

2% - Effective July 1, 2014

Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$ 21.1631	\$ 22.1992	\$ 23.2884	\$ 24.2884	\$ 25.6460
	Bi-Weekly Rate	\$ 1,693.05	\$ 1,775.94	\$ 1,863.07	\$ 1,943.07	\$ 2,051.68
1003 Operator Senior	Hourly Rate	\$ 24.1992	\$ 25.3779	\$ 26.6282	\$ 27.9495	\$ 29.3248
	Bi-Weekly Rate	\$ 1,935.94	\$ 2,030.23	\$ 2,130.26	\$ 2,235.96	\$ 2,345.98
1011 Technical Assistant	Hourly Rate	\$ 18.7879	\$ 19.7166	\$ 20.6809	\$ 21.6809	\$ 22.7348
	Bi-Weekly Rate	\$ 1,503.03	\$ 1,577.33	\$ 1,654.47	\$ 1,734.47	\$ 1,818.78
1012 Technician Journey	Hourly Rate	\$ 24.6636	\$ 25.8959	\$ 27.1461	\$ 28.5033	\$ 29.8964
	Bi-Weekly Rate	\$ 1,973.09	\$ 2,071.67	\$ 2,171.69	\$ 2,280.26	\$ 2,391.71
1021 Administrator I	Hourly Rate	\$ 24.5578	\$ 25.7708	\$ 27.0210	\$ 28.3605	\$ 29.7534
	Bi-Weekly Rate	\$ 1,964.62	\$ 2,061.66	\$ 2,161.68	\$ 2,268.84	\$ 2,380.27
1022 Administrator II	Hourly Rate	\$ 29.7534	\$ 31.2179	\$ 32.7716	\$ 34.4146	\$ 37.5368
	Bi-Weekly Rate	\$ 2,380.27	\$ 2,497.43	\$ 2,621.73	\$ 2,753.17	\$ 3,002.94
1023 Administrator III	Hourly Rate	\$ 36.1292	\$ 37.9330	\$ 39.8260	\$ 41.8262	\$ 43.9159
	Bi-Weekly Rate	\$ 2,890.34	\$ 3,034.64	\$ 3,186.08	\$ 3,346.10	\$ 3,513.27
1024 IS Administrator Supervisor	Hourly Rate	\$ 38.8974	\$ 40.8440	\$ 42.8799	\$ 45.0231	\$ 47.2733
	Bi-Weekly Rate	\$ 3,111.79	\$ 3,267.52	\$ 3,430.39	\$ 3,601.85	\$ 3,781.86
1031 IS Trainer Assistant	Hourly Rate	\$ 24.0392	\$ 25.2450	\$ 26.5102	\$ 27.8347	\$ 29.2298
	Bi-Weekly Rate	\$ 1,923.14	\$ 2,019.60	\$ 2,120.82	\$ 2,226.78	\$ 2,338.38
1032 IS Trainer - Journey	Hourly Rate	\$ 29.2895	\$ 30.7509	\$ 32.2760	\$ 33.8921	\$ 35.5861
	Bi-Weekly Rate	\$ 2,343.16	\$ 2,460.07	\$ 2,582.08	\$ 2,711.37	\$ 2,846.89
1033 IS Trainer – Senior	Hourly Rate	\$ 35.5931	\$ 37.3693	\$ 39.2308	\$ 41.1948	\$ 43.2615
	Bi-Weekly Rate	\$ 2,847.45	\$ 2,989.54	\$ 3,138.46	\$ 3,295.58	\$ 3,460.92
1041 IS Engineer – Assistant	Hourly Rate	\$ 35.9106	\$ 37.7070	\$ 39.5962	\$ 41.5784	\$ 43.6533
	Bi-Weekly Rate	\$ 2,872.85	\$ 3,016.56	\$ 3,167.70	\$ 3,326.27	\$ 3,492.26
1042 Engineer Journey	Hourly Rate	\$ 39.8260	\$ 41.8262	\$ 43.9159	\$ 46.1264	\$ 48.4162
	Bi-Weekly Rate	\$ 3,186.08	\$ 3,346.10	\$ 3,513.27	\$ 3,690.11	\$ 3,873.30
1051 IS Bus Analyst-Asst.	Hourly Rate	\$ 27.6818	\$ 29.0390	\$ 30.4677	\$ 31.9860	\$ 33.5931
	Bi-Weekly Rate	\$ 2,214.54	\$ 2,323.12	\$ 2,437.42	\$ 2,558.88	\$ 2,687.45
1052 Business Analyst	Hourly Rate	\$ 31.9860	\$ 33.5932	\$ 35.2719	\$ 37.0402	\$ 38.8974
	Bi-Weekly Rate	\$ 2,558.88	\$ 2,687.46	\$ 2,821.75	\$ 2,963.22	\$ 3,111.79
1053 IS Business Analyst Sr.	Hourly Rate	\$ 38.1605	\$ 40.0641	\$ 42.0745	\$ 44.1739	\$ 46.3798
	Bi-Weekly Rate	\$ 3,052.84	\$ 3,205.13	\$ 3,365.96	\$ 3,533.91	\$ 3,710.38
1061 IS Programmer Analyst	Hourly Rate	\$ 25.4462	\$ 26.6826	\$ 28.0273	\$ 29.4192	\$ 30.9133
	Bi-Weekly Rate	\$ 2,035.70	\$ 2,134.61	\$ 2,242.18	\$ 2,353.54	\$ 2,473.06
1062 Programmer Analyst	Hourly Rate	\$ 27.5567	\$ 28.8961	\$ 30.3249	\$ 31.8250	\$ 33.4146
	Bi-Weekly Rate	\$ 2,204.54	\$ 2,311.69	\$ 2,425.99	\$ 2,546.00	\$ 2,673.17

Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$ 33.4146	\$ 35.0933	\$ 36.8436	\$ 38.6829	\$ 40.6119		
	Bi-Weekly Rate	\$ 2,673.17	\$ 2,807.46	\$ 2,947.49	\$ 3,094.63	\$ 3,248.95		
1064 Programmer Analyst Principal	Hourly Rate	\$ 38.8974	\$ 40.8440	\$ 42.8799	\$ 45.0231	\$ 47.2733		
	Bi-Weekly Rate	\$ 3,111.79	\$ 3,267.52	\$ 3,430.39	\$ 3,601.85	\$ 3,781.86		
1091 IT Operations Supt. Adm I	Hourly Rate	\$ 21.1631	\$ 22.1992	\$ 23.2884	\$ 24.2884	\$ 25.6460		
	Bi-Weekly Rate	\$ 1,693.05	\$ 1,775.94	\$ 1,863.07	\$ 1,943.07	\$ 2,051.68		
1092 IT Operations Supt. Adm II	Hourly Rate	\$ 24.6639	\$ 25.8959	\$ 27.1461	\$ 28.5033	\$ 29.8964		
	Bi-Weekly Rate	\$ 1,973.09	\$ 2,071.67	\$ 2,171.69	\$ 2,280.26	\$ 2,391.71		
1093 IT Operations Supt. Adm III	Hourly Rate	\$ 29.7534	\$ 31.2179	\$ 32.7716	\$ 34.4146	\$ 37.5368		
	Bi-Weekly Rate	\$ 2,380.27	\$ 2,497.43	\$ 2,621.73	\$ 2,753.17	\$ 3,002.94		
1094 IT Oper Supp Admin IV	Hourly Rate	\$ 36.1292	\$ 37.9330	\$ 39.8260	\$ 41.8262	\$ 43.9159		
	Bi-Weekly Rate	\$ 2,890.34	\$ 3,034.64	\$ 3,186.08	\$ 3,346.10	\$ 3,513.27		
1095 IT Oper Supp Admin V	Hourly Rate	\$ 38.8974	\$ 40.8440	\$ 42.8799	\$ 45.0231	\$ 47.2733		
	Bi-Weekly Rate	\$ 3,111.79	\$ 3,267.52	\$ 3,430.39	\$ 3,601.85	\$ 3,781.86		
1650 Accountant	Hourly Rate	\$ 24.4302	\$ 25.6295	\$ 26.8874	\$ 28.2237	\$ 29.5994	\$ 31.5329	\$ 33.1178
	Bi-Weekly Rate	\$ 1,954.42	\$ 2,050.36	\$ 2,150.99	\$ 2,257.90	\$ 2,367.95	\$ 2,522.63	\$ 2,649.42
1652 Senior Accountant	Hourly Rate	\$ 27.3067	\$ 28.6547	\$ 30.0575	\$ 31.5329	\$ 33.1178		
	Bi-Weekly Rate	\$ 2,184.54	\$ 2,292.38	\$ 2,404.60	\$ 2,522.63	\$ 2,649.42		
1656 Head Accountant	Hourly Rate	\$ 35.6134	\$ 37.3987	\$ 39.2750	\$ 41.2425	\$ 43.3010		
	Bi-Weekly Rate	\$ 2,849.07	\$ 2,991.90	\$ 3,142.00	\$ 3,299.40	\$ 3,646.08		
1806 Senior Statistician	Hourly Rate	\$ 39.8863	\$ 41.8806	\$ 43.9745	\$ 46.1734	\$ 48.4820		
	Bi-Weekly Rate	\$ 3,190.90	\$ 3,350.45	\$ 3,517.96	\$ 3,693.87	\$ 3,878.56		
1952 Purchaser	Hourly Rate	\$ 28.3815	\$ 29.7659	\$ 31.2232	\$ 32.7899	\$ 34.4294		
	Bi-Weekly Rate	\$ 2,270.52	\$ 2,381.27	\$ 2,497.86	\$ 2,623.19	\$ 2,754.35		
1956 Senior Purchaser	Hourly Rate	\$ 34.4294	\$ 36.1601	\$ 37.9635	\$ 39.8579	\$ 41.8436		
	Bi-Weekly Rate	\$ 2,754.35	\$ 2,892.81	\$ 3,037.08	\$ 3,188.63	\$ 3,347.49		
2548 Occupation Therapist	Hourly Rate	\$ 34.5934	\$ 36.3239	\$ 38.1459	\$ 40.0585	\$ 42.0623		
	Bi-Weekly Rate	\$ 2,767.47	\$ 2,905.91	\$ 3,051.67	\$ 3,204.68	\$ 3,364.98		
5208 Civil Engineer	Hourly Rate	\$ 44.9396	\$ 47.1941	\$ 49.5452	\$ 52.0311	\$ 54.6330		
	Bi-Weekly Rate	\$ 3,595.17	\$ 3,775.53	\$ 3,963.62	\$ 4,162.49	\$ 4,370.64		
5210 Senior Civil Engineer	Hourly Rate	\$ 49.1849	\$ 51.6441	\$ 54.2310	\$ 56.9451	\$ 59.7869		
	Bi-Weekly Rate	\$ 3,934.79	\$ 4,131.53	\$ 4,338.48	\$ 4,555.61	\$ 4,782.95		
5211 Senior Engineer	Hourly Rate	\$ 52.0311	\$ 54.6326	\$ 57.3693	\$ 60.2405	\$ 63.2467		
	Bi-Weekly Rate	\$ 4,162.49	\$ 4,370.61	\$ 4,589.54	\$ 4,819.24	\$ 5,059.74		
5234 Jr. Electrical Engineer	Hourly Rate	\$ 27.5616	\$ 28.9278	\$ 30.3488	\$ 31.8428	\$ 33.4274		
	Bi-Weekly Rate	\$ 2,204.93	\$ 2,314.22	\$ 2,427.90	\$ 2,547.42	\$ 2,674.19		
5236 Asst Electrical Engineer	Hourly Rate	\$ 32.7218	\$ 34.3405	\$ 36.0557	\$ 37.8685	\$ 39.7556		
	Bi-Weekly Rate	\$ 2,617.74	\$ 2,747.24	\$ 2,884.46	\$ 3,029.48	\$ 3,180.45		

Classification	Step					
		1	2	3	4	5
5241 Engineer	Hourly Rate	\$ 45.3113	\$ 47.5657	\$ 49.9169	\$ 52.4028	\$ 55.0047
	Bi-Weekly Rate	\$ 3,624.90	\$ 3,805.26	\$ 3,993.35	\$ 4,192.22	\$ 4,400.38
5252 Asst Mechanical Engineer	Hourly Rate	\$ 30.9320	\$ 32.4620	\$ 34.0831	\$ 35.7956	\$ 37.5809
	Bi-Weekly Rate	\$ 2,474.56	\$ 2,596.96	\$ 2,726.65	\$ 2,863.65	\$ 3,006.47
5254 Assoc. Mechanical Engineer	Hourly Rate	\$ 38.8114	\$ 40.7578	\$ 42.8004	\$ 44.9396	\$ 47.1941
	Bi-Weekly Rate	\$ 3,104.91	\$ 3,260.62	\$ 3,424.03	\$ 3,595.17	\$ 3,775.53
5258 Sr. Mechanical Engineer	Hourly Rate	\$ 49.1849	\$ 51.6441	\$ 54.2310	\$ 56.9451	\$ 59.7869
	Bi-Weekly Rate	\$ 3,934.79	\$ 4,131.53	\$ 4,338.48	\$ 4,555.61	\$ 4,782.95
5261 Architect Assistant II	Hourly Rate	\$ 28.6547	\$ 30.0575	\$ 31.5329	\$ 33.1178	\$ 34.7755
	Bi-Weekly Rate	\$ 2,292.38	\$ 2,404.60	\$ 2,522.63	\$ 2,649.42	\$ 2,782.04
5265 Architect Associate I	Hourly Rate	\$ 33.3578	\$ 35.0343	\$ 36.7879	\$ 38.6187	\$ 40.5458
	Bi-Weekly Rate	\$ 2,668.62	\$ 2,802.74	\$ 2,943.03	\$ 3,089.50	\$ 3,243.66
5366 Architect Associate II	Hourly Rate	\$ 38.6187	\$ 40.5458	\$ 42.5693	\$ 44.6891	\$ 46.9244
	Bi-Weekly Rate	\$ 3,089.50	\$ 3,243.66	\$ 3,405.54	\$ 3,575.13	\$ 3,753.95
5268 Architect	Hourly Rate	\$ 43.8218	\$ 46.0188	\$ 48.3119	\$ 50.7207	\$ 53.2645
	Bi-Weekly Rate	\$ 3,505.74	\$ 3,681.50	\$ 3,864.95	\$ 4,057.66	\$ 4,261.16
5344 Mechanical Engr Asst II	Hourly Rate	\$ 27.3837	\$ 28.7328	\$ 30.1587	\$ 31.6426	\$ 33.2036
	Bi-Weekly Rate	\$ 2,190.70	\$ 2,298.62	\$ 2,412.70	\$ 2,531.41	\$ 2,656.29
6138 Industrial Hygienist	Hourly Rate	\$ 41.8436	\$ 43.9385	\$ 46.5660	\$ 48.8797	\$ 51.3022
	Bi-Weekly Rate	\$ 3,347.49	\$ 3,515.08	\$ 3,725.28	\$ 3,910.38	\$ 4,104.18
6331 Building Inspector	Hourly Rate	\$ 39.8579	\$ 41.8436	\$ 43.9385	\$ 46.1426	\$ 48.4562
	Bi-Weekly Rate	\$ 3,188.63	\$ 3,347.49	\$ 3,515.08	\$ 3,691.41	\$ 3,876.50

2% - Effective December 31, 2014

Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$ 21.5864	\$ 22.6432	\$ 23.7542	\$ 24.7742	\$ 26.1589
	Bi-Weekly Rate	\$ 1,726.91	\$ 1,811.46	\$ 1,900.34	\$ 1,981.94	\$ 2,092.71
1003 Operator Senior	Hourly Rate	\$ 24.6832	\$ 25.8855	\$ 27.1608	\$ 28.5085	\$ 29.9113
	Bi-Weekly Rate	\$ 1,974.66	\$ 2,070.84	\$ 2,172.86	\$ 2,280.68	\$ 2,392.90
1011 Technical Assistant	Hourly Rate	\$ 19.1637	\$ 20.1109	\$ 21.0945	\$ 22.1145	\$ 23.1895
	Bi-Weekly Rate	\$ 1,533.10	\$ 1,608.87	\$ 1,687.56	\$ 1,769.16	\$ 1,855.16
1012 Technician Journey	Hourly Rate	\$ 25.1569	\$ 26.4138	\$ 27.6890	\$ 29.0734	\$ 30.4943
	Bi-Weekly Rate	\$ 2,012.55	\$ 2,113.10	\$ 2,215.12	\$ 2,325.87	\$ 2,439.54
1021 Administrator I	Hourly Rate	\$ 25.0490	\$ 26.2862	\$ 27.5614	\$ 28.9277	\$ 30.3485
	Bi-Weekly Rate	\$ 2,003.92	\$ 2,102.90	\$ 2,204.91	\$ 2,314.22	\$ 2,427.88
1022 Administrator II	Hourly Rate	\$ 30.3485	\$ 31.8423	\$ 33.4270	\$ 35.1029	\$ 38.2875
	Bi-Weekly Rate	\$ 2,427.88	\$ 2,547.38	\$ 2,674.16	\$ 2,808.23	\$ 3,063.00
1023 Administrator III	Hourly Rate	\$ 36.8518	\$ 38.6917	\$ 40.6225	\$ 42.6627	\$ 44.7942
	Bi-Weekly Rate	\$ 2,948.14	\$ 3,095.34	\$ 3,249.80	\$ 3,413.02	\$ 3,583.54
1024 IS Administrator Supervisor	Hourly Rate	\$ 39.6753	\$ 41.6609	\$ 43.7375	\$ 45.9236	\$ 48.2188
	Bi-Weekly Rate	\$ 3,174.02	\$ 3,332.87	\$ 3,499.00	\$ 3,673.89	\$ 3,857.50
1031 IS Trainer Assistant	Hourly Rate	\$ 24.5200	\$ 25.7499	\$ 27.0404	\$ 28.3914	\$ 29.8144
	Bi-Weekly Rate	\$ 1,961.60	\$ 2,059.99	\$ 2,163.23	\$ 2,271.31	\$ 2,385.15
1032 IS Trainer - Journey	Hourly Rate	\$ 29.8753	\$ 31.3659	\$ 32.9215	\$ 34.5699	\$ 36.2978
	Bi-Weekly Rate	\$ 2,390.02	\$ 2,509.27	\$ 2,633.72	\$ 2,765.59	\$ 2,903.82
1033 IS Trainer – Senior	Hourly Rate	\$ 36.3050	\$ 38.1167	\$ 40.0154	\$ 42.0187	\$ 44.1267
	Bi-Weekly Rate	\$ 2,904.40	\$ 3,049.34	\$ 3,201.23	\$ 3,361.50	\$ 3,530.14
1041 IS Engineer – Assistant	Hourly Rate	\$ 36.6288	\$ 38.4611	\$ 40.3881	\$ 42.4100	\$ 44.5264
	Bi-Weekly Rate	\$ 2,930.30	\$ 3,076.89	\$ 3,231.05	\$ 3,392.80	\$ 3,562.11
1042 Engineer Journey	Hourly Rate	\$ 40.6225	\$ 42.6627	\$ 44.7942	\$ 47.0489	\$ 49.3845
	Bi-Weekly Rate	\$ 3,249.80	\$ 3,413.02	\$ 3,583.54	\$ 3,763.91	\$ 3,950.76
1051 IS Bus Analyst-Asst.	Hourly Rate	\$ 28.2354	\$ 29.6198	\$ 31.0771	\$ 32.6257	\$ 34.2650
	Bi-Weekly Rate	\$ 2,258.83	\$ 2,369.58	\$ 2,486.17	\$ 2,610.06	\$ 2,741.20
1052 Business Analyst	Hourly Rate	\$ 32.6257	\$ 34.2651	\$ 35.9773	\$ 37.7810	\$ 39.6753
	Bi-Weekly Rate	\$ 2,558.88	\$ 2,741.21	\$ 2,878.18	\$ 3,022.48	\$ 3,174.02
1053 IS Business Analyst Sr.	Hourly Rate	\$ 38.9237	\$ 40.8654	\$ 42.9160	\$ 45.0574	\$ 47.3074
	Bi-Weekly Rate	\$ 3,113.90	\$ 3,269.23	\$ 3,433.28	\$ 3,604.59	\$ 3,784.59
1061 IS Programmer Analyst	Hourly Rate	\$ 25.9551	\$ 27.2163	\$ 28.5878	\$ 30.0076	\$ 31.5316
	Bi-Weekly Rate	\$ 2,076.41	\$ 2,177.30	\$ 2,287.02	\$ 2,400.61	\$ 2,522.53
1062 Programmer Analyst	Hourly Rate	\$ 28.1078	\$ 29.4740	\$ 30.9314	\$ 32.4615	\$ 34.0829
	Bi-Weekly Rate	\$ 2,248.62	\$ 2,357.92	\$ 2,474.51	\$ 2,596.92	\$ 2,726.63

Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$ 34.0829	\$ 35.7952	\$ 37.5805	\$ 39.4566	\$ 41.4241		
	Bi-Weekly Rate	\$ 2,726.63	\$ 2,863.62	\$ 3,006.44	\$ 3,156.53	\$ 3,313.93		
1064 Programmer Analyst Principal	Hourly Rate	\$ 39.6753	\$ 41.6609	\$ 43.7375	\$ 45.9236	\$ 48.2188		
	Bi-Weekly Rate	\$ 3,174.02	\$ 3,332.87	\$ 3,499.00	\$ 3,673.89	\$ 3,857.50		
1091 IT Operations Supt. Adm I	Hourly Rate	\$ 21.5864	\$ 22.6432	\$ 23.7542	\$ 24.7742	\$ 26.1589		
	Bi-Weekly Rate	\$ 1,726.91	\$ 1,811.46	\$ 1,900.34	\$ 1,981.94	\$ 2,092.71		
1092 IT Operations Supt. Adm II	Hourly Rate	\$ 25.1569	\$ 26.4138	\$ 27.6890	\$ 29.0734	\$ 30.4943		
	Bi-Weekly Rate	\$ 2,012.55	\$ 2,113.10	\$ 2,215.12	\$ 2,325.87	\$ 2,439.54		
1093 IT Operations Supt. Adm III	Hourly Rate	\$ 30.3485	\$ 31.8423	\$ 33.4270	\$ 35.1029	\$ 38.2875		
	Bi-Weekly Rate	\$ 2,427.88	\$ 2,547.38	\$ 2,674.16	\$ 2,808.23	\$ 3,063.00		
1094 IT Oper Supp Admin IV	Hourly Rate	\$ 36.8518	\$ 38.6917	\$ 40.6225	\$ 42.6627	\$ 44.7942		
	Bi-Weekly Rate	\$ 2,948.14	\$ 3,095.34	\$ 3,249.80	\$ 3,413.02	\$ 3,583.54		
1095 IT Oper Supp Admin V	Hourly Rate	\$ 39.6753	\$ 41.6609	\$ 43.7375	\$ 45.9236	\$ 48.2188		
	Bi-Weekly Rate	\$ 3,174.02	\$ 3,332.87	\$ 3,499.00	\$ 3,673.89	\$ 3,857.50		
1650 Accountant	Hourly Rate	\$ 24.9188	\$ 26.1421	\$ 27.4251	\$ 28.7882	\$ 30.1914	\$ 32.1636	\$ 33.7802
	Bi-Weekly Rate	\$ 1,993.50	\$ 2,091.37	\$ 2,194.01	\$ 2,303.06	\$ 2,415.31	\$ 2,573.09	\$ 2,702.42
1652 Senior Accountant	Hourly Rate	\$ 27.8528	\$ 29.2278	\$ 30.6587	\$ 32.1636	\$ 33.7802		
	Bi-Weekly Rate	\$ 2,228.22	\$ 2,338.22	\$ 2,452.70	\$ 2,573.09	\$ 2,702.42		
1656 Head Accountant	Hourly Rate	\$ 36.3257	\$ 38.1467	\$ 40.0605	\$ 42.0674	\$ 44.1670		
	Bi-Weekly Rate	\$ 2,906.06	\$ 3,051.74	\$ 3,204.84	\$ 3,365.36	\$ 3,533.36		
1806 Senior Statistician	Hourly Rate	\$ 40.6840	\$ 42.7182	\$ 44.8540	\$ 47.0969	\$ 49.4516		
	Bi-Weekly Rate	\$ 3,254.72	\$ 3,417.46	\$ 3,588.32	\$ 3,767.75	\$ 3,956.13		
1952 Purchaser	Hourly Rate	\$ 28.9491	\$ 30.3612	\$ 31.8477	\$ 33.4457	\$ 35.1180		
	Bi-Weekly Rate	\$ 2,315.93	\$ 2,428.90	\$ 2,547.82	\$ 2,675.66	\$ 2,809.44		
1956 Senior Purchaser	Hourly Rate	\$ 35.1180	\$ 36.8833	\$ 38.7228	\$ 40.6551	\$ 42.6805		
	Bi-Weekly Rate	\$ 2,809.44	\$ 2,950.66	\$ 3,097.82	\$ 3,252.41	\$ 3,414.44		
2548 Occupation Therapist	Hourly Rate	\$ 35.2853	\$ 37.0504	\$ 38.9088	\$ 40.8597	\$ 42.9035		
	Bi-Weekly Rate	\$ 2,822.82	\$ 2,964.03	\$ 3,112.70	\$ 3,268.78	\$ 3,432.28		
5208 Civil Engineer	Hourly Rate	\$ 45.8284	\$ 48.1380	\$ 50.5361	\$ 53.0717	\$ 55.7257		
	Bi-Weekly Rate	\$ 3,667.07	\$ 3,851.04	\$ 4,042.89	\$ 4,245.74	\$ 4,458.06		
5210 Senior Civil Engineer	Hourly Rate	\$ 50.1686	\$ 52.6770	\$ 55.3156	\$ 58.0840	\$ 60.9826		
	Bi-Weekly Rate	\$ 4,013.49	\$ 4,214.16	\$ 4,425.25	\$ 4,646.72	\$ 4,878.61		
5211 Senior Engineer	Hourly Rate	\$ 53.0717	\$ 55.7253	\$ 58.5167	\$ 61.4453	\$ 64.5116		
	Bi-Weekly Rate	\$ 4,245.74	\$ 4,458.02	\$ 4,681.34	\$ 4,915.62	\$ 5,160.93		
5234 Jr. Electrical Engineer	Hourly Rate	\$ 28.1128	\$ 29.5064	\$ 30.9558	\$ 32.4797	\$ 34.0959		
	Bi-Weekly Rate	\$ 2,249.02	\$ 2,360.51	\$ 2,476.46	\$ 2,598.38	\$ 2,727.67		
5236 Asst Electrical Engineer	Hourly Rate	\$ 33.3762	\$ 35.0273	\$ 36.7768	\$ 38.6259	\$ 40.5507		
	Bi-Weekly Rate	\$ 2,670.10	\$ 2,802.18	\$ 2,942.14	\$ 3,090.07	\$ 3,244.06		

Classification		Step				
		1	2	3	4	5
5241 Engineer	Hourly Rate	\$ 46.2175	\$ 48.5170	\$ 50.9152	\$ 53.4509	\$ 56.1048
	Bi-Weekly Rate	\$ 3,697.40	\$ 3,881.36	\$ 4,073.22	\$ 4,276.07	\$ 4,488.38
5252 Asst Mechanical Engineer	Hourly Rate	\$ 31.5506	\$ 33.1112	\$ 34.7648	\$ 36.5115	\$ 38.3325
	Bi-Weekly Rate	\$ 2,524.05	\$ 2,648.90	\$ 2,781.18	\$ 2,920.92	\$ 3,066.60
5254 Assoc. Mechanical Engineer	Hourly Rate	\$ 39.5876	\$ 41.5730	\$ 43.6564	\$ 45.8384	\$ 48.1380
	Bi-Weekly Rate	\$ 3,167.01	\$ 3,325.84	\$ 3,492.51	\$ 3,667.07	\$ 3,851.04
5258 Sr. Mechanical Engineer	Hourly Rate	\$ 50.1686	\$ 52.6770	\$ 55.3156	\$ 58.0840	\$ 60.9826
	Bi-Weekly Rate	\$ 4,013.49	\$ 4,214.16	\$ 4,425.25	\$ 4,646.72	\$ 4,878.61
5261 Architect Assistant II	Hourly Rate	\$ 29.2278	\$ 30.6587	\$ 32.1636	\$ 33.7802	\$ 35.4710
	Bi-Weekly Rate	\$ 2,338.22	\$ 2,452.70	\$ 2,573.09	\$ 2,702.42	\$ 2,837.68
5265 Architect Associate I	Hourly Rate	\$ 34.0250	\$ 35.7350	\$ 37.5237	\$ 39.3911	\$ 41.3567
	Bi-Weekly Rate	\$ 2,722.00	\$ 2,858.80	\$ 3,001.90	\$ 3,151.29	\$ 3,308.54
5366 Architect Associate II	Hourly Rate	\$ 39.3911	\$ 41.3567	\$ 43.4207	\$ 45.5829	\$ 47.8629
	Bi-Weekly Rate	\$ 3,151.29	\$ 3,308.54	\$ 3,473.66	\$ 3,646.63	\$ 3,829.03
5268 Architect	Hourly Rate	\$ 44.6982	\$ 46.9392	\$ 49.2781	\$ 51.7351	\$ 54.3298
	Bi-Weekly Rate	\$ 3,575.86	\$ 3,755.14	\$ 3,942.25	\$ 4,138.81	\$ 4,346.38
5344 Mechanical Engr Asst II	Hourly Rate	\$ 27.9314	\$ 29.3075	\$ 30.7619	\$ 32.2755	\$ 33.8677
	Bi-Weekly Rate	\$ 2,234.51	\$ 2,344.60	\$ 2,460.95	\$ 2,582.04	\$ 2,709.42
6138 Industrial Hygienist	Hourly Rate	\$ 42.6805	\$ 44.8173	\$ 47.4973	\$ 49.8573	\$ 52.3282
	Bi-Weekly Rate	\$ 3,414.44	\$ 3,585.38	\$ 3,799.78	\$ 3,988.58	\$ 4,186.26
6331 Building Inspector	Hourly Rate	\$ 40.6550	\$ 42.6805	\$ 44.8173	\$ 47.0655	\$ 49.4253
	Bi-Weekly Rate	\$ 3,252.41	\$ 3,414.44	\$ 3,585.38	\$ 3,765.24	\$ 3,954.02

1.5% - Effective July 1, 2015

Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$ 21.9102	\$ 22.9828	\$ 24.1105	\$ 25.1458	\$ 26.5513
	Bi-Weekly Rate	\$ 1,752.82	\$ 1,838.62	\$ 1,928.84	\$ 2,011.66	\$ 2,124.10
1003 Operator Senior	Hourly Rate	\$ 25.0534	\$ 26.2738	\$ 27.5682	\$ 28.9361	\$ 30.3600
	Bi-Weekly Rate	\$ 2,004.27	\$ 2,101.90	\$ 2,205.46	\$ 2,314.89	\$ 2,428.80
1011 Technical Assistant	Hourly Rate	\$ 19.4512	\$ 20.4126	\$ 21.4109	\$ 22.4462	\$ 23.5373
	Bi-Weekly Rate	\$ 1,556.10	\$ 1,633.01	\$ 1,712.87	\$ 1,795.70	\$ 1,882.98
1012 Technician Journey	Hourly Rate	\$ 25.5343	\$ 26.8100	\$ 28.1043	\$ 29.5095	\$ 30.9517
	Bi-Weekly Rate	\$ 2,042.74	\$ 2,144.80	\$ 2,248.34	\$ 2,360.76	\$ 2,476.14
1021 Administrator I	Hourly Rate	\$ 25.4247	\$ 26.6805	\$ 27.9748	\$ 29.3616	\$ 30.8037
	Bi-Weekly Rate	\$ 2,033.98	\$ 2,134.44	\$ 2,237.98	\$ 2,348.93	\$ 2,464.30
1022 Administrator II	Hourly Rate	\$ 30.8037	\$ 32.3199	\$ 33.9284	\$ 35.6294	\$ 38.8618
	Bi-Weekly Rate	\$ 2,464.30	\$ 2,585.59	\$ 2,714.27	\$ 2,850.35	\$ 3,108.94
1023 Administrator III	Hourly Rate	\$ 37.4046	\$ 39.2721	\$ 41.2318	\$ 43.3026	\$ 45.4661
	Bi-Weekly Rate	\$ 2,992.37	\$ 3,141.77	\$ 3,298.54	\$ 3,464.21	\$ 3,637.29
1024 IS Administrator Supervisor	Hourly Rate	\$ 40.2704	\$ 42.2858	\$ 44.3936	\$ 46.6125	\$ 48.9421
	Bi-Weekly Rate	\$ 3,221.63	\$ 3,382.86	\$ 3,551.49	\$ 3,729.00	\$ 3,915.37
1031 IS Trainer Assistant	Hourly Rate	\$ 24.8878	\$ 26.1361	\$ 27.4460	\$ 28.8173	\$ 30.2616
	Bi-Weekly Rate	\$ 1,991.02	\$ 2,090.89	\$ 2,195.68	\$ 2,305.38	\$ 2,420.93
1032 IS Trainer - Journey	Hourly Rate	\$ 30.3234	\$ 31.8364	\$ 33.4153	\$ 35.0884	\$ 36.8423
	Bi-Weekly Rate	\$ 2,425.87	\$ 2,546.91	\$ 2,673.22	\$ 2,807.07	\$ 2,947.38
1033 IS Trainer – Senior	Hourly Rate	\$ 36.8496	\$ 38.6885	\$ 40.6156	\$ 42.6490	\$ 44.7886
	Bi-Weekly Rate	\$ 2,947.97	\$ 3,095.08	\$ 3,249.25	\$ 3,411.92	\$ 3,583.09
1041 IS Engineer – Assistant	Hourly Rate	\$ 37.1782	\$ 39.0380	\$ 40.9939	\$ 43.0462	\$ 45.1943
	Bi-Weekly Rate	\$ 2,974.26	\$ 3,123.04	\$ 3,279.51	\$ 3,443.70	\$ 3,615.54
1042 Engineer Journey	Hourly Rate	\$ 41.2318	\$ 43.3026	\$ 45.4661	\$ 47.7546	\$ 50.1253
	Bi-Weekly Rate	\$ 3,298.54	\$ 3,464.21	\$ 3,637.29	\$ 3,820.37	\$ 4,010.02
1051 IS Bus Analyst-Asst.	Hourly Rate	\$ 28.6589	\$ 30.0641	\$ 31.5433	\$ 33.1151	\$ 34.7790
	Bi-Weekly Rate	\$ 2,292.71	\$ 2,405.13	\$ 2,523.46	\$ 2,649.21	\$ 2,782.32
1052 Business Analyst	Hourly Rate	\$ 33.1151	\$ 34.7791	\$ 36.5170	\$ 38.3477	\$ 40.2704
	Bi-Weekly Rate	\$ 2,649.21	\$ 2,782.33	\$ 2,921.36	\$ 3,067.82	\$ 3,221.63
1053 IS Business Analyst Sr.	Hourly Rate	\$ 39.5076	\$ 41.4784	\$ 43.5597	\$ 45.7333	\$ 48.0170
	Bi-Weekly Rate	\$ 3,160.61	\$ 3,318.27	\$ 3,484.78	\$ 3,658.66	\$ 3,841.36
1061 IS Programmer Analyst	Hourly Rate	\$ 26.3444	\$ 27.6245	\$ 29.0166	\$ 30.4577	\$ 32.0046
	Bi-Weekly Rate	\$ 2,107.55	\$ 2,209.96	\$ 2,321.33	\$ 2,436.62	\$ 2,560.37
1062 Programmer Analyst	Hourly Rate	\$ 28.5294	\$ 29.9161	\$ 31.3954	\$ 32.9484	\$ 34.5941
	Bi-Weekly Rate	\$ 2,282.35	\$ 2,393.29	\$ 2,511.63	\$ 2,635.87	\$ 2,767.53

Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$ 34.5941	\$ 36.3321	\$ 38.1442	\$ 40.0484	\$ 42.0455		
	Bi-Weekly Rate	\$ 2,767.53	\$ 2,906.57	\$ 3,051.54	\$ 3,203.87	\$ 3,363.64		
1064 Programmer Analyst Principal	Hourly Rate	\$ 40.2704	\$ 42.2858	\$ 44.3936	\$ 46.6125	\$ 48.9421		
	Bi-Weekly Rate	\$ 3,221.63	\$ 3,382.86	\$ 3,551.49	\$ 3,729.00	\$ 3,915.37		
1091 IT Operations Supt. Adm I	Hourly Rate	\$ 21.9102	\$ 22.9828	\$ 24.1105	\$ 25.1458	\$ 26.5513		
	Bi-Weekly Rate	\$ 1,752.82	\$ 1,838.62	\$ 1,928.84	\$ 2,011.66	\$ 2,124.10		
1092 IT Operations Supt. Adm II	Hourly Rate	\$ 25.5343	\$ 26.8100	\$ 28.1043	\$ 29.5095	\$ 30.9517		
	Bi-Weekly Rate	\$ 2,042.74	\$ 2,144.80	\$ 2,248.34	\$ 2,360.76	\$ 2,476.14		
1093 IT Operations Supt. Adm III	Hourly Rate	\$ 30.8037	\$ 32.3199	\$ 33.9284	\$ 35.6294	\$ 38.8618		
	Bi-Weekly Rate	\$ 2,464.30	\$ 2,585.59	\$ 2,714.27	\$ 2,850.35	\$ 3,108.94		
1094 IT Oper Supp Admin IV	Hourly Rate	\$ 37.4046	\$ 39.2721	\$ 41.2318	\$ 43.3026	\$ 45.4661		
	Bi-Weekly Rate	\$ 2,992.37	\$ 3,141.77	\$ 3,298.54	\$ 3,464.21	\$ 3,637.29		
1095 IT Oper Supp Admin V	Hourly Rate	\$ 40.2704	\$ 42.2858	\$ 44.3936	\$ 46.6125	\$ 48.9421		
	Bi-Weekly Rate	\$ 3,221.63	\$ 3,382.86	\$ 3,551.49	\$ 3,729.00	\$ 3,915.37		
1650 Accountant	Hourly Rate	\$ 25.2926	\$ 26.5342	\$ 27.8365	\$ 29.2200	\$ 30.6443	\$ 32.6461	\$ 34.2869
	Bi-Weekly Rate	\$ 2,023.41	\$ 2,122.74	\$ 2,226.92	\$ 2,337.60	\$ 2,451.54	\$ 2,611.69	\$ 2,742.95
1652 Senior Accountant	Hourly Rate	\$ 28.2706	\$ 29.6662	\$ 31.1186	\$ 32.6461	\$ 34.2869		
	Bi-Weekly Rate	\$ 2,261.65	\$ 2,373.30	\$ 2,489.49	\$ 2,611.69	\$ 2,742.95		
1656 Head Accountant	Hourly Rate	\$ 36.8706	\$ 38.7189	\$ 40.6614	\$ 42.6984	\$ 44.8295		
	Bi-Weekly Rate	\$ 2,949.65	\$ 3,097.51	\$ 3,252.91	\$ 3,415.87	\$ 3,586.36		
1806 Senior Statistician	Hourly Rate	\$ 41.2943	\$ 43.3590	\$ 45.5268	\$ 47.8034	\$ 50.1934		
	Bi-Weekly Rate	\$ 3,303.54	\$ 3,468.72	\$ 3,642.14	\$ 3,824.27	\$ 4,015.47		
1952 Purchaser	Hourly Rate	\$ 29.3833	\$ 30.8166	\$ 32.3254	\$ 33.9474	\$ 35.6448		
	Bi-Weekly Rate	\$ 2,350.66	\$ 2,465.33	\$ 2,586.03	\$ 2,715.79	\$ 2,851.58		
1956 Senior Purchaser	Hourly Rate	\$ 35.6448	\$ 37.4365	\$ 39.3036	\$ 41.2649	\$ 43.3207		
	Bi-Weekly Rate	\$ 2,851.58	\$ 2,994.92	\$ 3,114.29	\$ 3,301.19	\$ 3,465.66		
2548 Occupation Therapist	Hourly Rate	\$ 35.8146	\$ 37.6062	\$ 39.4924	\$ 41.4726	\$ 43.5471		
	Bi-Weekly Rate	\$ 2,865.17	\$ 3,008.50	\$ 3,159.39	\$ 3,317.81	\$ 3,483.77		
5208 Civil Engineer	Hourly Rate	\$ 46.5260	\$ 48.8601	\$ 51.2941	\$ 53.8678	\$ 56.5616		
	Bi-Weekly Rate	\$ 3,722.08	\$ 3,908.81	\$ 4,103.53	\$ 4,309.42	\$ 4,524.93		
5210 Senior Civil Engineer	Hourly Rate	\$ 50.9211	\$ 53.4672	\$ 56.1453	\$ 58.9553	\$ 61.8973		
	Bi-Weekly Rate	\$ 4,073.69	\$ 4,277.38	\$ 4,491.62	\$ 4,716.42	\$ 4,951.78		
5211 Senior Engineer	Hourly Rate	\$ 53.8678	\$ 56.5612	\$ 59.3945	\$ 62.3670	\$ 65.4793		
	Bi-Weekly Rate	\$ 4,309.42	\$ 4,524.90	\$ 4,751.56	\$ 4,989.36	\$ 5,238.34		
5234 Jr. Electrical Engineer	Hourly Rate	\$ 28.5345	\$ 29.9490	\$ 31.4201	\$ 32.9669	\$ 34.6073		
	Bi-Weekly Rate	\$ 2,282.76	\$ 2,395.92	\$ 2,513.61	\$ 2,637.35	\$ 2,768.58		
5236 Asst Electrical Engineer	Hourly Rate	\$ 33.8768	\$ 35.5527	\$ 37.3285	\$ 39.2053	\$ 41.1590		
	Bi-Weekly Rate	\$ 2,710.14	\$ 2,844.22	\$ 2,986.28	\$ 3,136.42	\$ 3,292.72		

Classification	Step					
		1	2	3	4	5
5241 Engineer	Hourly Rate	\$ 46.9108	\$ 49.2448	\$ 51.6789	\$ 54.2527	\$ 56.9464
	Bi-Weekly Rate	\$ 3,752.86	\$ 3,939.58	\$ 4,134.31	\$ 4,340.22	\$ 4,555.71
5252 Asst Mechanical Engineer	Hourly Rate	\$ 32.0239	\$ 33.6097	\$ 35.2863	\$ 37.0592	\$ 38.9075
	Bi-Weekly Rate	\$ 2,561.91	\$ 2,688.63	\$ 2,822.90	\$ 2,964.74	\$ 3,112.60
5254 Assoc. Mechanical Engineer	Hourly Rate	\$ 40.1814	\$ 42.1966	\$ 44.3112	\$ 46.5260	\$ 48.8601
	Bi-Weekly Rate	\$ 3,214.51	\$ 3,375.73	\$ 3,544.90	\$ 3,722.08	\$ 3,908.81
5258 Sr. Mechanical Engineer	Hourly Rate	\$ 50.9211	\$ 53.4672	\$ 56.1453	\$ 58.9553	\$ 61.8973
	Bi-Weekly Rate	\$ 4,073.69	\$ 4,277.38	\$ 4,491.62	\$ 4,716.42	\$ 4,951.78
5261 Architect Assistant II	Hourly Rate	\$ 29.6662	\$ 31.1186	\$ 32.6461	\$ 34.2869	\$ 36.0031
	Bi-Weekly Rate	\$ 2,373.30	\$ 2,489.49	\$ 2,611.69	\$ 2,742.95	\$ 2,880.25
5265 Architect Associate I	Hourly Rate	\$ 34.5354	\$ 36.2710	\$ 38.0866	\$ 39.9820	\$ 41.9771
	Bi-Weekly Rate	\$ 2,762.83	\$ 2,901.68	\$ 3,046.93	\$ 3,198.56	\$ 3,358.17
5366 Architect Associate II	Hourly Rate	\$ 39.9820	\$ 41.9771	\$ 44.0720	\$ 46.2666	\$ 48.5808
	Bi-Weekly Rate	\$ 3,198.56	\$ 3,358.17	\$ 3,525.76	\$ 3,701.33	\$ 3,886.46
5268 Architect	Hourly Rate	\$ 45.3687	\$ 47.6433	\$ 50.0173	\$ 52.5111	\$ 55.1447
	Bi-Weekly Rate	\$ 3,629.50	\$ 3,811.46	\$ 4,001.38	\$ 4,200.89	\$ 4,411.58
5344 Mechanical Engr Asst II	Hourly Rate	\$ 28.3504	\$ 29.7471	\$ 31.2233	\$ 32.7596	\$ 34.3757
	Bi-Weekly Rate	\$ 2,268.03	\$ 2,379.77	\$ 2,497.86	\$ 2,620.77	\$ 2,750.06
6138 Industrial Hygienist	Hourly Rate	\$ 43.3207	\$ 45.4896	\$ 48.2098	\$ 50.6052	\$ 53.1131
	Bi-Weekly Rate	\$ 3,465.66	\$ 3,639.17	\$ 3,856.78	\$ 4,048.42	\$ 4,249.05
6331 Building Inspector	Hourly Rate	\$ 41.2649	\$ 43.3207	\$ 45.4896	\$ 47.7715	\$ 50.1667
	Bi-Weekly Rate	\$ 3,301.19	\$ 3,465.66	\$ 3,639.17	\$ 3,821.72	\$ 4,013.34

1.5% - Effective December 30, 2015

Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$ 22.2389	\$ 23.3275	\$ 24.4722	\$ 25.5230	\$ 26.9496
	Bi-Weekly Rate	\$ 1,779.11	\$ 1,866.20	\$ 1,957.78	\$ 2,041.84	\$ 2,155.97
1003 Operator Senior	Hourly Rate	\$ 25.4292	\$ 26.6679	\$ 27.9817	\$ 29.3701	\$ 30.8154
	Bi-Weekly Rate	\$ 2,034.34	\$ 2,133.43	\$ 2,238.54	\$ 2,349.61	\$ 2,465.23
1011 Technical Assistant	Hourly Rate	\$ 19.7430	\$ 20.7188	\$ 21.7321	\$ 22.7829	\$ 23.8904
	Bi-Weekly Rate	\$ 1,579.44	\$ 1,657.50	\$ 1,738.57	\$ 1,822.63	\$ 1,911.23
1012 Technician Journey	Hourly Rate	\$ 25.9173	\$ 27.2122	\$ 28.5259	\$ 29.9521	\$ 31.4160
	Bi-Weekly Rate	\$ 2,073.38	\$ 2,176.98	\$ 2,282.07	\$ 2,396.17	\$ 2,513.28
1021 Administrator I	Hourly Rate	\$ 25.8061	\$ 27.0807	\$ 28.3944	\$ 29.8020	\$ 31.2658
	Bi-Weekly Rate	\$ 2,064.49	\$ 2,166.46	\$ 2,271.55	\$ 2,384.16	\$ 2,501.26
1022 Administrator II	Hourly Rate	\$ 31.2658	\$ 32.8047	\$ 34.4373	\$ 36.1638	\$ 39.4447
	Bi-Weekly Rate	\$ 2,501.26	\$ 2,624.38	\$ 2,754.98	\$ 2,893.10	\$ 3,155.58
1023 Administrator III	Hourly Rate	\$ 37.9657	\$ 39.8612	\$ 41.8503	\$ 43.9521	\$ 46.1481
	Bi-Weekly Rate	\$ 3,037.26	\$ 3,188.90	\$ 3,348.02	\$ 3,516.17	\$ 3,691.85
1024 IS Administrator Supervisor	Hourly Rate	\$ 40.8745	\$ 42.9201	\$ 45.0595	\$ 47.3117	\$ 49.6762
	Bi-Weekly Rate	\$ 3,269.96	\$ 3,433.61	\$ 3,604.76	\$ 3,784.94	\$ 3,974.10
1031 IS Trainer Assistant	Hourly Rate	\$ 25.2611	\$ 26.5281	\$ 27.8577	\$ 29.2496	\$ 30.7155
	Bi-Weekly Rate	\$ 2,020.89	\$ 2,122.25	\$ 2,228.62	\$ 2,339.97	\$ 2,457.24
1032 IS Trainer - Journey	Hourly Rate	\$ 30.7783	\$ 32.3139	\$ 33.9165	\$ 35.6147	\$ 37.3949
	Bi-Weekly Rate	\$ 2,462.26	\$ 2,585.11	\$ 2,713.32	\$ 2,849.18	\$ 2,991.59
1033 IS Trainer – Senior	Hourly Rate	\$ 37.4023	\$ 39.2688	\$ 41.2248	\$ 43.2887	\$ 45.4604
	Bi-Weekly Rate	\$ 2,992.18	\$ 3,141.50	\$ 3,297.98	\$ 3,463.10	\$ 3,636.83
1041 IS Engineer – Assistant	Hourly Rate	\$ 37.7359	\$ 39.6236	\$ 41.6088	\$ 43.6919	\$ 45.8722
	Bi-Weekly Rate	\$ 3,018.87	\$ 3,169.89	\$ 3,328.70	\$ 3,495.35	\$ 3,669.78
1042 Engineer Journey	Hourly Rate	\$ 41.8503	\$ 43.9521	\$ 46.1481	\$ 48.4709	\$ 50.8772
	Bi-Weekly Rate	\$ 3,348.02	\$ 3,516.17	\$ 3,691.85	\$ 3,877.67	\$ 4,070.18
1051 IS Bus Analyst-Asst.	Hourly Rate	\$ 29.0888	\$ 30.5151	\$ 32.0164	\$ 33.6118	\$ 35.3007
	Bi-Weekly Rate	\$ 2,327.10	\$ 2,441.21	\$ 2,561.31	\$ 2,688.94	\$ 2,824.06
1052 Business Analyst	Hourly Rate	\$ 33.6118	\$ 35.3008	\$ 37.0648	\$ 38.9229	\$ 40.8745
	Bi-Weekly Rate	\$ 2,688.94	\$ 2,824.06	\$ 2,965.18	\$ 3,113.83	\$ 3,269.96
1053 IS Business Analyst Sr.	Hourly Rate	\$ 40.1002	\$ 42.1006	\$ 44.2131	\$ 46.4193	\$ 48.7373
	Bi-Weekly Rate	\$ 3,208.02	\$ 3,368.05	\$ 3,537.05	\$ 3,713.54	\$ 3,898.98
1061 IS Programmer Analyst	Hourly Rate	\$ 26.7396	\$ 28.0389	\$ 29.4518	\$ 30.9146	\$ 32.4847
	Bi-Weekly Rate	\$ 2,139.17	\$ 2,243.11	\$ 2,356.14	\$ 2,473.17	\$ 2,598.78
1062 Programmer Analyst	Hourly Rate	\$ 28.9573	\$ 30.3648	\$ 31.8663	\$ 33.4426	\$ 35.1130
	Bi-Weekly Rate	\$ 2,316.58	\$ 2,429.18	\$ 2,549.30	\$ 2,675.41	\$ 2,809.04

Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$ 35.1130	\$ 36.8771	\$ 38.7164	\$ 40.6491	\$ 42.6762		
	Bi-Weekly Rate	\$ 2,809.04	\$ 2,950.17	\$ 3,097.31	\$ 3,251.93	\$ 3,414.10		
1064 Programmer Analyst Principal	Hourly Rate	\$ 40.8745	\$ 42.9201	\$ 45.0595	\$ 47.3117	\$ 49.6762		
	Bi-Weekly Rate	\$ 3,269.96	\$ 3,433.61	\$ 3,604.76	\$ 3,784.94	\$ 3,974.10		
1091 IT Operations Supt. Adm I	Hourly Rate	\$ 22.2389	\$ 23.3275	\$ 24.4722	\$ 25.5230	\$ 26.9496		
	Bi-Weekly Rate	\$ 1,779.11	\$ 1,866.20	\$ 1,957.78	\$ 2,041.84	\$ 2,155.97		
1092 IT Operations Supt. Adm II	Hourly Rate	\$ 25.9173	\$ 27.2122	\$ 28.5259	\$ 29.9521	\$ 31.4160		
	Bi-Weekly Rate	\$ 2,073.38	\$ 2,176.98	\$ 2,282.07	\$ 2,396.17	\$ 2,513.28		
1093 IT Operations Supt. Adm III	Hourly Rate	\$ 31.2658	\$ 32.8047	\$ 34.4373	\$ 36.1638	\$ 39.4447		
	Bi-Weekly Rate	\$ 2,501.26	\$ 2,624.38	\$ 2,754.98	\$ 2,893.10	\$ 3,155.58		
1094 IT Oper Supp Admin IV	Hourly Rate	\$ 37.9657	\$ 39.8612	\$ 41.8503	\$ 43.9521	\$ 46.1481		
	Bi-Weekly Rate	\$ 3,037.26	\$ 3,188.90	\$ 3,348.02	\$ 3,516.17	\$ 3,691.85		
1095 IT Oper Supp Admin V	Hourly Rate	\$ 40.8745	\$ 42.9201	\$ 45.0595	\$ 47.3117	\$ 49.6762		
	Bi-Weekly Rate	\$ 3,269.96	\$ 3,433.61	\$ 3,604.76	\$ 3,784.94	\$ 3,974.10		
1650 Accountant	Hourly Rate	\$ 25.6720	\$ 26.9322	\$ 28.2540	\$ 29.6583	\$ 31.1040	\$ 33.1358	\$ 34.8012
	Bi-Weekly Rate	\$ 2,053.76	\$ 2,154.58	\$ 2,260.32	\$ 2,372.66	\$ 2,488.32	\$ 2,650.86	\$ 2,784.10
1652 Senior Accountant	Hourly Rate	\$ 28.6947	\$ 30.1112	\$ 31.5854	\$ 33.1358	\$ 34.8012		
	Bi-Weekly Rate	\$ 2,295.58	\$ 2,408.90	\$ 2,526.83	\$ 2,650.86	\$ 2,784.10		
1656 Head Accountant	Hourly Rate	\$ 37.4237	\$ 39.2997	\$ 41.2713	\$ 43.3389	\$ 45.5019		
	Bi-Weekly Rate	\$ 2,993.90	\$ 3,143.98	\$ 3,301.70	\$ 3,467.11	\$ 3,640.15		
1806 Senior Statistician	Hourly Rate	\$ 41.9137	\$ 44.0094	\$ 46.2097	\$ 48.5205	\$ 50.9463		
	Bi-Weekly Rate	\$ 3,353.10	\$ 3,520.75	\$ 3,696.78	\$ 3,881.64	\$ 4,075.70		
1952 Purchaser	Hourly Rate	\$ 29.8240	\$ 31.2788	\$ 32.8103	\$ 34.4566	\$ 36.1795		
	Bi-Weekly Rate	\$ 2,385.92	\$ 2,502.30	\$ 2,624.82	\$ 2,756.53	\$ 2,894.36		
1956 Senior Purchaser	Hourly Rate	\$ 36.1795	\$ 37.9980	\$ 39.8932	\$ 41.8839	\$ 43.9705		
	Bi-Weekly Rate	\$ 2,894.36	\$ 3,039.84	\$ 3,191.46	\$ 3,350.71	\$ 3,517.64		
2548 Occupation Therapist	Hourly Rate	\$ 36.3518	\$ 38.1703	\$ 40.0848	\$ 42.0947	\$ 44.2003		
	Bi-Weekly Rate	\$ 2,908.14	\$ 3,053.62	\$ 3,206.78	\$ 3,367.58	\$ 3,536.02		
5208 Civil Engineer	Hourly Rate	\$ 47.2239	\$ 49.5930	\$ 52.0635	\$ 54.6758	\$ 57.4100		
	Bi-Weekly Rate	\$ 3,777.91	\$ 3,967.44	\$ 4,165.08	\$ 4,374.06	\$ 4,592.80		
5210 Senior Civil Engineer	Hourly Rate	\$ 51.6849	\$ 54.2692	\$ 56.9875	\$ 59.8396	\$ 62.8258		
	Bi-Weekly Rate	\$ 4,134.79	\$ 4,341.54	\$ 4,559.00	\$ 4,787.17	\$ 5,026.06		
5211 Senior Engineer	Hourly Rate	\$ 54.6758	\$ 57.4096	\$ 60.2854	\$ 63.3025	\$ 66.4615		
	Bi-Weekly Rate	\$ 4,374.06	\$ 4,592.77	\$ 4,822.83	\$ 5,064.20	\$ 5,316.92		
5234 Jr. Electrical Engineer	Hourly Rate	\$ 28.9625	\$ 30.3982	\$ 31.8914	\$ 33.4614	\$ 35.1264		
	Bi-Weekly Rate	\$ 2,317.00	\$ 2,431.86	\$ 2,551.31	\$ 2,676.91	\$ 2,810.11		
5236 Asst Electrical Engineer	Hourly Rate	\$ 34.3850	\$ 36.0860	\$ 37.8884	\$ 39.7934	\$ 41.7764		
	Bi-Weekly Rate	\$ 2,750.80	\$ 2,886.88	\$ 3,031.07	\$ 3,183.47	\$ 3,342.11		

Classification	Step					
		1	2	3	4	5
5241 Engineer	Hourly Rate	\$ 47.6145	\$ 49.9835	\$ 52.4541	\$ 55.0665	\$ 57.8006
	Bi-Weekly Rate	\$ 3,809.16	\$ 3,998.68	\$ 4,196.33	\$ 4,405.32	\$ 4,624.05
5252 Asst Mechanical Engineer	Hourly Rate	\$ 32.5043	\$ 34.1120	\$ 35.8156	\$ 37.6151	\$ 39.4911
	Bi-Weekly Rate	\$ 2,600.34	\$ 2,728.96	\$ 2,865.25	\$ 3,009.21	\$ 3,159.29
5254 Assoc. Mechanical Engineer	Hourly Rate	\$ 40.7841	\$ 42.8295	\$ 44.9759	\$ 47.2239	\$ 49.5930
	Bi-Weekly Rate	\$ 3,262.73	\$ 3,426.36	\$ 3,598.07	\$ 3,777.91	\$ 3,967.44
5258 Sr. Mechanical Engineer	Hourly Rate	\$ 51.6849	\$ 54.2692	\$ 56.9875	\$ 59.8396	\$ 62.8258
	Bi-Weekly Rate	\$ 4,134.79	\$ 4,341.54	\$ 4,559.00	\$ 4,787.17	\$ 5,026.06
5261 Architect Assistant II	Hourly Rate	\$ 30.1112	\$ 31.5854	\$ 33.1358	\$ 34.8012	\$ 36.5431
	Bi-Weekly Rate	\$ 2,408.90	\$ 2,526.83	\$ 2,650.86	\$ 2,784.10	\$ 2,923.45
5265 Architect Associate I	Hourly Rate	\$ 35.0534	\$ 36.8151	\$ 38.6579	\$ 40.5817	\$ 42.6068
	Bi-Weekly Rate	\$ 2,804.27	\$ 2,945.21	\$ 3,092.63	\$ 3,246.54	\$ 3,408.54
5366 Architect Associate II	Hourly Rate	\$ 40.5817	\$ 42.6068	\$ 44.7331	\$ 46.9606	\$ 49.3095
	Bi-Weekly Rate	\$ 3,246.54	\$ 3,408.54	\$ 3,578.65	\$ 3,756.85	\$ 3,944.76
5268 Architect	Hourly Rate	\$ 46.0492	\$ 48.3579	\$ 50.7676	\$ 53.2988	\$ 55.9719
	Bi-Weekly Rate	\$ 3,683.94	\$ 3,868.63	\$ 4,061.41	\$ 4,263.90	\$ 4,477.75
5344 Mechanical Engr Asst II	Hourly Rate	\$ 28.7757	\$ 30.1933	\$ 31.6916	\$ 33.2510	\$ 34.8913
	Bi-Weekly Rate	\$ 2,302.06	\$ 2,415.46	\$ 2,535.33	\$ 2,660.08	\$ 2,791.30
6138 Industrial Hygienist	Hourly Rate	\$ 43.9705	\$ 46.1719	\$ 48.9329	\$ 51.3643	\$ 53.9098
	Bi-Weekly Rate	\$ 3,517.64	\$ 3,693.75	\$ 3,914.63	\$ 4,109.14	\$ 4,312.78
6331 Building Inspector	Hourly Rate	\$ 41.8839	\$ 43.9705	\$ 46.1719	\$ 48.4881	\$ 50.9192
	Bi-Weekly Rate	\$ 3,350.71	\$ 3,517.64	\$ 3,693.75	\$ 3,879.05	\$ 4,073.54

2.75% - Effective July 1, 2016

Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$ 22.8505	\$ 23.9690	\$ 25.1452	\$ 26.2249	\$ 27.6907
	Bi-Weekly Rate	\$ 1,828.04	\$ 1,917.52	\$ 2,011.62	\$ 2,097.99	\$ 2,215.26
1003 Operator Senior	Hourly Rate	\$ 26.1285	\$ 27.4013	\$ 28.7512	\$ 30.1778	\$ 31.6628
	Bi-Weekly Rate	\$ 2,090.28	\$ 2,192.10	\$ 2,300.10	\$ 2,414.22	\$ 2,533.02
1011 Technical Assistant	Hourly Rate	\$ 20.2859	\$ 21.2886	\$ 22.3297	\$ 23.4094	\$ 24.5474
	Bi-Weekly Rate	\$ 1,622.87	\$ 1,703.09	\$ 1,786.38	\$ 1,872.75	\$ 1,963.79
1012 Technician Journey	Hourly Rate	\$ 26.6300	\$ 27.9605	\$ 29.3104	\$ 30.7758	\$ 32.2799
	Bi-Weekly Rate	\$ 2,130.40	\$ 2,236.84	\$ 2,344.83	\$ 2,462.06	\$ 2,582.39
1021 Administrator I	Hourly Rate	\$ 26.5158	\$ 27.8254	\$ 29.1752	\$ 30.6216	\$ 32.1256
	Bi-Weekly Rate	\$ 2,121.26	\$ 2,226.03	\$ 2,334.02	\$ 2,449.73	\$ 2,570.05
1022 Administrator II	Hourly Rate	\$ 32.1256	\$ 33.7068	\$ 35.3843	\$ 37.1583	\$ 40.5294
	Bi-Weekly Rate	\$ 2,570.05	\$ 2,696.54	\$ 2,830.74	\$ 2,972.66	\$ 3,242.35
1023 Administrator III	Hourly Rate	\$ 39.0098	\$ 40.9574	\$ 43.0012	\$ 45.1608	\$ 47.4172
	Bi-Weekly Rate	\$ 3,120.78	\$ 3,276.59	\$ 3,440.10	\$ 3,612.86	\$ 3,793.38
1024 IS Administrator Supervisor	Hourly Rate	\$ 41.9985	\$ 44.1004	\$ 46.2986	\$ 48.6128	\$ 51.0423
	Bi-Weekly Rate	\$ 3,359.88	\$ 3,528.03	\$ 3,703.89	\$ 3,889.02	\$ 4,083.38
1031 IS Trainer Assistant	Hourly Rate	\$ 25.9558	\$ 27.2576	\$ 28.6238	\$ 30.0540	\$ 31.5602
	Bi-Weekly Rate	\$ 2,076.46	\$ 2,180.61	\$ 2,289.90	\$ 2,404.32	\$ 2,524.82
1032 IS Trainer - Journey	Hourly Rate	\$ 31.6247	\$ 33.2025	\$ 34.8492	\$ 36.5941	\$ 38.4233
	Bi-Weekly Rate	\$ 2,529.98	\$ 2,656.20	\$ 2,787.94	\$ 2,927.53	\$ 3,073.86
1033 IS Trainer – Senior	Hourly Rate	\$ 38.4309	\$ 40.3487	\$ 42.3585	\$ 44.4791	\$ 46.7106
	Bi-Weekly Rate	\$ 3,074.47	\$ 3,227.90	\$ 3,388.68	\$ 3,558.33	\$ 3,736.85
1041 IS Engineer – Assistant	Hourly Rate	\$ 38.7736	\$ 40.7132	\$ 42.7530	\$ 44.8934	\$ 47.1337
	Bi-Weekly Rate	\$ 3,101.89	\$ 3,257.06	\$ 3,420.24	\$ 3,591.47	\$ 3,770.70
1042 Engineer Journey	Hourly Rate	\$ 43.0012	\$ 45.1608	\$ 47.4172	\$ 49.8038	\$ 52.2763
	Bi-Weekly Rate	\$ 3,440.10	\$ 3,612.86	\$ 3,793.38	\$ 3,984.30	\$ 4,182.10
1051 IS Bus Analyst-Asst.	Hourly Rate	\$ 29.8887	\$ 31.3543	\$ 32.8969	\$ 34.5361	\$ 36.2715
	Bi-Weekly Rate	\$ 2,391.10	\$ 2,508.34	\$ 2,631.75	\$ 2,762.89	\$ 2,901.72
1052 Business Analyst	Hourly Rate	\$ 34.5361	\$ 36.2716	\$ 38.0841	\$ 39.9933	\$ 41.9985
	Bi-Weekly Rate	\$ 2,762.89	\$ 2,901.73	\$ 3,046.73	\$ 3,199.46	\$ 3,359.88
1053 IS Business Analyst Sr.	Hourly Rate	\$ 41.2030	\$ 43.2584	\$ 45.4290	\$ 47.6958	\$ 50.0776
	Bi-Weekly Rate	\$ 3,296.24	\$ 3,460.67	\$ 3,634.32	\$ 3,815.66	\$ 4,006.21
1061 IS Programmer Analyst	Hourly Rate	\$ 27.4749	\$ 28.8100	\$ 30.2617	\$ 31.7648	\$ 33.3780
	Bi-Weekly Rate	\$ 2,197.99	\$ 2,304.80	\$ 2,420.94	\$ 2,541.18	\$ 2,670.24
1062 Programmer Analyst	Hourly Rate	\$ 29.7536	\$ 31.1998	\$ 32.7426	\$ 34.3623	\$ 36.0786
	Bi-Weekly Rate	\$ 2,380.29	\$ 2,495.98	\$ 2,619.41	\$ 2,748.98	\$ 2,886.29

Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$ 36.0786	\$ 37.8912	\$ 39.7811	\$ 41.7670	\$ 43.8498		
	Bi-Weekly Rate	\$ 2,886.29	\$ 3,031.30	\$ 3,182.49	\$ 3,341.36	\$ 3,507.98		
1064 Programmer Analyst Principal	Hourly Rate	\$ 41.9985	\$ 44.1004	\$ 46.2986	\$ 48.6128	\$ 51.0423		
	Bi-Weekly Rate	\$ 3,359.88	\$ 3,528.03	\$ 3,703.89	\$ 3,889.02	\$ 4,083.38		
1091 IT Operations Supt. Adm I	Hourly Rate	\$ 22.8505	\$ 23.9690	\$ 25.1452	\$ 26.2249	\$ 27.6907		
	Bi-Weekly Rate	\$ 1,828.04	\$ 1,917.52	\$ 2,011.62	\$ 2,097.99	\$ 2,215.26		
1092 IT Operations Supt. Adm II	Hourly Rate	\$ 26.6300	\$ 27.9605	\$ 29.3104	\$ 30.7758	\$ 32.2799		
	Bi-Weekly Rate	\$ 2,130.40	\$ 2,236.84	\$ 2,344.83	\$ 2,462.06	\$ 2,582.39		
1093 IT Operations Supt. Adm III	Hourly Rate	\$ 32.1256	\$ 33.7068	\$ 35.3843	\$ 37.1583	\$ 40.5294		
	Bi-Weekly Rate	\$ 2,570.05	\$ 2,269.54	\$ 2,830.74	\$ 2,972.66	\$ 3,242.35		
1094 IT Oper Supp Admin IV	Hourly Rate	\$ 39.0098	\$ 40.9574	\$ 43.0012	\$ 45.1608	\$ 47.4172		
	Bi-Weekly Rate	\$ 3,120.78	\$ 3,276.59	\$ 3,440.10	\$ 3,612.86	\$ 3,793.38		
1095 IT Oper Supp Admin V	Hourly Rate	\$ 41.9985	\$ 44.1004	\$ 46.2986	\$ 48.6128	\$ 51.0423		
	Bi-Weekly Rate	\$ 3,359.88	\$ 3,528.03	\$ 3,703.89	\$ 3,889.02	\$ 4,083.38		
1650 Accountant	Hourly Rate	\$ 26.3780	\$ 27.6728	\$ 29.0310	\$ 30.4739	\$ 31.9594	\$ 34.0470	\$ 35.7582
	Bi-Weekly Rate	\$ 2,110.24	\$ 2,213.82	\$ 2,322.48	\$ 2,437.91	\$ 2,556.75	\$ 2,723.76	\$ 2,860.66
1652 Senior Accountant	Hourly Rate	\$ 29.4838	\$ 30.9393	\$ 32.4540	\$ 34.0470	\$ 35.7582		
	Bi-Weekly Rate	\$ 2,358.70	\$ 2,475.14	\$ 2,596.32	\$ 2,723.76	\$ 2,860.66		
1656 Head Accountant	Hourly Rate	\$ 38.4529	\$ 40.3804	\$ 42.4063	\$ 44.5307	\$ 46.7532		
	Bi-Weekly Rate	\$ 3,076.23	\$ 3,230.43	\$ 3,392.50	\$ 3,562.46	\$ 3,740.26		
1806 Senior Statistician	Hourly Rate	\$ 43.0663	\$ 45.2197	\$ 47.4805	\$ 49.8548	\$ 52.3473		
	Bi-Weekly Rate	\$ 3,445.30	\$ 3,617.58	\$ 3,798.44	\$ 3,988.38	\$ 4,187.78		
1952 Purchaser	Hourly Rate	\$ 30.6442	\$ 32.1390	\$ 33.7126	\$ 35.4042	\$ 37.1744		
	Bi-Weekly Rate	\$ 2,451.54	\$ 2,571.12	\$ 2,697.01	\$ 2,832.34	\$ 2,973.95		
1956 Senior Purchaser	Hourly Rate	\$ 37.1744	\$ 39.0429	\$ 40.9903	\$ 43.0357	\$ 45.1797		
	Bi-Weekly Rate	\$ 2,973.95	\$ 3,123.43	\$ 3,279.22	\$ 3,442.86	\$ 3,614.38		
2548 Occupation Therapist	Hourly Rate	\$ 37.3515	\$ 39.2200	\$ 41.1871	\$ 43.2523	\$ 45.4158		
	Bi-Weekly Rate	\$ 2,988.12	\$ 3,137.60	\$ 3,294.97	\$ 3,460.18	\$ 3,633.26		
5208 Civil Engineer	Hourly Rate	\$ 48.5226	\$ 50.9568	\$ 53.4952	\$ 56.1794	\$ 58.9888		
	Bi-Weekly Rate	\$ 3,881.81	\$ 4,076.54	\$ 4,279.62	\$ 4,494.35	\$ 4,719.10		
5210 Senior Civil Engineer	Hourly Rate	\$ 53.1062	\$ 55.7616	\$ 58.5547	\$ 61.4852	\$ 64.5535		
	Bi-Weekly Rate	\$ 4,248.50	\$ 4,460.93	\$ 4,684.38	\$ 4,918.82	\$ 5,164.28		
5211 Senior Engineer	Hourly Rate	\$ 56.1794	\$ 58.9884	\$ 61.9432	\$ 65.0433	\$ 68.2892		
	Bi-Weekly Rate	\$ 4,494.35	\$ 4,719.07	\$ 4,955.46	\$ 5,203.46	\$ 5,463.14		
5234 Jr. Electrical Engineer	Hourly Rate	\$ 29.7590	\$ 31.2342	\$ 32.7684	\$ 34.3816	\$ 36.0924		
	Bi-Weekly Rate	\$ 2,380.72	\$ 2,498.74	\$ 2,621.47	\$ 2,750.53	\$ 2,887.39		
5236 Asst Electrical Engineer	Hourly Rate	\$ 35.3306	\$ 37.0784	\$ 38.9303	\$ 40.8877	\$ 42.9253		
	Bi-Weekly Rate	\$ 2,826.45	\$ 2,966.27	\$ 3,114.42	\$ 3,271.02	\$ 3,434.02		

Classification	Step					
		1	2	3	4	5
5241 Engineer	Hourly Rate	\$ 48.9239	\$ 51.3580	\$ 53.8966	\$ 56.5808	\$ 59.3901
	Bi-Weekly Rate	\$ 3,913.91	\$ 4,108.64	\$ 4,311.73	\$ 4,526.46	\$ 4,751.21
5252 Asst Mechanical Engineer	Hourly Rate	\$ 33.3982	\$ 35.0501	\$ 36.8005	\$ 38.6495	\$ 40.5771
	Bi-Weekly Rate	\$ 2,671.86	\$ 2,804.01	\$ 2,944.04	\$ 3,091.96	\$ 3,246.17
5254 Assoc. Mechanical Engineer	Hourly Rate	\$ 41.9057	\$ 44.0073	\$ 46.2127	\$ 48.5226	\$ 50.9568
	Bi-Weekly Rate	\$ 3,352.46	\$ 3,520.58	\$ 3,697.02	\$ 3,881.81	\$ 4,076.54
5258 Sr. Mechanical Engineer	Hourly Rate	\$ 53.1062	\$ 55.7616	\$ 58.5547	\$ 61.4852	\$ 64.5535
	Bi-Weekly Rate	\$ 4,248.50	\$ 4,460.93	\$ 4,684.38	\$ 4,918.82	\$ 5,164.28
5261 Architect Assistant II	Hourly Rate	\$ 30.9393	\$ 32.4540	\$ 34.0470	\$ 35.7582	\$ 37.5480
	Bi-Weekly Rate	\$ 2,475.14	\$ 2,596.32	\$ 2,723.76	\$ 2,860.66	\$ 3,003.84
5265 Architect Associate I	Hourly Rate	\$ 36.0174	\$ 37.8275	\$ 39.7210	\$ 41.6977	\$ 43.7785
	Bi-Weekly Rate	\$ 2,881.39	\$ 3,026.20	\$ 3,177.68	\$ 3,335.82	\$ 3,502.28
5366 Architect Associate II	Hourly Rate	\$ 41.6977	\$ 43.7785	\$ 45.9633	\$ 48.2520	\$ 50.6655
	Bi-Weekly Rate	\$ 3,335.82	\$ 3,502.28	\$ 3,677.06	\$ 3,860.16	\$ 4,053.24
5268 Architect	Hourly Rate	\$ 47.3156	\$ 49.6877	\$ 52.1637	\$ 54.7645	\$ 57.5111
	Bi-Weekly Rate	\$ 3,785.25	\$ 3,975.02	\$ 4,173.10	\$ 4,381.16	\$ 4,600.86
5344 Mechanical Engr Asst II	Hourly Rate	\$ 29.5670	\$ 31.0236	\$ 32.5631	\$ 34.1654	\$ 35.8508
	Bi-Weekly Rate	\$ 2,365.36	\$ 2,481.89	\$ 2,605.05	\$ 2,733.23	\$ 2,868.06
6138 Industrial Hygienist	Hourly Rate	\$ 45.1797	\$ 47.4416	\$ 50.2786	\$ 52.7768	\$ 55.3923
	Bi-Weekly Rate	\$ 3,614.38	\$ 3,795.33	\$ 4,022.29	\$ 4,222.14	\$ 4,431.38
6331 Building Inspector	Hourly Rate	\$ 43.0357	\$ 45.1797	\$ 47.4416	\$ 49.8215	\$ 52.3195
	Bi-Weekly Rate	\$ 3,442.86	\$ 3,614.38	\$ 3,795.33	\$ 3,985.72	\$ 4,185.56

2.25% - Effective December 28, 2016

Classification		Step				
		1	2	3	4	5
1002 Operator Journey	Hourly Rate	\$ 23.3646	\$ 24.5083	\$ 25.7110	\$ 26.8150	\$ 28.3137
	Bi-Weekly Rate	\$ 1,869.17	\$ 1,960.66	\$ 2,056.88	\$ 2,145.20	\$ 2,265.10
1003 Operator Senior	Hourly Rate	\$ 26.7164	\$ 28.0178	\$ 29.3981	\$ 30.8568	\$ 32.3752
	Bi-Weekly Rate	\$ 2,137.31	\$ 2,241.42	\$ 2,351.85	\$ 2,468.54	\$ 2,590.02
1011 Technical Assistant	Hourly Rate	\$ 20.7423	\$ 21.7676	\$ 22.8321	\$ 23.9361	\$ 25.0997
	Bi-Weekly Rate	\$ 1,659.38	\$ 1,741.41	\$ 1,826.57	\$ 1,914.89	\$ 2,007.98
1012 Technician Journey	Hourly Rate	\$ 27.2292	\$ 28.5896	\$ 29.9699	\$ 31.4683	\$ 33.0062
	Bi-Weekly Rate	\$ 2,178.34	\$ 2,287.17	\$ 2,397.59	\$ 2,517.46	\$ 2,640.50
1021 Administrator I	Hourly Rate	\$ 27.1124	\$ 28.4515	\$ 29.8316	\$ 31.3106	\$ 32.8484
	Bi-Weekly Rate	\$ 2,168.99	\$ 2,276.12	\$ 2,386.53	\$ 2,504.85	\$ 2,627.87
1022 Administrator II	Hourly Rate	\$ 32.8484	\$ 34.4652	\$ 36.1804	\$ 37.9944	\$ 41.4413
	Bi-Weekly Rate	\$ 2,627.87	\$ 2,757.22	\$ 2,894.43	\$ 3,039.55	\$ 3,315.30
1023 Administrator III	Hourly Rate	\$ 39.8875	\$ 41.8789	\$ 43.9687	\$ 46.1769	\$ 48.4841
	Bi-Weekly Rate	\$ 3,191.00	\$ 3,350.31	\$ 3,517.50	\$ 3,694.15	\$ 3,878.73
1024 IS Administrator Supervisor	Hourly Rate	\$ 42.9435	\$ 45.0927	\$ 47.3403	\$ 49.7066	\$ 52.1908
	Bi-Weekly Rate	\$ 3,435.48	\$ 3,607.42	\$ 3,787.22	\$ 3,976.53	\$ 4,175.26
1031 IS Trainer Assistant	Hourly Rate	\$ 26.5398	\$ 27.8706	\$ 29.2678	\$ 30.7302	\$ 32.2703
	Bi-Weekly Rate	\$ 2,123.18	\$ 2,229.67	\$ 2,341.42	\$ 2,458.42	\$ 2,581.62
1032 IS Trainer - Journey	Hourly Rate	\$ 32.3363	\$ 33.9496	\$ 35.6333	\$ 37.4175	\$ 39.2878
	Bi-Weekly Rate	\$ 2,586.90	\$ 2,715.97	\$ 2,850.66	\$ 2,993.40	\$ 3,143.02
1033 IS Trainer – Senior	Hourly Rate	\$ 39.2956	\$ 41.2565	\$ 43.3116	\$ 45.4799	\$ 47.7616
	Bi-Weekly Rate	\$ 3,143.65	\$ 3,300.52	\$ 3,464.93	\$ 3,638.39	\$ 3,820.93
1041 IS Engineer – Assistant	Hourly Rate	\$ 39.6460	\$ 41.6292	\$ 43.7149	\$ 45.9035	\$ 48.1942
	Bi-Weekly Rate	\$ 3,171.68	\$ 3,330.34	\$ 3,497.19	\$ 3,672.28	\$ 3,855.54
1042 Engineer Journey	Hourly Rate	\$ 43.9687	\$ 46.1769	\$ 48.4841	\$ 50.9244	\$ 53.4525
	Bi-Weekly Rate	\$ 3,517.50	\$ 3,694.15	\$ 3,878.73	\$ 4,073.95	\$ 4,276.20
1051 IS Bus Analyst-Asst.	Hourly Rate	\$ 30.5612	\$ 32.0598	\$ 33.6371	\$ 35.3132	\$ 37.0876
	Bi-Weekly Rate	\$ 2,444.90	\$ 2,564.78	\$ 2,690.97	\$ 2,825.06	\$ 2,967.01
1052 Business Analyst	Hourly Rate	\$ 35.3131	\$ 37.0877	\$ 38.9410	\$ 40.8931	\$ 42.9435
	Bi-Weekly Rate	\$ 2,825.06	\$ 2,967.02	\$ 3,115.28	\$ 3,271.45	\$ 3,435.48
1053 IS Business Analyst Sr.	Hourly Rate	\$ 42.1301	\$ 44.2317	\$ 46.4512	\$ 48.7690	\$ 51.2043
	Bi-Weekly Rate	\$ 3,370.41	\$ 3,538.54	\$ 3,716.10	\$ 3,901.52	\$ 4,096.34
1061 IS Programmer Analyst	Hourly Rate	\$ 28.0931	\$ 29.4582	\$ 30.9426	\$ 32.4795	\$ 34.1290
	Bi-Weekly Rate	\$ 2,247.45	\$ 2,356.66	\$ 2,475.41	\$ 2,598.36	\$ 2,730.32
1062 Programmer Analyst	Hourly Rate	\$ 30.4231	\$ 31.9018	\$ 33.4793	\$ 35.1355	\$ 36.8904
	Bi-Weekly Rate	\$ 2,433.85	\$ 2,552.14	\$ 2,678.34	\$ 2,810.84	\$ 2,951.23

Classification		Step						
		1	2	3	4	5	6	7
1063 Programmer Analyst Senior	Hourly Rate	\$ 36.8904	\$ 38.7438	\$ 40.6762	\$ 42.7068	\$ 44.8364		
	Bi-Weekly Rate	\$ 2,951.23	\$ 3,099.50	\$ 3,254.10	\$ 3,416.54	\$ 3,586.91		
1064 Programmer Analyst Principal	Hourly Rate	\$ 42.9435	\$ 45.0927	\$ 47.3403	\$ 49.7066	\$ 52.1908		
	Bi-Weekly Rate	\$ 3,435.48	\$ 3,607.42	\$ 3,787.22	\$ 3,976.53	\$ 4,175.26		
1091 IT Operations Supt. Adm I	Hourly Rate	\$ 23.3646	\$ 24.5083	\$ 25.7110	\$ 26.8150	\$ 28.3137		
	Bi-Weekly Rate	\$ 1,869.17	\$ 1,960.66	\$ 2,056.88	\$ 2,145.20	\$ 2,265.10		
1092 IT Operations Supt. Adm II	Hourly Rate	\$ 27.2292	\$ 28.5896	\$ 29.9699	\$ 31.4683	\$ 33.0062		
	Bi-Weekly Rate	\$ 2,178.34	\$ 2,287.17	\$ 2,397.59	\$ 2,517.46	\$ 2,640.50		
1093 IT Operations Supt. Adm III	Hourly Rate	\$ 32.8484	\$ 34.4652	\$ 36.1804	\$ 37.9944	\$ 41.4413		
	Bi-Weekly Rate	\$ 2,627.87	\$ 2,757.22	\$ 2,894.43	\$ 3,039.55	\$ 3,315.30		
1094 IT Oper Supp Admin IV	Hourly Rate	\$ 39.8875	\$ 41.8789	\$ 43.9687	\$ 46.1769	\$ 48.4841		
	Bi-Weekly Rate	\$ 3,191.00	\$ 3,350.31	\$ 3,517.50	\$ 3,694.15	\$ 3,878.73		
1095 IT Oper Supp Admin V	Hourly Rate	\$ 42.9435	\$ 45.0927	\$ 47.3403	\$ 49.7066	\$ 52.1908		
	Bi-Weekly Rate	\$ 3,435.48	\$ 3,607.42	\$ 3,787.22	\$ 3,976.53	\$ 4,175.26		
1650 Accountant	Hourly Rate	\$ 26.9715	\$ 28.2954	\$ 29.6842	\$ 31.1596	\$ 32.6785	\$ 34.8131	\$ 36.5628
	Bi-Weekly Rate	\$ 2,157.72	\$ 2,263.63	\$ 2,374.74	\$ 2,492.77	\$ 2,614.28	\$ 2,785.05	\$ 2,925.02
1652 Senior Accountant	Hourly Rate	\$ 30.1472	\$ 31.6354	\$ 33.1842	\$ 34.8131	\$ 36.5628		
	Bi-Weekly Rate	\$ 2,411.78	\$ 2,530.83	\$ 2,654.74	\$ 2,785.05	\$ 2,925.02		
1656 Head Accountant	Hourly Rate	\$ 39.3181	\$ 41.2890	\$ 43.3604	\$ 45.5326	\$ 47.8051		
	Bi-Weekly Rate	\$ 3,145.45	\$ 3,303.12	\$ 3,468.83	\$ 3,642.61	\$ 3,824.41		
1806 Senior Statistician	Hourly Rate	\$ 44.0353	\$ 46.2371	\$ 48.5488	\$ 50.9765	\$ 53.5251		
	Bi-Weekly Rate	\$ 3,522.82	\$ 3,698.97	\$ 3,883.90	\$ 4,078.12	\$ 4,282.01		
1952 Purchaser	Hourly Rate	\$ 31.3337	\$ 32.8621	\$ 34.4711	\$ 36.2008	\$ 38.0108		
	Bi-Weekly Rate	\$ 2,506.70	\$ 2,628.97	\$ 2,757.69	\$ 2,896.06	\$ 3,040.86		
1956 Senior Purchaser	Hourly Rate	\$ 38.0108	\$ 39.9214	\$ 41.9126	\$ 44.0040	\$ 46.1962		
	Bi-Weekly Rate	\$ 3,040.86	\$ 3,193.71	\$ 3,353.01	\$ 3,520.32	\$ 3,695.70		
2548 Occupation Therapist	Hourly Rate	\$ 38.1919	\$ 40.1025	\$ 42.1138	\$ 44.2255	\$ 46.4377		
	Bi-Weekly Rate	\$ 3,055.35	\$ 3,208.20	\$ 3,369.10	\$ 3,538.04	\$ 3,715.02		
5208 Civil Engineer	Hourly Rate	\$ 49.6144	\$ 52.1033	\$ 54.6988	\$ 57.4434	\$ 60.3160		
	Bi-Weekly Rate	\$ 3,969.15	\$ 4,168.26	\$ 4,375.90	\$ 4,595.47	\$ 4,825.28		
5210 Senior Civil Engineer	Hourly Rate	\$ 54.3011	\$ 57.0162	\$ 59.8722	\$ 62.8686	\$ 66.0060		
	Bi-Weekly Rate	\$ 4,344.09	\$ 4,561.30	\$ 4,798.78	\$ 5,029.49	\$ 5,280.48		
5211 Senior Engineer	Hourly Rate	\$ 57.4434	\$ 60.3156	\$ 63.3369	\$ 66.5068	\$ 69.8257		
	Bi-Weekly Rate	\$ 4,595.47	\$ 4,825.25	\$ 5,066.95	\$ 5,320.54	\$ 5,586.06		
5234 Jr. Electrical Engineer	Hourly Rate	\$ 30.4286	\$ 31.9370	\$ 33.5057	\$ 35.1552	\$ 36.9045		
	Bi-Weekly Rate	\$ 2,434.29	\$ 2,554.96	\$ 2,680.46	\$ 2,812.42	\$ 2,952.36		
5236 Asst Electrical Engineer	Hourly Rate	\$ 36.1255	\$ 37.9127	\$ 39.8062	\$ 41.8077	\$ 43.8911		
	Bi-Weekly Rate	\$ 2,890.04	\$ 3,033.02	\$ 3,184.50	\$ 3,344.62	\$ 3,511.29		

Classification	Step					
		1	2	3	4	5
5241 Engineer	Hourly Rate	\$ 50.0247	\$ 52.5136	\$ 55.1093	\$ 57.8539	\$ 60.7264
	Bi-Weekly Rate	\$ 4,001.98	\$ 4,201.09	\$ 4,408.74	\$ 4,628.31	\$ 4,858.11
5252 Asst Mechanical Engineer	Hourly Rate	\$ 34.1497	\$ 35.8387	\$ 37.6285	\$ 39.5191	\$ 41.4901
	Bi-Weekly Rate	\$ 2,731.98	\$ 2,867.10	\$ 3,010.28	\$ 3,161.53	\$ 3,319.21
5254 Assoc. Mechanical Engineer	Hourly Rate	\$ 42.8486	\$ 44.9975	\$ 47.2525	\$ 49.6144	\$ 52.1033
	Bi-Weekly Rate	\$ 3,427.89	\$ 3,599.80	\$ 3,780.20	\$ 3,969.15	\$ 4,168.26
5258 Sr. Mechanical Engineer	Hourly Rate	\$ 54.3011	\$ 57.0162	\$ 59.8722	\$ 62.8686	\$ 66.0060
	Bi-Weekly Rate	\$ 4,434.09	\$ 4,561.30	\$ 4,789.78	\$ 5,029.49	\$ 5,280.48
5261 Architect Assistant II	Hourly Rate	\$ 31.6354	\$ 33.1842	\$ 34.8131	\$ 36.5628	\$ 38.3928
	Bi-Weekly Rate	\$ 2,530.83	\$ 2,654.74	\$ 2,785.05	\$ 2,925.02	\$ 3,071.42
5265 Architect Associate I	Hourly Rate	\$ 36.8278	\$ 38.6786	\$ 40.6147	\$ 42.6359	\$ 44.7635
	Bi-Weekly Rate	\$ 2,946.22	\$ 3,094.29	\$ 3,249.18	\$ 3,410.87	\$ 3,581.08
5366 Architect Associate II	Hourly Rate	\$ 42.6359	\$ 44.7635	\$ 46.9975	\$ 49.3377	\$ 51.8055
	Bi-Weekly Rate	\$ 3,410.87	\$ 3,581.08	\$ 3,759.80	\$ 3,947.02	\$ 4,144.44
5268 Architect	Hourly Rate	\$ 48.3802	\$ 50.8057	\$ 53.3374	\$ 55.9967	\$ 58.8051
	Bi-Weekly Rate	\$ 3,870.42	\$ 4,064.46	\$ 4,266.99	\$ 4,479.74	\$ 4,704.41
5344 Mechanical Engr Asst II	Hourly Rate	\$ 30.2323	\$ 31.7216	\$ 33.2958	\$ 34.9341	\$ 36.6574
	Bi-Weekly Rate	\$ 2,418.58	\$ 2,537.73	\$ 2,663.66	\$ 2,794.73	\$ 2,932.59
6138 Industrial Hygienist	Hourly Rate	\$ 46.1962	\$ 48.5090	\$ 51.4099	\$ 53.9643	\$ 56.6386
	Bi-Weekly Rate	\$ 3,695.70	\$ 3,880.72	\$ 4,112.79	\$ 4,317.14	\$ 4,531.09
6331 Building Inspector	Hourly Rate	\$ 44.0040	\$ 46.1962	\$ 48.5090	\$ 50.9425	\$ 53.4967
	Bi-Weekly Rate	\$ 3,520.32	\$ 3,695.70	\$ 3,880.72	\$ 4,075.40	\$ 4,279.74