DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	FDATE	RATE	S BY EFFECTIV	E DATE
	CODE	IX	IBER 29, 2013			MBER 28, 2014			MBER 27, 2015	[
			ay Period #01/		1 - 1 - 1	Pay Period #01/			Pav Period #01/:	
,		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY			BIWEEKLY	HOURLY	HOURLY
<u> </u>			35 HOURS	40 HOURS		35 HOURS	40 HOURS	***	35 HOURS	40 HOURS
ANALYST - OPERATIONS	10									
1		\$2,009.43	\$28.71	\$25.12	\$2,049.62	\$29.28	\$25.62	\$2,090.61	\$29.87	\$26.13
2		\$2,107.90	\$30.11	\$26,35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
3		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
4		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
5		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
6		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
PROGRAMMER/ANALYST 1	11									
1		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
2		\$1,733.48	\$24.76	\$21.67	\$1,768.15	\$25.26	\$22.10	\$1,803.51	\$25.76	\$22.54
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
5		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
6		\$2,040.53	\$29.15	\$25.51	\$2,081.34	\$29.73	\$26.02	\$2,122.96	\$30.33	\$26.54
PROGRAMMER/ANALYST 2	12									-
1		\$2,009.43	\$28.71	\$25.12	\$2,049.62	\$29.28	\$25.62	\$2,090.61	\$29.87	\$26.13
2		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
3		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
4	1	\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
5		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
6	<u></u>	\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
ANALYST PROGRAMMER-CONTROL SYSTEMS	13					·				
1		\$2,009.43	\$28.71	\$25.12	\$2,049.62	\$29.28	\$25.62	\$2,090.61	\$29.87	\$26.13
2		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
3		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
4		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
5		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
6		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
ANALYST - NETWORK SYSTEMS	14									
1		\$1,949.84	\$27.85	\$24.37	\$1,988.83	\$28.41	\$24.86	\$2,028.61	\$28. <del>9</del> 8	\$25.36
2		\$2,027.57	\$28.97	\$25.34	\$2,068.12	\$29.54	\$25.85	\$2,109.48	\$30.14	\$26.37
3		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
4		\$2,192.11	\$31.32	\$27.40	\$2,235.95	\$31.94	\$27.95	\$2,280.67	\$32.58	\$28.51
5		\$2,281.50	\$32.59	\$28.52	\$2,327.13	\$33.24	\$29.09	\$2,373.68	\$33.91	\$29.67
ANALYST - SYSTEMS SECURITY	15									
1		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
2		\$2,363.12	\$33.76	\$29.54	\$2,410.39	\$34.43	\$30.13	\$2,458.59	\$35.12	\$30.73
3		\$2,468.07	\$35.26	\$30.85	\$2,517.43	\$35.96	\$31.47	\$2,567.78	\$36.68	\$32.10
4 -		\$2,583.37	\$36.91	\$32.29	\$2,635.04	\$37.64	\$32.94	\$2,687.74	\$38.40	\$33.60
5		\$2,706.45	\$38.6 <del>6</del>	\$33.83	\$2,760.58	\$39.44	\$34.51	\$2,815.79	\$40.23	\$35.20
6		\$2,832.12	\$40.46	\$35.40	\$2,888.76	\$41.27	\$36.11	\$2,946.54	\$42.09	\$36.83

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E-DATE	RATE	S BY EFFECTIV	E DATE
·	CODE	ll .	BER 29, 2013			EMBER 28, 2014		11	MBER 27, 2015	
•	1	ll .	ay Period #01/	The second secon		Pay Period #01/		31	Pay Period #01/	
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY		HOURLY	BIWEEKLY	HOURLY	HOURLY
	<u> </u>		35 HOURS	40 HOURS.		35 HOURS	40 HOURS		35 HOURS	40 HOURS
APPRAISER 1	21									101100110
1		\$1,524.89	\$21.78	\$19.06	\$1,555.39	\$22.22	\$19.44	\$1,586.49	\$22.66	\$19.83
2		\$1,602.62	\$22.89	\$20.03	\$1,634.68	\$23.35	\$20.43	\$1,667.37	\$23.82	\$20.84
3	į	\$1,686.84	\$24.10	\$21.09	\$1,720.57	\$24.58	\$21.51	\$1,754.98	\$25.07	\$21.94
4		\$1,790.48	\$25.58	\$22.38	\$1,826.29	\$26.09	\$22.83	\$1,862.82	\$26.61	\$23.29
5		\$1,899.31	\$27.13	\$23.74	\$1,937.30	\$27.68	\$24.22	\$1,976.04	\$28.23	\$24.70
APPRAISER 2	22									
1		\$1,914.86	\$27.36	\$23.94	\$1,953.15	\$27.90	\$24.41	\$1,992.22	\$28.46	\$24.90
2		\$2,012.02	\$28.74	\$25.15	\$2,052.26	\$29.32	\$25.65	\$2,093.31	\$29.90	\$26.17
3		\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
4		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
APPRAISER 3	23									
1		\$2,250.41	\$32.15	\$28.13	\$2,295.42	\$32.79	\$28.69	\$2,341.33	\$33.45	\$29.27
2		\$2,364.42	\$33.78	\$29.56	\$2,411.71	\$34.45	\$30.15	\$2,459.94	\$35.14	\$30.75
3		\$2,488.79	\$35.55	\$31.11	\$2,538.57	\$36.27	\$31.73	\$2,589.34	\$36.99	\$32.37
4	<u> </u>	\$2,623.53	\$37.48	\$32.79	\$2,676.00	\$38.23	\$33.45	\$2,729.52	\$38.99	\$34.12
APPRAISER ACCREDITED	24									
1		\$2,469.36	\$35.28	\$30.87	\$2,518.75	\$35.98	\$31.48	\$2,569.12	\$36.70	\$32.11
2		\$2,623.53	\$37.48	\$32.79	\$2,676.00	\$38.23	\$33.45	\$2,729.52	\$38.99	\$34.12
3		\$2,776.41	\$39.66	\$34.71	\$2,831.94	\$40.46	\$35.40	\$2,888.58	\$41.27	\$36.11
4		\$2,948.72	\$42.12	\$36.86	\$3,007.70	\$42.97	\$37.60	\$3,067.85	\$43.83	\$38.35
ADDODIOT 4	<b></b>	\$3,126.22	\$44.66	\$39.08	\$3,188.74	\$45.55	\$39.86	\$3,252.52	\$46.46	\$40.66
ARBORIST 1	30					,				
1		\$1,747.73		\$21.85	\$1,782.68	İ	\$22.28	\$1,818.34		\$22.73
2 ARBORIST 2	l -	\$1,782.68		\$22.28	\$1,818.34		\$22.73	\$1,854.70		\$23.18
ARBORIST 2	31	na nan co		*******	** ***		450.54	64.040.60		400.00
2		\$1,843.60		\$23.04	\$1,880.47		\$23.51	\$1,918.08		\$23.98
ARBORIST 3	32	\$1,880,47		\$23.51	\$1,918.08		\$23.98	\$1,956.44		\$24.46
1	32	\$1,917.45		\$22.07	\$1.0EE 80		\$24.4E	61 004 04		624.04
2		\$1,917.45		\$23.97 \$24.50	\$1,955.80		\$24.45 \$24.99	\$1,994.91 \$2,039.39		\$24.94 \$25.49
ASSISTANT - FIELD ASSESSMENT	67	\$1,500.20		\$24.5U	\$1,999.40	<del> </del>	<b>\$44.55</b>	\$2,038.38		\$25.49
1	%	\$1,628.07	\$23.26	\$20.35	\$1,660.63	\$23.72	\$20.76	\$1,693.84	\$24.20	\$21.17
,		\$1,020.07	\$23.26 \$24.47	\$20.35	\$1,000.03	\$23.72 \$24.95	\$20.76 \$21.84	\$1,781.75	\$24.20 \$25.45	\$21.17
3		\$1,712.56	\$24.47 \$25.69	\$21.41	\$1,740.01	\$26.20	\$21.04 \$22.92	\$1,761.75	\$25.45 \$26.72	\$23.38
4		\$1,883.42	\$25.09 \$26.91	\$23.54	\$1,033.97	\$27.44	\$24.01	\$1,870.63	\$20.72 \$27.99	\$24.49
5		\$1,003.42	\$28.15	\$23.54	\$2,009.65	\$28.71	\$24.01 \$25.12	\$2,049.84	\$27.99	\$25.62
<u> </u>	11	Į Ψ1,810.23	φ <b>∠</b> 0. (3	₩24.03	#2,VU3.00	ΨZO.71	φ <b>∠</b> 0.12	J 42,045.04	923.20	Ψ20.02

DESCRIPTION	CLASS	RATES	BY EFFECTIV	EDATE	RATE	S BY EFFECTIV	EDATE	DATE	S BY EFFECTIV	EDATE
	CODE		IBER 29, 2013		11	EMBER 28, 2014			MBER 27, 2015	
	1		ay Period #01/		11	Pay Period #01/			Pay Period #01/	
	1	BIWEEKLY	HOURLY	HOURLY		HOURLY		BIWEEKLY	HOURLY	HOURLY
			35 HOURS	40 HOURS	Circuit	35 HOURS	40 HOURS	PHACEKTI	35 HOURS	
VALUATION OFFICER	68			1 10 110 0110		- JOTIOBRA	1: 40 HOOKS	<u> </u>	. 35 HUUKS	40 HOURS
1		\$1,997.18	\$28.53	\$24.96	\$2.037.12	\$29.10	\$25.46	\$2,077.87	\$29.68	\$25.97
2		\$2,090.15	\$29.86	\$26.13	\$2,131.96	\$30.46	\$26.65	\$2,077.67	\$31.07	
3	ll l	\$2,244.03	\$32.06	\$28.05	\$2,288.91	\$32.70	\$28.61	\$2,174.60		\$27.18
4	li :	\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30,33	\$2,334.69	\$33.35	\$29.18
5		\$2,522.48	\$36.04	\$31.53	\$2,572.93	\$36.76	\$32.16	II ' '	\$35.35	\$30.93
6		\$2,676.65	\$38.24	\$33.46	\$2,772.93	\$30.76	i '	\$2,624.39	\$37.49	\$32.80
ASSESSOR	69	Ψ2,010.03	\$30.24	955.40	\$2,730.19	\$39.00	\$34.13	\$2,784.79	\$39.78	\$34.81
1	"	\$2,623.53	\$37.48	\$32.79	\$2,676.00	\$38.23	\$33.45	#0 700 F0	#20.00	201.40
2		\$2,776.41	\$39.66	\$34.71	\$2,876.00	\$40.46	1	\$2,729.52	\$38.99	\$34.12
3		\$2,770.41	\$42.12	\$36.86	\$3,007.70	\$40.46 \$42.97	\$35.40	\$2,888.58	\$41.27	\$36.11
4		\$3,126.22	,	+	11 ' '		\$37.60	\$3,067.85	\$43.83	\$38.35
ASSESSOR 2	72	\$3,120.22	\$44.66	\$39.08	\$3,188.74	\$45.55	\$39.86	\$3,252.52	\$46.46	\$40.66
1	'2	\$2,012.02	\$28,74	\$25.15	\$2,052,26	#20.20	#DE 05	EQ 000 04	000.00	1 222.47
2		\$2,012.02	\$30.46	\$26.66	11	\$29.32	\$25.65	\$2,093.31	\$29.90	\$26.17
3					\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
ASSESSOR 3	73	\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
1	'3	#0 070 C7	#22.00	600 70	00.400.04	201.00	200.00		***	1
2		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
ASSESSOR 3 - ACCREDITED	75	\$2,522.48	\$36.04	\$31.53	\$2,572.93	\$36.76	\$32.16	\$2,624.39	\$37.49	\$32.80
	/5	00 070 07	***	200 70						
1 2		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
<u> </u>		\$2,522.48	\$36.04	\$31.53	\$2,572.93	\$36.76	\$32.16	\$2,624.39	\$37.49	\$32.80
3 ASSESSOR 4 - SPECIALIST	<del></del>	\$2,676.65	\$38.24	\$33.46	\$2,730.19	\$39.00	\$34.13	\$2,784.79	\$39.78	\$34.81
A55E55OK 4 - SPECIALIS   	76							<b>I</b>	<u>.</u>	1
1 2		\$2,469.36	\$35.28	\$30.87	\$2,518.75	\$35.98	\$31.48	\$2,569.12	\$36.70	\$32.11
2		\$2,623.53	\$37.48	\$32.79	\$2,676.00	\$38.23	\$33.45	\$2,729.52	\$38.99	\$34.12
3		\$2,776.41	\$39.66	\$34.71	\$2,831.94	\$40.46	\$35.40	\$2,888.58	\$41.27	\$36.11
4		\$2,948.72	\$42.12	\$36.86	\$3,007.70	\$42.97	\$37.60	\$3,067.85	\$43.83	\$38.35
5		\$3,126.22	\$44.66	\$39.08	\$3,188.74	\$45.55	\$39.86	\$3,252.52	\$46.46	\$40.66
ASSISTANT - COMMUNICATIONS	77									1
1		\$1,668.70	\$23.84	\$20.86	\$1,702.07	\$24.32	\$21.28	\$1,736.11	\$24.80	\$21.70
2		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
3		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
4	,	\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
5		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
ASSISTANT - GOLF COURSE OPERATIONS	78									
1		\$1,999.07	\$28.56	\$24.99	\$2,039.05	\$29.13	\$25.49	\$2,079.83	\$29.71	\$26.00
2		\$2,059.96	\$29.43	\$25.75	\$2,101.16	\$30.02	\$26.26	\$2,143.18	\$30.62	\$26.79
3		\$2,120.85	\$30.30	\$26.51	\$2,163.27	\$30.90	\$27.04	\$2,206.53	\$31.52	\$27.58
4		\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44

DESCRIPTION	CLASS	RATES	BY EFFECTIV	FDATE	PATE	S BY EFFECTIVE	FDATE	PATE	S BY EFFECTIV	E DATE
-	CODE		IBER 29, 2013		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	MBER 28, 2014	regarded to the control of the contr		MBER 27, 2015	
			ay Period #01/			Pay Period #01/1			Pay Period #01/	
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY			BIWEEKLY	HOURLY	HOURLY
			35 HOURS	40 HOURS		35 HOURS	40 HOURS		35 HOURS	40 HOURS
ASSISTANT 1 - PLANNING	81			- to tto otto		00:1100:101	- 40 1100110		- COTTOONO	401100110
1		\$1,714.04	\$24.49	\$21.43	\$1,748.32	\$24.98	\$21.85	\$1,783.29	\$25.48	\$22.29
2		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
3		\$1,874.69	\$26.78	\$23.43	\$1,912.19	\$27.32	\$23.90	\$1,950.43	\$27.86	\$24.38
4		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
5		\$2,032.75	\$29.04	\$25.41	\$2,073.41	\$29.62	\$25.92	\$2,114.88	\$30.21	\$26.44
6		\$2,105.31	\$30.08	\$26.32	\$2,147.41	\$30.68	\$26.84	\$2,190.36	\$31.29	\$27.38
ASSISTANT 2 - PLANNING	82	42,100.01	400.00	\$20.0 <u>L</u>	Ψ2,1-1711	Ψ00.00	Ψ20.04	Ψ2,100.00	Ψ51.25	Ψ27.00
1		\$2,105.31	\$30.08	\$26.32	\$2,147.41	\$30.68	\$26.84	\$2,190.36	\$31.29	\$27.38
2		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
3		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
4	]]	\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
5		\$2,483.61	\$35.48	\$31.05	\$2,533.28	\$36.19	\$31.67	\$2,583.95	\$36.91	\$32.30
OFFICER - DEVELOPMENT PLANNING	83	-	,		, , , , , , , , , , , , , , , , , , , ,		******	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, , , , , , , , , , , , , , , , , , , ,	
1		\$2,365.72	\$33.80	\$29.57	\$2,413.03	\$34.47	\$30.16	\$2,461.29	\$35.16	\$30.77
2	-	\$2,483.61	\$35.48	\$31.05	\$2,533.28	\$36.19	\$31.67	\$2,583.95	\$36.91	\$32.30
3		\$2,554.87	\$36.50	\$31.94	\$2,605.97	\$37.23	\$32.57	\$2,658.09	\$37.97	\$33.23
4		\$2,635.19	\$37.65	\$32.94	\$2,687.90	\$38.40	\$33.60	\$2,741.66	\$39.17	\$34.27
5	1	\$2,714.22	\$38.77	\$33,93	\$2,768.51	\$39.55	\$34.61	\$2,823.88	\$40.34	\$35.30
6		\$2,798.44	\$39.98	\$34.98	\$2,854.40	\$40.78	\$35.68	\$2,911.49	\$41.59	\$36.39
ASSISTANT - LABORATORY	84			·				· · · · · · · · · · · · · · · · · · ·		
1		\$1,168.61	\$16.69	\$14.61	\$1,191.98	\$17.03	\$14.90	\$1,215.82	\$17.37	\$15.20
2		\$1,226.91	\$17.53	\$15.34	\$1,251.45	\$17.88	\$15.64	\$1,276.47	\$18.24	\$15.96
3		\$1,278.73	\$18.27	\$15,98	\$1,304.30	\$18.63	\$16.30	\$1,330.39	\$19.01	\$16.63
4		\$1,312.41	\$18.75	\$16.41	\$1,338.66	\$19.12	\$16.73	\$1,365.44	\$19.51	\$17.07
5		\$1,338.33	\$19.12	\$16.73	\$1,365.09	\$19.50	\$17.06	\$1,392.39	\$19.89	\$17.40
6		\$1,390.15	\$19.86	\$17.38	\$1,417.95	\$20.26	\$17.72	\$1,446.31	\$20.66	\$18.08
ASSISTANT - WINTER SPORTS	85									
1		\$1,194.52	\$17.06	\$14.93	\$1,218.41	\$17.41	\$15.23	\$1,242.78	\$17.75	\$15.53
ATTENDANT - LABORATORY 2	92									
1		\$1,331.85	\$19.03	\$16.65	\$1,358.49	\$19.41	\$16.98	\$1,385.66	\$19.80	\$17.32
2		\$1,408.29	\$20.12	\$17.60	\$1,436.45	\$20.52	\$17.96	\$1,465.18	\$20.93	\$18.31
3		\$1,487.32	\$21.25	\$18.59	\$1,517.06	\$21.67	\$18.96	\$1,547.40	\$22.11	\$19.34
4		\$1,565.05	\$22.36	\$19.56	\$1,596.35	\$22.81	\$19.95	\$1,628.28	\$23.26	\$20.35
ATTENDANT - ARENA 1	101									
11		\$1,727.00	\$24.67	\$21.59	\$1,761.54	\$25.16	\$22.02	\$1,796.77	\$25.67	\$22.46
ATTENDANT - ARENA 2	102									
1		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22,94	\$1,872.25	\$26.75	\$23.40

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	PATE	S BY EFFECTIV	EDATE	DATE	S BY EFFECTIV	FDATE
	CODE	ŀ	IBER 29, 2013			MBER 28, 2014	NO. 8321. 375			
			ay Period #01/			Pay Period #01/			MBER 27, 2015	
		BIWEEKLY	HOURLY	HOURLY		HOURLY	HOURLY	BIWEEKLY	Pay Period #01/ HOURLY	HOURLY
*			35 HOURS	40 HOURS	Diwelling	35 HOURS	40 HOURS	DIVVEENT	35 HOURS	
ATTENDANT - KENNEL	118		- co noono			. 33 HOURS E	840 nound	9.8.1	- 39:HUUKS	40 HOURS
1		\$1,478.25	\$21.12	\$18.48	\$1,507.81	\$21.54	\$18.85	\$1,537.97	CO4 07	240.00
2		\$1,537.84	\$21.97	\$19.22	\$1,568.60	\$21.54	\$10.65 \$19.61		\$21.97	\$19.22
<u>-</u>		\$1,600.03	\$22.86	\$20.00	\$1,632.03	\$23.31	\$19.61	\$1,599.97	\$22.86	\$20.00
4		\$1,664.81	\$23.78	\$20.00	\$1,698.11	\$23.31	\$20.40 \$21.23	\$1,664.67	\$23.78	\$20.81
5		\$1,730.88	\$24.73	\$20.61	\$1,765.50	\$25.22		\$1,732.07	\$24.74	\$21.65
6		\$1,730.00	\$25.69	\$21.04		4	\$22.07	\$1,800.81	\$25.73	\$22.51
ATTENDANT - LOCKER ROOM 1	121	\$1,750.25	\$25.09	₹ZZ.40	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
1	121	\$1.011.84	644.45	E40.00	£4 000 00		*40.00			
2			\$14.45	\$12.65	\$1,032.08	\$14.74	\$12.90	\$1,052.72	\$15.04	\$13.16
ATTENDANT - LOCKER ROOM 2	122	\$1,063.66	\$15.20	\$13.30	\$1,084.94	\$15.50	\$13.56	\$1,106.64	\$15.81	\$13.83
1	122	£4.040.0E	647.04	B45.47	04 000 00	047.00	21- 12			
ATTENDANT - PARKING LOT	125	\$1,213.95	\$17.34	\$15.17	\$1,238.23	\$17.69	\$15.48	\$1,262.99	\$18.04	\$15.79
1	125	¢4 474 36	CO4 00	#40.4D	64 500 05	004.40	240.00	04 500 00	20101	
BRIDGE WORKER-CUPE	251	\$1,474.36	\$21.06	\$18.43	\$1,503.85	\$21.48	\$18.80	\$1,533.93	\$21.91	\$19.17
BRIDGE WORKER-COPE	251	£4 007 00	#05.00	#00 F0	m4 040 47		***			
2		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
2		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
3		\$1,971.86	\$28.17	\$24.65	\$2,011.30	\$28.73	\$25.14	\$2,051.52	\$29.31	\$25.64
BUYER 1		\$2,034.05	\$29.06	\$25.43	\$2,074.73	\$29.64	\$25.93	\$2,116.22	\$30.23	\$26.45
	271				l					
1		\$1,723.11	\$24.62	\$21.54	\$1,757.57	\$25.11	\$21.97	\$1,792.72	\$25.61	\$22.41
2		\$1,807.32	\$25,82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
3 4		\$1,883.76	\$26.91	\$23.55	\$1,921.44	\$27.45	\$24.02	\$1,959.87	\$28.00	\$24.50
BUYER 2		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$29.04	\$25.41
BUIER 2	272									
1		\$2,044.41	\$29.21	\$25.56	\$2,085.30	\$29.79	\$26.07	\$2,127.01	\$30.39	\$26.59
4		\$2,148.06	\$30.69	\$26.85	\$2,191.02	\$31.30	\$27.39	\$2,234.84	\$31.93	\$27.94
3		\$2,242.64	\$32.04	\$28.03	\$2,287.49	\$32.68	\$28.59	\$2,333.24	\$33.33	\$29.17
4		\$2,352.76	\$33.61	\$29,41	\$2,399.81	\$34.28	\$30.00	\$2,447.81	\$34.97	\$30.60
5		\$2,461.59	\$35.17	\$30.77	\$2,510.82	\$35.87	\$31.39	\$2,561.04	\$36.59	\$32.01
6	<b> </b>	\$2,576.89	\$36.81	\$32,21	\$2,628.43	\$37.55	\$32.86	\$2,681.00	\$38.30	\$33.51
CARETAKER	320									
1	<b> </b>	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
CARETAKER - DISPATCHER - WW	324									
1 - Probationary		\$1,719.22	\$24.56	\$21.49	\$1,753.61	\$25.05	\$21.92	\$1,788.68	\$25.55	\$22.36
2 - 5th Class Power Engineer Certif		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73
CARPENTER	330									
1	L	\$2,396.35	<u> </u>	\$29.95	\$2,444.28	<u> </u>	\$30.55	\$2,493.17		\$31.16

DESCRIPTION	CLASS		BY EFFECTIV		II.	S BY EFFECTIV	T-1	RATES	BY EFFECTIV	E DATE
	CODE		IBER 29, 2013			EMBER 28, 2014		DECE	MBER 27, 2015	- 2.0%
			ay Period #01/			Pay Period #01/			Pay Period #01/	
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY::	HOURLY 1	BIWEEKLY	SHOURLY 35 HOURS	HOURLY 40 HOURS
CARPENTER - LEADING	331		33 1100K3	1.40 HOOKS		.33 HOURS		(a.d.otelVa	33:HOUKS.	1 40 MOURS
1	"	\$2,481.86		\$31.02	\$2,531.50	<u> </u>	\$31.64	\$2,582.13		\$32.28
CASHIER - CASUAL	340									******
1		\$1,184.15	\$16.92	\$14.80	\$1,207.84	\$17.25	\$15.10	\$1,231.99	\$17.60	\$15.40
CREW CHIEF - LANE LINER	350									
1		\$2,153.24	\$30.76	\$26.92	\$2,196.31	\$31.38	\$27.45	\$2,240.23	\$32.00	\$28.00
CHECKER - TRANSIT	354									
1		\$1,374.60	\$19.64	\$17.18	\$1,402.09	\$20.03	\$17.53	\$1,430.14	\$20.43	\$17.88
2		\$1,443.27	\$20.62	\$18.04	\$1,472.13	\$21.03	\$18.40	\$1,501.58	\$21.45	\$18.77
3		\$1,493.79	\$21.34	\$18.67	\$1,523.67	\$21.77	\$19.05	\$1,554.14	\$22.20	\$19.43
4		\$1,554.69	\$22.21	\$19.43	\$1,585.78	\$22.65	\$19.82	\$1,617.50	\$23.11	\$20.22
5		\$1,606.51	\$22.95	\$20.08	\$1,638.64	\$23.41	\$20.48	\$1,671.41	\$23.88	\$20.89
6		\$1,655.74	\$23.65	\$20.70	\$1,688.86	\$24.13	\$21.11	\$1,722.63	\$24.61	\$21.53
CREW CHIEF - TRAFFIC SIGNALS	355									
11		\$2,677.56		\$33.47	\$2,731.11		\$34.14	\$2,785.73		\$34.82
CLEANER - OFFICE	357									
1		\$1,213.95	\$17.34	\$15.17	\$1,238.23	\$17.69	\$15.48	\$1,262.99	\$18.04	\$15.79
CASHIER/CLERK -	360									
AQUATIC AND RECREATION FACILITIES			i							
1		\$1,037.75		\$12.97	\$1,058.51		\$13.23	\$1,079.68		\$13.50
2		\$1,145.29		\$14.32	\$1,168.19		\$14.60	\$1,191.56		\$14.89
3		\$1,254.11		\$15.68	\$1,279.20		\$15.99	\$1,304.78		\$16.31
4		\$1,360.35		\$17.00	\$1,387.56		\$17.34	\$1,415.31		\$17.69
5		\$1,470.47		\$18.38	\$1,499.88		\$18.75	\$1,529.88		\$19.12
CLERK A	361									
1	1 .	\$1,037.75	\$14.83	\$12.97	\$1,058.51	\$15.12	\$13.23	\$1,079.68	\$15.42	\$13.50
2		\$1,145.29	\$16.36	\$14.32	\$1,168.1 <del>9</del>	\$16.69	\$14.60	\$1,191.56	\$17.02	\$14.89
. 3		\$1,254.11	\$17.92	\$15.68	\$1,279.20	\$18.27	\$15.99	\$1,304.78	\$18.64	\$16.31
4		\$1,360.35	\$19.43	\$17.00	\$1,387.56	\$19.82	\$17.34	\$1,415.31	\$20.22	\$17.69
5		\$1,470.47	\$21.01	\$18.38	\$1,499.88	\$21.43	\$18.75	\$1,529.88	\$21.86	\$19.12
CLERK B	362	ļ <u>.</u>								
1		\$1,493.79	\$21.34	\$18.67	\$1,523.67	\$21.77	\$19.05	\$1,554.14	\$22.20	\$19.43
2		\$1,559.87	\$22.28	\$19.50	\$1,591.07	\$22.73	\$19.89	\$1,622.89	\$23.18	\$20.29
3		\$1,616.87	\$23.10	\$20.21	\$1,649.21	\$23.56	\$20.62	\$1,682.20	\$24.03	\$21.03
4		\$1,680.36	\$24.01	\$21.00	\$1,713.96	\$24.49	\$21.42	\$1,748.24	\$24.97	\$21.85
5		\$1,749.02	\$24.99	\$21.86	\$1,784.00	\$25.49	\$22.30	\$1,819.68	\$26.00	\$22.75

DESCRIPTION	CLASS	PATES	BY EFFECTIV	EDATE	BATE	S BY EFFECTIV	r name	1		
	CODE	l b	IBER 29, 2013		4	MBER 28, 2014			S BY EFFECTIV	
		19	ay Period #01/			Pay Period #01/		11	MBER 27, 2015	
·		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY	HOURLY		BIWEEKLY	Pay Period #01/	HOURLY
			35 HOURS	40 HOURS		1. おおまりおから	40 HOURS	BITTELKLI	35 HOURS	40 HOURS
CLERK C	364					GO HOOKO IS	- 401100K0 .		33 NOUKS	40 HOURS
1		\$1,807,32	\$25.82	\$22.59	\$1.843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
2		\$1,883,76	\$26.91	\$23.55	\$1,921.44	\$27.45	\$24.02	\$1,959.87	\$28.00	\$23.50
3		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$28.00 \$29.04	\$24.50 \$25.41
CLERK - PRINICPAL	365		<u> </u>	4=	41,002.00	Ψ20.41	ΨZ-4.51	Ψ2,032.03	\$25.04	φ25.41
1		\$2,199.88	\$31,43	\$27.50	\$2,243.88	\$32.06	\$28.05	\$2,288,76	\$32.70	\$28.61
2		\$2,251.70	\$32.17	\$28.15	\$2,296.74	\$32.81	\$28.71	\$2,342.67	\$33.47	\$29.28
3	1	\$2,321.67	\$33.17	\$29.02	\$2,368.10	\$33.83	\$29.60	\$2,415.46	\$34.51	\$30.19
4		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35,37	\$30.19 \$30.95
CLERK - SENIOR	366	,		<del></del>	52,1257	401.00	400.01	Ψ2,77 V. 1Z	ψου,υτ	φ30.33
1		\$1,988.70	\$28.41	\$24.86	\$2,028.48	\$28.98	\$25.36	\$2,069.05	\$29.56	\$25.86
2		\$2,069.03	\$29.56	\$25.86	\$2,110.41	\$30.15	\$26.38	\$2,152.62	\$30.75	\$25.00 \$26.91
3		\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
CLERK 1 - PARKS TEMPORARY	371			,	, = ,		721110	\$2,2.10.07	Ψ01.10	Ψ27.70
1		\$1,377.19	\$19.67	\$17.21	\$1,404.74	\$20.07	\$17.56	\$1,432.83	\$20.47	\$17.91
CLERK 2 - PARKS TEMPORARY	372			*****	41,10111	420.07	<b>V.100</b>	\$1,102.00	Ψ20.47	Ψ17.51
1		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23
CLERK 3 - PARKS TEMPORARY	373				41,000,01	725.15	4.0.0.	\$1,000.01	Ψ2-1.20	Ψ21.20
1		\$1,820,28	\$26.00	\$22.75	\$1,856.68	\$26.52	\$23,21	\$1.893.82	\$27.05	\$23.67
311 CUSTOMER SERVICE REPRESENTATIVE I	391				4.1		727,27	41,000.02	Ψ21.00	ΨΕΟ.01
1		\$1,037.75		\$12.97	\$1,058.51		\$13.23	\$1,079.68		\$13.50
2		\$1,145.29		\$14.32	\$1,168,19		\$14.60	\$1,191.56		\$14.89
3	-	\$1,254.11		\$15.68	\$1,279.20		\$15,99	\$1,304.78		\$16.31
4		\$1,360.35		\$17.00	\$1,387.56		\$17.34	\$1,415.31		\$17.69
5		\$1,470.47		\$18.38	\$1,499.88		\$18.75	\$1,529.88		\$19.12
<u>*</u> 6		\$1,506.87		\$18.84	\$1,537.01		\$19.21	\$1,567.75		\$19.60
311 CUSTOMER SERVICE REPRESENTATIVE II	392				-	<del>-</del>	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
1		\$1,493.79		\$18.67	\$1,523.67		\$19.05	\$1,554.14		\$19.43
2		\$1,559.87		\$19.50	\$1,591.07		\$19.89	\$1,622.89		\$20.29
3		\$1,616.87		\$20.21	\$1,649.21		\$20.62	\$1,682.20		\$21.03
4		\$1,680.36		\$21.00	\$1,713.96		\$21,42	\$1,748.24		\$21.85
5		\$1,749.02		\$21.86	\$1,784.00		\$22.30	\$1,819.68		\$22.75
*6		\$1,792.31		\$22.40	\$1,828.16		\$22.85	\$1,864.72		\$23.31
311 CUSTOMER SERVICE SPECIALIST I	393									
1		\$1,807.32		\$22.59	\$1,843.47		\$23.04	\$1,880.34		\$23.50
2		\$1,883.76		\$23.55	\$1,921.44		\$24.02	\$1,959.87		\$24.50
3		\$1,953.72		\$24.42	\$1,992.80		\$24.91	\$2,032.65		\$25.41
*4		\$2,016.59		\$25.21	\$2,056.92		\$25.71	\$2,098.06		\$26.23
*5		\$2,087.17		\$26.09	\$2,128.91		\$26.61	\$2,171.49		\$27.14

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE
·	CODE		IBER 29, 2013			MBER 28, 201	- C -		MBER 27, 2015	
	.		ay Period #01/			Pay Period #01/			Pay Period #01/	a contract of the contract of
,		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY		HOURLY	BIWEEKLY	HOURLY	HOURLY
		BITTLERE	35 HOURS	40 HOURS	BITTEERLI	35 HOURS	40 HOURS	BIWEEKLI	35 HOURS	40 HOURS
311 CUSTOMER SERVICE SPECIALIST II	394		, <u>55 1100110</u>			J J HOURS	140 HOURS		35.NOUKS	CAUCIO UR.
1	357	\$1,988,70		\$24.86	\$2.028.48		\$25.36	\$2,069.05		\$25,86
2		\$2,069,03		\$25.86		İ		19		
3					\$2,110.41		\$26.38	\$2,152.62		\$26.91
OFFICER - PARK POLICE 1	401	\$2,132.51	<del></del>	\$26.66	\$2,175.16		\$27.19	\$2,218.67		\$27.73
1	401	\$1,846.19	\$26.37	\$23.08	\$1,883,11	\$26,90	¢22 E4	£4.000.70	607.44	604.04
2		ll '	\$28.52	\$23.06 \$24.96		· ·	\$23.54	\$1,920.78	\$27.44	\$24.01
PARK PATROL OFFICER	402	\$1,996.48	\$20.52	\$24.90	\$2,036.41	\$29.09	\$25.46	\$2,077.13	\$29.67	\$25.96
1	402	\$2,032.75	\$29.04	\$25.41	\$2,073.41	#00 CO	#0# 00	00.444.00	@DO D4	600.44
2		\$2,032.75	\$30.19	\$25.41 \$26.41	. ,	\$29.62	\$25.92	\$2,114.88	\$30.21	\$26.44
3		ll ' '		· ·	\$2,155.34	\$30.79	\$26.94	\$2,198.45	\$31.41	\$27.48
3		\$2,194.70	\$31.35	\$27.43	\$2,238.59	\$31.98	\$27.98	\$2,283.37	\$32.62	\$28.54
OFFICER - PARK POLICE SENIOR	403	\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
1	403	\$2,276,32	\$32.52	P00 45	\$0.004.05	f00.47	#20.02	#2.200.00	¢22.02	#00.00
2				\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
2		\$2,369.60	\$33.85	\$29.62	\$2,416.99	\$34.53	\$30.21	\$2,465.33	\$35.22	\$30.82
PARK WATCH AMBASSADOR	404	\$2,460.29	\$35.15	\$30.75	\$2,509.50	\$35.85	\$31.37	\$2,559.69	\$36.57	\$32.00
1	404	64 020 05	F44.04	£40.00	E4 050 00	645.44	#40.0F	Ø4 004 00	645.44	640.54
CONSTABLE - OPERATIONS	405	\$1,039.05	\$14.84	\$12.99	\$1,059.83	\$15.14	\$13.25	\$1,081.03	\$15.44	\$13.51
1	405	\$1,765.87	\$25.23	\$22.07	\$1,801.18	\$25.73	\$22.51	\$1,837.21	\$26.25	\$22.97
2		\$1,763.07	\$26.49	\$23.17	ļ · ′	\$25.73 \$27.01	\$23.64	II	\$20.25	\$22.97
2	ŀ				\$1,891.04	I	1	\$1,928.86	I .	
3		\$1,931.70	\$27.60	\$24.15	\$1,970.33	\$28.15	\$24.63	\$2,009.74	\$28.71	\$25.12
† <u>*</u>		\$2,018.50	\$28.84	\$25.23	\$2,058.87	\$29.41	\$25.74	\$2,100.05	\$30.00	\$26.25
5		\$2,098.83	\$29.98	\$26.24	\$2,140.80	\$30.58	\$26.76	\$2,183.62	\$31.19	\$27.30
COORDINATOR - EDUCATION -	446	\$2,171.38	\$31.02	\$27.14	\$2,214.81	\$31.64	\$27.69	\$2,259.10	\$32.27	\$28.24
NATURE PARKS	446				1					
1		\$1,554.69	\$22,21	\$19.43	\$1,585.78	\$22,65	\$19.82	\$1,617.50	\$23.11	\$20.22
2		\$1,632.42	\$23.32	\$19.43	\$1,665.07	\$23.79	\$20.81	\$1,617.30	\$23.11 \$24.26	\$20.22
2		\$1,032.42	1			I	1	II ' '	\$24.26 \$25.38	\$21.23
3			\$24.39	\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	I '	
4		\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15
3		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20
COORDINATOR - EQUIPMENT	451	\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
1	451	\$1.006.70	\$27.10	\$22.74	\$4.024.65	\$27.64	624.10	¢4 072 25	\$28,19	\$24.67
2		\$1,896.72	\$27.10	\$23.71	\$1,934.65	\$27.64	\$24.18	\$1,973.35		
3	ll l	\$1,988.70	\$28.41	\$24.86	\$2,028.48	\$28.98	\$25.36	\$2,069.05	\$29.56	\$25.86
3		\$2,069.03	\$29.56	\$25.86	\$2,110.41	\$30.15	\$26.38	\$2,152.62	\$30.75	\$26.91
COORDINATOR - STORES	477	\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
COORDINATOR - STORES	477	60 400 60	000.40	000.00	B0 470 50	004.04	CO7.40	# #2 04 F 67	604.66	607.70
<u> </u>		\$2,129.92	\$30.43	\$26.62	\$2,172.52	\$31.04	\$27.16	\$2,215.97	\$31.66	\$27.70

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	DATE	S BY EFFECTIV	FIDATE	l Same		
	CODE		IBER 29, 2013		H .	EMBER 28, 2014		II.	S BY EFFECTIV	·
	1		ay Period #01/			Pay Period #01/	*** YES #15	II -	MBER 27, 2015	
·	<b>H</b> .	BIWEEKLY	HOURLY	HOURLY	BIWEEKLY				Pay Period #01/	
			35 HOURS	40 HOURS	DIVICENCI			BIWEEKLY	HOURLY	HOURLY
COORDINATOR - TRANSIT INFORMATION	480		00110000	40 HOURS		35 HOURS	≈ 40 HOURS	<u> </u>	35 HOURS	40 HOURS
1	100	\$2,039,23	\$29.13	\$25,49	\$2,080,02	\$29.71	#00 00	60 404 00	***	
2	ł	\$2,123.44	\$30.33	\$26.54	\$2,000.02	\$30.94	\$26.00	\$2,121.62	\$30.31	\$26.52
3	jj .	\$2,215.43	\$31.65	\$27.69	\$2,103.91	\$32.28	\$27.07	\$2,209.23	\$31.56	\$27.62
4	1	\$2,304.82	\$32.93	\$28.81	\$2,259.74	\$32.26	\$28.25	\$2,304.93	\$32.93	\$28.81
CURATOR - MUSEUM	500	Ψ <u>Z</u> ,007.0 <u>Z</u>	Ψ02.53	φ20.61	\$2,300.92	\$33.3 <u>0</u>	\$29.39	\$2,397.94	\$34.26	\$29.97
1	000	\$1,554.02	\$22.20	\$19.43	\$1,585.10	\$22.64	640.04	\$4.040.00	000 40	
2	1	\$1,627.24	\$23.25	\$20.34	\$1,659.79	\$23.71	\$19.81	\$1,616.80	\$23.10	\$20.21
3		\$1,703.92	\$24.34	\$20.34	\$1,738.00	\$24.83	\$20.75	\$1,692.98	\$24.19	\$21.16
i		\$1,784.21	\$25.49	\$21.30	II '		\$21.72	\$1,772.76	\$25.33	\$22.16
5		\$1,868.28	\$25.49	\$23.35	\$1,819.90	\$26.00	\$22.75	\$1,856.29	\$26.52	\$23.20
		\$1,956.31	\$20.09	\$23.35 \$24.45	\$1,905.64 \$1,995.44	\$27.22	\$23.82	\$1,943.75	\$27.77	\$24.30
ELECTRICIAN - GENERAL	631	Ψ1,300,3 t	\$21.50	Ψ44.40	\$1,990.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
1	031	\$2,522,33		\$31.53	\$2,572,77		#00.40	20.004.00		
2 - With Contractor's Licence		\$2,640.74		\$31.53 \$33.01			\$32.16	\$2,624.23		\$32.80
ELECTRICIAN/PLANT OPERATOR	633	<u>Ψ2,040.74</u>	<del></del>	\$55.01	\$2,693.56		\$33.67	\$2,747.43	· · · · · · · · · · · · · · · · · · ·	\$34.34
1	033	\$2,368.31	\$33.83	\$29.60	ED 445 67	004.64	600.00	20 400 00	225.00	
ENGINE DRIVER &/OR CONDUCTOR	641	Ψ2,300,31	Ψ33.03	\$29.00	\$2,415.67	\$34.51	\$30.20	\$2,463.99	\$35.20	\$30.80
1	"	\$2,109,19	\$30.13	\$26,36	\$2,151,38	\$30.73	\$26.89	CO 404 40	#n4.05	227.42
POWER ENGINEER - POOLS 1	661	Ψ2,100.10	Ψ00.10	Ψ20.00	Ψ2,101.36	\$30.73	\$20.09	\$2,194.40	\$31.35	\$27.43
1	33.	\$1,869.51	\$26.71	\$23.37	\$1,906.90	\$27,24	\$23.84	\$1,945,04	\$27.79	604.04
2		\$1,927.81	\$27.54	\$24.10	\$1,966.37	\$28.09	\$23.64 \$24.58	\$1,945.04	\$27.79 \$28.65	\$24.31 \$25.07
3	- 11	\$1,980.93	\$28.30	\$24.76	\$2,020.55	\$28.86	\$25.26	\$2,060.96	\$20. <del>0</del> 3 \$29.44	\$25.07
POWER ENGINEER - POOLS 2	662	41,000.00	Ψ20.00	Ψ2-1.7 σ	Ψ2,020.03	\$20.00	\$25.20	\$2,000.90	<b>Ф</b> 29.44	\$23.76
1	""	\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	#07 00
OFFICER - ZONING DEVELOPMENT	681	Ψ2,001.00	Ψ23.14	Ψ20.02	Ψ2,123.02	\$30.34	\$20.55	\$2,100.10	\$30.94	\$27.08
1	"	\$2,005.55	\$28.65	\$25.07	\$2,045,66	\$29.22	\$25.57	\$2,086.57	\$29,81	\$26.08
2		\$2,151,95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,000.57	\$31.98	\$20.08 \$27.99
3		\$2,211.54	\$31.59	\$27.64	\$2,255.77	\$32.23	\$28.20	\$2,230.89	\$31.96 \$32.87	\$27.99 \$28.76
4		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$28.20	\$2,300.89	\$34.53	\$20.76 \$30.21
5		\$2,427.90	\$34.68	\$30.35	\$2,476.46	\$35.38	\$30.96	\$2,416.61	\$34.53 \$36.09	\$30.21 \$31.57
6		\$2,531.55	\$36.16	\$31.64	\$2,582.18	\$36.89	\$32.28	\$2,633.82	\$36.09 \$37.63	\$31.57 \$32.92
EXAMINER - PLAN 1	682	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	455.15	Ψ01.01	72,002.10	Ψ00.00	Ψ0Z,20	\$2,000.0Z	ψ. O σ	\$32.3Z
1		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24,01	\$21.01	\$1,714,55	\$24,49	\$21.43
2		\$1,733.48	\$24.76	\$21.67	\$1,768.15	\$25.26	\$22.10	\$1,803.51	\$25.76	\$21.43 \$22.54
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870,90	\$26.73	\$23.39
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$23.39 \$24.41
5		\$1,957.61	\$27.97	\$24.47	\$1,996,76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
6		\$2,040.53	\$29.15	\$25.51	\$2,081.34	\$29.73	\$26.02	\$2,122.96	\$30.33	\$25.40 \$26.54

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATES	BY EFFECTIV	E DATE	RATES	BY EFFECTIV	E DATE
·	CODE	DECEM	IBER 29, 2013	- 2.50%	DECE	MBER 28, 2014	- 2.0%	ll .	MBER 27, 2015	
			ay Period #01/			Pay Period #01/			2ay Period #01/	
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY	The second of the second of the second	HOURLY	BIWEEKLY	HOURLY	HOURLY
EXAMINER - PLAN 2	683		35 HOURS	.40 HOURS		35 HOURS	40 HOURS	<u> </u>	35 HOURS	40 HOURS
EXAMINER - PLAN 2	683	£2 000 43	#00 74	#05.40	60.040.60	<b>#00.00</b>	#05.00	CO 000 C4	600.07	600.40
2		\$2,009.43	\$28.71	\$25.12	\$2,049.62	\$29.28	\$25.62	\$2,090.61	\$29.87	\$26.13
2		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
3		\$2,168.79 \$2,275.03	\$30.98 \$32.50	\$27.11 \$28.44	\$2,212.16 \$2,320.53	\$31.60 \$33.15	\$27.65 \$29.01	\$2,256.41 \$2,366.94	\$32.23	\$28.21 \$29.59
7		\$2,275.03	\$32.50	\$20.44	\$2,320.53	\$33.15 \$34.68	\$30.34		\$33.81 \$35.37	\$29.59 \$30.95
6		\$2,379.97	\$35.42	\$31.00	\$2,427.57	\$34.00 \$36.13	\$30.34	\$2,476.12 \$2,579.91	\$35.37 \$36.86	\$30.95
EXAMINER - PLAN 3	684	\$2,419.13	\$35.42	φ31.00	\$2,529.52	\$30.13	\$31.62	\$2,519.91	\$30.00	\$32.23
1	004	\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579,91	\$36.86	\$32.25
,		\$2,479.73	\$35.42 \$36.61	\$31.00	\$2,529.32	\$30.13 \$37.34	\$32.67	\$2,579.91	\$38.09	\$33.33
3	1	\$2,502.04	\$38.27	\$33.49	\$2,732.83	\$37.34 \$39.04	\$34.16	\$2,000.17	\$39.82	\$34.84
4		\$2,798.44	\$39.98	\$34.98	\$2,854.40	\$40.78	\$35.68	\$2,911.49	\$41.59	\$36,39
5		\$2,883,94	\$41.20	\$36.05	\$2,941.62	\$42.02	\$36.77	\$3,000.46	\$42.86	\$37.51
6		\$2,968.16	\$42.40	\$37.10	\$3,027.52	\$43.25	\$37.84	\$3,088.07	\$44.12	\$38.60
FABRICATOR - SIGN	711	<del>\$2,000110</del>		407.110	40,027.02	<u> </u>	407.00	40,000	*****	733.33
1		\$2,037.94	\$29.11	\$25.47	\$2,078.69	\$29.70	\$25.98	\$2,120,27	\$30.29	\$26.50
FABRICATOR - SIGN ASSISTANT	712	,-,-	+=====	<b>,</b>	<b>, , , , , , , , , , , , , , , , , , , </b>	7====	,	1		
1		\$1,527.48	\$21.82	\$19.09	\$1,558.03	\$22.26	\$19.48	\$1,589.19	\$22.70	\$19.86
2		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
3		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
4		\$1,728:29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22,04	\$1,798.12	\$25.69	\$22.48
5		\$1,803.44	\$25.76	\$22.54	\$1,839.51	\$26.28	\$22.99	\$1,876.30	\$26.80	\$23.45
6		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
FINISHER - CONCRETE	721									
1		\$1,867.83		\$23.35	\$1,905.18		\$23.81	\$1,943.29		\$24.29
FOREMAN - CARPENTER	791									
1	1	\$2,546.71		\$31.83	\$2,597.64		\$32.47	\$2,649.59		\$33.12
FOREMAN - ELECTRICAL MAINTENANCE AND CONSTRUCTION	801									
1		\$2,654.54		\$33.18	\$2,707.63		\$33.85	\$2,761.78		\$34.52
2 - With Contractor's Licence		\$2,781.25		\$34.77	\$2,836.87		\$35.46	\$2,893.61		\$36.17
FOREMAN - ELECTRICIAN	803									
1		\$2,566.14		\$32.08	\$2,617.46		\$32,72	\$2,669.81		\$33.37
2 - With Contractor's Licence		\$2,692.85	L	\$33.66	\$2,746.70		\$34.33	\$2,801.64		\$35.02
FOREMAN - GARAGE	806									
1		\$2,635.10		\$32.94	\$2,687.81		\$33.60	\$2,741.56		\$34.27
FOREMAN - GARAGE GENERAL	807									
1		\$2,532.84	\$36.18	\$31.66	\$2,583.50	\$36.91	\$32.29	\$2,635.17	\$37.65	\$32.94
FOREMAN - GRADE 1	811						1			
1		\$2,151.17		\$26.89	\$2,194.19		\$27.43	\$2,238.07		\$27.98
FOREMAN - GRADE 2	812	\$2,250.93		\$28.14	\$2,295,94		\$28.70	\$2,341.86		\$29,27
		<b>⊉∠,∠5∪.93</b>		<b>⊅∠8.14</b>	II \$2,295.94		<b>⊉∠0.1</b> U	J \$∠,341.00		Ψ43.41

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE	RATES	BY EFFECTIV	F DATE.
	CODE	DECEM	IBER 29, 2013	- 2.50%		MBER 28, 2014		IL.	MBER 27, 2015	
			ay Period #01/			Pay Period #01/		II.	Pay Period #01/	
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY		HOURLY	BIWEEKLY	HOURLY	HOURLY
			35 HOURS	40 HOURS		35 HOURS	40 HOURS.		35 HOURS	40 HOURS
FOREMAN - GRADE 3	813									
1		\$2,396.03		\$29.95	\$2,443.95		\$30.55	\$2,492.83		\$31.16
FOREMAN - INSECT CONTROL	822				1					
1		\$1,754.21		\$21.93	\$1,789.29	\$25.56	\$22.37	\$1,825.07	\$26.07	\$22.81
2	1	\$1,839.71	!	\$23.00	\$1,876.51	\$26.81	\$23.46	\$1,914.04	\$27.34	\$23.93
3		\$1,914.86		\$23.94	\$1,953.15	\$27.90	\$24.41	\$1,992.22	\$28.46	\$24.90
FOREMAN - INTAKE		\$1,991.29	<u> </u>	\$24.89	\$2,031.12	\$29.02	\$25.39	\$2,071.74	\$29.60	\$25.90
	823						_			
1 FOREMAN - LABOUR		\$2,293.54	\$32.76	\$28.67	\$2,339.41	\$33.42	\$29.24	\$2,386.20	\$3 <sub>4.09</sub>	\$29.83
FOREIGIAIN - LABOUR	830	£4.070.04	COR 20	ma4.70	60.047.04	200.00	225.22			
FOREMAN - MACHINE SHOP	837	\$1,978.34	\$28.26	\$24.73	\$2,017.91	\$28.83	\$25.22	\$2,058.26	\$29.40	\$25.73
1	631	\$2.630.92		\$32.89	\$2,683.54		F22 E4	\$0.707.04		604.00
FOREMAN - MECHANICAL MAINTENANCE -	840	φ2,030.52		φ32.09	\$2,003.34		\$33.54	\$2,737.21	· <del>-</del> ·· ·	\$34.22
CIVIC BUILDINGS	070									1
1	1	\$2,654.54		\$33.18	\$2,707.63		\$33.85	\$2,761.78		\$34.52
FOREMAN - METER	842	\$2,004.04		<del>\$55.10</del>	Ψ2,707.00		Ψ55.05	φ2,701.70		Ψ34.5Z
1	"-	\$2,534.14	\$36.20	\$31.68	\$2,584.82	\$36,93	\$32.31	\$2,636.52	\$37.66	\$32.96
FOREMAN - OUTSIDE INSTALLATION CREW	843	44,001.11	400.20	\$01.00	\$2,00 T.02	Ψ50,05	Ψ02.01	φ2,030.32	Ψ07.00	Ψ32.3Q
1		\$2,645.56	\$37.79	\$33.07	\$2,698.47	\$38.55	\$33.73	\$2,752.44	\$39.32	\$34.41
FOREMAN - PARKING METER	846	,.	<b>V</b>		,	400,00	455.10	42,102.11	400.02	401.11
1	1	\$2,075.51	\$29.65	\$25.94	\$2,117.02	\$30.24	\$26.46	\$2,159,36	\$30.85	\$26.99
2		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
3	-	\$2,216.72	\$31.67	\$27.71	\$2,261.06	\$32.30	\$28.26	\$2,306.28	\$32.95	\$28.83
FOREMAN - PLANT	848					· · · · · · · · · · · · · · · · · · ·				
1		\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44
FOREMAN - PUMPING STATIONS	855					_				
1	_	\$2,332.03	\$33.31	\$29.15	\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33
FOREMAN SECTION - WATERWORKS	862									
1		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
FOREMAN - SEWER MAINTENANCE	865					_				
1 FOREMAN - SHOP		\$2,262.07	\$32.32	\$28.28	\$2,307.31	\$32.96	\$28.84	\$2,353.46	\$33.62	\$29.42
	867	20. 252 27								
1 FOREMAN - STORES		\$2,653.24		\$33.17	\$2,706.31		\$33.83	\$2,760.43		\$34.51
FOREWAN - STORES	869	\$0.400.00	604.04	007.04	50,000.00	004.07	#07.00	*******	000.50	
FOREMAN - REFUSE DISPOSAL	871	\$2,186.93	\$31.24	\$27.34	\$2;230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44
1	"'	\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275,28	\$32.50	C20 44
FOREMAN - REFUSE CONTRACT	873	Ψ2,100.93	Ψ31.24	\$21.3 <del>4</del>	Φ∠,∠30.00	<b>Φ31.0</b> 1	\$∠1.00	φ <u>ζ,</u> ∠15,26	\$3∠.5U	\$28.44
1	3/3	\$2,087.17	\$29.82	\$26.09	\$2,128.91	\$30.41	\$26.61	\$2,171.49	\$31.02	\$27.14
FOREMAN - TRAFFIC SIGNALS CREW	876	\$2,007.17	Ψ2.0.02	Ψ20.03	ΨΖ,120.31	Ψ30.41	φ20.01	92,171.49	Φ31.02	₹41.14
1	""	\$2,816.19		\$35.20	\$2,872.51		\$35.91	\$2,929.96		\$36.62

DESCRIPTION	CLASS	DATES	BY EFFECTIV	EDATE	DATE	e DV EEECTIV	EDATE	DATE:	B DV EFFERT	E DATE
DECOMP HON	CODE				110	S BY EFFECTIVE	rug ra	1I ·	S BY EFFECTIV	
	CODE	II	IBER 29, 2013	· ·		MBER 28, 2014		11 ·	MBER 27, 2015	
			ay Period #01/			Pay Period #01/			Pay Period #01/	
	-	BIWEEKLY	HOURLY	HOURLY	BIWEEKLY	4.0	HOURLY	BIWEEKLY		HOURLY
FOREMAN - TRAFFIC - STREETS AND TRAFFIC	877		35 HOURS	40 HOURS		35 HOURS	.40 HOURS	-	35 HOURS	40 HOURS
A CHEMIAN - TRAITIG - STREETS AND TRAFFIC	0//	C2 075 54	#00.0F	COE 04	#0.44 <del>7.</del> 00	000.04	****		400.00	***
2	ii	\$2,075.51	\$29.65	\$25.94	\$2,117.02	\$30.24	\$26.46	\$2,159.36	\$30.85	\$26,99
2		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
FOREMAN - TRAFFIC SIGNALS - TECHNICAL	878	\$2,216.72	\$31.67	\$27.71	\$2,261.06	\$32.30	\$28.26	\$2,306.28	\$32.95	\$28.83
1	0,0	\$2,854.15	\$40.77	\$35.68	¢2 011 22	644 50	#26.00	\$2,000 AE	640.40	£07.40
FOREMAN - WATERWORKS	885	\$2,004.10	φ <del>4</del> υ.//	ψ33.56	\$2,911.23	\$41.59	\$36.39	\$2,969.45	\$42.42	\$37.12
1	003	\$2,379,97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30,95
2 - With Provincial Certificate		\$2,415.32	\$34.50 \$34.50	\$30.19	\$2,427.57	\$34.00 \$35.19	\$30.80	\$2,470.12	\$35.37 \$35.90	
FOREMAN - WATERWORKS-SEWER	888	92,410.02	ψ54.50	450.15	ΨZ,403.0Z	φου. 1 <del>9</del>	\$30.00	φ2,512.90	້ ລວກ.ສດ	\$31.41
1 - With Provincial Certificate	500	\$2,415.32	\$34.50	\$30.19	\$2,463.62	\$35.19	\$30.80	\$2,512.90	\$35.90	\$31.41
GARDENER 1	921	Ψ <u>L</u> , 110.02	ΨΟ-Τ.ΟΟ	Ψ55.15	Ψ2,400.02	ψου, το	Ψ00.00	Ψ2,012,30	Ψ00.80	Ψ51.41
1		\$1,478.25	\$21.12	\$18.48	\$1,507.81	\$21.54	\$18.85	\$1,537.97	\$21.97	\$19.22
2		\$1,554.69	\$22.21	\$19.43	\$1,585.78	\$22.65	\$19.82	\$1,617.50	\$23.11	\$20.22
3		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23,39	\$20,47	\$1,670.06	\$23.86	\$20,88
4	li .	\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
5		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22,48
6		\$1,798,25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
GARDENER 2	922		i	· · · · · · · · · · · · · · · · · · ·			<del> </del>			· · · · · · · · · · · · · · · · · · ·
1		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
2		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
3		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
4		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
5		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
GARDENER 3	923									
1		\$1,839.71	\$26.28	\$23.00	\$1,876.51	\$26.81	\$23.46	\$1,914.04	\$27.34	\$23.93
2		\$1,914.86	\$27.36	\$23.94	\$1,953.15	\$27.90	\$24.41	\$1,992.22	\$28.46	\$24.90
3		\$1,991.29	\$28.45	\$24.89	\$2,031.12	\$29.02	\$25.39	\$2,071.74	\$29.60	\$25.90
GARDENER - HEAD	924							1		
1		\$1,993.89	\$28.48	\$24.92	\$2,033.76	\$29.05	\$25.42	\$2,074.44	\$29.63	\$25.93
2		\$2,049.60	\$29.28	\$25.62	\$2,090.59	\$29.87	\$26.13	\$2,132.40	\$30.46	\$26.65
] 3		\$2,106.60	\$30.09	\$26.33	\$2,148.73	\$30.70	\$26.86	\$2,191.71	\$31.31	\$27.40
GARDENED OPERALISMS		\$2,159.72	\$30.85	\$27.00	\$2,202.91	\$31.47	\$27.54	\$2,246.97	\$32.10	\$28.09
GARDENER - GREENHOUSE 1	927								***	
1		\$1,527.48	\$21.82	\$19.09	\$1,558.03	\$22.26	\$19.48	\$1,589.19	\$22.70	\$19.86
2		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
3		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
4 -		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
HELPER - GREENHOUSE	4000	\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
	1033	64 744 45	604.45	F24.20	D4 745 60	604.04	604.60	64 700 50	#05.44	£22.26
<u>1</u>	Ш	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26

DESCRIPTION	CLASS	DATES	BY EFFECTIVE	EDATE	Diago	O DV PEPPATIV	F. 75 A 1974	V		
. BEGORIF HOW	CODE		BY EFFECTIV			S BY EFFECTIV	77 - 77 - 77 - 77 - 77 - 77 - 77 - 77	Ik	S BY EFFECTIV	
	I CODE		BER 29, 2013		1	EMBER 28, 2014		Li -	MBER 27, 2015	
		BIWEEKLY	y Period #01/ HOURLY	HOURLY		Pay Period #01/			Pay Period #01/	
		DIVEELL	35 HOURS	40 HOURS	DIMEENLY	35 HOURS		BIWEEKLY	HOURLY	HOURLY
HELPER - REFUSE	1041			40 110000		SO HOURS	= 40 HOURS		35 HOURS	40 HOURS
1	1041	\$1,711.45	\$24.45	\$21.39	\$1,745,68	\$24.94	\$21.82	\$1,780,59	ድንድ ፈፈ	#00 00
HELPER - TRADES	1042	Ψ1,771.43	UT.T.3	Ψ21.35	Ψ1,740.00	\$24.54	\$21.02	\$1,760.59	\$25.44	\$22.26
1	1042	\$1,747,73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	64.048.04	005.00	200 00
HANDI TRANSIT SERVICE INSPECTOR	1043	ψ1,141.13	W24.51	φ21.03	\$1,702.00	\$23,41	\$22.26	\$1,818.34	\$25.98	\$22.73
1	'043	\$1,678.71	\$23.98	\$20.98	\$1,712.29	\$24.46	\$21.40	#4 740 F0	604.05	004.00
2		\$1,737.47	\$23.50	\$20.96	\$1,772,22	\$25.32	\$21.40 \$22.15	\$1,746.53 \$1,807.66	\$24.95	\$21.83
- 3		\$1,798.28	\$24.62 \$25.69	\$22.48	\$1,834.24	\$26.20			\$25.82	\$22.60
J	H	\$1,790.20	\$25.69 \$26.59	\$23.27			\$22.93	\$1,870.93	\$26.73	\$23.39
<b>6</b>	11	18			\$1,898.44	\$27.12	\$23.73	\$1,936.41	\$27.66	\$24.21
INSPECTOR - SENIOR - CROSS CONNECTION	1119	\$1,926.36	\$27.52	\$24.08	\$1,964.89	\$28.07	\$24.56	\$2,004.19	\$28.63	\$25.05
& BACK FLOW PREVENTION	''''									
1		\$2,641.45	\$37.73		\$2,694.28	\$38.49		00.740.40	#00 00	ŀ
INSPECTOR - CROSS CONNECTION & BACK	1120	\$2,041.40	φ31.13		\$2,094.20	\$38.49		\$2,748.16	\$39.26	
FLOW PREVENTION	1120									
1		\$2,090.55	\$29.87		\$2,132.36	F20.46		DO 475 04	#04.07	{
2		\$2,090.55	\$29.67 \$31.35		\$2,132.30	\$30.46 \$31.97		\$2,175.01	\$31.07 \$32.61	
3		\$2,194.20	\$31.33		\$2,230.00	\$33.07		\$2,282.84		
4		\$2,269.34	\$32.42 \$33.49		\$2,314.73	\$33.07 \$34.16		\$2,361.02	\$33.73 \$34.85	
5	[	\$2,344.46	· ·					\$2,439.20		
6		\$2,553.07	\$34.94		\$2,494.45	\$35.63		\$2,544.34	\$36.35	
INSPECTOR - BUILDING TRADES	1121	\$2,000.07	\$36.47		\$2,604.13	\$37.20		\$2,656.21	\$37.95	
4	1121	\$2,090.55	\$29.87		CO 400 DO	F00.40		00.475.04	#04.0 <del>7</del>	
,	1	\$2,090.55	\$29.87 \$31.35	ļ	\$2,132.36	\$30.46		\$2,175.01	\$31.07	
2					\$2,238.08	\$31.97		\$2,282.84	\$32.61	
3		\$2,269.34	\$32.42		\$2,314.73	\$33.07		\$2,361.02	\$33.73	
5		\$2,344.48 \$2,445.54	\$33.49 \$34.94	j	\$2,391.37	\$34.16 \$35.63		\$2,439.20	\$34.85	
6	il .	\$2,445.54			\$2,494.45			\$2,544.34	\$36.35	
INSPECTOR - HOUSING	1122	\$2,555.07	\$36.47		\$2,604.13	\$37.20		\$2,656.21	\$37.95	<del> </del>
4	1122	\$2,194.20	\$31,35		\$2,220,00	\$31.97		#2 202 04	<b>⊕30.04</b>	
1 2		\$2,194.20 \$2,269.34			\$2,238.08			\$2,282.84	\$32.61	
7	1	\$2,269.34 \$2,344.48	\$32.42 \$33.49		\$2,314.73	\$33.07 \$34.46		\$2,361.02	\$33.73	
٠ ٨		\$2,344.48 \$2,445.54	\$33.49 \$34.94		\$2,391.37 \$2,494.45	\$34.16 \$35.63		\$2,439.20	\$34.85 \$36.35	
		\$2,445.54 \$2,553.07	\$34.94 \$36.47	ŀ	\$2,494.45	\$35.63 \$37.20	1	\$2,544.34 \$2,656.21	\$36.35 \$37.95	
<u> </u>		\$2,555.07	\$38.06		\$2,004.13	\$37.20	1	11	\$37.95 \$39.60	
INSPECTOR - SENIOR HOUSING	1123	\$4,004.49	#30.UU		φ2,/1/./6	\$30.03		\$2,772.14	და.იი	
1	1123	\$2,637.40	\$37,68	l	\$2,690.15	\$38,43	İ	\$2.743.95	\$39,20	ŀ
2	1	\$2,715.68	\$37.00		\$2,090.13	\$39.57		\$2,743.95	\$39.20 \$40.36	ł
3	H	\$2,796.31	\$39.95		\$2,770.00	\$39.57 \$40.75		\$2,023.40	\$40.36 \$41.56	1
	- 11	42,130,01	ψυσ.συ		92,002.24	φ40.73		M 42,505.29	₽ <del>4</del> 1.50	

DESCRIPTION	CLASS	RATES	BY EFFECTIV	FDATE	RATE	S BY EFFECTIV	EDATE	DATE	S BY EFFECTIV	EDATE
	CODE	II	IBER 29, 2013	·	II	MBER 28, 2014		M/ .	MBER 27, 201	
	, ,		ay Period #01/		N	Pay Period #01/	2000 - 1 CONTROL	14.	Pay Period #01/	*-
•		BIWEEKLY	HOURLY	HOURLY		HOURLY		BIWEEKLY	HOURLY	HOURLY
<u> </u>			35 HOURS	40 HOURS		35 HOURS	- 40 HOURS		35 HOURS	40 HOURS
INSPECTOR - EQUIPMENT AND MAINTENANCE	1125									
1		\$2,387.65		\$29.85	\$2,435.40		\$30.44	\$2,484.11	•	\$31.05
2		\$2,500.37		\$31.25	\$2,550.37		\$31.88	\$2,601.38		\$32.52
3		\$2,535.35		\$31.69	\$2,586.05		\$32.33	\$2,637.77		\$32.97
INSPECTOR - EXISTING BUILDINGS	1128									
1		\$1,996.48	\$28.52	\$24.96	\$2,036.41	\$29.09	\$25.46	\$2,077.13	\$29.67	\$25.96
2		\$2,096.24	\$29.95	\$26.20	\$2,138.16	\$30.55	\$26.73	\$2,180.92	\$31.16	\$27.26
3		\$2,166.20	\$30.95	\$27.08	\$2,209.52	\$31.56	\$27.62	\$2,253.71	\$32.20	\$28.17
4	11 /	\$2,241.34	\$32.02	\$28.02	\$2,286.17	\$32.66	\$28.58	\$2,331.89	\$33.31	\$29.15
5		\$2,316.48	\$33.09	\$28.96	\$2,362.81	\$33.75	\$29.54	\$2,410.07	\$34.43	\$30.13
6		\$2,417.54	\$34.54	\$30.22	\$2,465.89	\$35.23	\$30.82	\$2,515.21	\$35.93	\$31.44
INSPECTOR - LICENCE 1	1161									
1		\$1,401.81	\$20.03	\$17.52	\$1,429.85	\$20.43	\$17.87	\$1,458.44	\$20.83	\$18.23
2		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
3		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
4		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
5		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.37	\$1,744.20	\$24.92	\$21.80
6		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
INSPECTOR - LICENCE 2	1162									
1		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21,23
2		\$1,707.56	\$24.39	\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	\$25.38	\$22.21
3		\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15
4		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23,72	\$1,935.60	\$27.65	\$24.20
5		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
INSPECTOR - PROPERTY	1174							<u> </u>		
1		\$1,715.34	\$24.50	\$21.44	\$1,749.64	\$24.99	\$21.87	\$1,784.64	\$25.49	\$22.31
2	11 /	\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40
3		\$1,856.56	\$26.52	\$23.21	\$1,893.69	\$27.05	\$23.67	\$1,931.56	\$27.59	\$24.14
4		\$1,918.74	\$27.41	\$23.98	\$1,957.12	\$27.96	\$24.46	\$1,996.26	\$28.52	\$24.95
5	]	\$1,980.92	\$28.30	\$24.76	\$2,020.54	\$28.86	\$25.26	\$2,060.95	\$29.44	\$25.76
6		\$2,045.10	\$29.22	\$25.56	\$2,086.00	\$29.80	\$26.08	\$2,127.72	\$30.40	\$26.60
INPSECTOR - PROPERTY STANDARDS	1176									
1		\$2,090.55	\$29.87		\$2,132.36	\$30.46		\$2,175.01	\$31.07	
2		\$2,194.20	\$31.35		\$2,238.08	\$31.97		\$2,282.84	\$32.61	
3		\$2,269.34	\$32.42		\$2,314.73	\$33.07		\$2,361.02	\$33.73	}
4		\$2,344.48	\$33.49	1	\$2,391.37	\$34.16		\$2,439.20	\$34.85	
5		\$2,445.54	\$34.94		\$2,494.45	\$35.63		\$2,544.34	\$36.35	
6		\$2,553.07	\$36.47		\$2,604.13	\$37.20		\$2,656.21	\$37.95	

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	PATE	S BY EFFECTIV	FDATE	A DATE	S BY EFFECTIV	EDATE
	CODE	19	BER 29, 2013		1	MBER 28, 2014	7.57 13 7	10 ×	MBER 27, 2015	
			ay Period #01/		l	Pay Period #01/	1 mg - 1		Pay Period #01/	24 1 4 5 5
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY		HOURLY	BIWEEKLY		HOURLY
	1		35 HOURS	40 HOURS		35 HOURS	40 HOURS	BITTEERC	35 HOURS	40 HOURS
INSPECTOR - REGIONAL STREETS	1177					1100110			- JO HOURD	40 1100110
1		\$1,804.73	\$25.78	\$22.56	\$1,840.83	\$26.30	\$23.01	\$1,877.64	\$26.82	\$23.47
2		\$1,899.31	\$27.13	\$23.74	\$1,937.30	\$27.68	\$24.22	\$1,976.04	\$28.23	\$24.70
3		\$1,980.93	\$28.30	\$24.76	\$2,020.55	\$28.86	\$25.26	\$2,060.96	\$29.44	\$25.76
4	li	\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
5		\$2,167.49	\$30.96	\$27.09	\$2,210.84	\$31.58	\$27.64	\$2,255.06	\$32.22	\$28.19
6		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
INSPECTOR - POLLUTION PREVENTION	1178									
1	l	\$1,871.12	\$26.73	\$23.39	\$1,908.55	\$27.26	\$23.86	\$1,946.72	\$27.81	\$24.33
2		\$1,936.98	\$27.67	\$24.21	\$1,975.72	\$28.22	\$24.70	\$2,015.24	\$28.79	\$25.19
3		\$2,005.16	\$28.65	\$25.06	\$2,045.26	\$29.22	\$25.57	\$2,086.17	\$29.80	\$26.08
4		\$2,075.73	\$29.65	\$25.95	\$2,117.25	\$30.25	\$26.47	\$2,159.59	\$30.85	\$26.99
5	<b> </b>	\$2,148.79	\$30.70	\$26.86	\$2,191.77	\$31.31	\$27.40	\$2,235.60	\$31.94	\$27.95
INSPECTOR - WASTEWATER CONTRACTS	1179									ŀ
1		\$1,668.70	\$23.84	\$20.86	\$1,702.07	\$24.32	\$21.28	\$1,736.11	\$24.80	\$21.70
2	-	\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
3	1	\$1,886.35	\$26.95	\$23.58	\$1,924.08	\$27.49	\$24.05	\$1,962.56	\$28.04	\$24.53
4	#	\$2,018.50	\$28.84	\$25.23	\$2,058.87	\$29.41	\$25.74	\$2,100.05	\$30.00	\$26.25
5	-	\$2,150.65	\$30.72	\$26.88	\$2,193.66	\$31.34	\$27.42	\$2,237.54	\$31.96	\$27.97
INSPECTOR - SENIOR METER READING/	4400	\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
CUSTOMER BILLING	1180								 	
1	1	\$2,022.39	\$28.89	\$25.28	\$2,062,84	P20 47	\$25.79	60 404 00	#20.0F	¢00.00
INSPECTOR - WATER METER	1181	\$2,022.39	\$20.09	\$20.20	\$2,062.64	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
1	1101	\$1,794.37	\$25.63	\$22.43	\$1,830.26	\$26.15	\$22.88	\$1,866.86	\$26.67	\$23,34
2		\$1,734.37	\$25.03 \$26.97	\$23.60	\$1,925.40	\$26.13 \$27.51	\$22.00 \$24.07	\$1,000.00	\$28.06	\$23.3 <del>4</del> \$24.55
3		\$1,953.72	\$27.91	\$23.00	\$1,992.80	\$28.47	\$24.07	\$2,032.65	\$29.04	\$24.55 \$25.41
INSPECTOR - WEED	1185	Ψ1,000.F2	Ψ21.01	Ψ2-1,-12	Ψ1,302.00	Ψ20.41	ΨΣ-1.01	Ψ2,032.03	Ψ23,04	Ψ25.41
1		\$2,049.60	\$29.28	\$25.62	\$2,090.59	\$29.87	\$26.13	\$2,132.40	\$30.46	\$26.65
INSTALLER - RADIO/ELECTRONIC	1192			7-3-1-3-3	+2(000.00	<b>V</b>	420110	4_,13_,13	- 400.10	425.55
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
2		\$1,936.88	\$27.67	\$24.21	\$1,975.62	\$28,22	\$24.70	\$2,015,13	\$28.79	\$25.19
INSTALLER - SENIOR RADIO/ELECTRONIC	1193		,	,	<del></del>		, , , , ,			,
1		\$2,034.05	\$29.06	\$25.43	\$2,074.73	\$29.64	\$25.93	\$2,116.22	\$30.23	\$26.45
ACTIVE LIVING SUPERVISOR	1200								j	
1		\$1,769.75	\$25.28	\$22.12	\$1,805.15	\$25.79	\$22.56	\$1,841.25	\$26.30	\$23.02
. 2		\$1,856.56	\$26.52	\$23.21	\$1,893.69	\$27.05	\$23.67	\$1,931.56	\$27.59	\$24.14
3		\$1,951.13	\$27.87	\$24.39	\$1,990.15	\$28.43	\$24.88	\$2,029.96	\$29.00	\$25.37
4	.	\$2,045.71	\$29.22	\$25.57	\$2,086.62	\$29.81	\$26.08	\$2,128.36	\$30.41	\$26.60
INSTRUCTOR - FIELD	1211									
1		\$2,196.00	\$31.37	\$27.45	\$2,239.91	\$32.00	\$28.00	\$2,284.71	\$32.64	\$28.56

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE
	CODE	DECEN	IBER 29, 2013	- 2.50%	DECE	MBER 28, 2014	- 2.0%		EMBER 27, 2015	
, ·			ay Period #01/	14		Pay Period #01/	15		Pay Period #01/	
	4	BIWEEKLY	HOURLY	HOURLY	BIWEEKLY	HOURLY	HOURLY	BIWEEKLY	HOURLY	HOURLY
			35 HOURS	40 HOURS		35 HOURS	> 40 HOURS	35.74	35 HOURS	40 HOURS
INSTRUCTOR GUARD 3	1217									
1	il .	\$1,641.10		\$20.51	\$1,673.92		\$20.92	\$1,707.40		\$21.34
2	-	\$1,718.84		\$21.49	\$1,753.21		\$21.92	\$1,788.28		\$22.35
3		\$1,805.64		\$22.57	\$1,841.75		\$23.02	\$1,878.59	ļ	\$23.48
*Grandfathered employees-inactivate/		ļ								
remove when class code is vacant INSTRUCTOR GUARD										
INSTRUCTOR GUARD	1219	#4 00F 00		047.44						
2		\$1,395.33		\$17.44	\$1,423.24		\$17.79	\$1,451.70		\$18.15
INSTRUCTOR GUARD - HEAD	1221	\$1,562.46		\$19.53	\$1,593.71		\$19.92	\$1,625.58		\$20.32
1	1221	\$1,754.77		\$21.93	\$1,789.87		600.07	\$4 00E 00		#00.00
2	H	\$1,754.77		\$21.93 \$22.56	\$1,789.87 \$1,840.83		\$22.37 \$23.01	\$1,825.66 \$1,877.64		\$22.82 \$23.47
3		\$1,856.14		\$23.20	\$1,893.26		\$23.67	\$1,077.04		\$23.47 \$24.14
4		\$1,909.04		\$23.86	\$1,947.22		\$23.07	\$1,986.17		\$24.83
INSTRUCTOR GUARD - IN CHARGE	1220	\$1,000.01		Ψ20.00	Ψ1,547.22		Ψ27.07	Ψ1,800.17		Ψ24.63
1	'	\$1,609.10		\$20.11	\$1,641.28		\$20.52	\$1,674.11		\$20.93
2	#	\$1,686.84	•	\$21.09	\$1,720.57		\$21.51	\$1,754.98		\$21.94
INSTRUCTOR - AQUATICS	1218				7 1,1 - 2 1 2 1		<b>4</b> 2.101	41,101100		421.01
1	Ħ	\$1,160.62		\$14.51	\$1,183.84		\$14.80	\$1,207.51		\$15.09
2	1	\$1,202.72	<u> </u>	\$15.03	\$1,226.77		\$15.33	\$1,251.31		\$15.64
3	il	\$1,246.34		\$15.58	\$1,271.27		\$15.89	\$1,296.69		\$16.21
INSTRUCTOR - SWIMMING CHIEF	1230									
1		\$1,895.42	\$27.08	\$23.69	\$1,933.33	\$27.62	\$2 <del>4</del> .17	\$1,972.00	\$28.17	\$24.65
2		\$1,983.52	\$28.34	\$24.79	\$2,023.19	\$28.90	\$25.29	\$2,063.66	\$29.48	\$25.80
3		\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
CLAIMS ADJUSTOR 1	1251									
1 -	ii .	\$1,628.53	\$23.26	\$20.36	\$1,661.11	\$23.73	\$20.76	\$1,694.33	\$24.20	\$21.18
2	ll .	\$1,694.61	\$24.21	\$21.18	\$1,728.50	\$24.69	\$21.61	\$1,763.07	\$25.19	\$22.04
3		\$1,771.05	\$25.30	\$22.14	\$1,806.47	\$25.81	\$22.58	\$1,842.60	\$26.32	\$23.03
4 =	li	\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
6		\$1,923.93 \$2,006.84	\$27.48 \$28.67	\$24.05 \$25.09	\$1,962.40	\$28.03	\$24.53	\$2,001.65	\$28.60	\$25.02
CLAIMS ADJUSTOR 2	1252	\$2,006.64	\$20.07	\$20.09	\$2,046.98	\$29.24	\$25.59	\$2,087.92	\$29.83	\$26.10
1	1232	\$2,093.64	\$29.91	\$26.17	\$2,135.52	\$30.51	\$26.69	\$2,178.23	\$31.12	\$27.23
2		\$2,093.04	\$31.19	\$27.29	\$2,135.52	\$30.51 \$31.81	\$27.83	\$2,176.23	\$31.12	\$28.39
3	1	\$2,273.73	\$31.19	\$28.42	\$2,220.70	\$33.13	\$28.99	\$2,365.59	\$33.79	\$29.57
4		\$2,374.78	\$33.93	\$29.68	\$2,422.28	\$34.60	\$30.28	\$2,470.73	\$35.30	\$30.88
5		\$2,478.43	\$35.41	\$30.98	\$2,528.00	\$36.11	\$31.60	\$2,578.56	\$36.84	\$32.23
6		\$2,583.37	\$36.91	\$32.29	\$2,635.04	\$37.64	\$32.94	\$2,687.74	\$38.40	\$33.60
LABOURER 1	1411	7-7-23-37	, , , , , ,	<del>-</del>	1-1-1-1-1	+	7-2-1	,-,-,-,-		1-2.22
1		\$1,259.30	\$17,99	\$15.74	\$1,284.48	\$18.35	\$16.06	\$1,310.17	\$18.72	\$16.38

DESCRIPTION	CLASS	DATES	BY EFFECTIV	EDATE	DATE	S BY EFFECTIV	EDATE	DATE	NOV ECCON	C DATE
	CODE	i .	IBER 29, 2013		19	the state of the s	1. Bank 1. W 2		S BY EFFECTIV	
	CODE		**			MBER 28, 2014			MBER 27, 2015	
	1 1	BIWEEKLY	ay Period #01/ HOURLY	HOURLY		Pay Period #01/			ay Period #01/	
		BIWEEKLI			BIWEEKLY		165	BIWEEKLY		HOURLY
LABOURER 2	1412		35 HOURS	40 HOURS		35 HOURS	40 HOURS	<u> </u>	35 HOURS	40 HOURS
1	1412	P4 450 00	£00.77	040.47	64 400 70	201.10				_
2		\$1,453.63	\$20.77	\$18.17	\$1,482.70	\$21.18	\$18.53	\$1,512.36	\$21.61	\$18.90
LABOURER - SKILLED	1413	\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
1	1413	P4 744 45	604.45	E04.20	64 745 00	#D 1 D 1	201.00			
LABOURER - STUDENT	1415	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
1	1415	C1 D10 EE	64444	<b>640.00</b>	64 000 70	74470	040.00	0.05.05		<b>.</b>
LIBRARIAN - GRADE 1	1441	\$1,010.55	\$14.44	\$12.63	\$1,030.76	\$14.73	\$12.88	\$1,051.37	\$15.02	\$13.14
LIBRARIAN - GRADE 1	1441	62 022 44	\$28.89		#2 062 B2	600.47		00 404 41	****	
2		\$2,022.41	\$28.89 \$30.32		\$2,062.86	\$29.47		\$2,104.11	\$30.06	
2		\$2,122.17 \$2,180.47	\$30.32 \$31.15		\$2,164.61	\$30.92		\$2,207.90	\$31.54	
3		\$2,180.47	\$32.07		\$2,224.08	\$31.77		\$2,268.56	\$32.41	
<u> </u>			· '		\$2,290.15	\$32.72		\$2,335.95	\$33.37	
6		\$2,302.25	\$32.89		\$2,348.30	\$33.55		\$2,395.26	\$34.22	
LIBRARIAN - GRADE 2	1442	\$2,357.96	\$33.69		\$2,405.12	\$34.36		\$2,453.22	\$35.05	
1	1442	\$2,357.96	\$33.69		₩2.40E.42	#24.2C		60 450 00	mac ac	
2		\$2,357.90 \$2,414.97	\$33.69 \$34.50		\$2,405.12 \$2,463.27	\$34.36 \$35.19		\$2,453.22 \$2,512.53	\$35.05 \$35.89	
2		\$2,478.45	\$34.50 \$35.41		\$2,463.27	\$36.11				
4		\$2,476.45	\$35.41		\$2,526.02	\$36.83		\$2,578.58	\$36.84 \$37.57	
5		\$2,589.87	\$30.11		\$2,576.23	\$30.63 \$37.74		\$2,629.80		
LIBRARIAN - COMPUTER	1445	\$2,509.07	\$37.00		\$2,041,07	\$31.14		\$2,694.50	\$38.49	
1	1 1445	\$1,460.11	\$20.86	\$18.25	\$1,489.31	\$21.28	\$18.62	\$1,519.10	\$21.70	\$18.99
2		\$1,531.37	\$20.88	\$10.23	\$1,469.31	\$21.20	\$19.52	\$1,519.10	\$21.70 \$22.76	\$10.99
3		\$1,605.21	\$22.93	\$20.07	\$1,501.99	\$23.39	\$20.47	\$1,593.23	\$22.76 \$23.86	\$19.92
, , , , , , , , , , , , , , , , , , ,		\$1,676.47	\$23.95	\$20.07	\$1,710.00	\$24.43	\$20.47	\$1,744.20	\$23.00 \$24.92	\$20.88
5	ŀ	\$1,752.91	\$25.93	\$20.90	\$1,710.00	\$25.54	\$22.35	\$1,744.20	\$24.92 \$26.05	\$21.80
6	ŀ	\$1,856.56	\$26.52	\$23.21	\$1,767.97	\$27.05	\$23.67	\$1,931.56	\$26.05 \$27.59	\$22.00
LIBRARY - SERVICE ASSISTANT 1	1453	φ1,030.30	<del>φ20,32</del>	923.21	\$1,033.03	\$21.05	\$23.07	\$1,931.00	Φ21.39	\$24.14
1	1-00	\$988.52	\$14.12	\$12.36	\$1,008.29	\$14.40	\$12.60	\$1,028.46	\$14.69	\$12.86
2		\$1,037.75	\$14.83	\$12.97	\$1,056.25	\$15.12	\$13.23	\$1,020.40	\$14.63 \$15.42	\$12.50 \$13.50
3		\$1,145.29	\$16.36	\$14.32	\$1,168.19	\$16.69	\$14.60	\$1,079.00	\$17.02	\$13.50
ă ă		\$1,143.23	\$10.30 \$17.92	\$15.68	\$1,100.19	\$18.27	\$15.99	\$1,191.30	\$17.02 \$18.64	\$14.09
5		\$1,360.35	\$19.43	\$17.00	\$1,387.56	\$19.82	\$17.34	\$1,304.78	\$20.22	\$17.69
6		\$1,470.47	\$21.01	\$18.38	\$1,499.88	\$21.43	\$18.75	\$1,529.88	\$20.22	\$17.09
LIBRARY - SERVICE ASSISTANT 2	1454	Ψ1,-11 O71	Ψ=1,Q1	\$10.00	ψ1, <del>133.00</del>	Ψ21.70	Ψ,0.15	Ψ1,023.00	Ψ4.1.00	Ψ13.1Z
1		\$1,258.00	\$17.97	\$15.73	\$1,283.16	\$18.33	\$16.04	\$1,308.82	\$18.70	\$16.36
2		\$1,347.40	\$19.25	\$16.84	\$1,374.34	\$19,63	\$17.18	\$1,401.83	\$20.03	\$17.52
3		\$1,452.34	\$20.75	\$18.15	\$1,481.38	\$21.16	\$18.52	\$1,511.01	\$20.03 \$21.59	\$17.52
4	1 1	\$1,550.80	\$22.15	\$19.39	\$1,581.82	\$22.60	\$19.77	\$1,613.45	\$23.05	\$20.17
5		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$23.03 \$24.49	\$21.43

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE	RATE:	S BY EFFECTIV	E DATE
• .	CODE	16	IBER 29, 2013			EMBER 28, 2014	The state of the s		MBER 27, 2015	
•			ay Period #01/		7.7	Pay Period #01/	Control of the Contro	the second second	Pay Period #01/	
•		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY		HOURLY	BIWEEKLY	HOURLY	HOURLY
			35 HOURS	40 HOURS	BINCERE	35 HOURS	40 HOURS	Direction	35 HOURS	40 HOURS
LIBRARY - SERVICE ASSISTANT 3	1455			1 40110010		l correction	1 -40:110010			40110010
1		\$1,513,23	\$21.62	\$18.92	\$1,543,49	\$22.05	\$19.29	\$1,574.36	\$22.49	\$19.68
2		\$1,587.08	\$22.67	\$19.84	\$1,618.82	\$23.13	\$20.24	\$1,651.19	\$23.59	\$20.64
3		\$1,664.81	\$23.78	\$20.81	\$1,698.11	\$24.26	\$21.23	\$1,732.07	\$24.74	\$21.65
4		\$1,739.95	\$24.86	\$21.75	\$1,774.75	\$25.35	\$22.18	\$1,810.25	\$25.86	\$22.63
5		\$1,812.51	\$25.89	\$22.66	\$1,848.76	\$26.41	\$23.11	\$1,885.73	\$26.94	\$23.57
LIBRARY - SERVICE ASSISTANT 4	1456					1 - 1 - 1 - 1	7==:::	. , ,	1-11	7_0.0.
1		\$1,719.22	\$24.56	\$21.49	\$1,753.61	\$25.05	\$21.92	\$1,788.68	\$25.55	\$22.36
2		\$1,782,71	\$25.47	\$22.28	\$1,818,36	\$25.98	\$22.73	\$1,854.73	\$26.50	\$23.18
3		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
4		\$1,910.97	\$27.30	\$23.89	\$1,949.19	\$27.85	\$24.36	\$1,988.17	\$28.40	\$24.85
5		\$1,986.11	\$28.37	\$24.83	\$2,025.83	\$28.94	\$25.32	\$2,066.35	\$29.52	\$25.83
LIBRARY - SERVICE ASSISTANT 5	1457							,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
1		\$1,881.17	\$26.87	\$23.51	\$1,918.79	\$27.41	\$23.98	\$1,957.17	\$27.96	\$24.46
2		\$1,953,72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2.032.65	\$29.04	\$25.41
3		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29,47	\$25.79	\$2,104.09	\$30.06	\$26.30
4		\$2,092.35	\$29.89	\$26.15	\$2,134.20	\$30.49	\$26.68	\$2,176.88	\$31.10	\$27.21
5		\$2,161.01	\$30.87	\$27.01	\$2,204.24	\$31.49	\$27.55	\$2,248.32	\$32.12	\$28.10
LOCKSMITH	1478		7	V	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	40	- +=::::	72,	, , , , , , , , , , , , , , , , , , ,	<del></del>
1		\$2,171.01	\$31.01	\$27.14	\$2,214.43	\$31.63	\$27.68	\$2,258.72	\$32.27	\$28.23
METER READER - STUDENT	1480			7=111	,,_,_	7-11-1		7-,	Ţ	<b>V</b>
1			\$16.47			\$16.80			\$17.13	
MACHINIST	1511									
1		\$2,397.65		\$29.97	\$2,445.60		\$30.57	\$2,494.52		\$31.18
MACHINIST - LEADING	1512		·	,			<u> </u>			
1		\$2,480.57		\$31.01	\$2,530.18		\$31.63	\$2,580.78		\$32.26
MAINTENANCE WORKER - FLEET	1535									
1		\$1,955.02	\$27.93	\$24.44	\$1,994.12	\$28.49	\$24.93	\$2,034.00	\$29.06	\$25.43
2		\$2,015.91	\$28.80	\$25.20	\$2,056.23	\$29.37	\$25.70	\$2,097.35	\$29.96	\$26.22
3		\$2,076.80	\$29.67	\$25.96	\$2,118.34	\$30.26	\$26.48	\$2,160.71	\$30.87	\$27.01
4		\$2,141.58	\$30.59	\$26.77	\$2,184.41	\$31.21	\$27.31	\$2,228.10	\$31.83	\$27.85
MAINTENANCE WORKER - COLLECTION	1537									
SYSTEMS						1				]
11	<u> </u>	\$2,050.89	\$29.30	\$25.64	\$2,091.91	\$29.88	\$26.15	\$2,133.75	\$30.48	\$26.67
MAINTENANCE WORKER ASSISTANT - WATER	1538									
AND WASTE						]	]			
1		\$1,645.38	\$23.51	\$20.57	\$1,678.28	\$23.98	\$20.98	\$1,711.85	\$24.46	\$21.40
2		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
3	1 /	\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
MAINTENANCE WORKER - SKILLED - B1 (SEWER)	1539									
1 - With Provinicial Certification		\$1,980.05	\$28.29	\$24.75	\$2,019.65	\$28.85	\$25.25	\$2,060.04	\$29.43	\$25.75

DESCRIPTION	CLASS	DATES	BY EFFECTIV	EDATE	DATE	S BY EFFECTIV	EDATE	I 67	h Dispersion in	
22301(111014	CODE		BER 29, 2013			S BY EFFECTIVE	grade in this late.	II.	BY EFFECTIVE	
	OODL		ay Period #01/	' '		Pay Period #01/	,		MBER 27, 2015	
		BIWEEKLY	HOURLY	HOURLY		HOURLY		BIWEEKLY	Pay Period #01/	
		Diviceita	35 HOURS	40 HOURS	BIVVEERE	35 HOURS	40 HOURS	BIMEEKLI	HOURLY 35 HOURS	HOURLY
MAINTENANCE WORKER - GENERAL	1548		, comocito	1 40 1100113		33 HOURS	I 40 HOURS		35 HOURS	40 HOURS
1	1010	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
MAINTENANCE WORKER - SKILLED "A"	1549	<del>+ 1,1 1,1 10</del>	<b>42</b> 1110	021.00	ψ1,7 ¥0.00	Ψ24.54	Ψ21.02	\$1,700.09	\$23.44	\$22.20
1		\$1,772.34	\$25.32	\$22.15	\$1,807.79	\$25.83	\$22.60	\$1,843.95	\$26.34	\$23.05
MAINTENANCE WORKER - SKILLED "A"-SEWER	1580		,	7	71,000	420.00	<b>VALUE</b> :00	ψ1,040.00	Ψ20.54	Ψ23.00
1	ļ	\$1,772.34	\$25.32	\$22.15	\$1,807.79	\$25.83	\$22.60	\$1,843.95	\$26.34	\$23.05
MAINTENANCE WORKER-SKILLED "B"-GRADE 1	1550						1 12 2	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
1		\$1,980.05		\$24.75	\$2,019.65		\$25.25	\$2,060.04		\$25.75
MAINTENANCE WORKER-SKILLED "B"-GRADE 2	1551									
1 - With Provincial Certification		\$2,125.14	\$30.36	\$26.56	\$2,167.64	\$30.97	\$27.10	\$2,210.99	\$31.59	\$27.64
MAINTENANCE WORKER-SKILLED "C"-GRADE 1	1552									
1 - With Provincial Certification		\$2,236.09	\$31.94	\$27.95	\$2,280.81	\$32.58	\$28.51	\$2,326.43	\$33,23	\$29.08
MAINTENANCE WORKER-SKILLED "C"-GRADE 2	1553									
1 - With Provincial Certification	ļ	\$2,337.56	\$33.39	\$29.22	\$2,384.31	\$34.06	\$29.80	\$2,431.99	\$34.74	\$30.40
MAINTENANCE WORKER 1	1561									
1		\$1,584.49	\$22.64	\$19.81	\$1,616.17	\$23.09	\$20.20	\$1,648.50	\$23.55	\$20.61
2		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
3		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
4		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
5 6		\$1,877.28 \$1,957.61	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
MAINTENANCE WORKER 2	1562	\$1,957.01	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
1	1302	\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
2		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,730.12	\$25.09 \$26.73	\$23.39
3		\$1,877.28	\$26,82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
4		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
5		\$2,036.64	\$29.09	\$25.46	\$2,077.37	\$29.68	\$25.97	\$2,118.92	\$30.27	\$26.49
INDUSTRIAL WASTE SERVICES INSPECTOR	1563									
1		\$1,663.45	\$23.76	\$20.79	\$1,696.72	\$24.24	\$21.21	\$1,730.66	\$24.72	\$21.63
2		\$1,746.62	\$24.95	\$21.83	\$1,781.56	\$25.45	\$22.27	\$1,817.19	\$25.96	\$22.71
3		\$1,833.96	\$26.20	\$22.92	\$1,870.63	\$26.72	\$23.38	\$1,908.05	\$27.26	\$23.85
4		\$1,925.65	\$27.51	\$24.07	\$1,964.16	\$28.06	\$24.55	\$2,003.45	\$28.62	\$25.04
5		\$2,021.94	\$28.88	\$25.27	\$2,062.38	\$29.46	\$25.78	\$2,103.62	\$30.05	\$26.30
MAINTENANCE WORKER - SHOP - STREETS	1574		[							
AND TRANSPORTATION	]]			] _			1			
1		\$1,527.48	\$21.82	\$19.09	\$1,558.03	\$22.26	\$19.48	\$1,589.19	\$22.70	\$19.86
2		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
3 4		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
5		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
6		\$1,798.25 \$1,877.28	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
0	U	\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41

DESCRIPTION	I CLASS	DATES	BY EFFECTIV	E DATE	DATE	S BY EFFECTIV	EDATE	BATE	BY EFFECTIV	E DATE
· · · · · · · · · · · · · · · · · · ·	CODE	11	BER 29, 2013			MBER 28, 2014	45 menerant - 1		MBER 27, 2015	
	1 4052		ay Period #01/	and the second second		Pay Period #01/	4 (1.54)		Pay Period #01/	
		BIWEEKLY		HOURLY		HOURLY	HOURLY	BIWEEKLY	HOURLY	HOURLY
	·		35 HOURS	40 HOURS		7	40 HOURS		35 HOURS	40 HOURS
COLLECTION SYSTEMS MAINTENANCE	1575									1
TECHNICIAN - OPERATOR IN TRAINING	]					,				
1		\$1,700.30	\$24.29	\$21.25	\$1,734.31	\$24.78	\$21.68	\$1,768.99	\$25.27	\$22.11
COLLECTION SYSTEMS MAINTENANCE	1576									
TECHNICIAN - 1A										
1		\$1,738.23	\$24.83	\$21.73	\$1,773.00	\$25.33	\$22.16	\$1,808.46	\$25.84	\$22.61
COLLECTION SYSTEMS MAINTENANCE	1577	1								
TECHNICIAN - 1B		ļ,								
1	<b>. </b>	\$1,779.01	\$25.41	\$22.24	\$1,814.59	\$25.92	\$22.68	\$1,850.88	\$26.44	\$23.14
COLLECTION SYSTEMS MAINTENANCE	1578									
TECHNICIAN - 2A							<b></b>			1
1	1	\$1,811.25	\$25.88	\$22.64	\$1,847.48	\$26,39	\$23.09	\$1,884.42	\$26.92	\$23.56
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2B	1579							ľ		
1		P4 074 70	#00 70	#00 4B	64 646 66	*07.00	****	04.050.50	003.00	201.50
COLLECTION SYSTEMS MAINTENANCE	1582	\$1,874.79	\$26.78	\$23.43	\$1,912.28	\$27.32	\$23.90	\$1,950.53	\$27.86	\$24.38
TECHNICIAN - 3A	1302									]
1 - With Provincial Certification	1	\$1,962.03	\$28.03	\$24.53	\$2,001.27	\$28,59	\$25.02	\$2,041.30	\$29.16	\$25.52
COLLECTION SYSTEMS MAINTENANCE	1583	Ψ1,502.00	Ψ20.00	Ψ24.33	Ψ2,001.27	Ψ20,05	Ψ25.02	Ψ2,041.50	Ψ29.10	Ψ2.0.02
TECHNICIAN - 3B										ļ
1 - With Provincial Certfication		\$2,055.91	\$29.37	\$25.70	\$2,097.03	\$29.96	\$26.21	\$2,138.97	\$30.56	\$26.74
COLLECTION SYSTEMS MAINTENANCE	1584				, , , , , , , , , , , , , , , , , , , ,		,			
TECHNICIAN - 4A		[								
1		\$2,181.09	\$31.16	\$27.26	\$2,224.71	\$31.78	\$27.81	\$2,269.20	\$32.42	\$28.37
COLLECTION SYSTEMS MAINTENANCE	1585		1							
TECHNICIAN - 4B	1				ŀ			ll i		
1 - With Provincial Certification		\$2,434.28	\$34.78	\$30.43	\$2,482.97	\$35.47	\$31.04	\$2,532.63	\$36.18	\$31.66
MECHANIC-GARAGE FIRST CLASS/MACHINIST	1621									
1	1	\$2,486.05		\$31.08	\$2,535.77		\$31.70	\$2,586.49		\$32.33
MECHANIC - HEATING	1627									1
1 - With Gas Fitter "B"		\$2,334.17		\$29.18	\$2,380.85		\$29.76	\$2,428.47		\$30.36
2 - With Gas Fitter "A"		\$2,494.82		\$31.19	\$2,544.71		\$31.81	\$2,595.61		\$32.45
MÉCHANIC - JOURNEY INDUSTRIAL	1631	ma 500 40		204.00	00 500 55		***	*******		****
1 MECHANIC - LEADING JOURNEY INDUSTRIAL	4600	\$2,530.10		\$31.63	\$2,580.70		\$32.26	\$2,632.31		\$32.90
MECHANIC - LEADING JOURNET INDUSTRIAL	1632	\$3.630 EE		£20.00	\$3 694 43		G35 E4	\$0.704.76		634.40
SAFETY TECHNICIAN I	1633	\$2,628.56	-	\$32.86	\$2,681.13		\$33.51	\$2,734.76		\$34.18
1	1033	\$1,752.91	\$25.04	\$21.91	\$1.787.97	\$25,54	\$22.35	\$1.823.73	\$26.05	\$22.80
2	]]	\$1,732.91	\$25.04	\$23.06	\$1,787.97	\$25.54 \$26.88	\$22.55 \$23.52	\$1,023.73	\$26.05 \$27.42	\$23.99
3	1	\$1,925.22	\$27.50	\$23.00	\$1,963.72	\$28.05	\$23.52 \$24.55	\$2,003.00	\$27. <del>4</del> 2 \$28.61	\$25.99
4		\$1,925.22	\$27.50	\$24.07 \$25.28	\$1,963.72	\$26.05 \$29.47	\$24.55 \$25.79	\$2,003.00	\$30.06	\$26.30

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	DATE	S BY EFFECTIV	EDATE	DATE	O DV EFFECTIVE	CDATE
,	CODE	1	IBER 29, 2013			MBER 28, 2014	77 A W. T. T. T. T. T. T. T. T. T. T. T. T. T.		S BY EFFECTIV	
	9000	1	ay Period #01/			Pay Period #01/			MBER 27, 2015	
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY		I HOURLY	BIWEEKLY	Pay Period #01/	The second second
		DIVELNET	35 HOURS	40 HOURS	DIVICENTI	35 HOURS	1.00 A 1.00 CH 100 BIMEEKTA	HOURLY	HOURLY	
SAFETY TECHNICIAN IS	1634		35 FIOURS	40 nouks		39 HUUKS	40 HOURS		35 HOURS	40 HOURS
1	1034	\$2,081,98	\$29.74	\$26.02	\$2,123,62	\$30.34	000.55	00 400 40		***
2		\$2,061.98	\$30.96	\$20.02	II ' '		\$26.55	\$2,166.10	\$30.94	\$27.08
3		\$2,107.49	\$30.90 \$32.52	\$27.09	\$2,210.84	\$31.58	\$27.64	\$2,255.06	\$32.22	\$28.19
MECHANIC - LIGHT VEHICLE	1635	\$2,270.32	\$52.52	\$20.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
1	1000	\$2,272.77		\$28.41	\$2,318.23		POD 00	f0.004.50		222.52
MECHANIC - LEAD HEAVY DUTY EQUIPMENT	1637	ΨΖ,Ζ1Ζ.11		\$20.41	\$2,310.23		\$28.98	\$2,364.59		\$29.56
1	1037	\$2,568.97		\$32.11	\$2,620.35		\$32.75	60.070.75		#00 A4
MECHANIC - REFRIGERATION	1641	Ψ2,300.91		Ψ32.11	\$2,020.35		\$32.75	\$2,672.75		\$33.41
1	'04'	\$2.443.00		\$30.54	\$2,491.86		\$31.15	\$2.544.60		\$24 <b>3</b> 77
METER READER	1671	Ψ2,773.00		ψ50.54	Ψ2,431.00		\$31.13	\$2,541.69		\$31.77
1		\$1,561.16	\$22,30	\$19.51	\$1,592.39	\$22.75	\$19.90	\$1,624,24	\$23.20	\$20.30
2		\$1,638.90	\$23.41	\$20.49	\$1,671.68	\$23.88	\$20.90	\$1,705.11	\$23.20	\$20.30 \$21.31
3		\$1,681.65	\$24.02	\$21.02	\$1,715.29	\$24.50	\$21.44	\$1,749.59	\$24.99	\$21.87
4		\$1,746.43	\$24.95	\$21.83	\$1,781.36	\$25.45	\$22.27	\$1,816.99	\$25.96	\$21.07
5		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40
METER READER - COMMERCIAL	1673	V.(1.00104	720.7.	¥22.15	<del>\$ 7,000.0 1</del>	\$20.22	Ψ2.6.07	Ψ1,072.23	Ψ20.10	Ψ23,40
1		\$1,561.16	\$22.30	\$19.51	\$1,592.39	\$22.75	\$19.90	\$1,624.24	\$23.20	\$20.30
2		\$1,638.90	\$23.41	\$20.49	\$1,671.68	\$23.88	\$20.90	\$1,705.11	\$24.36	\$21.31
3		\$1,681,65	\$24.02	\$21.02	\$1,715.29	\$24.50	\$21.44	\$1,749,59	\$24.99	\$21.87
4		\$1,746.43	\$24.95	\$21.83	\$1,781.36	\$25,45	\$22.27	\$1,816.99	\$25.96	\$22.71
5		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40
NURSE - OCCUPATIONAL HEALTH	1676		, , , , , , , , , , , , , , , , , , , ,		.,,	<del></del>	4==.01	41,512.25	420.70	Ψ20.10
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
2	ļ	\$2,056.07	\$29.37	\$25.70	\$2,097.19	\$29.96	\$26.21	\$2,139.14	\$30.56	\$26.74
3		\$2,127.33	\$30.39	\$26.59	\$2,169.88	\$31.00	\$27.12	\$2,213.27	\$31.62	\$27.67
4		\$2,211.54	\$31.59	\$27.64	\$2,255.77	\$32,23	\$28,20	\$2,300.89	\$32,87	\$28.76
5		\$2,310.01	\$33.00	\$28.88	\$2,356.21	\$33.66	\$29.45	\$2,403.33	\$34.33	\$30.04
6		\$2,396.81	\$34.24	\$29.96	\$2,444.75	\$34.92	\$30.56	\$2,493.64	\$35.62	\$31.17
7		\$2,501.75	\$35.74	\$31.27	\$2,551.79	\$36.45	\$31.90	\$2,602.82	\$37.18	\$32.54
8	#	\$2,614.46	\$37.35	\$32.68	\$2,666.75	\$38.10	\$33.33	\$2,720.09	\$38.86	\$34.00
9		\$2,725.88	\$38.94	\$34.07	\$2,780.40	\$39.72	\$34.76	\$2,836.01	\$40.51	\$35.45
10		\$2,847.67	\$40.68	\$35.60	\$2,904.62	\$41.49	\$36.31	\$2,962.71	\$42.32	\$37.03
OCCUPATIONAL THERAPIST	1679									
1		\$2,211.54	\$31.59	\$27.64	\$2,255.77	\$32.23	\$28.20	\$2,300.89	\$32.87	\$28.76
2		\$2,310.00	\$33.00	\$28.88	\$2,356.20	\$33.66	\$29.45	\$2,403.33	\$34.33	\$30.04
3		\$2,396.81	\$34.24	\$29.96	\$2,444.74	\$34.92	\$30.56	\$2,493.64	\$35.62	\$31.17
4		\$2,501.75	\$35.74	\$31.27	\$2,551.78	\$36.45	\$31.90	\$2,602.82	\$37.18	\$32.54
5		\$2,614.46	\$37.35	\$32.68	\$2,666.75	\$38.10	\$33.33	\$2,720.09	\$38.8 <del>6</del>	\$34.00
6		\$2,679.47	\$38.28	\$33,49	\$2,733.06	\$39.04	\$34.16	\$2,787.72	\$39.82	\$34.85

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE	RATE	BY EFFECTIV	FDATE
·	CODE		IBER 29, 2013			MBER 28, 2014		1	MBER 27, 2015	
		II. •	ay Period #01/			Pay Period #01/	E. 2020 1		Pay Period #01/	
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY	HOURLY		BIWEEKLY	HOURLY	HOURLY
			35 HOURS	40 HOURS		35 HOURS	40 HOURS		35 HOURS	40 HOURS
OFFICER - ANIMAL SERVICE 1	1780									1 10 110 0110
1		\$1,763.27	\$25.19	\$22.04	\$1,798.54	\$25.69	\$22.48	\$1,834.51	\$26.21	\$22.93
2	ll .	\$1,851.37	\$26.45	\$23.14	\$1,888.40	\$26.98	\$23.61	\$1,926,17	\$27.52	\$24.08
3		\$1,923.92	\$27.48	\$24.05	\$1,962.40	\$28.03	\$24.53	\$2,001.65	\$28.60	\$25.02
OFFICER - ANIMAL SERVICE 2	1781									
1		\$1,992.59	\$28.47	\$24.91	\$2,032.44	\$29.03	\$25.41	\$2,073.09	\$29.62	\$25.91
OFFICER - BICYCLE RECOVERY	1790					- '				
1	<b></b>	\$1,900.60	\$27.15	\$23.76	\$1,938.62	\$27.69	\$24.23	\$1,977.39	\$28.25	\$24.72
BYLAW SUPPORT WORKER	1794				-					
1	<b> </b>	\$1,039.05	\$14.84	\$12.99	\$1,059.83	\$15,14	\$13.25	\$1,081.03	\$15.44	\$13.51
OFFICER - BYLAW ENFORCEMENT	1795									
1		\$1,821.18	\$26.02	\$22.76	\$1,857.60	\$26.54	\$23.22	\$1,894.75	\$27.07	\$23.68
2		\$1,897.06	\$27.10	\$23.71	\$1,935.00	\$27.64	\$24.19	\$1,973.70	\$28.20	\$24.67
3		\$1,976.10	\$28.23	\$24.70	\$2,015.63	\$28.79	\$25.20	\$2,055.94	\$29.37	\$25.70
<u> </u>		\$2,046.35	\$29.23	\$25.58	\$2,087.27	\$29.82	\$26.09	\$2,129.02	\$30.41	\$26.61
5		\$2,116.85	\$30.24	\$26.46	\$2,159.19	\$30.85	\$26.99	\$2,202.37	\$31.46	\$27.53
OFFICER - DISTRICT ZONING	1815	\$2,171.38	\$31.02	\$27.14	\$2,214.81	\$31.64	\$27.69	\$2,259.10	\$32.27	\$28.24
4	1015	\$2,065.14	\$30 E0	625.04	60 400 4E	#20.00	#00 00	#0.440.E7	620.00	000.00
,		\$2,065.14	\$29.50	\$25.81	\$2,106.45	\$30.09	\$26.33	\$2,148.57	\$30.69	\$26.86
7		\$2,100.79	\$30.98 \$32.50	\$27.11 \$28.44	\$2,212.16 \$2,320.53	\$31.60 \$33.15	\$27.65 \$29.01	\$2,256.41 \$2,366.94	\$32.23 \$33.81	\$28.21
4		\$2,275.03	\$32.50 \$33.98	\$28.44 \$29.73	\$2,320.53	\$33.15 \$34.66	\$29.01	\$2,366.94 \$2,474.77	\$35.35	\$29.59 \$30.93
5		\$2,376.67	\$35.96 \$35.48	\$29.73 \$31.05	\$2,533.28	\$34.00 \$36.19	\$31.67	\$2,474.77		1
) 6		\$2,463.61	\$35.46 \$36.52	\$31.05 \$31.95	\$2,533.26 \$2,607.29	\$30.19 \$37.25	\$32.59	\$2,563.95 \$2,659.43	\$36.91 \$37.99	\$32,30 \$33,24
OFFICER - ZONING FIELD	1816	\$2,555.10	Ψ30.32	ψο.1.ου	Ψ2,007.29	ψ31.20	Ψυζ.υσ	Ψ <u>2,009.43</u>	σσ.10φ	ΨJJ.24
1	.5.5	\$2,071.62	\$29.59	\$25.90	\$2,113.05	\$30.19	\$26.41	\$2,155.31	\$30.79	\$26.94
2		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
3		\$2,211.54	\$31.59	\$27.64	\$2,255.77	\$32.23	\$28.20	\$2,300.89	\$32.87	\$28.76
4		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
5		\$2,427.90	\$34.68	\$30.35	\$2,476.46	\$35.38	\$30.96	\$2,525.99	\$36.09	\$31.57
OFFICER - ZONING FIELD-IN-TRAINING	1817		· · · · · · · · · · · · · · · · · · ·						<del></del>	
1		\$1,644.08	\$23.49	\$20.55	\$1,676.96	\$23.96	\$20.96	\$1,710.50	\$24.44	\$21.38
2		\$1,727.00	\$24.67	\$21.59	\$1,761.54	\$25.16	\$22.02	\$1,796.77	\$25.67	\$22.46
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
4		\$1,874.69	\$26.78	\$23.43	\$1,912.19	\$27.32	\$23.90	\$1,950.43	\$27.86	\$24.38
5		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
6		\$2,032.75	\$29.04	\$25.41	\$2,073.41	\$29.62	\$25.92	\$2,114.88	\$30.21	\$26.44

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	DATE	S BY EFFECTIV	E-DATE	DATE	C DV EFFER	EDATE
<del></del>	CODE		IBER 29, 2013			S BY EFFECTIVE			S BY EFFECTIVE	<del>_</del>
	1 3352		ay Period #01/					5.4 %	EMBER 27, 2015	
	•	BIWEEKLY		HOURLY	BIWEEKLY	Pay Period #01/			Pay Period #01/	
	1	BIVEERLI	35 HOURS	40 HOURS	PIMEEVLI	HOURLY 35 HOURS	#HOURLY 40 HOURS	BIWEEKLY	The comment of the co	HOURLY
OFFICER - PROJECTS 1	1818	<del> </del>	I 35 HOURS	40 NOURS		35 HOUKS	2.40:HOURS		35 HOURS	40 HOURS
1	'0''	\$1,934.29	\$27.63	\$24.18	\$1,972.98	\$28.19	CO 4 00	00.045.45		
2		\$2,030,16	\$27.03	\$25.38	11		\$24.66	\$2,012.43	\$28.75	\$25.16
2		\$2,030.16	\$30.32		\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30.17	\$26.40
3		\$2,122.15		\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60
5		\$2,223.79	\$31.80 \$33.31	\$27.82	\$2,270.31	\$32.43	\$28.38	\$2,315.72	\$33.08	\$28.95
6		\$2,332.03	\$34.89	\$29.15 \$30.53	\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33
OFFICER 1 - REAL ESTATE	1831	ΨZ,44Z,13	\$34.69	\$30.53	\$2,491.00	\$35.59	\$31.14	\$2,540.82	\$36.30	\$31.76
. 1	'63'	\$1,524.89	\$21.70	\$10.06	£4 EEE 20	P00.00	640.44	64 500 40		
2		\$1,602.62	\$21.78 \$22.89	\$19.06 \$20.03	\$1,555.39	\$22.22	\$19.44	\$1,586.49	\$22.66	\$19.83
<b>1</b>		\$1,602.62 \$1,686.84	\$24.10	1	\$1,634.68 \$1,730.57	\$23.35	\$20.43	\$1,667.37	\$23.82	\$20.84
]		II '		\$21.09	\$1,720.57	\$24.58	\$21.51	\$1,754.98	\$25.07	\$21.94
5		\$1,790.48	\$25.58	\$22.38	\$1,826.29	\$26.09	\$22.83	\$1,862.82	\$26.61	\$23.29
OFFICER 2 - REAL ESTATE	1832	\$1,904.49	\$27.21	\$23.81	\$1,942.58	\$27.75	\$24.28	\$1,981.43	\$28.31	\$24.77
1	1032	\$1,904.49	607.04	£02.04	C4 D40 50	007.75	201.00			
2		II * '	\$27.21	\$23.81	\$1,942.58	\$27.75	\$24.28	\$1,981.43	\$28.31	\$24.77
3		\$2,017.21	\$28.82	\$25.22	\$2,057.55	\$29.39	\$25.72	\$2,098.70	\$29.98	\$26.23
3 4		\$2,131.22	\$30.45	\$26.64	\$2,173.84	\$31.05	\$27.17	\$2,217.32	\$31.68	\$27.72
OFFICER 3 - REAL ESTATE	1833	\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
1	1033	CO 040 44	600.40	000.44	20.004.40					
2		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
3		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
3		\$2,405.88	\$34.37	\$30.07	\$2,454.00	\$35.06	\$30.67	\$2,503.08	\$35.76	\$31.29
OPERATOR - COMPUTER	1857	\$2,488.79	\$35.55	\$31.11	\$2,538.57	\$36.27	\$31.73	\$2,589.34	\$36.99	\$32.37
1	1007	\$1,523.59	604 77	£40.04	64 554 00	f00.00	#40.40	04 505 45	****	
2		II - /	\$21.77	\$19.04	\$1,554.06	\$22.20	\$19.43	\$1,585.15	\$22.64	\$19.81
2		\$1,601.33 \$1,647.97	\$22.88	\$20.02	\$1,633.35	\$23.33	\$20.42	\$1,666.02	\$23.80	\$20.83
l ,	<b>i</b>		\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
4 5		\$1,758.09	\$25.12	\$21.98	\$1,793.25	\$25.62	\$22.42	\$1,829.12	\$26.13	\$22.86
5 6		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
DISPATCHER - EMERGENCY SERVICES- W & O	4070	\$1,939.47	\$27.71	\$24.24	\$1,978.26	\$28.26	\$24.73	\$2,017.83	\$28.83	\$25.22
	1876	64 554 35	600.04	646.45	A4 505 32	200.00	245		1	
1 1		\$1,554.69	\$22.21	\$19.43	\$1,585.78	\$22.65	\$19.82	\$1,617.50	\$23.11	\$20.22
2		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23
3		\$1,707.56	\$24.39	\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	\$25.38	\$22.21
4	11	\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15
5		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20
OPERATOR - EQUIPMENT GRADE 1	4004	\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
_	1881	64 744 45	654.45	for 55	64 7:5 55	004.54	004.77			
1 OPERATOR - EQUIPMENT GRADE 2	1000	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
	1882	64.004.04			04.040.45					
<u>1</u>	<u>  </u>	\$1,804.34		\$22.55	\$1,840.43		\$23.01	\$1,877.24		\$23.47

DESCRIPTION	CLASS	PATES	BY EFFECTIV	E DATE	PATE	S BY EFFECTIV	E:DATE	DATE:	S BY EFFECTIV	EDATE
	CODE	il .	IBER 29, 2013		1	MBER 28, 2014	A STATE OF THE STA		MBER 27, 201	
		11	ay Period #01/		. 9 1	Pay Period #01/			Pay Period #01/	
·		BIWEEKLY	HOURLY	HOURLY		HOURLY		BIWEEKLY	HOURLY	HOURLY
			35 HOURS	40 HOURS		35 HOURS	40 HOURS		35 HOURS	40 HOURS
OPERATOR - EQUIPMENT GRADE 3	1883									10 110 0110
1		\$1,875.60		\$23.44	\$1,913.11		\$23.91	\$1,951.37		\$24,39
OPERATOR - EQUIPMENT GRADE 4	1884									
1		\$1,992.20		\$24.90	\$2,032.04		\$25.40	\$2,072.69		\$25.91
OPERATOR - EQUIPMENT GRADE 5	1885				-					
1		\$2,066.05		\$25.83	\$2,107.37		\$26.34	\$2,149.52		\$26.87
OPERATOR - EQUIPMENT 2 -	1886									
EMERGENCY SERVICES										
11		\$1,804.34		\$22.55	\$1,840.43		\$23.01	\$1,877.24		\$23.47
OPERATOR - EQUIPMENT 3 - AUTOMATED	1887									
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
OPERATOR - COMMUNICATIONS (CO)	1890			42 Hours						
1 - First 12 Months		\$1,695.41		\$20.18	\$1,729.31		\$20.59	\$1,763.90		\$21.00
2 - After 12 Months		\$2,018.56		\$24.03	\$2,058.93		\$24.51	\$2,100.11		\$25.00
3 - After 24 Months		\$2,313.56		\$27.54	\$2,359.83		\$28.09	\$2,407.03		\$28.66
4 - After 36 Months		\$2,645.29		\$31.49	\$2,698.20		\$32.12	\$2,752.16		\$32.76
In accordance with Supplementary								]]		
Agreement: Communications salary										
rates paid may be higher than shown	<u> </u>	<u></u>						<b> </b>		
OPERATOR - COMMUNICATIONS SENIOR (SCO)	1895			42 Hours						
1 - After 5 Years Service as CO		\$2,847.62		\$33.90	\$2,904.57		\$34.58	\$2,962.67		\$35.27
2 - After 6 Years Service as SCO		\$2,933.32		\$34.92	\$2,991.99		\$35.62	\$3,051.83		\$36.33
In accordance with Supplementary										1
Agreement: Communications salary										
rates paid may be higher than shown	-	<b> </b>								<del>                                     </del>
OPERATOR - COMMUNICATIONS LEAD	1896			42 Hours			42 Hours	'		42 Hours
1 OPERATOR - FLOOD PUMPING STATION	<del> </del>	\$3,006.66		\$35.79	\$3,066.79		\$36.51	\$3,128.13		\$37.24
	1898		****				400.00		200 70	
1 OPERATOR - PUMPING STATION C - GRADE 2	1 4000	\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
	1899	£2 202 52	#20 O4	F20.70	E0 240 60	#23 E7	\$20.27	#2 206 E0	624.24	\$29.96
OPERATOR - CONTROL	1905	\$2,303.53	\$32.91	\$28.79	\$2,349.60	\$33.57	\$29.37	\$2,396.59	\$34.24	\$29,96
1	1905	\$2,136.40	\$30.52	\$26.70	\$2,179.13	\$31.13	\$27.24	\$2,222.71	\$31.75	\$27,78
OPERATOR - NETWORK 1	1923	φ2, 130.40	\$30.32	\$20.10	\$2,119.13	φοι. 13	Ψ21.24	Ψ4,444.11	Ψ31.13	Ψ21,10
1	1323	\$1,828,05	\$26.12	\$22.85	\$1,864.61	\$26.64	\$23.31	\$1,901.91	\$27.17	\$23.77
2		\$1,918.74	\$27.41	\$23.98	\$1,957.12	\$27.96	\$24.46	\$1,996.26	\$28.52	\$24.95
3		\$2,015.91	\$28.80	\$25.20	\$2,056.23	\$29.37	\$25.70	\$2,097.35	\$29.96	\$26,22
4		\$2,100.12	\$30.00	\$26.25	\$2,030.23	\$30.60	\$26.78	\$2,184.97	\$31.21	\$27.31
5		\$2,189.52	\$31.28	\$27.37	\$2,233.31	\$31.90	\$27.92	\$2,277.97	\$32.54	\$28.47
6		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59

DESCRIPTION	CLASS RATES BY EFFECTIVE DATE				RATE	S BY EFFECTIV	E DATE:	DATE	C DV EFFECTIVE	EDATE	
	CODE	II	IBER 29, 2013		-	MBER 28, 2014	A STATE OF STATE	RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0%			
			y Period #01/			Pay Period #01/		IP /			
		BIWEEKLY	HOURLY	HOURLY		HOURLY		BIWEEKLY	Pay Period #01/ HOURLY	HOURLY	
	<b>I</b>		35 HOURS	40 HOURS		35 HOURS	40 HOURS	DIVICERCI	35 HOURS	40 HOURS	
OPERATOR - NETWORK 2	1924						a storio		- 05 HOURS	40.HOUKS	
1		\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44	
2		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59	
3		\$2,399.40	\$34.28	\$29.99	\$2,447.39	\$34.96	\$30.59	\$2,496.34	\$35.66	\$31.20	
4		\$2,505.64	\$35.79	\$31.32	\$2,555.75	\$36.51	\$31.95	\$2,606.86	\$37.24	\$32.59	
5		\$2,620.94	\$37.44	\$32.76	\$2,673.36	\$38.19	\$33.42	\$2,726.83	\$38.95	\$34.09	
OPERATOR - PRINTING MACHINE - GRADE 1	1931										
1		\$988.52	\$14.12	\$12.36	\$1,008.29	\$14.40	\$12.60	\$1,028.46	\$14.69	\$12.86	
2		\$1,037.75	\$14.83	\$12.97	\$1,058.51	\$15.12	\$13,23	\$1,079.68	\$15.42	\$13.50	
3		\$1,156.95	\$16.53	\$14.46	\$1,180.08	\$16.86	\$14.75	\$1,203.69	\$17.20	\$15.05	
4	<u> </u>	\$1,281.32	\$18.30	\$16.02	\$1,306.95	\$18.67	\$16.34	\$1,333.09	\$19.04	\$16.66	
OPERATOR - PRINTING MACHINE - GRADE 2	1932										
1	ŀ	\$1,281.32	\$18.30	\$16.02	\$1,306.95	\$18.67	\$16.34	\$1,333.09	\$19.04	\$16.66	
2 2		\$1,394.04	\$19.91	\$17.43	\$1,421.92	\$20.31	\$17.77	\$1,450.35	\$20.72	\$18.13	
OPERATOR - PRINTING MACHINE - GRADE 3	4000	\$1,513.23	\$21.62	\$18.92	\$1,543.49	\$22.05	\$19.29	\$1,574.36	\$22.49	\$19.68	
1	1933	64 474 77	DO4 00	740.40				<b>.</b>	_		
,		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14	
2		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92	
3		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88	
5		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.37	\$1,744.20	\$24.92	\$21.80	
OPERATOR - PRINTING MACHINE - GRADE 4	1934	\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80	
1	1554	\$1,752,91	\$25.04	\$21.91	\$1,787.97	\$25.54	ድባሳ ባድ	£4 000 70		#AB AB	
2		\$1,846.19	\$26.37	\$23.08	\$1,883.11	\$25.54 \$26.90	\$22.35 \$23.54	\$1,823.73	\$26.05	\$22.80	
3		\$1,953.72	\$20.37	\$23.06	\$1,883.11	\$26.90 \$28.47	\$23.54 \$24.91	\$1,920.78	\$27.44	\$24.01	
OPERATOR - PUMPING STATIONS - MOBILE	1940	ψ1,500.72	Ψ27.91	Ψ24.42	\$1,992.00	\$20.47	Φ24.91	\$2,032.65	\$29.04	\$25.41	
1	,.	\$2,216.72	\$31.67	\$27.71	\$2,261.06	\$32.30	\$28.26	\$2,306.28	\$32.95	\$28.83	
OPERATOR - PUMPING STATION	1941	42,210.72	401.01	Ψ21.11	ΨΕ,ΕΟ1.00	ΨυΣ.υυ	Ψ20.20	\$2,300.20	Ψ02.90	\$20.03	
1		\$1,645.38	\$23.51	\$20.57	\$1,678.28	\$23.98	\$20.98	\$1,711.85	\$24.46	\$21.40	
2		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48	
3		\$1,807.32	\$25.82	\$22.59	\$1,843,47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50	
4		\$1,877.28	\$26.82	\$23,47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41	
5		\$1,971.86	\$28.17	\$24.65	\$2,011.30	\$28.73	\$25.14	\$2,051.52	\$29.31	\$25.64	
6		\$2,175.27	\$31.08	\$27.19	\$2,218.77	\$31.70	\$27.73	\$2,263.15	\$32.33	\$28.29	
OPERATOR - TREATMENT PLANT - ASSISTANT	1942										
WATER AND WASTE								1			
1		\$1,645.38	\$23.51	\$20.57	\$1,678.28	\$23.98	\$20.98	\$1,711.85	\$24.46	\$21.40	
2		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48	
3		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50	
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41	
5		\$1,971.86	\$28.17	\$24.65	\$2,011.30	\$28.73	\$25.14	\$2,051.52	\$29.31	\$25.64	

DESCRIPTION	CLASS	RATES	BY EFFECTIV	FDATE	RATE	S BY EFFECTIV	=:DATE	RATES BY EFFECTIVE DATE			
	CODE		IBER 29, 2013			EMBER 28, 2014		DECEMBER 27, 2015 - 2.0%			
·		1	ay Period #01/			Pay Period #01/		III i i i	Pay Period #01/	1	
	1 1	BIWEEKLY	HOURLY	HOURLY		HOURLY		BIWEEKLY	HOURLY	HOURLY	
			35 HOURS	40 HOURS		35 HOURS	40 HOURS	-	35 HOURS	40 HOURS	
OPERATOR - PUMPING STATION - MOBILE	1943										
ASSISTANT											
1		\$1,856.56	\$26.52	\$23.21	\$1,893.69	\$27,05	\$23.67	\$1,931.56	\$27.59	\$24,14	
OPERATOR - SENIOR - WW - W & O	1947								,		
1		\$2,438.27	\$34.83	\$30.48	\$2,487.03	\$35.53	\$31.09	\$2,536.77	\$36.24	\$31,71	
OPERATOR - COMPUTER SENIOR	1950										
1		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80	
2		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99	
3		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04	
4		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30	
5	<u> </u>	\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60	
WASTE WATER TREATMENT -	1953						•				
OPERATOR IN TRAINING											
1		\$1,713.58	\$24.48	\$21.42	\$1,747.85	\$24.97	\$21.85	\$1,782.80	\$25.47	\$22.29	
WASTE WATER TREATMENT OPERATOR - 1A	1954										
11		\$1,796.08	\$25.66	\$22.45	\$1,832.00	\$26.17	\$22.90	\$1,868.64	\$26.69	\$23.36	
WASTE WATER TREATMENT OPERATOR - 1B	1955										
1		\$1 <u>,</u> 873.84	\$26.77	\$23.42	\$1,911.31	\$27.30	\$23.89	\$1,949.54	\$27.85	\$24.37	
WASTE WATER TREATMENT OPERATOR - 2A	1956										
1	<u> </u>	\$1,943.06	\$27.76	\$24.29	\$1,981.93	\$28.31	\$24.77	\$2,021.56	\$28.88	\$25.27	
WASTE WATER TREATMENT OPERATOR - 2B	1957									1	
1	<u>                                     </u>	\$2,035.05	\$29.07	\$25.44	\$2,075.75	\$29.65	\$25.95	\$2,117.26	\$30.25	\$26.47	
WASTE WATER TREATMENT OPERATOR - 3A	1958		_								
1 - With Provincial Certification	I	\$2,182.04	\$31.17	\$27.28	\$2,225.68	\$31.80	\$27.82	\$2,270.19	\$32.43	\$28.38	
WASTE WATER TREATMENT OPERATOR - 3B	1959										
1 - With Provincial Certification	4000	\$2,281.61	\$32.59	\$28.52	\$2,327.24	\$33.25	\$29.09	\$2,373.78	\$33.91	\$29.67	
WASTE WATER TREATMENT OPERATOR 4  1 - With Provincial Certification	1960	C2 E4E 22	#20.20	624.00	60.500.44	CO7 00	C20 45	60.040.00	607.00	600.40	
OPERATOR - TREATMENT PLANT	1961	\$2,545.23	\$36.36	\$31.82	\$2,596.14	\$37.09	\$32.45	\$2,648.06	\$37.83	\$33.10	
4	1961	\$2,198.59	\$31.41	\$27.48	\$3.343.E6	622.04	\$20 A2	\$2.207.44	\$32.68	620 50	
OPERATOR - CHIEF - WASTEWATER	1969	\$2,180.58	Φ31.41	<b>₽21.46</b>	\$2,242.56	\$32.04	\$28.03	\$2,287.41	\$32.00	\$28.59	
COLLECTION SYSTEM	1909										
1		\$2,328.14	\$33,26	\$29.10	\$2,374,71	\$33.92	\$29.68	\$2,422.20	\$34.60	\$30.28	
OPERATOR 1 - WASTEWATER COLLECTION	1970	ψ2,320.14	\$33.20	\$23.10	92,314.11	\$55.52	φ23.00	φε,4εε.20	\$34.00	<b>\$30.20</b>	
SYSTEM	'3''				1						
1		\$1,631.13	\$23.30	\$20.39	\$1,663.75	\$23.77	\$20.80	\$1,697.02	\$24.24	\$21.21	
2		\$1,711.45	\$23.30 \$24.45	\$20.39 \$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26	
3		\$1,743.84	\$24.91	\$21.80	\$1,778.72	\$25.41	\$21.02	\$1,760.39	\$25.92	\$22.68	

DESCRIPTION	CLASS	PATES	BY EFFECTIV	E DATE	DATE:	C DV CCCCOW		RATES BY EFFECTIVE DATE			
	CODE		IBER 29, 2013		, 7.50	S BY EFFECTIV	- A	DECEMBER 27, 2015 - 2.0%			
	OODE	lk .	av Period #01/		. 9	EMBER 28, 2014		1154			
		BIWEEKLY	HOURLY	HOURLY		Pay Period #01/			Pay Period #01/		
		DIWEEKLI			BIWEEKLT	HOURLY		BIWEEKLY	HOURLY	HOURLY	
OPERATOR 2 - WASTEWATER COLLECTION	1074		35 HOURS	40 HOURS		35 HOURS	40 HOURS		35 HOURS	40 HOURS	
SYSTEM	1971	ļ	-								
	11		[			İ					
1	H	\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50	
2	ll l	\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41	
3		\$1,971.86	\$28.17	\$24.65	\$2,011.30	\$28.73	\$25.14	\$2,051.52	\$29.31	\$25.64	
OPERATOR 3 - WASTEWATER COLLECTION	1972								<del> </del>		
SYSTEM			i				ļ	l			
1		\$2,097.53	\$29.96	\$26.22	\$2,139.48	\$30.56	\$26.74	\$2,182.27	\$31.18	\$27.28	
PAGE - LIBRARY	2021					7.7.7.		1 42,102.21	401.10	Ψ21.20	
1			\$10,99		1	\$11.21		<u> </u>	\$11.43		
2			\$12.23	1		\$12.47		1	\$12.72		
PAINTER	2031	<del></del>	Q12.EU	<del> </del>	<u> </u>	912.71	<del></del>	<b> </b>	\$12.12	•	
1	1 200.	\$2,396.35	1	\$29.95	\$2,444.28		620.55	f0.400.47		004.40	
PASSENGER INFO TRAVEL ASSISTANT -	2049	\$2,550.55		\$25.50	\$2,444.26		\$30.55	\$2,493.17		\$31.16	
TRANSIT	2049		i								
1		64 400 70	500.04	040.00						_	
•		\$1,463.70	\$20.91	\$18.30	\$1,492.97	\$21.33	\$18.66	\$1,522.83	\$21.75	\$19.04	
2		\$1,514.93	\$21.64	\$18.94	\$1,545.23	\$22.07	\$19.32	\$1,576.13	\$22.52	\$19.70	
3		\$1,567.95	\$22.40	\$19.60	\$1,599.31	\$22.85	\$19.99	\$1,631.30	\$23.30	\$20.39	
4		\$1,622.83	\$23.18	\$20.29	\$1,655.29	\$23.65	\$20.69	\$1,688.39	\$24.12	\$21.10	
5		\$1,679.63	\$23.99	\$21.00	\$1,713.22	\$24.47	\$21.42	\$1,747.49	\$24.96	\$21.84	
PERSONNEL ASSISTANT 1	2050										
1		\$1,668.70	\$23.84	\$20.86	\$1,702.07	\$24.32	\$21.28	\$1,736.11	\$24.80	\$21.70	
2		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80	
3		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99	
4		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04	
5		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29,47	\$25.79	\$2,104.09	\$30.06	\$26.30	
6		\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60	
PIPELAYER	2065			,			+21.00	1 72,237.30	Ψοτ.στ	Ψ21.00	
1		\$1,839.32	i	\$22.99	\$1,876.11		\$23.45	\$1,913.63		\$23.92	
PIPELAYER - SENIOR	2066	1	<del> </del> -	422.55	71,010.11		Ψ20.70	\$1,010.00		φ£3.32	
1		\$1,942.97	l	\$24.29	\$1,981,83		\$24.77	\$2,021.47		\$25.27	
PLUMBER TRADES - PIPEFITTER	2069	\$1,072.01	<del></del>	Ψ£4.23	ψ1,301.03	<del>-</del>	ΨΖ4.11	\$4,041.41		φ23.27	
1	2005	\$2,522.33		624.52	#0 E70 77		#20.4C	80.004.00		#55.65	
2- New Step - Effective January 26, 2014		1		\$31.53	\$2,572.77		\$32.16	\$2,624.23		\$32.80	
PROGRAMMER - CO-OP PROGRAM	007.1	\$2,648.44		\$33.11	\$2,701.41		\$33.77	\$2,755.44		\$34.44	
	2074	0	l						_		
1 - First Six Months		\$1,497.68	\$21.40	\$18.72	\$1,527.64	\$21.82	\$19.10	\$1,558.19	\$22.26	\$19.48	
2 - Second Six Months		\$1,570.23	\$22.43	\$19.63	\$1,601.64	\$22.88	\$20.02	\$1,633.67	\$23.34	\$20.42	
3 - Third Six Months		\$1,663.51	\$23.76	\$20.79	\$1,696.79	\$24.24	\$21.21	\$1,730.72	\$24.72	\$21.63	
RAKER	2111			[							
1		\$1,867.83	L	\$23.35	\$1,905.18	1	\$23.81	\$1,943.29		\$24.29	

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	F:DATE :=	RATES BY EFFECTIVE DATE			
	CODE	1	IBER 29, 2013	4		MBER 28, 2014	25 - TU	DECEMBER 27, 2015 - 2,0%			
			ay Period #01/			Pay Period #01/	F 4 2000 E		Pay Period #01/		
	.	BIWEEKLY		HOURLY		HOURLY		BIWEEKLY	HOURLY	HOURLY	
			35 HOURS	40 HOURS		35 HOURS		ing of the second	35 HOURS	40 HOURS	
REPAIRER - PARKING METER	2141						<u> </u>	3		10 110 0110	
1		\$1,515.82	\$21.65	\$18.95	\$1,546,14	\$22.09	\$19.33	\$1,577,06	\$22.53	\$19.71	
2		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20,47	\$1,670.06	\$23.86	\$20.88	
3		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67	
4		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48	
5		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39	
6		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41	
SECTION WORKER - RAILWAY GRADE 1	2221										
1		\$1,571.53	\$22,45	\$19.64	\$1,602.96	\$22.90	\$20.04	\$1,635.02	\$23.36	\$20.44	
SECTION WORKER - RAILWAY GRADE 2	2222										
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26	
SERVICER - BUILDING GRADE 1	2231								.,	····	
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26	
2 - With 5th Class Power Engineering		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73	
SERVICER - BUILDING GRADE 2	2232									·	
1 - With 5th Class Power Engineering		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40	
			-								
1- CENTRAL CONTROL ONLY - with 5th Class		\$1,871.53	\$26.74	\$23.39	\$1,908.96	\$27.27	\$23.86	\$1,947.14	\$27.82	\$24.34	
Power Engineering											
	H	_									
2 - With 4th Class Power Engineering		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98	
	]				_	_					
2 - CENTRAL CONTROL ONLY - with 4th Class		\$1,917.34	\$27.39	\$23.97	\$1,955.69	\$27.94	\$24.45	\$1,994.80	\$28.50	\$24.94	
Power Engineering	<b> </b>										
SERVICER - BUILDING GRADE 3	2233			<u>.</u>	_					40	
1 SERVICER - TRAFFIC GRADE 1	<b> </b>	\$2,036.64	\$29.09	\$25.46	\$2,077.37	\$29.68	\$25.97	\$2,118.92	\$30.27	\$26.49	
	2251										
1 - First Four Months	1	\$1,457.52	\$20.82	\$18.22	\$1,486.67	\$21.24	\$18.58	\$1,516.40	\$21.66	\$18.96	
2	]	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26	
SERVICER - TRAFFIC GRADE 2		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39	
	2252	04.077.55		****		007.05	005.54	<b>64</b> 0=0 46		00444	
1	1	\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41	
2 SERVICER - TRAFFIC LANE LINER OPERATOR	2005	\$1,957.61	\$27.97	\$24,47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46	
SERVICER - TRAFFIC LANE LINER OPERATOR	2255	#0.040.00	620.00	<b>605.00</b>	80 000 CC	#20.07	\$20.40	#2 422 40	£20.40	ליטפ פר	
SERVICER - TRAFFIC SIGNALS	2260	\$2,049.60	\$29.28	\$25.62	\$2,090.59	\$29.87	\$26.13	\$2,132.40	\$30.46	\$26.65	
1	2260	#2 422 02		E20 40	\$0.400.00		¢24.02	\$2 E20 26		\$31.65	
2	'	\$2,433.93 \$2,545.35		\$30.42	\$2,482.60		\$31.03 \$32.45	\$2,532.26		,	
3				\$31.82	\$2,596.25		\$32.45	\$2,648.18		\$33.10 \$34.65	
3	<u> </u>	\$2,664.54		\$33.31	\$2,717.83		\$33.97	\$2,772.19		\$34.65	

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE	RATES BY EFFECTIVE DATE			
	CODE	1	IBER 29, 2013			MBER 28, 2014	The same of the sa		MBER 27, 2015		
	1 .	1	ay Period #01/			Pay Period #01/	247 322				
		BIWEEKLY	HOURLY	HOURLY		HOURLY		BIWEEKLY	Pay Period #01/		
	l l		35 HOURS	40 HOURS	District	35 HOURS	40 HOURS	DIMCEVET	HOURLY	HOURLY	
SPECIALIST - RELOCATION	2270		33 HOOKS	40 HOURS		35 HOURS	###UHOURS 7.		35 HOURS	40 HOURS	
1	7270	\$1,632.42	\$23.32	\$20,41	¢4.000.07	C00 70	200.04			l .	
2		\$1,707.56	\$23.32 \$24.39	· ·	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23	
3	1			\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	\$25.38	\$22.21	
, , , , , , , , , , , , , , , , , , ,	ii i	\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15	
<del>4</del>	:	\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20	
5 LEGAL ASSISTANT 1		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44	
	2281					1					
1	]	\$1,493.79	\$21.34	\$18.67	\$1,523.67	\$21.77	\$19.05	\$1,554.14	\$22.20	\$19.43	
2	]	\$1,559.87	\$22.28	\$19.50	\$1,591.07	\$22.73	\$19.89	\$1,622.89	\$23.18	\$20.29	
3	]	\$1,616.87	\$23.10	\$20.21	\$1,649.21	\$23.56	\$20.62	\$1,682.20	\$24.03	\$21.03	
4	\ <u> </u>	\$1,680.36	\$24.01	\$21.00	\$1,713.96	\$24.49	\$21.42	\$1,748.24	\$24.97	\$21.85	
5		\$1,749.02	\$24.99	\$21.86	\$1,784.00	\$25.49	\$22.30	\$1,819.68	\$26.00	\$22.75	
LEGAL ASSISTANT 2	2282		-		-				-		
1		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50	
2		\$1,883.76	\$26.91	\$23.55	\$1,921.44	\$27.45	\$24.02	\$1,959.87	\$28.00	\$24.50	
3		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$29.04	\$25.41	
LEGAL ASSISTANT 3	2283									.,,	
1		\$1,988.70	\$28.41	\$24.86	\$2,028.48	\$28.98	\$25.36	\$2,069.05	\$29.56	\$25.86	
2		\$2,069.03	\$29.56	\$25.86	\$2,110,41	\$30.15	\$26.38	\$2,152.62	\$30.75	\$26.91	
3		\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73	
STOREKEEPER 1	2301					<u></u>		, , , , , , , , , , , , , , , , , , , ,	<del></del>	¥2V	
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26	
STOREKEEPER 2	2304	· ,,	,	1-111	V.(1. 10/20	72	ψω 1.02	ψ1,100.00	ΨE3.14	Ψ22.20	
1		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73	
STOREKEEPER 3	2305	41111111	421.01	\$21.00	\$1,70Z.00	Ψ20.47	ΨΖΖ.ΖΟ	Ψ1,010,04	Ψ23.36	\$22.73	
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98	
STOREKEEPER 4	2306	\$1,010.00	Ψ20.0-1	Ψ20.0-	\$1,000.47	Ψ20.00	Ψ23.31	#1,#10.00	ΨZ1.40	\$23.90	
1		\$1,982.23	\$28.32	\$24.78	\$2,021.87	\$28.88	\$25.27	\$2,062.31	\$29.46	¢05.79	
SUPERVISOR - HORTICULTURAL	2340	\$1,502.25	Ψ20.02	Ψ24.70	Ψ2,021.07	₩20.00	\$23.21	\$2,002.31	\$29.40	\$25.78	
1	1 2070	\$1,993,89	\$28.48	\$24.92	\$2,033,76	\$29.05	\$25.42	\$2,074,44	#20 C2	for 60	
2		\$2,054,78	\$29.35	\$25.68	\$2,035.76	\$29.94			\$29.63	\$25.93	
3	l <u>t</u>	\$2,034.76	\$30.22	\$25.06 \$26.45	I ' '		\$26.20	\$2,137.79	\$30.54	\$26.72	
4	İ	\$2,179.15	\$30.22	\$20.43	\$2,157.98	\$30.83	\$26.97	\$2,201.14	\$31.44	\$27.51	
5		\$2,179.13	\$31.13		\$2,222.74	\$31.75	\$27.78	\$2,267.19	\$32.39	\$28.34	
6				\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25	
SUPERVIOR - LABORATORY	2359	\$2,316.48	\$33.09	\$28.96	\$2,362.81	\$33.75	\$29.54	\$2,410.07	\$34.43	\$30.13	
1	2359	\$2,258.32	#20.0e	620.22	FO 200 45	#20.04	<b>600.70</b>	*****			
2			\$32.26	\$28.23	\$2,303.48	\$32.91	\$28.79	\$2,349.55	\$33.57	\$29.37	
2		\$2,337.36	\$33.39	\$29.22	\$2,384.10	\$34.06	\$29.80	\$2,431.79	\$34.74	\$30.40	
3		\$2,419.16	\$34.56	\$30.24	\$2,467.55	\$35.25	\$30.84	\$2,516.90	\$35.96	\$31.46	
4		\$2,503.83	\$35.77	\$31.30	\$2,553.91	\$36.48	\$31.92	\$2,604.99	\$37.21	\$32.56	
5		\$2,591.47	\$37.02	\$32.39	\$2,643.30	\$37.76	\$33.04	\$2,696.16	\$38.52	\$33.70	
**New position effective Jan 25, 2015											

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATES	S BY EFFECTIV	E DATE	RATES	BY EFFECTIV	FDATE
	CODE		IBER 29, 2013			MBER 28, 2014	हर्भा⊈क्षेत्रिका स्टब्स	1.7	MBER 27, 2015	I
			ay Period #01/			Pay Period #01/	47 T		ay Period #01/	
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY	HOURLY		BIWEEKLY	HOURLY	HOURLY
			35 HOURS	40 HOURS		35 HOURS	40 HOURS		35 HOURS	40 HOURS
SUPERVISOR - POOL	2363		l							
1		\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
2		\$2,185.63	\$31.22	\$27.32	\$2,229.34	\$31.85	\$27.87	\$2,273.93	\$32.48	\$28.42
3		\$2,284.09	\$32.63	\$28.55	\$2,329.78	\$33.28	\$29.12	\$2,376.37	\$33.95	\$29.70
4		\$2,386.88	\$34.10	\$29.84	\$2,434.62	\$34.78	\$30.43	\$2,483.31	\$35.48	\$31.04
TECHNICAL ASSISTANT	2421	<b> </b> _	l .							
1		\$1,401.81	\$20.03	\$17.52	\$1,429.85	\$20.43	\$17.87	\$1,458.44	\$20.83	\$18.23
2		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
3		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
4		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
6		\$1,676.47 \$1,752.91	\$23.95 \$25.04	\$20.96 \$21.91	\$1,710.00 \$1,787.97	\$24.43 \$25.54	\$21.37 \$22.35	\$1,744.20	\$24.92 \$26.05	\$21.80
TECHNICAL ASSISTANT - ENTOMOLOGY	2425	\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	<b>⊅∠∠.3</b> 5	\$1,823.73	\$26.05	\$22.80
1	2425	\$1,401.81	\$20.03	\$17,52	\$1,429.85	\$20.43	\$17.87	\$1,458.44	\$20.83	\$18.23
2		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$20.45 \$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
3		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
4	li .	\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
5		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.38	\$1,744.20	\$24.92	\$21.80
6	<u>l</u>	\$1,752,91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
TECHNICAL ASSISTANT - FORESTRY	2427									
1	i	\$1,401.81	\$20.03	\$17.52	\$1,429.85	\$20.43	\$17.87	\$1,458.44	\$20.83	\$18.23
2		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
, 3		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
4		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
5		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.38	\$1,744.20	\$24.92	\$21.80
6		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
TECHNICIAN - ENTOMOLOGY 1	2457	04 777 FO	405.00	#00 DO		#05.00	#00.40	#4 040 04	P00 45	00040
1 2		\$1,777.53	\$25.39	\$22.22	\$1,813.08	\$25.90	\$22.66	\$1,849.34	\$26.42 \$27.65	\$23.12
<del>'</del> 2		\$1,860.44 \$1,956.31	\$26.58 \$27.95	\$23.26 \$24.45	\$1,897.65	\$27.11 \$28.51	\$23.72 \$24.94	\$1,935.60 \$2,035.35	\$27.65 \$29.08	\$24.20 \$25.44
, ,		\$2,050.89	\$27.95	\$24.45 \$25.64	\$1,995.44 \$2,091.91	\$28.51	\$24.94 \$26.15	\$2,035.35	\$29.06 \$30.48	\$25.44 \$26.67
TECHNICIAN - ENTOMOLOGY 2	2458	\$2,000.09	\$25.50	φ <u>2</u> 3.04	Ψ2,091.91	φ23.60	φ20.10	ΨΔ, 133.13	ψ30.40	φ20.01
1	2430	\$1,956,31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
2		\$2,050.89	\$29.30	\$25.64	\$2,091.91	\$29.88	\$26.15	\$2,133.75	\$30.48	\$26.67
		\$2,155.83	\$30.80	\$26.95	\$2,198.95	\$31,41	\$27.49	\$2,242.93	\$32.04	\$28.04
4		\$2,265.96	\$32.37	\$28.32	\$2,311.28	\$33.02	\$28.89	\$2,357.50	\$33.68	\$29.47
TECHNICIAN - FORESTRY - GRADE 1	2459	,								
1		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
2		\$1,844.89	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
3		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
4		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30

CODE   DECEMBER 29, 2013 - 2.50%   DECEMBER 28; 2014 - 2.0%   DECEMBER 29, 2013 - 2.50%   DECEMBER 28; 2014 - 2.0%   DECEMBER 2	.06 \$26.30 .54 \$27.60
Pay Period #01/14   Pay Period #01/15   Pay	od #01/16  RLY HOURL  DURS 40 HOUI  .06 \$26.30 .54 \$27.60
BIWEEKLY   HOURLY   HOURLY   BIWEEKLY   HOURLY   35 HOURS   35 H	RLY HOURL 0URS 40 HOUR .06 \$26.30 .54 \$27.60
35 HOURS 40 HOURS 35 HOURS 40 HOURS 35	0URS 40 HOUI 0.06 \$26.30 0.54 \$27.60
TECHNICIAN - FORESTRY - GRADE 2 2460 \$2,022.39 \$28.89 \$25.28 \$2,062.84 \$29.47 \$25.79 \$2,104.09 \$3	.06 \$26.30 .54 \$27.60
1 \$2,022.39 \$28.89 \$25.28 \$2,062.84 \$29.47 \$25.79 \$2,104.09 \$3	.54 \$27.60
	.54 \$27.60
	<b>I</b>
	.12 \$28.98
	.78 \$30.43
5 \$2,456.79 \$35.10 \$30.71 \$2,505.93 \$35.80 \$31.32 \$2,556.05 \$3 TECHNICIAN - GRADE 1 2461	.51 \$31.95
	00 004.00
	.26 \$21.23
	38 \$22.21
	3.46 \$23.15
	.65 \$24.20
5 \$1,956.31 \$27.95 \$24.45 \$1,995.44 \$28.51 \$24.94 \$2,035.35 \$2 TECHNICIAN - GRADE 2 2462 \$2,035.35 \$2	0.08 \$25.44
	.05 \$22.80
	.42 \$23.99
	.61 \$25.04
	.06 \$26.30
5 \$2,122.15 \$30.32 \$26.53 \$2,164.59 \$30.92 \$27.06 \$2,207.88 \$3 TECHNICIAN - GRADE 3 2463 \$2	.54 \$27.60
	.23 \$24.70
	.44 \$25.76
	1.94 \$27.08
	.22 \$28.19 .83 \$29.60
TECHNICIAN - GRADE 4 2464 \$2,321.52 \$2,321.53 \$33.17 \$29.02 \$2,366.26 \$3	.83 \$29.60
	00 607.00
	.98 \$27.99 .43 \$29.25
	5.43 \$29.25 5.12 \$30.73
]	5.12 \$30.73 5.68 \$32.10
, , , , , , , , , , , , , , , , , , , ,	
#2,003.57 \$30.91 \$32.29 \$2,035.04 \$37.04 \$32.94 \$2,007.74 \$3	3.40 \$33.60
	9.63 \$26.80
[	.74 \$27.78
	.74 \$27.78 .90 \$28.78
\$2,213.23 \$31.62 \$27.67 \$2,257.32 \$32.25 \$28.22 \$2,302.67 \$3 TECHNICIAN - HORTICULTURE 2467	50 \$28.78
	5.07 \$22.81
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	<b>I</b>
	.34 \$23.93 .46 \$24.90
	1.46 \$24.90 1.60 \$25.90

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE	RATES BY EFFECTIVE DATE			
·	CODE		BER 29, 2013	TENTE I		MBER 28, 2014	referración o	DECEMBER 27, 2015 - 2,0%			
			y Period #01/		II	Pay Period #01/	世界の <b>学</b> 語 ロー・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・		Pay Period #01/		
		BIWEEKLY	HOURLY	HOURLY:	BIWEEKLY	* HOURLY*		BIWEEKLY	HOURLY	HOURLY	
			35 HOURS	40 HOURS		35 HOURS	*40 HOURS		35 HOURS	40 HOURS	
TECHNICIAN - INSTRUMENT 1	2471										
1		\$1,938.18	\$27.69	\$24.23	\$1,976.94	\$28.24	\$24.71	\$2,016.48	\$28.81	\$25.21	
2		\$2,036.64	\$29.09	\$25.46	\$2,077.37	\$29.68	\$25.97	\$2,118.92	\$30.27	\$26.49	
3		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41	
4		\$2,175.27	\$31.08	\$27.19	\$2,218.77	\$31.70	\$27.73	\$2,263.15	\$32.33	\$28.29	
TECHNICIAN - INSTRUMENT 2 - 40 HRS	2472										
1	1	\$2,205.06	\$31.50	\$27.56	\$2,249.17	\$32.13	\$28.11	\$2,294.15	\$32.77	\$28.68	
2	il .	\$2,268.55	\$32.41	\$28.36	\$2,313.92	\$33.06	\$28.92	\$2,360.20	\$33.72	\$29.50	
3	ll .	\$2,370.90	\$33.87	\$29.64	\$2,418.32	\$34.55	\$30.23	\$2,466.68	\$35.24	\$30.83	
4		\$2,484.91	\$35.50	\$31.06	\$2,534.61	\$36.21	\$31.68	\$2,585.30	\$36.93	\$32.32	
5		\$2,570.42	\$36.72	\$32.13	\$2,621.82	\$37.45	\$32.77	\$2,674.26	\$38.20	\$33.43	
TECHNICIAN - INSTRUMENT SENIOR	2473										
1		\$2,268.55	\$32.41	\$28.36	\$2,313.92	\$33.06	\$28.92	\$2,360.20	\$33.72	\$29.50	
2	<u> </u>	\$2,370.90	\$33.87	\$29.64	\$2,418.32	\$34.55	\$30.23	\$2,466.68	\$35.24	\$30.83	
3		\$2,484.91	\$35.50	\$31.06	\$2,534.61	\$36.21	\$31.68	\$2,585.30	\$36.93	\$32,32	
4		\$2,570.42	\$36.72	\$32.13	\$2,621.82	\$37.45	\$32.77	\$2,674.26	\$38.20	\$33.43	
5		\$2,654.63	\$37.92	\$33.18	\$2,707.72	\$38.68	\$33.85	\$2,761.87	\$39.46	\$34.52	
TECHNICIAN - INSTRUMENT 2 - 35 HRS	2474										
1		\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44	
2	ll .	\$2,255.59	\$32.22	\$28.19	\$2,300.70	\$32.87	\$28.76	\$2,346.72	\$33.52	\$29.33	
3		\$2,360.53	\$33.72	\$29.51	\$2,407.74	\$34.40	\$30.10	\$2,455.90	\$35.08	\$30,70	
4	ll l	\$2,475.84	\$35.37	\$30.95	\$2,525.36	\$36.08	\$31.57	\$2,575.86	\$36.80	\$32.20	
5		\$2,556.16	\$36.52	\$31.95	\$2,607.29	\$37.25	\$32.59	\$2,659.43	\$37.99	\$33.24	
TECHNICIÁN - LABORATORY 1	2481										
1		\$1,348.69	\$19.27	\$16.86	\$1,375.66	\$19.65	\$17.20	\$1,403.18	\$20.05	\$17.54	
2		\$1,417.36	\$20.25	\$17.72	\$1,445.70	\$20.65	\$18.07	\$1,474.62	\$21.07	\$18.43	
3	ji i	\$1,474.36	\$21.06	\$18.43	\$1,503.85	\$21.48	\$18.80	\$1,533.93	\$21.91	\$19.17	
4		\$1,518.41	\$21.69	\$18.98	\$1,548.78	\$22.13	\$19.36	\$1,579.75	\$22.57	\$19.75	
5		\$1,568.94	\$22.41	\$19.61	\$1,600.32	\$22.86	\$20.00	\$1,632.32	\$23.32	\$20.40	
6		\$1,633.72	\$23.34	\$20.42	\$1,666.39	\$23.81	\$20.83	\$1,699.72	\$24.28	\$21.25	
TECHNICIAN - LABORATORY 2	2482							:			
1		\$1,664.81	\$23.78	\$20.81	\$1,698.11	\$24.26	\$21.23	\$1,732.07	\$24.74	\$21.65	
2		\$1,727.00	\$24.67	\$21.59	\$1,761.54	\$25.16	\$22.02	\$1,796.77	\$25.67	\$22.46	
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39	
4		\$1,874.69	\$26.78	\$23.43	\$1,912.19	\$27.32	\$23.90	\$1,950.43	\$27.86	\$24.38	
5		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44	
TECHNICIAN - LABORATORY 3	2483										
1	ŀ.	\$1,874.69	\$26.78	\$23.43	\$1,912.19	\$27.32	\$23.90	\$1,950.43	\$27.86	\$24.38	
2	I	\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44	
3		\$2,032.75	\$29.04	\$25.41	\$2,073.41	\$29.62	\$25.92	\$2,114.88	\$30.21	\$26.44	
4	[]	\$2,105.31	\$30.08	\$26.32	\$2,147.41	\$30.68	\$26.84	\$2,190.36	\$31.29	\$27.38	
5		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21	

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY EFFECTIV	E DATE	RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0%			
	CODE	ll .	BER 29, 2013			EMBER 28, 2014	3 C 3 C 3 C 3 C 3 C 3 C 3 C 3 C 3 C 3 C				
	1	1	av Period #01/			Pay Period #01/		L 30 405	A TOP OF THE PARTY	The state of the s	
		BIWEEKLY	HOURLY	HOURLY					Pay Period #01/		
	1	DITTER	35 HOURS		PIMEEVE	HOURLY		BIWEEKEY	HOURLY		
TECHNICIAN - MARKET RESEARCH	2494		35 HUUKS	40 HOURS		35 HOURS	40 HOURS	<b>第一种</b>	35 HOURS	40 HOURS	
	2484		****					ļ			
1		\$1,668.70	\$23.84	\$20.86	\$1,702.07	\$24.32	\$21.28	\$1,736.11	\$24.80	\$21.70	
2		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80	
3		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99	
4		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04	
5		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30	
6		\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60	
TECHNICIAN - RECREATION A	2501			]							
1		\$848.90	\$12. <b>1</b> 3	\$10.61	\$873.12	\$12.47	\$10.91	\$890.58	\$12.72	\$11.13	
*40 Hr only rate increase effective Oct 14/14		\$856.00		\$10.70							
TECHNICIAN - RECREATION B	2502		<u>-</u>		-						
1		\$1,039.05	\$14.84	\$12.99	\$1,059.83	\$15.14	\$13.25	\$1,081.03	\$15.44	\$13.51	
TECHNICIAN - RECREATION C	2503					·				· - · ·	
1		\$1,246.34	\$17.80	\$15.58	\$1,271.27	\$18.16	\$15.89	\$1,296.69	\$18.52	\$16.21	
TECHNICIAN - RECREATION D	2504									. , , , , , , , ,	
1	il	\$1,347.40	\$19.25	\$16.84	\$1,374.34	\$19.63	\$17.18	\$1,401,83	\$20.03	\$17.52	
2	li l	\$1,421.24	\$20.30	\$17.77	\$1,449.67	\$20.71	\$18.12	\$1,478.66	\$21.12	\$18.48	
3	ļ.	\$1,496.39	\$21.38	\$18.70	\$1,526.31	\$21.80	\$19.08	\$1,556.84	\$22.24	\$19.46	
4		\$1,574.12	\$22.49	\$19.68	\$1,605.60	\$22.94	\$20,07	\$1,637.71	\$23.40	\$20.47	
TECHNOLOGIST - TRAFFIC SIGNALS	2507		7	7.5.55	- 4 1/0 0 0 10 0	<b>422.0</b> .	Q25.57	Ψ1,001.71	Ψ20.40	Ψ20.41	
1		\$2,711.63	\$38.74	\$33.90	\$2,765.87	\$39.51	\$34.57	\$2,821.18	\$40.30	\$35.26	
TECHNICIAN - TRAFFIC SIGNALS TRAINEE	2508	42,111,00	400.11	400.00	Ψ2,100.01	Ψοσ.στ	Ψ04.01	Ψ2,021.10	\$40.50	\$33.20	
1	1 2000	\$1,251.52	\$17.88	\$15.64	\$1,276.55	\$18.24	\$15.96	\$1,302.08	640.00	#4C 00	
2		\$1,360.35	\$17.00	\$17.00	\$1,270.55	\$19.82	\$17.34		\$18.60	\$16.28	
2		\$1,475.66	\$21.08	\$17.00	\$1,505.17	· ·		\$1,415.31	\$20.22	\$17.69	
4		\$1,587.08	\$21.00			\$21.50	\$18.81	\$1,535.27	\$21.93	\$19.19	
7			i '	\$19.84	\$1,618.82	\$23.13	\$20.24	\$1,651.19	\$23.59	\$20.64	
5		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26	
7		\$1,817.69	\$25.97	\$22.72	\$1,854.04	\$26.49	\$23.18	\$1,891.12	\$27.02	\$23.64	
,		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04	
TECHNICIAN - RECREATION E	2509	\$2,034.05	\$29.06	\$25.43	\$2,074.73	\$29.64	\$25.93	\$2,116.22	\$30.23	\$26.45	
	2509	64 000 00	#00 7F			***					
1 2		\$1,662.22	\$23.75	\$20.78	\$1,695.46	\$24.22	\$21.19	\$1,729.37	\$24.71	\$21.62	
<del>-</del>		\$1,743.84	\$24.91	\$21.80	\$1,778.72	\$25.41	\$22.23	\$1,814.29	\$25.92	\$22.68	
3	į l	\$1,828.05	\$26,12	\$22.85	\$1,864.61	\$26.64	\$23.31	\$1,901.91	\$27.17	\$23.77	
4		\$1,916.15	\$27.37	\$23.95	\$1,954.47	\$27.92	\$24.43	\$1,993.56	\$28.48	\$24.92	
TECHNICIAN LABORATORY OFFICE		\$2,019.80	\$28.85	\$25.25	\$2,060.19	\$29.43	\$25.75	\$2,101.40	\$30.02	\$26.27	
TECHNICIAN - LABORATORY - SENIOR	2510					1					
1		\$2,105.31	\$30.08	\$26.32	\$2,147.41	\$30.68	\$26.84	\$2,190.36	\$31.29	\$27.38	
2		\$2,197.29	\$31.39	\$27.47	\$2,241.24	\$32.02	\$28.02	\$2,286.06	\$32.66	\$28.58	
3		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60	
4		\$2,372.19	\$33.89	\$29.65	\$2,419.64	\$34.57	\$30.25	\$2,468.03	\$35.26	\$30.85	
5		\$2;468.07	\$35.26	\$30.85	\$2,517.43	\$35.96	\$31.47	\$2,567.78	\$36.68	\$32.10	

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATE	S BY:EFFECTIV	E DATE	RATES BY EFFECTIVE DATE			
	CODE	DECEN	IBER 29, 2013	- 2.50%		MBER 28, 2014		DECEMBER 27, 2015 - 2.0%			
		Pi	ay Period #01/	14		Pay Period #01/	The state of the s		ay Period #01/		
•		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY		HOURLY	BIWEEKLY	HOURLY	HOURLY	
			35 HOURS	40 HOURS		35 HOURS	40 HOURS	to the second se	35 HOURS	40 HOURS	
TECHNICIAN - TRAFFIC SIGNALS	2511		<u> </u>								
TRAINEE IMPROVER 1											
1		\$2,228.38	\$31.83	\$27,85	\$2,272.95	\$32.47	\$28.41	\$2,318.41	\$33.12	\$28.98	
TECHNICIAN - TRAFFIC SIGNALS	2512					,					
TRAINEE IMPROVER 2											
1		\$2,426.61	\$34.67	\$30.33	\$2,475.14	\$35.36	\$30.94	\$2,524.64	\$36.07	\$31.56	
TECHNOLOGIST - ELECTRONIC	2519				1			'		, ,	
1		\$2,229.68	\$31.85	\$27.87	\$2,274.27	\$32.49	\$28.43	\$2,319.76	\$33.14	\$29.00	
2		\$2,339.80	\$33.43	\$29.25	\$2,386.60	\$34,09	\$29.83	\$2,434.33	\$34.78	\$30.43	
3		\$2,459.00	\$35.13	\$30.74	\$2,508.18	\$35.83	\$31.35	\$2,558.34	\$36.55	\$31.98	
4		\$2,539.32	\$36.28	\$31.74	\$2,590.11	\$37.00	\$32.38	\$2,641.91	\$37.74	\$33.02	
5		\$2,630.01	\$37.57	\$32.88	\$2,682.61	\$38.32	\$33.53	\$2,736.26	\$39.09	\$34.20	
6	1	\$2,742.73	\$39.18	\$34.28	\$2,797.58	\$39.97	\$34.97	\$2,853.53	\$40.76	\$35.67	
TECHNOLOGIST - GRADE 1	2531	-			,						
1	1	\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43	
2	1	\$1,733.48	\$24.76	\$21.67	\$1,768.15	\$25,26	\$22.10	\$1,803.51	\$25.76	\$22,54	
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23,39	
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41	
5		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46	
6		\$2,040.53	\$29.15	\$25.51	\$2,081.34	\$29.73	\$26.02	\$2,122.96	\$30.33	\$26.54	
TECHNOLOGIST - GRADE 2	2532							i			
1		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41	
2		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21	
3		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59	
4		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95	
5		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25	
TECHNOLOGIST - GRADE 3	2533	•									
1		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95	
2		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25	
3		\$2,562.64	\$36.61	\$32.03	\$2,613.89	\$37.34	\$32.67	\$2,666.17	\$38.09	\$33.33	
4		\$2,679.24	\$38.27	\$33.49	\$2,732.83	\$39.04	\$34.16	\$2,787.49	\$39.82	\$34.84	
5		\$2,798.44	\$39.98	\$34.98	\$2,854.40	\$40.78	\$35.68	\$2,911.49	\$41.59	\$36.39	
TECHNOLOGIST - COMMUNICATION - GRADE 1	2541			1							
1	1	\$2,255.77	\$32.23	\$28.20	\$2,300.88	\$32.87	\$28.76	\$2,346.90	\$33.53	\$29.34	
. 2	1	\$2,334.72	\$33.35	\$29.18	\$2,381.41	\$34.02	\$29.77	\$2,429.04	\$34.70	\$30.36	
3		\$2,416.44	\$34.52	\$30.21	\$2,464.76	\$35.21	\$30.81	\$2,514.06	\$35.92	\$31.43	
4		\$2,501.01	\$35.73	\$31.26	\$2,551.03	\$36.44	\$31.89	\$2,602.06	\$37.17	\$32.53	
TECHNOLOGIST - COMMUNICATION - GRADE 2	2542										
1		\$2,676.08	\$38.23	\$33.45	\$2,729.60	\$38.99	\$34.12	\$2,784.20	\$39.77	\$34.80	
2	1	\$2,769.75	\$39.57	\$34.62	\$2,825.14	\$40.36	\$35.31	\$2,881.64	\$41.17	\$36.02	

DESCRIPTION	CLASS	DATES	BY EFFECTIV	E DATE	DATE	S BY EFFECTIV	CDATE	RATES BY EFFECTIVE DATE				
5255141 115H	CODE		BER 29, 2013					DECEMBER 27, 2015 - 2.0%				
	0000	1	ay Period #01/	1.6	LS .	MBER 28, 2014		1				
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY	Pay Period #01/ HOURLY		BIWEEKLY	Pay Period #01/	· · ·		
		CIVILLIALI	35 HOURS	40 HOURS	BIWEERE		40 HOURS	PIMEEVEL	HOURLY	HOURLY		
TECHNOLOGIST - BUILDING SYSTEMS	2543		l comounts	40 (10003		30 NOUKOE	I - 40 HOURS		35 HOURS	40 HOURS		
1	2040	\$2,630,01	\$37.57	\$32.88	\$2,682.61	\$38.32	\$33.53	\$0.700.00	#00 00	****		
2		\$2,742.73	\$39.18	\$32.00 \$34.28	\$2,797.58	\$30.32 \$39.97	\$33.93 \$34.97	\$2,736.26	\$39.09	\$34.20		
TECHNICIAN - BUILDING SYSTEMS	2544	Ψ <u>2,1</u> 42.10	ψου.10	Ψ04.20	\$2,197.50	\$35.51	\$34.9 <i>1</i>	\$2,853.53	\$40.76	\$35.67		
1		\$2,229.68	\$31.85	\$27.87	\$2,274.27	\$32.49	\$28.43	\$2,319.76	\$33.14	\$29.00		
2		\$2,339.80	\$33.43	\$29.25	\$2,386.60	\$34.09	\$29.83	\$2,434.33	\$33.14 \$34.78	\$29.00		
3		\$2,459.00	\$35.13	\$30.74	\$2,508.18	\$35.83	\$31.35	\$2,558.34	\$34.76 \$36.55			
4		\$2,539.32	\$36.28	\$31.74	\$2,590.11	\$37.00	\$32.38	11 '	·	\$31.98		
TECHNICIAN - ACCOUNTANT 1	2558	42,000.02	400.20	Ψ01.14	Ψ2,000.11	\$57.00	\$52.50	\$2,641.91	\$37.74	\$33.02		
1		\$1,765.87	\$25.23	\$22.07	\$1,801.18	\$25.73	\$22.51	\$1,837.21	\$26.25	\$22.97		
2		\$1,853.96	\$26.49	\$23.17	\$1,891.04	\$23.73 \$27.01	\$23.64	\$1,928.86	\$20.25 \$27.56	\$22.97 \$24.11		
3		\$1,929.11	\$27.56	\$24.11	\$1,967.69	\$28.11	\$24.60	\$2,007.04	\$28.67	\$24.11		
4		\$2,013.32	\$28.76	\$25,17	\$2,053.59	\$29.34	\$25.67	\$2,094.66	\$29.92	\$26.18		
TECHNICIAN - ACCOUNTANT 2	2559			4==+	- 42,000.00	420.01	<b>\$20.07</b>	Ψ2,004.00	Ψ23.32	Ψ20.10		
1		\$2,066.44	\$29.52	\$25.83	\$2,107.77	\$30.11	\$26.35	\$2,149.92	\$30.71	\$26.87		
2		\$2,131.22	\$30.45	\$26.64	\$2,173.84	\$31.05	\$27.17	\$2,217.32	\$31.68	\$27.72		
3		\$2,198.59	\$31.41	\$27.48	\$2,242.56	\$32.04	\$28.03	\$2,287.41	\$32.68	\$28.59		
TECHNICIAN - ACCOUNTANT 3	2560				<u> </u>		, Table 1	72,23	402.00	425.00		
1		\$2,238.75	\$31.98	\$27.98	\$2,283.52	\$32.62	\$28.54	\$2,329.19	\$33.27	\$29,11		
2		\$2,310.01	\$33.00	\$28.88	\$2,356,21	\$33.66	\$29.45	\$2,403.33	\$34.33	\$30.04		
3		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93		
4		\$2,452.52	\$35.04	\$30.66	\$2,501.57	\$35.74	\$31.27	\$2,551.60	\$36.45	\$31.90		
TRAINWORKER	2566									,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
11		\$2,058.66	\$29.41	\$25.73	\$2,099.84	\$30.00	\$26.25	\$2,141.83	\$30.60	\$26.77		
TREE CLIMBER	2621		l									
1				\$23.97			\$24.45			\$24.94		
UTILITY 4	2634											
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23,51	\$1,918.08	\$27.40	\$23.98		
UTILITY A	2641											
1		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43		
UTILITY B	2642				ľ							
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26		
UTILITY C	2643					_						
UTILITY D		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73		
1	2644	£4 949 00	600.04	600.04	#4.000 ***	000.00	000.51					
UTILITY 1 - AFTER 4 MONTHS	2650	\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23,98		
1	2000	\$1,453.63	\$20.77	\$18,17	64 400 70	¢04.40	640.50	64 540 00	CO4 04	***		
2		\$1,453.63	\$20.77 \$23.54	\$18.17 \$20.60	\$1,482.70	\$21.18	\$18.53	\$1,512.36	\$21.61	\$18.90		
UTILITY 1 - FIRST 4 MONTHS	2651	φ1,041.81	#∠3.04	φ∠υ.ου	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43		
1	2031	\$1,259.30	\$17.99	\$15.74	\$1,284.48	\$18.35	\$16.06	64 340 47	640.70	#4C 00		
<u> </u>		Ψ1,200.00	ψ17.55	ψ1.7.74	φ1,204.40	φ10.30	סט.טו קי	\$1,310.17	\$18,72	\$16.38		

DESCRIPTION	CLASS	RATES	BY EFFECTIV	E DATE	RATES	BY EFFECTIV	E DATE	RATES BY EFFECTIVE DATE			
	CODE		BER 29, 2013	_ '	II .	MBER 28, 2014	4 7 4 7	DECEMBER 27, 2015 - 2.0%			
·			av Period #01/		II.	Pay Period #01/	1		Pay Period #01/		
		BIWEEKLY	HOURLY	HOURLY	BIWEEKLY			BIWEEKLY	HOURLY	HOURLY	
		DiffELICE	35 HOURS	40 HOURS	DIVICERCI	35 HOURS	-40 HOURS	DIWEERLI	35 HOURS	40 HOURS	
UTILITY 2	2652		COMOGRA			- 00 HOOKO	40;1100N3		33110003	. 40 HOOKS	
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26	
UTILITY 3	2653								*	7	
1		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73	
WEIGH SCALES OPERATOR-CENTRAL SCALE	2721										
1		\$1,566.35	\$22.38	\$19.58	\$1,597.67	\$22.82	\$19.97	\$1,629.63	\$23.28	\$20.37	
2		\$1,644.08	\$23.49	\$20.55	\$1,676.96	\$23.96	\$20.96	\$1,710.50	\$24.44	\$21.38	
3	<u></u>	\$1,739.95	\$24.86	\$21.75	\$1,774.75	\$25.35	\$22.18	\$1,810.25	\$25.86	\$22.63	
WEIGH SCALES OPERATOR-REFUSE DISPOSAL	2722										
1		\$1,772.34	\$25.32	\$22.15	\$1,807.79	\$25.83	\$22.60	\$1,843.95	\$26.34	\$23.05	
WELDER	2731							·			
1 WELDER - LEADING	9704	\$2,396.35		\$29.95	\$2,444.28		\$30.55	\$2,493.17		\$31.16	
Welder - Leading	2734	<b>***</b> 404.00		204.00	00 504 50		204.04	00.000.40		222.55	
WELDER - PRESSURE VESSEL	2741	\$2,481.86		\$31.02	\$2,531.50		\$31.64	\$2,582.13		\$32.28	
1	2/41	\$2,416.24	\$34.52	\$30.20	\$2.464.57	<b>#25.34</b>	£20.01	\$2.542.0¢	<b>635.04</b>	£24.40	
WORKER - ARENA CASUAL	2764	Ψ2,410.24	\$34.52	\$30.20	\$2,464.57	\$35.21	\$30.81	\$2,513.86	\$35.91	\$31.42	
1	2704	\$1,118.08	\$15.97	\$13.98	\$1,140.44	\$16.29	\$14.26	\$1,163.25	\$16.62	\$14.54	
WORKER - COMMUNITY DEVELOPMENT 1	2765	Ψ1,110.00	\$10.57	\$15.90	\$1,140.44	\$10.29	\$14.20	\$1,103.23	\$10.02	\$14,54	
1	2755	\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50	
2		\$1,901.90	\$27.17	\$23.77	\$1,939.94	\$27.71	\$24.25	\$1,978.74	\$28.27	\$24.73	
3		\$1,966.68	\$28.10	\$24.58	\$2,006.01	\$28.66	\$25.08	\$2,046.13	\$29.23	\$25.58	
4		\$2,030,16	\$29.00	\$25.38	\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30.17	\$26.40	
5		\$2,092.35	\$29.89	\$26.15	\$2,134.20	\$30.49	\$26.68	\$2,176.88	\$31.10	\$27.21	
6		\$2,163.61	\$30.91	\$27.05	\$2,206.88	\$31.53	\$27.59	\$2,251.02	\$32.16	\$28.14	
WORKER - COMMUNITY DEVELOPMENT 2	2766								-		
1		\$2,087.17	\$29.82	\$26.09	\$2,128.91	\$30.41	\$26.61	\$2,171.49	\$31.02	\$27.14	
2		\$2,145.47	\$30.65	\$26.82	\$2,188.38	\$31.26	\$27.35	\$2,232.14	\$31.89	\$27.90	
3		\$2,210.25	\$31.57	\$27.63	\$2,254.45	\$32.21	\$28.18	\$2,299.54	\$32.85	\$28.74	
4		\$2,267.25	\$32.39	\$28.34	\$2,312.60	\$33.04	\$28.91	\$2,358.85	\$33.70	\$29.49	
5		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21	
WORKER - CONCESSION GOLF	2768	-			-						
11	ļ			\$11.01			\$11.23			\$11.46	
WORKER - SEWER MAINTENANCE	2771				_,				****	mac	
1		\$1,763.27	\$25.19	\$22.04	\$1,798.54	\$25.69	\$22,48	\$1,834.51	\$26.21	\$22.93	
WORKER - METER SERVICE 1	2772	m. 744 45	201.15	204.00	04 745 05	20101	004.00	#4 700 F0	mas 44	600.00	
1 WORKER - METER SERVICE 2	0774	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26	
FIGURER - WEICK SERVICE Z	2773	£1 943 66	626.24	600.04	E4 900 47	#20.00	600 54	£1.010.00	¢27.40	£22.00	
WORKER - WATER SUPPLY	2775	\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98	
1	2/15	\$2.104.04	\$20.0e	\$26.20	\$2.146.00	¢20.66	\$26.02	E2 190 04	\$21.27	\$27.36	
	11	\$2,104.01	\$30.06	\$26.30	\$2,146.09	\$30.66	\$26.83	\$2,189.01	\$31.27	\$21.30	

DESCRIPTION	CLASS	RATES BY EFFECTIVE DATE			RATES BY EFFECTIVE DATE			RATES BY EFFECTIVE DATE		
	CODE			DECEMBER 28, 2014 - 2.0%			DECEMBER 27, 2015 - 2.0%			
			ay Period #01/			Pay Period #01/	277 2	Pay Period #01/16		
	Į	BIWEEKLY	HOURLY	HOURLY		HOURLY		BIWEEKLY		HOURLY
			35 HOURS	40 HOURS		35 HOURS	40 HOURS		35 HOURS	40 HOURS
WORKER - ELIGIBILITY 2	2782		<u> </u>	· · · · · · · · · · · · · · · · · · ·					100,110	1 10 110 0 1
1		\$1,901.90	\$27.17	\$23.77	\$1,939.94	\$27.71	\$24.25	\$1,978.74	\$28.27	\$24.73
2		\$1,966.68	\$28.10	\$24.58	\$2,006.01	\$28.66	\$25.08	\$2,046.13	\$29.23	\$25.58
3		\$2,030.16	\$29.00	\$25.38	\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30,17	\$26.40
4		\$2,092.35	\$29.89	\$26.15	\$2,134.20	\$30.49	\$26.68	\$2,176.88	\$31.10	\$27.21
5	L	\$2,163.61	\$30.91	\$27.05	\$2,206.88	\$31.53	\$27.59	\$2,251.02	\$32.16	\$28.14
WEB SERVICES SPECIALIST	2783		1							
1		\$1,786.89	\$25.53	\$22.34	\$1,822.63	\$26.04	\$22.78	\$1,859.08	\$26.56	\$23.24
2		\$1,849.43	\$26.42	\$23.12	\$1,886.42	\$26.95	\$23.58	\$1,924.15	\$27.49	\$24.05
3		\$1,914.16	\$27.35	\$23.93	\$1,952.44	\$27.89	\$24.41	\$1,991.49	\$28.45	\$24.89
4		\$1,981.15	\$28.30	\$24.76	\$2,020.78	\$28.87	\$25.26	\$2,061.19	\$29.45	\$25.76
5		\$2,050.50	\$29.29	\$25.63	\$2,091.51	\$29.88	\$26.14	\$2,133.34	\$30.48	\$26.67
6	ļ	\$2,122.26	\$30.32	\$26.53	\$2,164.71	\$30.92	\$27.06	\$2,208.00	\$31.54	\$27.60
WORKER-SOCIAL 3-SOCIAL SERVICES	2788	_								
1	Į.	\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
2	ii	\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
3	1	\$2,443.45	\$34.91	\$30.54	\$2,492.32	\$35.60	\$31.15	\$2,542.16	\$36.32	\$31.78
4		\$2,492.68	\$35.61	\$31.16	\$2,542.53	\$36,32	\$31.78	\$2,593.39	\$37.05	\$32.42
TECHNICAL WRITER/ADMINISTRATOR	2802	\$2,554.87	\$36.50	\$31.94	\$2,605.97	\$37.23	\$32.57	\$2,658.09	\$37.97	\$33.23
TECHNICAL WRITER/ADMINISTRATOR	2802	£4.000.07	607.07	#00 00	04.545	****	<b> </b>			_
2		\$1,908.97 \$1,975.79	\$27.27	\$23.86	\$1,947.15	\$27.82	\$24.34	\$1,986.09	\$28.37	\$24.83
		\$2,044.93	\$28,23 \$29,21	\$24.70 \$25.56	\$2,015.31	\$28.79 \$29.80	\$25.19	\$2,055.61	\$29.37	\$25.70
<u>م</u>		\$2,044.53	\$30.24	\$25.56 \$26.46	\$2,085.83		\$26.07	\$2,127.55	\$30.39	\$26.59
, , , , , , , , , , , , , , , , , , ,		\$2,110.51	\$30.24 \$31.29	\$27.38	\$2,158.84 \$2,234.40	\$30,84 \$31.92	\$26.99	\$2,202.02	\$31.46	\$27.53
6		\$2,190.39	\$32.39	\$27.36		\$31.92 \$33.04	\$27.93 \$28.91	\$2,279.09	\$32.56	\$28.49
FIELD SERVICES COORDINATOR	2803	\$2,207.20	Ψ32.38	Ψ20.34	\$2,312.61	\$33.04	\$20.91	\$2,358.86	\$33.70	\$29.49
1		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
2		\$2,483.61	\$35.48	\$31.05	\$2,533.28	\$36.19	\$31.67	\$2,583.95	\$36.91	\$30.93 \$32.30
3		\$2,556.16	\$36.52	\$31.95	\$2,607.29	\$37.25	\$32.59	\$2,659.43	\$37.99	\$33.24
WATER TREATMENT OPERATOR - IT	2901	72,000.10	<del>+00.02</del>	451.00	42,007.20	Ψ07.20	402.00	Ψ2,000.40	Ψ01.55	Ψ33.24
1		\$1,788.80	\$25.55	\$22.36	\$1,824.58	\$26.07	\$22.81	\$1,861.07	\$26.59	\$23.26
WATER TREATMENT OPERATOR - 1A	2902			1		+-3.0.	+	+ 1,501.07	425.00	420.20
1		\$1,874.93	\$26.78	\$23.44	\$1,912.42	\$27.32	\$23.91	\$1,950.67	\$27.87	\$24.38
WATER TREATMENT OPERATOR - 1B	2903						122.0		+	<del>+-1.50</del>
1		\$1,956.10	\$27.94	\$24.45	\$1,995.22	\$28.50	\$24.94	\$2,035.13	\$29.07	\$25.44
WATER TREATMENT OPERATOR - 2A	2904									<u></u>
1		\$2,028.36	\$28.98	\$25.35	\$2,068.93	\$29.56	\$25.86	\$2,110.31	\$30.15	\$26.38
WATER TREATMENT OPERATOR - 2B	2905									
1	<u>  </u>	\$2,124.39	\$30.35	\$26.55	\$2,166.88	\$30.96	\$27.09	\$2,210.21	\$31.57	\$27.63

DESCRIPTION	CLASS	RATES BY EFFECTIVE DATE			RATES BY EFFECTIVE DATE			RATES BY EFFECTIVE DATE		
	CODE	II		R 29, 2013 - 2.50% DECEMBER 28, 2014 - 2.0%		II II				
'	00,52		ay Period #01/		Pay Period #01/15			DECEMBER 27, 2015 - 2.0%		
		BIWEEKLY		HOURLY	BIWEEKLY			BIWEEKLY	Pay Period #01/	
· · · · · ·		DIVICENCE	35 HOURS	40 HOURS	DIMECKLI	35 HOURS		DIMEENT	HOURLY	HOURLY
WATER TREATMENT OPERATOR - 3A	2906		I 33 HOURS	40 HOURS.		35 HOURS	40 HOURS		35 HOURS	40 HOURS
1	2500	\$2,254.07	622.20	P00 40	62 200 45	P20.04	POO 74	CO 245 40	600 E0	man n4
2	<u> </u>	II	\$32.20	\$28.18	\$2,299.15	\$32.84	\$28.74	\$2,345.13	\$33.50	\$29.31
WATER TREATMENT OPERATOR - 3B	2907	\$2,277.83	\$32.54	\$28.47	\$2,323.38	\$33.19	\$29.04	\$2,369.85	\$33.86	\$29.62
1	2907	E0 050 04	#22.00	000 40	CO 405 47	CO 4 CO	***	00 450 07	005.05	
1		\$2,358.01	\$33.69	\$29.48	\$2,405.17	\$34.36	\$30.06	\$2,453.27	\$35.05	\$30.67
WATER TREATMENT OPERATOR - 4	2908	\$2,381.77	\$34.03	\$29.77	\$2,429.40	\$34.71	\$30.37	\$2,477.99	\$35.40	\$30.97
1	2900	CO 047 07	607.00	000 70	## ACC TO	200.44	202.27	<b>1</b> 20 70 44	200.00	
i '	l l	\$2,617.37	\$37.39	\$32.72	\$2,669.72	\$38.14	\$33.37	\$2,723.11	\$38.90	\$34.04
2 CORPORATE WEB SERVICES SPECIALIST	2909	\$2,656.97	\$37.96	\$33.21	\$2,710.11	\$38.72	\$33.88	\$2,764.31	\$39.49	\$34.55
1	Za0a	64 044 40	607.05	600.00	64.050.44	#07.00	CO4 44	F4 004 45	COD 45	604.00
1 2		\$1,914.16 \$1,084.15	\$27.35	\$23.93	\$1,952.44	\$27.89	\$24.41	\$1,991.49	\$28.45	\$24.89
2		\$1,981.15 \$2,050.50	\$28.30 \$29.29	\$24.76	\$2,020.78	\$28.87	\$25.26	\$2,061.19	\$29.45	\$25.76
3		\$2,050.50	\$29.29	\$25.63	\$2,091.51	\$29.88	\$26.14	\$2,133.34	\$30.48	\$26.67
ļ <del>"</del>	l l	\$2,122,26	\$30.32 \$31.38	\$26.53 \$27.46	\$2,164.71	\$30.92	\$27.06	\$2,208.00	\$31.54	\$27.60
S &				,	\$2,240,47	\$32.01	\$28.01	\$2,285.28	\$32.65	\$28.57
TRAINER-RESPECTFUL WORKPLACE	3001	\$2,273.42	\$32.48	\$28.42	\$2,318.89	\$33.13	\$28.99	\$2,365.27	\$33.79	\$29.57
1	3001	\$2,149.35	\$30.71	COC 07	62 402 24	¢94.20	\$27.40	\$2,236.19	694.05	\$27.95
2				\$26.87	\$2,192.34	\$31.32		II ' '	\$31.95	
2		\$2,233.57 \$2,322.96	\$31.91	\$27.92	\$2,278.24	\$32.55	\$28.48	\$2,323.80	\$33.20	\$29.05
3			\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53 \$35.37	\$30.21
5		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12		\$30.95
TRAINER - E-LEARNING		\$2,443.45	\$34.91	\$30.54	\$2,492.32	\$35.60	\$31.15	\$2,542.17	\$36.32	\$31.78
TRAINER - E-ELANNING	3002	£4.050.40	607.00	004.44	64 004 40	******************	004.00	PO 004 04	#00.00	#05 a0
2		\$1,952.43	\$27.89	\$24.41	\$1,991.48	\$28.45	\$24.89	\$2,031.31	\$29.02	\$25.39
2		\$2,030.16	\$29.00	\$25.38	\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30.17	\$26.40
3		\$2,111.78	\$30.17	\$26.40	\$2,154.02	\$30.77	\$26.93	\$2,197.10	\$31.39	\$27.46
TRAINER - JOINT COMMITTEE PROGRAM	3003	\$2,196.00	\$31.37	\$27.45	\$2,239.91	\$32.00	\$28.00	\$2,284.71	\$32.64	\$28.56
1	3003	£4 DE2 42	627.00	604.44	£4.004.49	<b>600.45</b>	£04.80	62 024 24	620.02	625.20
2	1	\$1,952.43	\$27.89	\$24.41	\$1,991.48	\$28.45 \$29.58	\$24.89	\$2,031.31	\$29.02 \$30.17	\$25.39 \$26.40
<b>1</b>	1	\$2,030.16 \$2,111.78	\$29.00	\$25.38	\$2,070.77	\$29.58 \$30.77	\$25.88 \$26.93	\$2,112.18 \$2,197.10	\$30.17	\$25.40
]	H	\$2,111.78 \$2,196.00	\$30.17	\$26.40 \$27.45	\$2,154.02 \$2,239.91	\$30.77 \$32.00	\$26.93 \$28.00	\$2,197.10	\$31.39	\$27.46
HELPER-LANDFILL/DIRECTOR TRAFFIC	3005	\$2,196.00	\$31.37	\$27.45	\$2,239.91	\$32.00	\$28.00	\$2,204.71	\$32.04	\$20.30
1	3005	£1 714 45	\$24.4E	\$24.20	\$1.745.00	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
SUPERVISOR - BYLAW ENFORCEMENT	4574	\$1,711.45	\$24.45	\$21.39	\$1,745.68	<b>⊅∠4.94</b>	Φ41.04	\$1,760.58	φ23. <del>44</del>	φ∠∠.∠0
OPERATIONS	45/4	`								
1		\$2,227.55	\$31.82	\$27.84	\$2,272.10	\$32.46	\$28.40	\$2,317.54	\$33.11	\$28.97
2		\$2,305.51	\$32.94	\$28.82	\$2,351.62	\$33.59	\$29.40	\$2,398.66	\$34.27	\$29.98
3	1	\$2,386.21	\$34.09	\$29.83	\$2,433.93	\$34.77	\$30.42	\$2,482.61	\$35.47	\$31.03
4		\$2,469.72	\$35.28	\$30.87	\$2,519.12	\$35.99	\$31.49	\$2,569.50	\$36.71	\$32.12
5		\$2,556.16	\$36.52	\$31.95	\$2,607.29	\$37.25	\$32.59	\$2,659.43	\$37.99	\$33.24

### APPRENTICES

Movement through the pay bands is dependent on predetermined milestones in the continued progression to the Journey Certification

Milestones - 4 Year Apprenticeship	% of Journey Rate
Pre-Level 1 Exams	55%
After Level 1 Exams	60%
Level 1 Exams and 1800 Hours of Work at Level 1	65%
After 6 Months	70%
Level 2 Exams and 1800 Hours of Work at Level 2	75%
After 6 Months	80%
Level 3 Exams and 1800 Hours of Work at Level 3	85%
After 6 Months	90%
On Certification	100%

Milestones - 3 Year Apprenticeship	% of Journey Rate		
Pre-Level 1 Exams	65%		
After Level 1 Exams	70%		
Level 1 Exams and 1800 Hours of Work at Level 1	75%		
After 6 Months	80%		
Level 2 Exams and 1800 Hours of Work at Level 2	85%		
After 6 Months	90%		
On Certification	100%		