rate	\$3,807.76	\$3,997.46	\$4,197.59	\$4,408.16	\$4,629.18

3% - Effective July 1, 2018

Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$26.0305	\$27.3048	\$28.6446	\$29.8746	\$31.5444
	Bi-Weekly Rate	\$2,082.44	\$2,184.38	\$2,291.57	\$2,389.97	\$2,523.55
1003 Operator Senior	Hourly Rate	\$29.7648	\$31.2148	\$32.7525	\$34.3776	\$36.0693
	Bi-Weekly Rate	\$2,381.18	\$2,497.18	\$2,620.20	\$2,750.21	\$2,885.54
1011 Technical Assistant	Hourly Rate	\$23.1091	\$24.2514	\$25.4373	\$26.6672	\$27.9637
	Bi-Weekly Rate	\$1,848.73	\$1,940.11	\$2,034.98	\$2,133.38	\$2,237.10
1012 Technician Journey	Hourly Rate	\$30.3361	\$31.8517	\$33.3895	\$35.0588	\$36.7722
	Bi-Weekly Rate	\$2,426.89	\$2,548.14	\$2,671.16	\$2,804.70	\$2,941.78
1021 Administrator I	Hourly Rate	\$30.2059	\$31.6978	\$33.2354	\$34.8831	\$36.5964
	Bi-Weekly Rate	\$2,416.47	\$2,535.82	\$2,658.83	\$2,790.65	\$2,927.71
1022 Administrator II	Hourly Rate	\$36.5964	\$38.3977	\$40.3086	\$42.3295	\$46.1698
	Bi-Weekly Rate	\$2,927.71	\$3,071.82	\$3,224.69	\$3,386.36	\$3,693.58
1023 Administrator III	Hourly Rate	\$44.4387	\$46.6574	\$48.9857	\$51.4457	\$54.0161
	Bi-Weekly Rate	\$3,555.10	\$3,732.59	\$3,918.86	\$4,115.66	\$4,321.29
1024 IS Administrator Supervisor	Hourly Rate	\$47.8433	\$50.2378	\$52.7419	\$55.3781	\$58.1458
	Bi-Weekly Rate	\$3,827.46	\$4,019.02	\$4,219.35	\$4,430.25	\$4,651.66
1031 IS Trainer Assistant	Hourly Rate	\$29.5680	\$31.0509	\$32.6073	\$34.2366	\$35.9524
	Bi-Weekly Rate	\$2,365.44	\$2,484.07	\$2,608.58	\$2,738.93	\$2,876.19
1032 IS Trainer - Journey	Hourly Rate	\$36.0258	\$37.8232	\$39.6991	\$41.6868	\$43.7706
	Bi-Weekly Rate	\$2,882.06	\$3,025.86	\$3,175.93	\$3,334.94	\$3,501.65
1033 IS Trainer – Senior	Hourly Rate	\$43.7792	\$45.9640	\$48.2534	\$50.6692	\$53.2112
	Bi-Weekly Rate	\$3,502.34	\$3,677.12	\$3,860.27	\$4,053.54	\$4,256.90
1041 IS Engineer – Assistant	Hourly Rate	\$44.1697	\$46.3791	\$48.7028	\$51.1411	\$53.6932
	Bi-Weekly Rate	\$3,533.58	\$3,710.33	\$3,896.22	\$4,091.29	\$4,295.46
1042 Engineer Journey	Hourly Rate	\$48.9857	\$51.4457	\$54.0161	\$56.7350	\$59.5514
	Bi-Weekly Rate	\$3,918.86	\$4,115.66	\$4,321.29	\$4,538.80	\$4,764.11
1043 IS Engineer Senior	Hourly Rate	\$50.5719	\$53.1003	\$55.7554	\$58.5431	\$61.4703
	Bi-Weekly Rate	\$4,045.75	\$4,248.02	\$4,460.43	\$4,683.45	\$4,917.62
1044 Engineer Principal	Hourly Rate	\$63.5637	\$66.7418	\$70.0870	\$73.6003	\$77.2803
	Bi-Weekly Rate	\$5,085.10	\$5,339.34	\$5,606.96	\$5,888.02	\$6,182.42
1051 IS Bus Analyst-Asst.	Hourly Rate	\$34.0483	\$35.7178	\$37.4751	\$39.3424	\$41.3193
	Bi-Weekly Rate	\$2,723.86	\$2,857.42	\$2,998.01	\$3,147.39	\$3,305.54
1052 Business Analyst	Hourly Rate	\$39.3424	\$41.3194	\$43.3842	\$45.5591	\$47.8433
	Bi-Weekly Rate	\$3,147.39	\$3,305.55	\$3,470.74	\$3,644.73	\$3,827.46
1053 IS Business Analyst Sr.	Hourly Rate	\$46.9371	\$49.2786	\$51.7512	\$54.3335	\$57.0468
	Bi-Weekly Rate	\$3,754.97	\$3,942.29	\$4,140.10	\$4,346.68	\$4,563.74
1061 IS Programmer Analyst	Hourly Rate	\$31.2985	\$32.8194	\$34.4732	\$36.1854	\$38.0232
	Bi-Weekly Rate	\$2,503.88	\$2,625.55	\$2,757.86	\$2,894.83	\$3,041.86
1062 Programmer Analyst	Hourly Rate	\$33.8943	\$35.5418	\$37.2994	\$39.1444	\$41.0996
	Bi-Weekly Rate	\$2,711.54	\$2,843.34	\$2,983.95	\$3,131.55	\$3,287.97

3% - Effective July 1, 2018

Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$41.0996	\$43.1644	\$45.3173	\$47.5796	\$49.9522		
	Bi-Weekly Rate	\$3,287.92	\$3,453.15	\$3,625.38	\$3,806.37	\$3,996.18		
1064 Programmer Analyst Principal	Hourly Rate	\$47.8433	\$50.2378	\$52.7419	\$55.3781	\$58.1458		
	Bi-Weekly Rate	\$3,827.46	\$4,019.02	\$4,219.35	\$4,430.25	\$4,651.66		
1091 IT Operations Supt. Adm I	Hourly Rate	\$26.0305	\$27.3048	\$28.6446	\$29.8746	\$31.5444		
	Bi-Weekly Rate	\$2,087.44	\$2,184.38	\$2,291.57	\$2,389.97	\$2,523.55		
1092 IT Operations Supt. Adm II	Hourly Rate	\$30.3361	\$31.8517	\$33.3895	\$35.0588	\$36.7722		
	Bi-Weekly Rate	\$2,426.89	\$2,548.14	\$2,671.16	\$2,804.70	\$2,941.78		
1093 IT Operations Supt. Adm III	Hourly Rate	\$36.5964	\$38.3977	\$40.3086	\$42.3295	\$46.1698		
	Bi-Weekly Rate	\$2,927.71	\$3,071.82	\$3,224.69	\$3,386.36	\$3,693.58		
1094 IT Oper Supp Admin IV	Hourly Rate	\$44.4387	\$46.6574	\$48.9857	\$51.4457	\$54.0161		
	Bi-Weekly Rate	\$3,555.10	\$3,732.59	\$3,918.86	\$4,115.66	\$4,321.29		
1095 IT Oper Supp Admin V	Hourly Rate	\$47.8433	\$50.2378	\$52.7419	\$55.3781	\$58.1458		
	Bi-Weekly Rate	\$3,827.46	\$4,019.02	\$4,219.35	\$4,430.25	\$4,651.66		
1312 Public Information Office	Hourly Rate	\$36.7417	\$38.5789	\$40.5079	\$42.5332	\$44.6432		
	Bi-Weekly Rate	\$2,939.34	\$3,086.31	\$3,240.63	\$3,402.66	\$3,571.46		
1650 Accountant	Hourly Rate	\$30.0490	\$31.5240	\$33.0711	\$34.7148	\$36.4071	\$38.7853	\$40.7345
	Bi-Weekly Rate	\$2,403.92	\$2,521.92	\$2,645.69	\$2,777.18	\$2,912.57	\$3,102.82	\$3,258.76
1652 Senior Accountant	Hourly Rate	\$33.5871	\$35.2451	\$36.9705	\$38.7853	\$40.7345		
	Bi-Weekly Rate	\$2,686.97	\$2,819.61	\$2,957.64	\$3,102.82	\$3,258.76		
1654 Principal Accountant	Hourly Rate	\$44.3125	\$46.5306	\$48.8461	\$51.2643	\$53.8429		
	Bi-Weekly Rate	\$3,545.00	\$3,722.45	\$3,907.69	\$4,101.14	\$4,307.43		
1656 Head Accountant	Hourly Rate	\$43.8043	\$46.0001	\$48.3079	\$50.7280	\$53.3598		
	Bi-Weekly Rate	\$3,504.34	\$3,680.01	\$3,864.63	\$4,058.24	\$4,260.78		
1806 Senior Statistician	Hourly Rate	\$49.0597	\$51.5128	\$54.0883	\$56.7930	\$59.6324		
	Bi-Weekly Rate	\$3,924.78	\$4,121.02	\$4,327.06	\$4,543.44	\$4,770.59		
1952 Purchaser	Hourly Rate	\$34.9089	\$36.6117	\$38.4044	\$40.3314	\$42.3478		
	Bi-Weekly Rate	\$2,792.71	\$2,928.94	\$3,072.35	\$3,226.51	\$3,387.82		
1956 Senior Purchaser	Hourly Rate	\$42.3478	\$44.4764	\$46.6948	\$49.0249	\$51.4672		
	Bi-Weekly Rate	\$3,387.82	\$3,558.11	\$3,735.58	\$3,921.38	\$4,117.38		
2548 Occupation Therapist	Hourly Rate	\$42.5496	\$44.6782	\$46.9191	\$49.2716	\$51.7363		
	Bi-Weekly Rate	\$3,403.97	\$3,574.26	\$3,753.53	\$3,941.73	\$4,138.90		
5208 Civil Engineer	Hourly Rate	\$55.2754	\$58.0484	\$60.9400	\$63.9977	\$67.1981		
	Bi-Weekly Rate	\$4,422.03	\$4,643.87	\$4,875.20	\$5,119.82	\$5,375.85		
5210 Senior Civil Engineer	Hourly Rate	\$60.4968	\$63.5219	\$66.7036	\$70.0420	\$73.5373		
	Bi-Weekly Rate	\$4,839.74	\$5,081.75	\$5,336.29	\$5,603.36	\$5,882.98		
5211 Senior Engineer	Hourly Rate	\$63.9977	\$67.1977	\$70.5638	\$74.0952	\$77.7929		
	Bi-Weekly Rate	\$5,119.82	\$5,375.82	\$5,645.10	\$5,927.62	\$6,223.43		

3% - Effective July 1, 2018

Classification		Step				
		1	2	3	4	5
5234 Jr. Electrical Engineer	Hourly Rate	\$33.9005	\$35.5810	\$37.3287	\$39.1664	\$41.1152
	Bi-Weekly Rate	\$2,712.04	\$2,846.48	\$2,986.30	\$3,133.31	\$3,289.22
5241 Engineer	Hourly Rate	\$55.7326	\$58.5053	\$61.3973	\$64.4550	\$67.6553
	Bi-Weekly Rate	\$4,458.61	\$4,680.42	\$4,911.78	\$5,156.40	\$5,412.42
5252 Asst Mechanical Engineer	Hourly Rate	\$38.0461	\$39.9280	\$41.9219	\$44.0283	\$46.2241
	Bi-Weekly Rate	\$3,043.69	\$3,194.69	\$3,353.75	\$3,522.26	\$3,697.93
5254 Assoc. Mechanical Engineer	Hourly Rate	\$47.7376	\$50.1316	\$52.2754	\$58.0484	\$60.4968
	Bi-Weekly Rate	\$3,819.01	\$4,010.53	\$4,211.52	\$4,422.03	\$4,643.87
5258 Sr. Mechanical Engineer	Hourly Rate	\$60.4968	\$63.5219	\$66.7030	\$70.0420	\$73.5373
	Bi-Weekly Rate	\$4,839.74	\$5,081.75	\$5,336.29	\$5,603.36	\$5,882.98
5261 Architect Assistant II	Hourly Rate	\$35.2451	\$36.9705	\$38.7853	\$40.7345	\$42.7735
	Bi-Weekly Rate	\$2,819.61	\$2,957.64	\$3,102.82	\$3,258.76	\$3,421.88
5265 Architect Associate I	Hourly Rate	\$41.0298	\$43.0919	\$45.2488	\$47.5007	\$49.8711
	Bi-Weekly Rate	\$3,282.36	\$3,447.35	\$3,619.90	\$3,800.06	\$3,989.69
5366 Architect Associate II	Hourly Rate	\$47.5007	\$49.8711	\$52.3598	\$54.9671	\$57.7166
	Bi-Weekly Rate	\$3,800.06	\$3,989.69	\$4,188.78	\$4,397.37	\$4,617.39
5268 Architect	Hourly Rate	\$53.9004	\$56.6026	\$59.4233	\$62.3860	\$65.5148
	Bi-Weekly Rate	\$4,312.03	\$4,528.21	\$4,753.86	\$4,990.88	\$5,241.18
5344 Mechanical Engr Asst II	Hourly Rate	\$33.6818	\$35.3411	\$37.0948	\$38.9201	\$40.8401
	Bi-Weekly Rate	\$2,694.54	\$2,827.29	\$2,967.58	\$3,113.61	\$3,267.21
6138 Industrial Hygienist	Hourly Rate	\$51.4672	\$54.0440	\$57.2757	\$60.1216	\$63.1012
	Bi-Weekly Rate	\$4,117.38	\$4,323.52	\$4,582.06	\$4,809.73	\$5,048.10
6331 Building Inspector	Hourly Rate	\$49.0249	\$51.4672	\$54.0440	\$56.7551	\$59.6007
	Bi-Weekly Rate	\$3,921.99	\$4,117.38	\$4,323.52	\$4,540.41	\$4,768.06
6340 School Construction Coordinator	Hourly Rate	\$37,1550	\$39.0183	\$40.9738	\$43.0213	\$45.1799
	Bi-Weekly Rate	\$2,972.40	\$3,121.46	\$3,277.90	\$3,441.70	\$3,614.39

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Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$26.8114	\$28.1239	\$29.5039	\$30.7708	\$32.4907
	Bi-Weekly Rate	\$2,144.91	\$2,249.91	\$2,360.31	\$2,461.66	\$2,599.26
1003 Operator Senior	Hourly Rate	\$30.6577	\$32.1512	\$33.7351	\$35.4089	\$37.1514
	Bi-Weekly Rate	\$2,452.62	\$2,572.10	\$2,698.81	\$2,832.71	\$2,972.11
1011 Technical Assistant	Hourly Rate	\$23.8024	\$24.9789	\$26.2004	\$27.4672	\$28.8026
	Bi-Weekly Rate	\$1,904.19	\$1,998.31	\$2,096.03	\$2,197.38	\$2,304.21
1012 Technician Journey	Hourly Rate	\$31.2462	\$32.8073	\$34.2912	\$36.1106	\$37.8754
	Bi-Weekly Rate	\$2,499.70	\$2,624.58	\$2,751.30	\$2,888.85	\$3,030.03
1021 Administrator I	Hourly Rate	\$31.1121	\$32.6487	\$34.2325	\$35.9296	\$37.6943
	Bi-Weekly Rate	\$2,488.92	\$2,611.90	\$2,738.60	\$2,874.37	\$3,015.54
1022 Administrator II	Hourly Rate	\$37.6943	\$39.5496	\$41.5179	\$43.5994	\$47.5549
	Bi-Weekly Rate	\$3,015.54	\$3,163.97	\$3,321.43	\$3,487.95	\$3,804.39
1023 Administrator III	Hourly Rate	\$45.7719	\$48.0571	\$50.4553	\$52.9891	\$55.6366
	Bi-Weekly Rate	\$4,661.75	\$3,844.57	\$4,036.42	\$4,239.13	\$4,450.93
1024 IS Administrator Supervisor	Hourly Rate	\$49.2786	\$51.7449	\$54.3242	\$57.0394	\$59.8902
	Bi-Weekly Rate	\$3,942.29	\$4,139.59	\$4,345.94	\$4,563.15	\$4,791.22
1031 IS Trainer Assistant	Hourly Rate	\$30.4550	\$31.9824	\$33.5855	\$35.2637	\$37.0310
	Bi-Weekly Rate	\$2,436.40	\$2,558.59	\$2,686.10	\$2,821.10	\$2,962.48
1032 IS Trainer - Journey	Hourly Rate	\$37.1066	\$38.9579	\$40.8901	\$42.9374	\$45.0837
	Bi-Weekly Rate	\$2,968.53	\$3,116.63	\$3,271.21	\$3,434.99	\$3,606.70
1033 IS Trainer – Senior	Hourly Rate	\$45.0926	\$47.3429	\$49.7010	\$52.1893	\$54.8075
	Bi-Weekly Rate	\$3,607.41	\$3,787.43	\$3,976.08	\$4,175.14	\$4,384.60
1041 IS Engineer – Assistant	Hourly Rate	\$45.4948	\$47.7705	\$50.1639	\$52.6753	\$55.3040
	Bi-Weekly Rate	\$3,639.58	\$3,821.64	\$4,013.11	\$4,214.02	\$4,424.32
1042 Engineer Journey	Hourly Rate	\$50.4553	\$52.9891	\$55.6366	\$58.4371	\$61.3379
	Bi-Weekly Rate	\$4,036.42	\$4,239.13	\$4,450.93	\$4,674.97	\$4,907.03
1043 IS Engineer Senior	Hourly Rate	\$52.0891	\$54.6933	\$57.4281	\$60.2994	\$63.3144
	Bi-Weekly Rate	\$4,167.13	\$4,375.46	\$4,594.25	\$4,823.95	\$5,065.15
1044 Engineer Principal	Hourly Rate	\$65.4706	\$68.7441	\$72.1896	\$75.8083	\$79.5987
	Bi-Weekly Rate	\$5,237.65	\$5,499.53	\$5,775.17	\$6,064.66	\$6,367.90
1051 IS Bus Analyst-Asst.	Hourly Rate	\$35.0697	\$36.7893	\$38.5994	\$40.5227	\$42.5589
	Bi-Weekly Rate	\$2,805.58	\$2,943.14	\$3,087.95	\$3,241.82	\$3,404.71
1052 Business Analyst	Hourly Rate	\$40.5227	\$42.5590	\$44.6857	\$46.9259	\$49.2786
	Bi-Weekly Rate	\$3,241.82	\$3,404.72	\$3,574.86	\$3,754.07	\$3,942.29
1053 IS Business Analyst Sr.	Hourly Rate	\$48.3452	\$50.7570	\$53.3037	\$55.9635	\$58.7582
	Bi-Weekly Rate	\$3,867.62	\$4,060.56	\$4,264.30	\$4,477.08	\$4,700.66
1061 IS Programmer Analyst	Hourly Rate	\$32.2375	\$33.8040	\$35.5074	\$37.2710	\$39.1639
	Bi-Weekly Rate	\$2,579.00	\$2,704.32	\$2,840.59	\$2,981.68	\$3,133.11
1062 Programmer Analyst	Hourly Rate	\$34.9111	\$36.6081	\$38.4184	\$40.3187	\$42.3326
	Bi-Weekly Rate	\$2,792.89	\$2,928.65	\$3,073.47	\$3,225.50	\$3,386.61

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Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$42.3326	\$44.4593	\$46.6768	\$49.0070	\$51.4508		
	Bi-Weekly Rate	\$3,386.61	\$3,556.74	\$3,734.14	\$3,920.56	\$4,116.06		
1064 Programmer Analyst Principal	Hourly Rate	\$49.2786	\$51.7449	\$54.3242	\$57.0394	\$59.8902		
	Bi-Weekly Rate	\$3,942.29	\$4,139.59	\$4,345.94	\$4,563.15	\$4,791.22		
1091 IT Operations Supt. Adm I	Hourly Rate	\$26.8114	\$28.1239	\$29.5039	\$30.7708	\$32.4907		
	Bi-Weekly Rate	\$2,144.91	\$2,249.91	\$2,360.31	\$2,461.66	\$2,599.26		
1092 IT Operations Supt. Adm II	Hourly Rate	\$31.2462	\$32.8073	\$34.3912	\$36.1106	\$37.8754		
	Bi-Weekly Rate	\$2,499.70	\$2,624.58	\$2,751.30	\$2,888.85	\$3,030.03		
1093 IT Operations Supt. Adm III	Hourly Rate	\$37.6943	\$39.5496	\$41.5179	\$43.5994	\$47.5549		
	Bi-Weekly Rate	\$3,015.54	\$3,163.97	\$3,321.43	\$3,487.95	\$3,804.39		
1094 IT Oper Supp Admin IV	Hourly Rate	\$45.7719	\$48.0571	\$50.4553	\$52.9891	\$55.6366		
	Bi-Weekly Rate	\$3,661.75	\$3,844.57	\$4,036.42	\$4,239.13	\$4,450.93		
1095 IT Oper Supp Admin V	Hourly Rate	\$49.2786	\$51.7449	\$54.3242	\$57.0394	\$59.8902		
	Bi-Weekly Rate	\$3,942.29	\$4,139.59	\$4,345.94	\$4,563.15	\$4,791.22		
1312 Public Information Office	Hourly Rate	\$37.8440	\$39.7363	\$41.7231	\$43.8092	\$45.9825		
	Bi-Weekly Rate	\$3,027.52	\$3,178.90	\$3,337.85	\$3,504.74	\$3,678.60		
1650 Accountant	Hourly Rate	\$30.9505	\$32.4697	\$34.0632	\$35.7562	\$37.4993	\$39.9489	\$41.9565
	Bi-Weekly Rate	\$2,476.04	\$2,597.58	\$2,725.06	\$2,860.50	\$2,999.94	\$3,195.91	\$3,356.52
1652 Senior Accountant	Hourly Rate	\$34.5947	\$36.3025	\$38.0796	\$39.9489	\$41.9565		
	Bi-Weekly Rate	\$2,767.58	\$2,904.20	\$3,046.37	\$3,195.91	\$3,356.52		
1654 Principal Accountant	Hourly Rate	\$45.6419	\$47.9265	\$50.3115	\$52.8022	\$55.4582		
	Bi-Weekly Rate	\$3,356.52	\$3,651.35	\$4,024.92	\$4,224.18	\$4,436.66		
1656 Head Accountant	Hourly Rate	\$45.1184	\$47.3801	\$49.7571	\$52.2498	\$54.8576		
	Bi-Weekly Rate	\$3,609.47	\$3,790.41	\$3,980.57	\$4,179.98	\$4,388.61		
1806 Senior Statistician	Hourly Rate	\$50.5315	\$53.0582	\$55.7109	\$58.4968	\$61.4214		
	Bi-Weekly Rate	\$4,042.52	\$4,244.66	\$4,456.87	\$4,679.74	\$4,913.71		
1952 Purchaser	Hourly Rate	\$35.9562	\$37.7101	\$39.5565	\$41.5413	\$43.6182		
	Bi-Weekly Rate	\$2,876.50	\$3,016.81	\$3,164.52	\$3,323.30	\$3,489.46		
1956 Senior Purchaser	Hourly Rate	\$43.6182	\$45.8107	\$48.0956	\$50.4956	\$53.0112		
	Bi-Weekly Rate	\$3,489.46	\$3,664.86	\$3,847.65	\$4,039.65	\$4,240.90		
2548 Occupation Therapist	Hourly Rate	\$43.8261	\$46.0185	\$48.3267	\$50.7497	\$53.2884		
	Bi-Weekly Rate	\$3,506.09	\$3,681.48	\$3,866.14	\$4,059.98	\$4,263.07		
5208 Civil Engineer	Hourly Rate	\$56.9337	\$59.7899	\$62.7682	\$65.9176	\$69.2140		
	Bi-Weekly Rate	\$4,554.70	\$4,783.19	\$5,021.46	\$5,273.41	\$5,537.12		
5210 Senior Civil Engineer	Hourly Rate	\$62.3117	\$65.4276	\$68.7047	\$72.1433	\$75.7434		
	Bi-Weekly Rate	\$4,984.94	\$5,234.21	\$5,496.38	\$5,771.46	\$6,059.47		
5211 Senior Engineer	Hourly Rate	\$65.9176	\$69.2136	\$72.6807	\$76.3181	\$80.1267		
	Bi-Weekly Rate	\$5,273.41	\$5,537.09	\$5,814.46	\$6,105.45	\$6,410.14		

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Classification		Step				
		1	2	3	4	5
5234 Jr. Electrical Engineer	Hourly Rate	\$34.9175	\$36.6484	\$38.4486	\$40.3414	\$42.3487
	Bi-Weekly Rate	\$2,793.40	\$2,931.87	\$3,075.89	\$3,227.31	\$3,387.90
5241 Engineer	Hourly Rate	\$57.4046	\$60.2605	\$63.2392	\$66.3887	\$69.6850
	Bi-Weekly Rate	\$4,592.37	\$4,820.84	\$5,058.14	\$5,311.10	\$5,574.80
5252 Asst Mechanical Engineer	Hourly Rate	\$39.1875	\$41.1258	\$43.1796	\$45.3491	\$47.6108
	Bi-Weekly Rate	\$3,135.00	\$3,290.06	\$3,454.37	\$3,627.93	\$3,808.86
5254 Assoc. Mechanical Engineer	Hourly Rate	\$49.1697	\$51.6355	\$54.2233	\$56.9337	\$59.7899
	Bi-Weekly Rate	\$3,933.58	\$4,130.84	\$4,337.86	\$4,554.70	\$4,783.19
5258 Sr. Mechanical Engineer	Hourly Rate	\$62.3117	\$65.4276	\$68.7047	\$72.1433	\$75.7434
	Bi-Weekly Rate	\$4,984.94	\$5,234.21	\$5,496.38	\$5,771.46	\$6,059.47
5261 Architect Assistant II	Hourly Rate	\$36.3025	\$38.0796	\$39.9489	\$41.9565	\$44.0567
	Bi-Weekly Rate	\$2,904.20	\$3,046.37	\$3,195.91	\$3,356.52	\$3,524.54
5265 Architect Associate I	Hourly Rate	\$42.2607	\$44.3847	\$46.6063	\$48.9257	\$51.3672
	Bi-Weekly Rate	\$3,380.86	\$3,550.78	\$3,728.50	\$3,914.06	\$4,109.38
5366 Architect Associate II	Hourly Rate	\$48.9257	\$51.3672	\$53.9306	\$56.6161	\$59.4481
	Bi-Weekly Rate	\$3,914.06	\$4,109.38	\$4,314.45	\$4,529.29	\$4,755.85
5268 Architect	Hourly Rate	\$55.5174	\$58.3007	\$61.2060	\$64.2576	\$67.4802
	Bi-Weekly Rate	\$4,441.39	\$4,664.06	\$4,896.48	\$5,140.61	\$5,398.42
5344 Mechanical Engr Asst II	Hourly Rate	\$34.6923	\$36.4013	\$38.2076	\$40.0877	\$42.0653
	Bi-Weekly Rate	\$2,775.38	\$2,912.10	\$3,056.61	\$3,207.02	\$3,365.22
6138 Industrial Hygienist	Hourly Rate	\$53.0112	\$55.6653	\$58.9940	\$61.9252	\$64.9942
	Bi-Weekly Rate	\$4,240.90	\$4,453.22	\$4,719.52	\$4,954.02	\$5,199.54
6331 Building Inspector	Hourly Rate	\$50.4956	\$53.0112	\$55.6653	\$58.4578	\$61.3887
	Bi-Weekly Rate	\$4,039.65	\$4,240.90	\$4,453.22	\$4,676.62	\$4,911.10
6340 School Construction Coordinator	Hourly Rate	\$38.2697	\$40.1888	\$42.2030	\$44.3119	\$46.5353
	Bi-Weekly Rate	\$3,061.58	\$3,215.10	\$3,376.24	\$3,544.95	\$3,722.82