

SALARY SCHEDULE

Contract Date: July 1, 2004

Implementation Date: December 25, 2004

Covering Employee Relations Group: 1

Range	13	14	15	16	17	18
<i>Increment</i>	1,761.89	1,849.30	1,940.67	2,040.47	2,144.21	2,248.25
<i>Step 1</i>	36,281.91	38,043.80	39,893.10	41,833.77	43,874.24	46,018.45
<i>Step 2</i>	38,043.80	39,893.10	41,833.77	43,874.24	46,018.45	48,266.70
<i>Step 3</i>	39,805.69	41,742.40	43,774.44	45,914.71	48,162.66	50,514.95
<i>Step 4</i>	41,567.58	43,591.70	45,715.11	47,955.18	50,306.87	52,763.20
<i>Step 5</i>	43,329.47	45,441.00	47,655.78	49,995.65	52,451.08	55,011.45
<i>Step 6</i>	45,091.36	47,290.30	49,596.45	52,036.12	54,595.29	57,259.70
<i>Step 7</i>	46,853.25	49,139.60	51,537.12	54,076.59	56,739.50	59,507.95
<i>Step 8</i>	48,615.14	50,988.90	53,477.79	56,117.06	58,883.71	61,756.20
<i>Step 9</i>	50,377.03	52,838.20	55,418.46	58,157.53	61,027.92	64,004.45

Range	19	20	21	22	23	24
<i>Increment</i>	2,360.37	2,480.94	2,605.49	2,734.51	2,871.55	3,012.77
<i>Step 1</i>	48,266.70	50,627.07	53,108.01	55,713.50	58,448.01	61,319.56
<i>Step 2</i>	50,627.07	53,108.01	55,713.50	58,448.01	61,319.56	64,332.33
<i>Step 3</i>	52,987.44	55,588.95	58,318.99	61,182.52	64,191.11	67,345.10
<i>Step 4</i>	55,347.81	58,069.89	60,924.48	63,917.03	67,062.66	70,357.87
<i>Step 5</i>	57,708.18	60,550.83	63,529.97	66,651.54	69,934.21	73,370.64
<i>Step 6</i>	60,068.55	63,031.77	66,135.46	69,386.05	72,805.76	76,383.41
<i>Step 7</i>	62,428.92	65,512.71	68,740.95	72,120.56	75,677.31	79,396.18
<i>Step 8</i>	64,789.29	67,993.65	71,346.44	74,855.07	78,548.86	82,408.95
<i>Step 9</i>	67,149.66	70,474.59	73,951.93	77,589.58	81,420.41	85,421.72

Range	25	26	27	28	29	30
<i>Increment</i>	3,166.61	3,324.48	3,490.69	3,665.35	3,848.02	4,039.29
<i>Step 1</i>	64,332.33	67,498.94	70,823.42	74,314.11	77,979.46	81,827.48
<i>Step 2</i>	67,498.94	70,823.42	74,314.11	77,979.46	81,827.48	85,866.77
<i>Step 3</i>	70,665.55	74,147.90	77,804.80	81,644.81	85,675.50	89,906.06
<i>Step 4</i>	73,832.16	77,472.38	81,295.49	85,310.16	89,523.52	93,945.35
<i>Step 5</i>	76,998.77	80,796.86	84,786.18	88,975.51	93,371.54	97,984.64
<i>Step 6</i>	80,165.38	84,121.34	88,276.87	92,640.86	97,219.56	102,023.93
<i>Step 7</i>	83,331.99	87,445.82	91,767.56	96,306.21	101,067.58	106,063.22
<i>Step 8</i>	86,498.60	90,770.30	95,258.25	99,971.56	104,915.60	110,102.51
<i>Step 9</i>	89,665.21	94,094.78	98,748.94	103,636.91	108,763.62	114,141.80

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Range	13	14	15	16	17	18
<i>Increment</i>	1,797.13	1,886.28	1,979.49	2,081.27	2,187.10	2,293.21
<i>Step 1</i>	37,007.55	38,804.68	40,690.96	42,670.45	44,751.72	46,938.82
<i>Step 2</i>	38,804.68	40,690.96	42,670.45	44,751.72	46,938.82	49,232.03
<i>Step 3</i>	40,601.81	42,577.24	44,649.94	46,832.99	49,125.92	51,525.24
<i>Step 4</i>	42,398.94	44,463.52	46,629.43	48,914.26	51,313.02	53,818.45
<i>Step 5</i>	44,196.07	46,349.80	48,608.92	50,995.53	53,500.12	56,111.66
<i>Step 6</i>	45,993.20	48,236.08	50,588.41	53,076.80	55,687.22	58,404.87
<i>Step 7</i>	47,790.33	50,122.36	52,567.90	55,158.07	57,874.32	60,698.08
<i>Step 8</i>	49,587.46	52,008.64	54,547.39	57,239.34	60,061.42	62,991.29
<i>Step 9</i>	51,384.59	53,894.92	56,526.88	59,320.61	62,248.52	65,284.50

Range	19	20	21	22	23	24
<i>Increment</i>	2,407.58	2,530.56	2,657.60	2,789.20	2,928.98	3,073.03
<i>Step 1</i>	49,232.03	51,639.61	54,170.17	56,827.77	59,616.97	62,545.95
<i>Step 2</i>	51,639.61	54,170.17	56,827.77	59,616.97	62,545.95	65,618.98
<i>Step 3</i>	54,047.19	56,700.73	59,485.37	62,406.17	65,474.93	68,692.01
<i>Step 4</i>	56,454.77	59,231.29	62,142.97	65,195.37	68,403.91	71,765.04
<i>Step 5</i>	58,862.35	61,761.85	64,800.57	67,984.57	71,332.89	74,838.07
<i>Step 6</i>	61,269.93	64,292.41	67,458.17	70,773.77	74,261.87	77,911.10
<i>Step 7</i>	63,677.51	66,822.97	70,115.77	73,562.97	77,190.85	80,984.13
<i>Step 8</i>	66,085.09	69,353.53	72,773.37	76,352.17	80,119.83	84,057.16
<i>Step 9</i>	68,492.67	71,884.09	75,430.97	79,141.37	83,048.81	87,130.19

Range	25	26	27	28	29	30
<i>Increment</i>	3,229.94	3,390.97	3,560.50	3,738.66	3,924.98	4,120.08
<i>Step 1</i>	65,618.98	68,848.92	72,239.89	75,800.39	79,539.05	83,464.03
<i>Step 2</i>	68,848.92	72,239.89	75,800.39	79,539.05	83,464.03	87,584.11
<i>Step 3</i>	72,078.86	75,630.86	79,360.89	83,277.71	87,389.01	91,704.19
<i>Step 4</i>	75,308.80	79,021.83	82,921.39	87,016.37	91,313.99	95,824.27
<i>Step 5</i>	78,538.74	82,412.80	86,481.89	90,755.03	95,238.97	99,944.35
<i>Step 6</i>	81,768.68	85,803.77	90,042.39	94,493.69	99,163.95	104,064.43
<i>Step 7</i>	84,998.62	89,194.74	93,602.89	98,232.35	103,088.93	108,184.51
<i>Step 8</i>	88,228.56	92,585.71	97,163.39	101,971.01	107,013.91	112,304.59
<i>Step 9</i>	91,458.50	95,976.68	100,723.89	105,709.67	110,938.89	116,424.67

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Range	13	14	15	16	17	18
<i>Increment</i>	1,833.07	1,924.01	2,019.08	2,122.89	2,230.85	2,339.07
<i>Step 1</i>	37,747.70	39,580.77	41,504.78	43,523.86	45,646.75	47,877.60
<i>Step 2</i>	39,580.77	41,504.78	43,523.86	45,646.75	47,877.60	50,216.67
<i>Step 3</i>	41,413.84	43,428.79	45,542.94	47,769.64	50,108.45	52,555.74
<i>Step 4</i>	43,246.91	45,352.80	47,562.02	49,892.53	52,339.30	54,894.81
<i>Step 5</i>	45,079.98	47,276.81	49,581.10	52,015.42	54,570.15	57,233.88
<i>Step 6</i>	46,913.05	49,200.82	51,600.18	54,138.31	56,801.00	59,572.95
<i>Step 7</i>	48,746.12	51,124.83	53,619.26	56,261.20	59,031.85	61,912.02
<i>Step 8</i>	50,579.19	53,048.84	55,638.34	58,384.09	61,262.70	64,251.09
<i>Step 9</i>	52,412.26	54,972.85	57,657.42	60,506.98	63,493.55	66,590.16

Range	19	20	21	22	23	24
<i>Increment</i>	2,455.73	2,581.17	2,710.76	2,844.98	2,987.56	3,134.49
<i>Step 1</i>	50,216.67	52,672.40	55,253.57	57,964.33	60,809.31	63,796.87
<i>Step 2</i>	52,672.40	55,253.57	57,964.33	60,809.31	63,796.87	66,931.36
<i>Step 3</i>	55,128.13	57,834.74	60,675.09	63,654.29	66,784.43	70,065.85
<i>Step 4</i>	57,583.86	60,415.91	63,385.85	66,499.27	69,771.99	73,200.34
<i>Step 5</i>	60,039.59	62,997.08	66,096.61	69,344.25	72,759.55	76,334.83
<i>Step 6</i>	62,495.32	65,578.25	68,807.37	72,189.23	75,747.11	79,469.32
<i>Step 7</i>	64,951.05	68,159.42	71,518.13	75,034.21	78,734.67	82,603.81
<i>Step 8</i>	67,406.78	70,740.59	74,228.89	77,879.19	81,722.23	85,738.30
<i>Step 9</i>	69,862.51	73,321.76	76,939.65	80,724.17	84,709.79	88,872.79

Range	25	26	27	28	29	30
<i>Increment</i>	3,294.54	3,458.79	3,631.71	3,813.43	4,003.48	4,202.48
<i>Step 1</i>	66,931.36	70,225.90	73,684.69	77,316.40	81,129.83	85,133.31
<i>Step 2</i>	70,225.90	73,684.69	77,316.40	81,129.83	85,133.31	89,335.79
<i>Step 3</i>	73,520.44	77,143.48	80,948.11	84,943.26	89,136.79	93,538.27
<i>Step 4</i>	76,814.98	80,602.27	84,579.82	88,756.69	93,140.27	97,740.75
<i>Step 5</i>	80,109.52	84,061.06	88,211.53	92,570.12	97,143.75	101,943.23
<i>Step 6</i>	83,404.06	87,519.85	91,843.24	96,383.55	101,147.23	106,145.71
<i>Step 7</i>	86,698.60	90,978.64	95,474.95	100,196.98	105,150.71	110,348.19
<i>Step 8</i>	89,993.14	94,437.43	99,106.66	104,010.41	109,154.19	114,550.67
<i>Step 9</i>	93,287.68	97,896.22	102,738.37	107,823.84	113,157.67	118,753.15

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Covering Employee Relations Group: 1

Range	13	14	15	16	17	18
<i>Increment</i>	1,874.32	1,967.30	2,064.51	2,170.65	2,281.05	2,391.70
<i>Step 1</i>	38,597.02	40,471.34	42,438.64	44,503.15	46,673.80	48,954.85
<i>Step 2</i>	40,471.34	42,438.64	44,503.15	46,673.80	48,954.85	51,346.55
<i>Step 3</i>	42,345.66	44,405.94	46,567.66	48,844.45	51,235.90	53,738.25
<i>Step 4</i>	44,219.98	46,373.24	48,632.17	51,015.10	53,516.95	56,129.95
<i>Step 5</i>	46,094.30	48,340.54	50,696.68	53,185.75	55,798.00	58,521.65
<i>Step 6</i>	47,968.62	50,307.84	52,761.19	55,356.40	58,079.05	60,913.35
<i>Step 7</i>	49,842.94	52,275.14	54,825.70	57,527.05	60,360.10	63,305.05
<i>Step 8</i>	51,717.26	54,242.44	56,890.21	59,697.70	62,641.15	65,696.75
<i>Step 9</i>	53,591.58	56,209.74	58,954.72	61,868.35	64,922.20	68,088.45
<i>Step 10</i>	55,465.90	58,177.04	61,019.23	64,039.00	67,203.25	70,480.15

Range	19	20	21	22	23	24
<i>Increment</i>	2,510.98	2,639.25	2,771.75	2,908.99	3,054.78	3,205.02
<i>Step 1</i>	51,346.55	53,857.53	56,496.78	59,268.53	62,177.52	65,232.30
<i>Step 2</i>	53,857.53	56,496.78	59,268.53	62,177.52	65,232.30	68,437.32
<i>Step 3</i>	56,368.51	59,136.03	62,040.28	65,086.51	68,287.08	71,642.34
<i>Step 4</i>	58,879.49	61,775.28	64,812.03	67,995.50	71,341.86	74,847.36
<i>Step 5</i>	61,390.47	64,414.53	67,583.78	70,904.49	74,396.64	78,052.38
<i>Step 6</i>	63,901.45	67,053.78	70,355.53	73,813.48	77,451.42	81,257.40
<i>Step 7</i>	66,412.43	69,693.03	73,127.28	76,722.47	80,506.20	84,462.42
<i>Step 8</i>	68,923.41	72,332.28	75,899.03	79,631.46	83,560.98	87,667.44
<i>Step 9</i>	71,434.39	74,971.53	78,670.78	82,540.45	86,615.76	90,872.46
<i>Step 10</i>	73,945.37	77,610.78	81,442.53	85,449.44	89,670.54	94,077.48

Range	25	26	27	28	29	30
<i>Increment</i>	3,368.66	3,536.62	3,713.42	3,899.23	4,093.56	4,297.04
<i>Step 1</i>	68,437.32	71,805.98	75,342.60	79,056.02	82,955.25	87,048.81
<i>Step 2</i>	71,805.98	75,342.60	79,056.02	82,955.25	87,048.81	91,345.85
<i>Step 3</i>	75,174.64	78,879.22	82,769.44	86,854.48	91,142.37	95,642.89
<i>Step 4</i>	78,543.30	82,415.84	86,482.86	90,753.71	95,235.93	99,939.93
<i>Step 5</i>	81,911.96	85,952.46	90,196.28	94,652.94	99,329.49	104,236.97
<i>Step 6</i>	85,280.62	89,489.08	93,909.70	98,552.17	103,423.05	108,534.01
<i>Step 7</i>	88,649.28	93,025.70	97,623.12	102,451.40	107,516.61	112,831.05
<i>Step 8</i>	92,017.94	96,562.32	101,336.54	106,350.63	111,610.17	117,128.09
<i>Step 9</i>	95,386.60	100,098.94	105,049.96	110,249.86	115,703.73	121,425.13
<i>Step 10</i>	98,755.26	103,635.56	108,763.38	114,149.09	119,797.29	125,722.17

SALARY SCHEDULE
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Covering Employee Relations Group: 1

Range	13	14	15	16	17	18
<i>Increment</i>	1,918.37	2,013.53	2,113.02	2,221.66	2,334.66	2,447.90
<i>Step 1</i>	39,504.05	41,422.42	43,435.95	45,548.97	47,770.63	50,105.29
<i>Step 2</i>	41,422.42	43,435.95	45,548.97	47,770.63	50,105.29	52,553.19
<i>Step 3</i>	43,340.79	45,449.48	47,661.99	49,992.29	52,439.95	55,001.09
<i>Step 4</i>	45,259.16	47,463.01	49,775.01	52,213.95	54,774.61	57,448.99
<i>Step 5</i>	47,177.53	49,476.54	51,888.03	54,435.61	57,109.27	59,896.89
<i>Step 6</i>	49,095.90	51,490.07	54,001.05	56,657.27	59,443.93	62,344.79
<i>Step 7</i>	51,014.27	53,503.60	56,114.07	58,878.93	61,778.59	64,792.69
<i>Step 8</i>	52,932.64	55,517.13	58,227.09	61,100.59	64,113.25	67,240.59
<i>Step 9</i>	54,851.01	57,530.66	60,340.11	63,322.25	66,447.91	69,688.49
<i>Step 10</i>	56,769.38	59,544.19	62,453.13	65,543.91	68,782.57	72,136.39

Range	19	20	21	22	23	24
<i>Increment</i>	2,569.99	2,701.27	2,836.89	2,977.35	3,126.57	3,280.34
<i>Step 1</i>	52,553.19	55,123.18	57,824.45	60,661.34	63,638.69	66,765.26
<i>Step 2</i>	55,123.18	57,824.45	60,661.34	63,638.69	66,765.26	70,045.60
<i>Step 3</i>	57,693.17	60,525.72	63,498.23	66,616.04	69,891.83	73,325.94
<i>Step 4</i>	60,263.16	63,226.99	66,335.12	69,593.39	73,018.40	76,606.28
<i>Step 5</i>	62,833.15	65,928.26	69,172.01	72,570.74	76,144.97	79,886.62
<i>Step 6</i>	65,403.14	68,629.53	72,008.90	75,548.09	79,271.54	83,166.96
<i>Step 7</i>	67,973.13	71,330.80	74,845.79	78,525.44	82,398.11	86,447.30
<i>Step 8</i>	70,543.12	74,032.07	77,682.68	81,502.79	85,524.68	89,727.64
<i>Step 9</i>	73,113.11	76,733.34	80,519.57	84,480.14	88,651.25	93,007.98
<i>Step 10</i>	75,683.10	79,434.61	83,356.46	87,457.49	91,777.82	96,288.32

Range	25	26	27	28	29	30
<i>Increment</i>	3,447.82	3,619.73	3,800.69	3,990.86	4,189.76	4,398.02
<i>Step 1</i>	70,045.60	73,493.42	77,113.15	80,913.84	84,904.70	89,094.46
<i>Step 2</i>	73,493.42	77,113.15	80,913.84	84,904.70	89,094.46	93,492.48
<i>Step 3</i>	76,941.24	80,732.88	84,714.53	88,895.56	93,284.22	97,890.50
<i>Step 4</i>	80,389.06	84,352.61	88,515.22	92,886.42	97,473.98	102,288.52
<i>Step 5</i>	83,836.88	87,972.34	92,315.91	96,877.28	101,663.74	106,686.54
<i>Step 6</i>	87,284.70	91,592.07	96,116.60	100,868.14	105,853.50	111,084.56
<i>Step 7</i>	90,732.52	95,211.80	99,917.29	104,859.00	110,043.26	115,482.58
<i>Step 8</i>	94,180.34	98,831.53	103,717.98	108,849.86	114,233.02	119,880.60
<i>Step 9</i>	97,628.16	102,451.26	107,518.67	112,840.72	118,422.78	124,278.62
<i>Step 10</i>	101,075.98	106,070.99	111,319.36	116,831.58	122,612.54	128,676.64