Memorandum of Agreement
between
City of Brockton (the City)
and
Massachusetts Laborers' District Council
on behalf of
Public Employees Local Union 1162
of the

Laborers' International Union of North America (the Union) (July 1, 2016 – June 30, 2019)

This Memorandum sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the City's negotiating teams, subject to ratification by the Union membership of the Union, and funding by the Brockton City Council as required by law. For purposes of further negotiations and/or impasse procedures, this Memorandum shall be considered off-the-record until ratification and funding occur. Failing such ratification or funding, both parties will be free to revert to their on-the-record positions.

The collective bargaining agreement which expired on June 30, 2016 shall be extended without change for a period of three years except as provided herein. The following provisions represent the material changes in the parties' agreement for an agreement through June 30, 2016.

1. Base Wages FY17:

Effective July 1, 2016, base wages shall be increased for all unit members by two (2.0%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the two (2.0%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

2. Base Wages FY18:

Effective July 1, 2017, base wages shall be increased for all unit members by two (2%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the two (2%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

3. Base Wages FY19:

Effective July 1, 2018, base wages shall be increased for all unit members by one and three quarters (1.75%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and three quarters (1.75%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

4. Cash Payment FY17:

Effective July 1, 2016, all unit members shall receive a cash payment in the amount of eight hundred (\$800) dollars.

5. Cash Payment FY18:

Effective July 1, 2017, all unit members shall receive a cash payment in the amount of eight hundred (\$800) dollars.

6. FY 17 Hourly Base Wages:

Effective July 1, 2016 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Maintenance Man, Heavy Equipment Motor Equipment Operator, Storekeeper/Dispatcher, Construction Foreman, and General Foreman, by twenty-five (\$0.25) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the twenty-five (\$0.25) cent hourly base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

7. FY 18 Hourly Base Wages:

Effective July 1, 2017 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Maintenance Man, Heavy Equipment Motor Equipment Operator, Storekeeper/Dispatcher, Construction Foreman, and General Foreman, by ten (\$0.10) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the ten (\$0.10) cent hourly base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

8. FY 19 Hourly Base Wages:

Effective July 1, 2018 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Maintenance Man, Heavy Equipment Motor Equipment Operator, Storekeeper/Dispatcher, Construction Foreman, and General Foreman, by ten (\$0.10) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the ten (\$0.10) cent hourly base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

9. FY 17 Hourly Base Wages:

Effective July 1, 2016 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Welder and Hoisting Equipment Operator, by fifty (\$0.50) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the fifty (\$0.50) cent hourly base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

10. FY 18 Hourly Base Wages:

Effective July 1, 2017 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Welder and Hoisting Equipment Operator, by twenty five (\$0.25) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the twenty five (\$0.25) cent hourly base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

11. FY 19 Hourly Base Wages:

Effective July 1, 2018 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Welder and Hoisting Equipment Operator, by twenty five (\$0.25) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the twenty five (\$0.25) cent hourly base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

12. Base Wages FY16:

In exchange for additional language in the collective bargaining agreement regarding GPS language, effective July 1, 2016, base wages shall be increased for all unit members by one half (0.5%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one half (0.5%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

13. <u>Title Pay Adjustment:</u>

The pay scales for the following position shall be reclassified:

Motor Equipment Repairman A

Effective upon funding, Motor Equipment Repairman A shall be upgrade to Construction Foreman pay scale.

14. FY 17 CDL Hourly Rate:

Effective July 1, 2016 after the percentage base wage increase calculation, CDL hourly rate shall be increased by twenty-five (\$0.25) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the twenty-five (\$0.25) cent CDL hourly rate increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

15. FY 18 CDL Hourly Rate:

Effective July 1, 2017 after the percentage base wage increase calculation, CDL hourly rate shall be increased by ten (\$0.10) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the ten (\$0.10) cent CDL hourly rate increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

16. FY 19 CDL Hourly Rate:

Effective July 1, 2018 after the percentage base wage increase calculation, CDL hourly rate shall be increased by ten (\$0.10) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the ten (\$0.10) cent CDL hourly rate increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

17. **GPS**:

All vehicles shall be equipped with Global Positioning System devices.

18. Retirement Sick Buyout

Article VI, <u>Sick Leave</u>, section 6-11, shall be amended to increase retirement sick buy out from \$11,000 to \$13,800.

19. Personal Days

Article XXXII, <u>Personal Day</u>, section 32-01 shall be amended to provide one (1) additional personal day for a total of four (4) personal days.

20. Amend Article 11-1:

Deleting the following language

Operations Division (Highway & Maintenance) & Park Departments: Shift schedules for Operations Division and Parks Department employees between May 1 and October 1 shall be from 6:00 a.m. to 2:30 p.m., the Saturday shift shall be 7:30 a.m. to 4:00 p.m.

Adding the following language

<u>Parks</u>: 6:00 a.m. to 2:30 p.m. during the period from April 1 and December 1, and 7:00 a.m. to 3:30 p.m. during the remainder of the year; employees of the Parks Department who work 6:00 a.m. to 2:30 p.m., shall receive differential pay equal to eleven and three tenths (11.3%) percent of their regular pay.

Operations Division (Highway & Maintenance): Shift schedules for Operations Division employees between April 15 and October 15 shall be from 6:00 a.m. to 2:30 p.m. Monday thru Friday, the Saturday and Sunday hours shall be 7:30 a.m. to 4:00 p.m.

21. Parks & Golf Licensure:

Amend Article 11-1:

Add the following new section

Any Parks or Golf employee who holds a Commercial Applicator's Certification shall be paid Two Hundred Fifty (\$250) dollars on those days said Certification is actually used in the absence of the General Foreman or Deputy Superintendent.

Any Parks or Golf employee who holds an Applicator's License shall be paid Five Hundred (\$500) dollars annually.

22. Combing DPW Contracts (excluding clerks):

The parties agree to negotiate in good faith to combine the collective bargaining agreements for all DPW employees, with the exception of Clerks, with an anticipated implementation date of July 1, 2019. The parties agree that the affected contracts are Laborers, Water/Sewer, & BEATI. This agreement to negotiate is subject to agreement from the other two affected units.

23. Class A License

Amend Article XIX Wages

By adding the following subsection:

(e) The City agrees that employees who hold a valid Commercial Driver's License Class A shall receive an additional \$0.85 per hour for each hour on a shift in which said employee actually is assigned to operate equipment requiring a Class A license.

24. Hazardous Pay:

Amend Article 11-1:

Add the following new section

<u>Hazardous Duty Differential</u>. The following hazardous duty differential shall be paid to members of the bargaining unit:

Effective July 1, 2016, \$0.20 per hour Effective July 1, 2017, \$0.05 additional increase per hour Effective July 1, 2018, \$0.05 additional increase per hour

* In the event that that the city enters into an agreement with any other city union or collective bargaining unit, that allows for a base wage increase that is greater than 5.75% for the period between July1, 2016 through June 30, 2019, the City and the Union agree to re-open negotiations for base wages only.

Dated this __day of April, 2016.

MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,
By Its Mayor,

William G. Carpenter, III

APPROVED AS TO FORM:

Law Department

		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
	R, MOTOR EQUIPM G & CUSTODIAL (F			NIST,		
		01	02	03	04	05
Salary	Gr1/1	42,453	42,827	43,243	43,638	44,054
Weekly		816.40	823.60	831.60	839.20	847.20
Hourly		20.41	20.59	20.79	20,98	21.18
O.T.		30,6150	30.8850	31.1850	31.4700	31.7700
11.3%		2.3063	2,3267	2.3493	2.3707	2,3933
21.3%		4.3473	4.3857	4.4283	4.4687	4.5113
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
SPEC, PC	OLICE OFFICER (MI					
		01	02	03	04	05
Salary	Gr2/2	37,146	37,474	37,838	38,184	38,548
Weekly		714.35	720.65	727.65	734.30	741.30
Hourly		20.41	20.59	20.79	20.98	21.18
O.T.		30,6150	30,8850	31.1850	31.4700	31.7700
		STEP I	STEP II	STEP III	STEP IV	STEP V
DICDATO	HED/OLEDIC MAIN	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
STOREK	HER/CLERK, MAIN EEPER (1233), MOT ERY MAINT. REPAII	OR EQUIP. R	EPAIRMAN	"B", CEME	TERY MAINT	r. CRAFTSMAN (1256),
MINOTHIAE	INT MAINT, NEFAI	01	02 02	03	04	05
Salary	Gr3/1	45,011	45,469	45,906	46,322	46,758
Weekly	G13/1	865.60	874.40	882.80	890.80	899.20
•				22.07		
Hourly		21.64	21.86		22.27	22.48
O.T.		32,4600	32.7900	33.1050	33,4050	33,7200
11.3%		2,4453	2.4702	2.4939	2.5165	2.5402 4.7882
21.3%		4.6093	4.6562	4.7009	4.7435	4.7882
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWA'	Y AND REFUSE MA		MAN (1268)			
		01	02	03	04	05
Salary	Gr3/1A	45,531	45,989	46,426	46,842	47,278
Weekly		875.60	884.40	892.80	900.80	909.20
Hourly		21.89	22,11	22.32	22,52	22.73
O.T.		32.8350	33,1650	33.4800	33.7800	34.0950
11.3%		2.4736	2.4984	2,5222	2.5448	2.5685
21.3%		4,6626	4.7094	4.7542	4,7968	4.8415
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
DISPATC	HER/CLERK 35 HR					
		01	02	03	04	05
Salary	Gr 3A	44,681	45,100	45,536	45,973	46,374
Weekly		859.25	867.30	875.70	884.10	891.80
Hourly		24.55	24.78	25.02	25,26	25.48
O.T.		36,8250	37.1700	37.5300	37.8900	38,2200
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GROUND	SKEEPER (1235), (REENSKEEP	ER (1224)			
		01	02	03	04	05
Salary	Gr4/1	45,198	45,656	46,072	46,509	46,925
Weekly		869.20	878.00	886.00	894.40	902.40
Hourly	•	21.73	21.95	22.15	22.36	22.56
O.T.		32.5950	32.9250	33,2250	33.5400	33.8400
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
WORKIN	G FOREMAN - ALL					
	, HWY. MAINT. CR					
		01	02	03	04	05
Salary	Gr06A/1	47,590	48,027	48,485	48,942	49,421
Weekly		915.20	923.60	932.40	941.20	950.40
Hourly		22.88	23.09	23,31	23,53	23,76
O.T.		34.3200	34.6350	34.9650	35,2950	35,6400
11.3%		2,5854	2.6092	2.6340	2,6589	2.6849
21.3%		4,8734	4.9182	4.9650	5.0119	5.0609

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
	AND REFUSE WE			11		
HIGHWA	Y AND REFUSE HO	O1	02	03	04	05
Salary	Gr6A/1	48,630	49,067	49,525	49,982	50,461
Weekly		935.20	943,60	952,40	961.20	970.40
Hourly		23.38	23,59	23,81	24.03	24.26
O.T.		35,0700	35.3850	35.7150	36.0450	36.3900
11.3%		2.6419	2.6657	2.6905	2.7154	2.7414
21.3%		4.9799	5.0247	5.0715	5.1184	5.1674
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HEAVY M	OTOR EQUIPMEN	T OPERATOR	(1226)			
0.1	0.04	01	02	03	04	05
Salary	Gr6/1	46,218	46,675	47,091	47,549	47,986
Weekly		888.80	897.60	905,60	914.40	922.80
Hourly O.T.		22.22 33,3300	22.44 33.6600	22.64 33.9600	22.86 34.2900	23.07 34.6050
11.3%		2.5109	2.5357	2.5583	2.5832	2.6069
21.3%		4,7329	4.7797	4.8223	4.8692	4.9139
		STEP I	STEP II	STEP III	STEP IV	STEP V
HIGHWAY	Y AND REFUSE HE	ENTRY LEVEL AVV MOTOR I	3 YEARS	6 YEARS	9 YEARS R (1269)	12 YEARS
INGINA	AND ILL OSE HE	01	02	03	04	05
Salary	Gr6/1A	46,738	47,195	47,611	48,069	48,506
Weekly		898,80	907,60	915,60	924.40	932.80
Hourly		22.47	22.69	22,89	23.11	23,32
O.T.		33,7050	34.0350	34.3350	34.6650	34.9800
11.3%		2,5391	2.5640	2.5866	2.6114	2.6352
21.3%		4.7861	4.8330	4.8756	4.9224	4.9672
		STEP I	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
JR. BUILI	DING CUSTODIAN	- 40 HRS (120	!)			
Salary	Gr9	41,579	42,349	43,202	44,096	45,115
Weekly		799.60	814.40	830.80	848.00	867.60
Hourly		19.99	20,36	20.77	21.20	21.69
O.T.		29,9850	30.5400	31.1550	31.8000	32,5350
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
CTODEVI						
SIOKENI	EEPER/DISPATCH	ER (1233)				
		01	02	03	04	05
Salary	EEPER/DISPATCHE	01 50,253	50,752	51,230	51,709	52,187
Salary Weekly		01 50,253 966.40	50,752 976.00	51,230 985.20	51,709 994.40	52,187 1,003.60
Salary Weekly Hourly		01 50,253 966.40 24.16	50,752 976.00 24.40	51,230 985.20 24.63	51,709 994.40 24.86	52,187 1,003.60 25.09
Salary Weekly Hourly O.T.		91 50,253 966.40 24.16 36.2400	50,752 976.00 24.40 36.6000	51,230 985.20 24.63 36,9450	51,709 994.40 24.86 37.2900	52,187 1,003.60 25.09 37.6350
Salary Weekly Hourly O.T. 11.3%		01 50,253 966.40 24.16	50,752 976.00 24.40	51,230 985.20 24.63	51,709 994.40 24.86	52,187 1,003.60 25.09
Salary Weekly Hourly O.T.		01 50,253 966.40 24.16 36.2400 2.7301 5.1461	50,752 976.00 24.40 36.6000 2.7572 5.1972	51,230 985.20 24.63 36.9450 2.7832 5.2462	51,709 994.40 24.86 37.2900 2.8092 5.2952	52,187 1,003.60 25.09 37.6350 2.8352 5.3442
Salary Weekly Hourly O.T. 11.3%		01 50,253 966.40 24.16 36.2400 2.7301 5.1461	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II	51,230 985.20 24.63 36.9450 2.7832 5.2462 STEP III	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V
Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS	51,230 985.20 24.63 36.9450 2.7832 5.2462 STEP III 6 YEARS	51,709 994.40 24.86 37.2900 2.8092 5.2952	52,187 1,003.60 25.09 37.6350 2.8352 5.3442
Salary Weekly Hourly O.T. 11.3% 21.3%		01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE	51,230 985.20 24.63 36.9450 2.7832 5.2462 STEP III 6 YEARS R (1270)	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS
Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 Y AND REFUSE ST	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02	51,230 985.20 24.63 36,9450 2.7832 5.2462 STEP III 6 YEARS IR (1270) 03	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS	52,187 1,003.60 25.09 37,6350 2.8352 5.3442 STEP V 12 YEARS
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY	Gr10/1	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272	51,230 985.20 24.63 36.9450 2.7832 5.2462 STEP III 6 YEARS R (1270)	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707
Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 Y AND REFUSE ST	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02	51,230 985.20 24.63 36.9450 2.7832 5.2462 STEP III 6 YEARS SR (1270) 03 51,750	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS	52,187 1,003.60 25.09 37,6350 2.8352 5.3442 STEP V 12 YEARS
Salary Weekly Hourly O.T. 11,3% 21.3% HIGHWAY Salary Weekly	Gr10/1 Y AND REFUSE ST	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773 976.40	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272 986.00	51,230 985.20 24,63 36,9450 2.7832 5.2462 STEP III 6 YEARS IR (1270) 03 51,750 995.20	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3%	Gr10/1 Y AND REFUSE ST	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773 976.40 24.41 36.6150 2.7583	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272 986.00 24.65 36.9750 2.7855	51,230 985,20 24,63 36,9450 2.7832 5,2462 STEP III 6 YEARS IR (1270) 03 51,750 995,20 24,88 37,3200 2,8114	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40 25.11 37.6650 2.8374	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60 25.34 38.0100 2.8634
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T.	Gr10/1 Y AND REFUSE ST	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773 976.40 24.41 36.6150	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272 986.00 24.65 36.9750	51,230 985.20 24,63 36,9450 2.7832 5.2462 STEP III 6 YEARS IR (1270) 03 51,750 995.20 24.88 37.3200	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40 25.11 37.6650	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60 25.34 38.0100
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 Y AND REFUSE ST Gr10/B	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER// 01 50,773 976.40 24.41 36.6150 2.7583 5.1993	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 986.00 24.65 36.9750 2.7855 5.2505	51,230 985,20 24,63 36,9450 2.7832 5,2462 STEP III 6 YEARS IR (1270) 03 51,750 995,20 24,88 37,3200 2,8114	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40 25.11 37.6650 2.8374	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60 25.34 38.0100 2.8634
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 Y AND REFUSE ST	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773 976.40 24.41 36.6150 2.7583 5.1993 STEP I	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272 986.00 24.65 36.9750 2.7855 5.2505 STEP II 2)	51,230 985.20 24,63 36,9450 2.7832 5.2462 STEP III 6 YEARS 2R (1270) 03 51,750 995.20 24.88 37.3200 2.8114 5.2994 STEP III	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40 25.11 37.6660 2.8374 5.3484 STEP IV	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60 25.34 38.0100 2.8634 5.3974 STEP V
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 Y AND REFUSE ST Gr10/B DING CUSTODIAN	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773 976.40 24.41 36.6150 2.7583 5.1993 STEP I - 40 HRS (120)	50,752 976.00 24,40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272 986.00 24.65 36.9750 2.7855 5.2505 STEP II 2)	51,230 985.20 24,63 36,9450 2.7832 5.2462 STEP III 6 YEARS IR (1270) 03 51,750 995.20 24.88 37.3200 2.8114 5.2994 STEP III	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40 25.11 37.6650 2.8374 5.3484 STEP IV	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60 25.34 38.0100 2.8634 5.3974 STEP V
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3% SR. BUIL Salary	Gr10/1 Y AND REFUSE ST Gr10/B	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773 976.40 24.41 36.6150 2.7583 5.1993 STEP I - 40 HRS (120) 01 50,877	50,752 976.00 24,40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272 986.00 24.65 36.9750 2.7855 5.2505 STEP II 2) 02 51,355	51,230 985,20 24,63 36,9450 2.7832 5,2462 STEP III 6 YEARS IR (1270) 03 51,750 995,20 24,88 37,3200 2,8114 5,2994 STEP III 03 51,834	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40 25.11 37.6650 2.8374 5.3484 STEP IV 04 52,333	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60 25.34 38.0100 2.8634 5.3974 STEP V 05 52,811
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3% SR. BUIL Salary Weekly	Gr10/1 Y AND REFUSE ST Gr10/B DING CUSTODIAN	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773 976.40 24.41 36.6150 2.7583 5.1993 STEP I - 40 HRS (120)	50,752 976.00 24,40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272 986.00 24.65 36.9750 2.7855 5.2505 STEP II 2)	51,230 985.20 24,63 36,9450 2.7832 5.2462 STEP III 6 YEARS IR (1270) 03 51,750 995.20 24.88 37.3200 2.8114 5.2994 STEP III	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40 25.11 37.6650 2.8374 5.3484 STEP IV	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60 25.34 38.0100 2.8634 5.3974 STEP V
Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3% SR. BUIL Salary	Gr10/1 Y AND REFUSE ST Gr10/B DING CUSTODIAN	01 50,253 966.40 24.16 36.2400 2.7301 5.1461 STEP I ENTRY LEVEL OREKEEPER/ 01 50,773 976.40 24.41 36.6150 2.7583 5.1993 STEP I - 40 HRS (120,01) 150,877 978.40	50,752 976.00 24.40 36.6000 2.7572 5.1972 STEP II 3 YEARS DISPATCHE 02 51,272 986.00 24.65 36.9750 2.7855 5.2505 STEP II 2) 02 51,355 987.60	51,230 985,20 24,63 36,9450 2,7832 5,2462 STEP III 6 YEARS IR (1270) 03 51,750 995,20 24,88 37,3200 2,8114 5,2994 STEP III 03 51,834 996,80	51,709 994.40 24.86 37.2900 2.8092 5.2952 STEP IV 9 YEARS 04 52,229 1,004.40 25.11 37.6650 2.8374 5.3484 STEP IV 04 52,333 1,006.40	52,187 1,003.60 25.09 37.6350 2.8352 5.3442 STEP V 12 YEARS 05 52,707 1,013.60 25.34 38.0100 2.8634 5.3974 STEP V 05 52,811 1,015.60

		STEP I	STEP II	STEP III	STEP IV	STEP V			
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS			
	FOREMAN - CEMETERY, REFUSE & FORESTRY, CONSTRUCTION								
FOREMAI	N (HWY) - 1207, HE	AD GROUND:	SKEEPER (1		D GREENSK	EEPER (1204)			
		01	02	03	04	05			
Salary	Gr13/1	53,394	53,893	54,434	54,933	55,453			
Weekly		1,026.80	1,036.40	1,046.80	1,056.40	1,066.40			
Hourly		25.67	25.91	26,17	26.41	26.66			
O.T.		38.5050	38.8650	39.2550	39.6150	39,9900			
11.3%		2.9007	2.9278	2.9572	2.9843	3.0126			
21,3%		5.4677	5,5188	5,5742	5,6253	5.6786			
		STEP I	STEP II	STEP III	STEP IV	STEP V			
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS			
HIGHWAY	AND REFUSE CO	NSTRUCTION	I FOREMAN	(1271)					
MOTOR E	QUIPMENT REPAIL	RMAN "A" (12	245)						
		01	02	03	04	05			
Salary	Gr13/B	53,914	54,413	54,954	55,453	55,973			
Weekly		1,036.80	1,046.40	1,056,80	1,066.40	1,076.40			
Hourly		25.92	26.16	26.42	26.66	26.91			
O.T.		38,8800	39.2400	39,6300	39,9900	40.3650			
11.3%		2.9290	2.9561	2.9855	3.0126	3.0408			
21.3%		5,5210	5.5721	5.6275	5,6786	5.7318			
		OTEDI	CTCD II	OTED III	CTED 8/	STED V			
		STEP I	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V			
HICHBAAN	CONSTRUCTION	ENTRY LEVEL		6 YEARS	9 YEARS	12 YEARS			
піспуулі	CONSTRUCTION	01	02	03	04	05			
Salary	Gr14/1	56,118	56,659	57,179	57,762	58,282			
Weekly	G(14/1	1,079.20	1,089.60	1,099,60	1,110.80	1,120,80			
Hourly		26.98	27.24	27,49	27.77	28.02			
O.T.		40.4700	40,8600	41.2350	41,6550	42,0300			
11.3%	·	3.0487	3.0781	3.1064	3,1380	3.1663			
21.3%		5.7467	5.8021	5.8554	5,9150	5,9683			
21.070		0,1401	0,0021	0,0004	0,0100	0.0000			
		STEP I	STEP II	STEP III	STEP IV	STEP V			
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS			
GENERA	L FOREMAN (1210)								
		01	02	03	04	05			
Salary	Gr15/1	58,614	59,176	59,758	60,320	60,861			
Weekly		1,127.20	1,138.00	1,149.20	1,160.00	1,170.40			
Hourly		28.18	28.45	28.73	29.00	29,26			
O.T.		42.2700	42.6750	43.0950	43,5000	43.8900			
11.3%		3.1843	3.2149	3.2465	3.2770	3,3064			
21.3%		6.0023	6.0599	6.1195	6.1770	6.2324			
		STEP I	STEP II	STEP III	STEP IV	STEP V			
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS			
HIGHWAY	Y AND REFUSE GE	NERAL FORE	MAN (1272)						
		01	02	03	04	05			
Salary	Gr15/B	59,134	59,696	60,278	60,840	61,381			
Weekly		1,137.20	1,148.00	1,159.20	1,170.00	1,180.40			
Hourly		28.43	28.70	28.98	29.25	29.51			
O.T.		42,6450	43,0500	43,4700	43.8750	44,2650			
11.3%		3.2126	3.2431	3.2747	3,3053	3,3346			
21,3%		6.0556	6.1131	6.1727	6.2303	6,2856			

		STEP I	STEP II	STEP III	STEP IV	STEP V	
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	
LABORE	R, MOTOR EQUIPM	MENT OPERAT	OR, MACHI	NIST,			
	G & CUSTODIAL (
	`	01	02	03	04	05	
Salary	Gr1/1	43,306	43,680	44,117	44,512	44,928	
Weekly		832.80	840.00	848,40	856,00	864.00	
Hourly		20,82	21.00	21.21	21.40	21.60	
O.T.		31.2300	31.5000	31.8150	32.1000	32,4000	
11.3%		2.3527	2.3730	2.3967	2.4182	2.4408	
21.3%		4.4347	4.4730	4.5177	4.5582	4.6008	
		STEP I	STEP II	STEP III	STEP IV	STEP V	
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	
SPEC. PC	DLICE OFFICER (M	IETER MAID) 3	5 HRS (1218	5)			
		01	02	03	04	05	
Salary	Gr2/2	37,892	38,220	38,602	38,948	39,312	
Weekly		728.70	735,00	742.35	749.00	756.00	
Hourly		20.82	21.00	21.21	21.40	21.60	
O.T.		31.2300	31,5000	31.8150	32,1000	32,4000	
		STEP	STEP II	STEP III	STEP IV	STEP V	
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	
DISDATO	HER/CLERK, MAIN						,
	EEPER (1233), MO					. CRAFISMA	IN (1256),
WACHINE	RY MAINT, REPAI						
	0.00	01	02	03	04	05	
Salary	Gr3/1	45,906	46,384	46,821	47,258	47,694	
Weekly		882,80	892.00	900,40	908,80	917.20	
Hourly		22,07	22.30	22,51	22.72	22.93	
O.T.		33.1050	33.4500	33.7650	34.0800	34.3950	
11.3%		2.4939	2.5199	2.5436	2.5674	2.5911	
21.3%		4,7009	4.7499	4.7946	4.8394	4.8841	
		STEP I	STEP II	STEP III	STEP IV	STEP V	
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	
HIGHWAY	Y AND REFUSE MA						
		01	02	03	04	05	
Salary	Gr3/1A	46,654	47,112	47,570	47,986	48,422	
Weekly	GIOTIA	897.20	906.00	914.80	922.80	931.20	
•			22.65	22,87			
					23.07	23.28	
Hourly		22,43					
O.T.		33,6450	33.9750	34.3050	34.6050	34.9200	
O.T. 11.3%		33.6450 2.5346	33.9750 2.5595	34.3050 2.5843	2.6069	2.6306	
O.T.		33,6450	33.9750	34.3050			
O.T. 11.3%		33.6450 2.5346 4.7776	33.9750 2.5595 4.8245	34.3050 2.5843 4.8713	2,6069 4,9139	2.6306 4.9586	
O.T. 11.3%		33.6450 2.5346 4.7776 STEP I	33.9750 2.5595 4.8245 STEP II	34.3050 2.5843 4.8713 STEP III	2.6069 4.9139 STEP IV	2.6306 4.9586 STEP V	
O.T. 11.3% 21.3%		33.6450 2.5346 4.7776 STEP I ENTRY LEVEL	33.9750 2.5595 4.8245	34.3050 2.5843 4.8713	2,6069 4,9139	2.6306 4.9586	
O.T. 11.3% 21.3%	HER/CLERK 35 HF	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL	33.9750 2.5595 4.8245 STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS	2.6069 4.9139 STEP IV 9 YEARS	2.6306 4.9586 STEP V 12 YEARS	
O.T. 11.3% 21.3%	HER/CLERK 35 HF	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL	33.9750 2.5595 4.8245 STEP II	34.3050 2.5843 4.8713 STEP III	2.6069 4.9139 STEP IV 9 YEARS	2.6306 4.9586 STEP V	
O.T. 11.3% 21.3%	HER/CLERK 35 HF Gr 3A	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200)	33.9750 2.5595 4.8245 STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS	2.6069 4.9139 STEP IV 9 YEARS	2.6306 4.9586 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC		33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01	33.9750 2.5595 4.8245 STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS	2.6069 4.9139 STEP IV 9 YEARS	2.6306 4.9586 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC Salary		33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446	2.6069 4.9139 STEP IV 9 YEARS 04 46,901	2.6306 4.9586 STEP V 12 YEARS 05 47,302	
O.T. 11.3% 21.3% DISPATC Salary Weekly		33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80	34,3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly		33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly		33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly		33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25,28 37.9200	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T.		33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T.	Gr 3A	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEF	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND	Gr 3A SKEEPER (1235),	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEF	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS PER (1224) 02	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38,9850 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary	Gr 3A	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS 'ER (1224) 02 46,571	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly	Gr 3A SKEEPER (1235),	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25,28 37.9200 STEP II 3 YEARS 2ER (1224) 02 46,571 895.60	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25,52 38.2800 STEP III 6 YEARS 03 46,987 903.60	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly	Gr 3A SKEEPER (1235),	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS PER (1224) 02 46,571 895.60 22.39	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly	Gr 3A SKEEPER (1235),	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25,28 37.9200 STEP II 3 YEARS 2ER (1224) 02 46,571 895.60	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25,52 38.2800 STEP III 6 YEARS 03 46,987 903.60	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly	Gr 3A SKEEPER (1235),	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16 33.2400	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS 'ER (1224) 02 46,571 895.60 22.39 33.5850	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly	Gr 3A SKEEPER (1235),	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEF 01 46,093 886.40 22.16 33.2400 STEP I	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS PER (1224) 02 46,571 895.60 22.39 33.5850 STEP II	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T.	Gr 3A SKEEPER (1235), Gr4/1	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS 'ER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T.	Gr 3A SKEEPER (1235), Gr4/1 G FOREMAN - ALL	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL CDEPTS., HOIS	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS 1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25,52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T.	Gr 3A SKEEPER (1235), Gr4/1	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL CREPSS, HOIS	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS PER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS OR (1227), TREMAN, WE	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS REE CLIMBI	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T.	Gr 3A SKEEPER (1235), Gr4/1 G FOREMAN - ALL D, HWY. MAINT. CF	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEF 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL DEPTS., HOIS RAFTMAN & W 01	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS PER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS STEP II 3 YEARS OZ YEARS STEP II 3 YEARS STOPERATOORKING FO	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS OR (1227), TREMAN, WE	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS REE CLIMBI ELDER (1247	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T.	Gr 3A SKEEPER (1235), Gr4/1 G FOREMAN - ALL	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL CREPSS, HOIS	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS PER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS STEP II 3 YEARS	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS OR (1227), TREMAN, WE	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS REE CLIMBI	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T.	Gr 3A SKEEPER (1235), Gr4/1 G FOREMAN - ALL D, HWY. MAINT. CF	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEF 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL DEPTS., HOIS RAFTMAN & W 01	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS PER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS STEP II 3 YEARS OZ YEARS STEP II 3 YEARS STOPERATOORKING FO	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS OR (1227), TREMAN, WE	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS REE CLIMBI ELDER (1247	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T. WORKING EX HMEC Salary	Gr 3A SKEEPER (1235), Gr4/1 G FOREMAN - ALL D, HWY. MAINT. CF	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEF 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL LOEPTS., HOIS RAFTMAN & W 01 48,647	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS PER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS CORNER FOO CORNER F	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS OZ 1227, TREMAN, WE 03 49,462	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS REE CLIMBI ELDER (1247 04 49,920	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS ER,)	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T. WORKING EX HMEC Salary Weekly	Gr 3A SKEEPER (1235), Gr4/1 G FOREMAN - ALL D, HWY. MAINT. CF	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL CREPS, HOIS RAFTMAN & W 01 48,547 933.60	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS ER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS ST OPERATO ORKING FO 02 48,984 942.00	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25,52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS OR (1227), T REMAN, WE 03 49,462 951.20	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS REE CLIMBI ELDER (1247 04 49,920 960.00	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS ER,)	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T. WORKING EX HMEC Salary Weekly Hourly O.T.	Gr 3A SKEEPER (1235), Gr4/1 G FOREMAN - ALL D, HWY. MAINT. CF	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL DEPTS., HOIS RAFTMAN & W 01 48,547 933.60 23.34	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS 'ER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS ST OPERATOORKING FO 02 48,984 942.00 23.55	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS OR (1227), T REMAN, WE 03 49,462 951.20 23.78	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS REE CLIMBI ELDER (1247 04 49,920 960.00 24.00	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS ER,) 05 50,419 969.60 24.24	
O.T. 11.3% 21.3% DISPATC Salary Weekly Hourly O.T. GROUND Salary Weekly Hourly O.T. WORKING EX HMEC Salary Weekly Hourly	Gr 3A SKEEPER (1235), Gr4/1 G FOREMAN - ALL D, HWY. MAINT. CF	33.6450 2.5346 4.7776 STEP I ENTRY LEVEL RS (1200) 01 45,573 876.40 25.04 37.5600 STEP I ENTRY LEVEL GREENSKEEP 01 46,093 886.40 22.16 33.2400 STEP I ENTRY LEVEL DEPTS., HOIS RAFTMAN & W 01 48,547 933.60 23.34 35.0100	33.9750 2.5595 4.8245 STEP II 3 YEARS 02 46,010 884.80 25.28 37.9200 STEP II 3 YEARS 6ER (1224) 02 46,571 895.60 22.39 33.5850 STEP II 3 YEARS 6T OPERATO ORKING FO 02 48,984 942.00 23.55 35.3250	34.3050 2.5843 4.8713 STEP III 6 YEARS 03 46,446 893.20 25.52 38.2800 STEP III 6 YEARS 03 46,987 903.60 22.59 33.8850 STEP III 6 YEARS OR (1227), TREMAN, WE 03 49,462 951.20 23.78 35.6700	2.6069 4.9139 STEP IV 9 YEARS 04 46,901 901.95 25.77 38.6550 STEP IV 9 YEARS 04 47,445 912.40 22.81 34.2150 STEP IV 9 YEARS REE CLIMBI ELDER (1247 04 49,920 960.00 24.00 36.0000	2.6306 4.9586 STEP V 12 YEARS 05 47,302 909.65 25.99 38.9850 STEP V 12 YEARS 05 47,861 920.40 23.01 34.5150 STEP V 12 YEARS ER,) 05 50,419 969.60 24.24 36.3600	

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY	AND REFUSE WE	LDER (1273)	&			
HIGHWAY	AND REFUSE HO	ISTING OPER	ATOR (1274	l)		
		01	02	03	04	05
Salary	6A/1	49,608	50,045	50,523	50,981	51,480
Weekly		954.00	962.40	971.60	980.40	990,00
Hourly		23,85	24.06	24.29	24.51	24.75
O.T. 11,3%		35.7750	36.0900	36,4350	36.7650	37,1250
21.3%		2,6951 5,0801	2.7188 5.1248	2.7448 5,1738	2.7696 5.2206	2.7968 5.2718
21.070		5.0001	0.1240	3,1730	5,2200	5.27 10
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HEAVY M	OTOR EQUIPMENT		(1226)			
		01	02	03	04	05
•	Gr6/1	47,133	47,611	48,027	48,506	48,942
Weekly		906.40	915.60	923.60	932.80	941.20
Hourly		22.66	22,89	23.09	23,32	23,53
O.T.		33.9900	34.3350	34.6350	34.9800	35.2950
11.3% 21.3%		2,5606 4,8266	2,5866 4,8756	2,6092 4,9182	2,6352 4,9672	2,6589 5,0119
21,370		4.0200	4.6756	4.9102	4,9672	5,0119
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY	AND REFUSE HE					
		01	02	03	04	05
Salary	Gr6/1A	47,882	48,339	48,776	49,234	49,691
Weekly		920.80	929.60	938.00	946.80	955.60
Hourly		23.02	23.24	23.45	23.67	23.89
O.T.		34.5300	34.8600	35.1750	35,5050	35,8350
11.3%		2.6013	2.6261	2.6499	2.6747	2.6996
21.3%		4.9033	4.9501	4.9949	5.0417	5.0886
		STEP I	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
JR. BUILD	DING CUSTODIAN -			00	04	00
Salary	Gr9	42,411	43,202	44,075	44,970	46,010
					004.00	004.00
Weekly		815.60	830.80	847.60	864.80	884.80
Weekly Hourly		815,60 20,39	830.80 20.77	847.60 21.19	21.62	22.12
Hourly		20.39 30.5850	20.77 31.1550	21.19 31.7850	21.62 32.4300	22.12 33.1800
Hourly		20.39 30.5850 STEP I	20.77 31.1550 STEP II	21.19 31.7850 STEP III	21.62 32.4300 STEP IV	22.12 33.1800 STEP V
Hourly O.T.	SEDED/DISDATCHE	20.39 30.5850 STEP I ENTRY LEVEL	20.77 31.1550	21.19 31.7850	21.62 32.4300	22.12 33.1800
Hourly O.T.	EEPER/DISPATCHE	20.39 30.5850 STEP I ENTRY LEVEL ER (1233)	20.77 31.1550 STEP II 3 YEARS	21.19 31.7850 STEP III 6 YEARS	21.62 32.4300 STEP IV 9 YEARS	22.12 33.1800 STEP V 12 YEARS
Hourly O.T.		20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01	20.77 31.1550 STEP II 3 YEARS	21.19 31.7850 STEP III 6 YEARS	21.62 32.4300 STEP IV 9 YEARS	22.12 33.1800 STEP V 12 YEARS
Hourly O.T. STOREKE Salary	EEPER/DISPATCHE Gr10/1	20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01 51,251	20.77 31.1550 STEP II 3 YEARS 02 51,771	21.19 31.7850 STEP III 6 YEARS 03 52,250	21.62 32.4300 STEP IV 9 YEARS 04 52,749	22.12 33.1800 STEP V 12 YEARS
Hourly O.T.		20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01	20.77 31.1550 STEP II 3 YEARS	21.19 31.7850 STEP III 6 YEARS	21.62 32.4300 STEP IV 9 YEARS	22.12 33.1800 STEP V 12 YEARS
Hourly O.T. STOREKE Salary Weekly		20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01 51,251 985.60	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40	22.12 33.1800 STEP V 12 YEARS . 05 53,227 1,023.60
Hourly O.T. STOREKE Salary Weekly Hourly		20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01 51,251 985.60 24.64	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59
STOREKE Salary Weekly Hourly O.T.		20.39 30.5850 STEP I ENTRY LEVEL :R (1233) 01 51,251 985.60 24.64 36.9600	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400	22.12 33.1800 STEP V 12 YEARS . 05 53,227 1,023.60 25.59 38,3850
STOREKE Salary Weekly Hourly O.T. 11.3%		20.39 30.5850 STEP I ENTRY LEVEL:R (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507
STOREKE Salary Weekly Hourly O.T. 11.3%		20.39 30.5850 STEP I ENTRY LEVEL:R (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25,12 37.6800 2.8386 5.3506	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1	20.39 30.5850 STEP I ENTRY LEVEL: IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3%		20.39 30.5850 STEP I ENTRY LEVEL: IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270)	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 / AND REFUSE STO	20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01 51,251 985.60 24.64 36,9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270)	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY	Gr10/1	20.39 30.5850 STEP I ENTRY LEVEL IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01 52,000	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 / AND REFUSE STO	20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01 51,251 985.60 24.64 36,9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270)	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY	Gr10/1 / AND REFUSE STO	20.39 30.5850 STEP I ENTRY LEVEL. IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL. DREKEEPER, 01 52,000 1,000.00	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly	Gr10/1 / AND REFUSE STO	20.39 30.5850 STEP I ENTRY LEVEL IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPERY 01 52,000 1,000.00 25.00	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00 25.96
STOREKE Salary Weekly Hourly O.T. 11.3% HIGHWAY Salary Weekly Hourly O.T.	Gr10/1 / AND REFUSE STO	20.39 30.5850 STEP I ENTRY LEVEL IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01 52,000 1,000.00 25.00 37.5000	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24 37.8600	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25,12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48 38.2200	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71 38.5650	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00 25.95 38.9250
Hourly O.T. STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3%	Gr10/1 / AND REFUSE STO	20.39 30.5850 STEP I ENTRY LEVEL. IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL. DREKEEPER/ 01 52,000 1,000.00 25.00 37.5000 2.8250 5.3250	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24 37.8600 2.8521 5.3761	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48 38.2200 2.8792 5.4272	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71 38.5650 2.9052 5.4762	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00 25.95 38.9250 2.9324 5.5274
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 / AND REFUSE STO Gr10/B	20.39 30.5850 STEP I ENTRY LEVEL. IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01 52,000 1,000.00 25.00 37.5000 2.8250 5.3250	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24 37.8600 2.8521 5.3761	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48 38.2200 2.8792	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71 38.5650 2.9052	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38,3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00 25.95 38,9250 2.9324
STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 / AND REFUSE STO	20.39 30.5850 STEP I ENTRY LEVEL. IR (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL. DREKEEPER/ 01 52,000 1,000.00 25.00 37.5000 2.8250 5.3250 STEP I	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24 37.8600 2.8521 5.3761 STEP II 2)	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48 38.2200 2.8792 5.4272	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71 38.5650 2.9052 5.4762 STEP IV	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00 25.95 38.9250 2.9324 5.5274
Hourly O.T. STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/1 / AND REFUSE STO Gr10/B DING CUSTODIAN	20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01 52,000 1,000.00 25.00 37.5000 2.8250 5.3250 STEP I -40 HRS (120 01	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24 37.8600 2.8521 5.3761 STEP II 2)	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48 38.2200 2.8792 5.4272 STEP III	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71 38.5650 2.9052 5.4762 STEP IV	22.12 33.1800 STEP V 12 YEARS .05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS .05 53,976 1,038.00 25.95 38.9250 2.9324 5.5274 STEP V
Hourly O.T. STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3% SR. BUILT Salary	Gr10/1 / AND REFUSE STO Gr10/B	20.39 30.5850 STEP I ENTRY LEVEL 21 (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01 52,000 1,000.00 25.00 37.5000 2.8250 5.3250 STEP I - 40 HRS (120 01 51,896	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24 37.8600 2.8521 5.3761 STEP II 2) 02 52,374	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48 38.2200 2.8792 5.4272 STEP III	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71 38.5650 2.9052 5.4762 STEP IV	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00 25.95 38.9250 2.9324 5.5274 STEP V
Hourly O.T. STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Weekly Hourly O.T. 11.3% 21.3% SR. BUILL Salary Weekly Weekly	Gr10/1 / AND REFUSE STO Gr10/B DING CUSTODIAN	20.39 30.5850 STEP I ENTRY LEVEL ER (1233) 01 51,251 985.60 24.64 36,9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01 52,000 1,000.00 25.00 37.5000 2.8250 5.3250 STEP I - 40 HRS (120 01 51,896 998.00	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24 37.8600 2.8521 5.3761 STEP II 2) 02 52,3761	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48 38.2200 2.8792 5.4272 STEP III 03 52,874 1,016.80	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71 38.5650 2.9052 5.4762 STEP IV 04 63,373 1,026.40	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00 25.95 38.9250 2.9324 5.5274 STEP V
Hourly O.T. STOREKE Salary Weekly Hourly O.T. 11.3% 21.3% HIGHWAY Salary Weekly Hourly O.T. 11.3% 21.3% SR. BUILT Salary	Gr10/1 / AND REFUSE STO Gr10/B DING CUSTODIAN	20.39 30.5850 STEP I ENTRY LEVEL 21 (1233) 01 51,251 985.60 24.64 36.9600 2.7843 5.2483 STEP I ENTRY LEVEL DREKEEPER/ 01 52,000 1,000.00 25.00 37.5000 2.8250 5.3250 STEP I - 40 HRS (120 01 51,896	20.77 31.1550 STEP II 3 YEARS 02 51,771 995.60 24.89 37.3350 2.8126 5.3016 STEP II 3 YEARS DISPATCHE 02 52,499 1,009.60 25.24 37.8600 2.8521 5.3761 STEP II 2) 02 52,374	21.19 31.7850 STEP III 6 YEARS 03 52,250 1,004.80 25.12 37.6800 2.8386 5.3506 STEP III 6 YEARS R (1270) 03 52,998 1,019.20 25.48 38.2200 2.8792 5.4272 STEP III	21.62 32.4300 STEP IV 9 YEARS 04 52,749 1,014.40 25.36 38.0400 2.8657 5.4017 STEP IV 9 YEARS 04 53,477 1,028.40 25.71 38.5650 2.9052 5.4762 STEP IV	22.12 33.1800 STEP V 12 YEARS 05 53,227 1,023.60 25.59 38.3850 2.8917 5.4507 STEP V 12 YEARS 05 53,976 1,038.00 25.95 38.9250 2.9324 5.5274 STEP V

		STEPI	STEP II	STEP III	STEP IV	STEP V		
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS		
FOREMAN - CEMETERY, REFUSE & FORESTRY, CONSTRUCTION FOREMAN (HWY) - 1207, HEAD GROUNDSKEEPER (1208) & HEAD GREENSKEEPER (1204)								
FUREWA	N (HVVY) - 1207, HEA	01	OZ	1208) & HEA 03	OGREENSN 04	05		
Salary	Gr13/1	54,454	54,974	55,515	56,035	56,555		
Weekly	GHOT	1,047.20	1,057.20	1,067,60	1,077.60	1,087.60		
Hourly		26.18	26.43	26.69	26.94	27.19		
O.T.		39,2700	39,6450	40.0350	40.4100	40,7850		
11.3%		2,9583	2.9866	3.0160	3.0442	3.0725		
21.3%		5.5763	5,6296	5.6850	5,7382	5.7915		
		OTED I	OTED II	OTED III	OTED W	OTED V		
		STEPI	STEP II	STEP III	STEP IV	STEP V		
ПСПМУ	AND REFUSE CON	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS		
	QUIPMENT REPAIR			(1271)		,		
	OUT MENT INEI AIN	01	02	03	04	05		
Salary	Gr13/B	55,203	55,702	56,264	56,763	57,304		
Weekly	011075	1.061.60	1,071.20	1,082.00	1,091.60	1,102,00		
Hourly		26.54	26.78	27.05	27.29	27.55		
O.T.		39,8100	40,1700	40,5750	40.9350	41.3250		
11.3%		2,9990	3,0261	3,0567	3,0838	3,1132		
21,3%		5,6530	5.7041	5.7617	5,8128	5,8682		
		STEP I	STEP II	STEP III	STEP IV	STEP V		
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS		
HIGHWAY	CONSTRUCTION S							
	0.444	01	02	03	04	05		
Salary	Gr14/1	57,242	57,782	58,323	58,926	59,446		
Weekly		1,100.80	1,111.20	1,121.60 28.04	1,133.20 28.33	1,143.20 28.58		
Hourly		27.52 41.2800	27.78 41.6700	42,0600	∠o.ss 42,4950	42,8700		
O.T. 11.3%		3,1098	3,1391	3.1685	3,2013	3,2295		
21.3%		5.8618	5.9171	5.9725	6.0343	6,0875		
21.070		5,0010	0.0111	0.0120	0,0040	0.0070		
		STEPI	STEP II	STEP III	STEP IV	STEP V		
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS		
GENERA	L FOREMAN (1210)							
		01	02	03	04	05		
Salary	Gr15/1	59,779	60,362	60,944	61,526	62,088		
Weekly		1,149.60	1,160.80	1,172.00	1,183.20	1,194.00		
Hourly		28.74	29.02	29.30	29.58	29.85		
O.T.		43,1100	43,5300	43.9500	44.3700	44.7750		
11.3%		3.2476	3.2793	3.3109	3.3425	3.3731		
21.3%		6,1216	6.1813	6.2409	6.3005	6.3581		
		STEP I	STEP II	STEP III	STEP IV	STEP V		
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS		
HIGHWAY	Y AND REFUSE GEN							
		01	02	03	04	05		
Salary	Gr15/B	60,528	61,090	61,693	62,275	62,816		
Weekly		1,164.00	1,174.80	1,186.40	1,197.60	1,208.00		
Hourly		29.10	29.37	29.66	29.94	30.20		
O.T.		43,6500	44.0550	44.4900	44.9100	45.3000		
11.3%		3.2883	3.3188	3.3516	3.3832	3.4126		
21.3%		6.1983	6.2558	6.3176	6.3772	6.4326		

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		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
LABORE	R, MOTOR EQUIPN	IENT OPERAT	ror, Machi	INIST,		
CLEANIN	G & CUSTODIAL (I	PP & LIBRARY	()			
		01	02	03	04	05
Salary	Gr1/1	44,054	44,450	44,886	45,282	45,718
Weekly		847.20	854.80	863.20	870.80	879.20
Hourly		21.18	21.37	21.58	21.77	21.98
O.T.		31.7700	32.0550	32.3700	32.6550	32.9700
11.3%		2.3933	2.4148	2.4385	2.4600	2.4837
21.3%		4.5113	4.5518	4.5965	4.6370	4.6817
•						
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
SPEC. PC	LICE OFFICER (M	•	•	•		
0.1	0.00	01	02	03	04	05
Salary	Gr2/2	38,548	38,893	39,276	39,621	40,004
Weekly		741.30	747.95	755.30	761.95	769.30
Hourly		21.18	21.37	21.58	21.77	21.98
O.T.		31.7700	32.0550	32.3700	32.6550	32.9700
		OTEDI	OTED II	OTED III	CTED IV	OTEDV
		STEP I	STEP II	STEP III	STEP IV	STEP V
DICDATO	UCD/CLEDI/ MAIN	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
	HER/CLERK, MAIN					CRAFTSMAN (1256),
	RY MAINT. REPAI					. CRAF 1 SWIAN (1250),
MACHINE	INT WAINT, KEFAII	O1	02 02	O3	04	05
Salary .	Gr3/1	46,717	47,195	47,632	48,090	48,526
Weekly	G13/1	898.40	907.60	916.00	924.80	933.20
Hourly		22.46	22.69	22.90	23.12	23.33
O.T.		33,6900	34,0350	34.3500	34,6800	34.9950
11.3%		2,5380	2,5640	2.5877	2.6126	2,6363
21.3%		4.7840	4.8330	4.8777	4.9246	4,9693
21.070		4.70-10	4.0000	4.0111	4.02-10	4,0000
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY	AND REFUSE MA			O ILMO	5 TEARC	IL ILINO
HOHMA	AND REI OOL IIIA	01	02	03	. 04	05
Salary	Gr3/1A	47,674	48,152	48,610	49,026	49,483
Weekly	0.0	916.80	926.00	934.80	942.80	951.60
Hourly		22.92	23.15	23.37	23.57	23.79
O.T.		34,3800	34.7250	35.0550	35,3550	35.6850
11.3%		2.5900	2.6160	2.6408	2.6634	2,6883
21.3%		4.8820	4.9310	4.9778	5.0204	5.0673
		STEP !	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
DISPATC	HER/CLERK 35 HR					
		01	02	03	04	05
Salary	Gr 3A	46,374	46,810	47,265	47,720	48,121
Weekly		891.80	900.20	908.95	917.70	925.40
Hourly		25.48	25.72	25.97	26.22	26.44
O.T.		38.2200	38.5800	38.9550	39.3300	39.6600
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GROUND	SKEEPER (1235), (GREENSKEEP	ER (1224)			
		01	02	03	04	05
Salary	Gr4/1	46,904	47,382	47,819	48,277	48,693
Weekly		902.00	911.20	919.60	928.40	936.40
Hourly		22.55	22.78	22.99	23.21	23.41
O.T.		33.8250	34.1700	34.4850	34.8150	35.1150
						Oww.
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
	FOREMAN - ALL					
EX HMEO	, HWY. MAINT. CR					
0.1	0.004/4	01	02	03	04	05
Salary	Gr06A/1	49,400	49,837	50,336	50,794	51,293
Weekly		950.00	958.40	968.00	976.80	986.40
Hourly		23.75	23.96	24.20	24.42	24.66
O.T.		35.6250	35.9400	36.3000	36,6300	36.9900
11.3%		2.6838 5.0588	2.7075 5.1035	2.7346 5.1546	2.7595 5.2015	2.7866 5.2526
21.3%		0.0000	3, 1035	J. 1040	3,2010	U,ZUZU

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		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWA	Y AND REFUSE W	ELDER (1273)	&			
HIGHWA	Y AND REFUSE HO	DISTING OPER	ATOR (1274	!)		
		01	02	03	04	05
Salary	6A/1	50,482	50,918	51,418	51,875	52,374
Weekly		970.80	979,20	988.80	997.60	1,007.20
Hourly		24.27	24.48	24.72	24.94	25.18
O.T.		36,4050	36.7200	37.0800 2.7934	37.4100 2,8182	37.7700 2.8453
11.3% 21.3%		2.7425 5.1695	2.7662 -5.2142	5.2654	5.3122	5.3633
21.070		3,1093	. 0.2 142	3.2004	0.0122	0.0000
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HEAVY M	IOTOR EQUIPMEN	T OPERATOR	(1226)			
		01	02	03	04	05
Salary	Gr6/1	47,965	48,443	48,859	49,358	49,795
Weekly		922.40	931.60	939.60	949.20	957.60
Hourly		23,06	23.29	23.49	23.73	23.94
O.T.		34,5900	34.9350	35.2350	35,5950	35.9100
11.3%		2,6058	2.6318	2.6544	2.6815	2.7052 5.0992
21.3%		4.9118	4.9608	5.0034	5.0545	5.0992
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY	Y AND REFUSE HE					72 12
		01	02	03	04	05
Salary	Gr6/1A	48,922	49,400	49,837	50,294	50,773
Weekly		940.80	950,00	958.40	967.20	976.40
Hourly		23.52	23.75	23.96	24.18	24.41
O.T.		35,2800	35.6250	35.9400	36,2700	36,6150
11.3%		2.6578	2.6838	2.7075	2.7323	2.7583
21.3%		5,0098	5.0588	5.1035	5.1503	5.1993
				07FD W		075517
		STEPI	STEP II	STEP III	STEP IV	STEP V
in nilli	DING CUSTODIAN	01 40 UBC (400)	02	03	04	05
Salary	DING CUSTODIAN Gr9	43,160	43,950	44,845	45,760	46,821
Weekly	GIO	830.00	845.20	862.40	880.00	900.40
Hourly		20.75	21.13	21,56	22.00	22,51
O.T.		31,1250	31.6950	32.3400	33,0000	33,7650
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
STOREK	EEPER/DISPATCH					
		01	02	03	04	05
Salary	Gr10/1	52,146	52,686	53,165	53,664	54,163
Weekly		1,002.80	1,013.20	1,022.40	1,032.00	1,041.60
Hourly		25.07	25.33 37.9950	25,56	25.80 38.7000	26.04
O.T. 11.3%		37,6050 2,8329	2.8623	38.3400 2.8883	2.9154	39,0600 2,9425
		5.3399			5.4954	5.5465
21.3%						
		0,0000	5.3953	5.4443	0.1001	
		STEP I	STEP II	STEP III 6 YEARS	STEP IV	STEP V
HIGHWA	Y AND REFUSE ST	STEP I ENTRY LEVEL	STEP II	STEP III 6 YEARS	STEP IV	STEP V
HIGHWA	Y AND REFUSE ST	STEP I ENTRY LEVEL	STEP II	STEP III 6 YEARS	STEP IV	STEP V
HIGHWA`	Y AND REFUSE ST Gr10/B	STEP I ENTRY LEVEL OREKEEPER/	STEP II 3 YEARS DISPATCHE	STEP III 6 YEARS R (1270)	STEP IV 9 YEARS	STEP V 12 YEARS
		STEP I ENTRY LEVEL OREKEEPER/	STEP II 3 YEARS DISPATCHE 02 53,622 1,031.20	STEP III 6 YEARS R (1270) 03 54,142 1,041.20	STEP IV 9 YEARS 04 54,621 1,050.40	STEP V 12 YEARS 05 55,120 1,060.00
Salary Weekly Hourly		STEP I ENTRY LEVEL. 'OREKEEPER/ 01 53,123 1,021.60 25.54	STEP II 3 YEARS DISPATCHE 02 53,622 1,031.20 25.78	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03	STEP IV 9 YEARS 04 54,621 1,050.40 26.26	STEP V 12 YEARS 05 55,120 1,060.00 26.50
Salary Weekly Hourly O.T.		STEP I ENTRY LEVEL. 'OREKEEPER/ 01 53,123 1,021.60 25.54 38.3100	STEP II 3 YEARS DISPATCHE 02 53,622 1,031.20 25.78 38.6700	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39.3900	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500
Salary Weekly Hourly O.T. 11.3%		STEP I ENTRY LEVEL. 'OREKEEPER/ 01 53,123 1,021,60 25,54 38,3100 2,8860	STEP II 3 YEARS DISPATCHE 02 53,622 1,031.20 25.78 38.6700 2.9131	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450 2.9414	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39.3900 2.9674	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500 2.9945
Salary Weekly Hourly O.T.		STEP I ENTRY LEVEL. 'OREKEEPER/ 01 53,123 1,021.60 25.54 38.3100	STEP II 3 YEARS DISPATCHE 02 53,622 1,031.20 25.78 38.6700	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39.3900	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500
Salary Weekly Hourly O.T. 11.3%		STEP I ENTRY LEVEL. 'OREKEEPER/ 01 53,123 1,021.60 25.54 38.3100 2.8860 5.4400	STEP II 3 YEARS DISPATCHE 02 53,622 1,031.20 25.78 38.6700 2.9131 5.4911	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450 2.9414 5.5444	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39.3900 2.9674 5.5934	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500 2.9945 5.6445
Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/B	STEP I ENTRY LEVEL. FOREKEEPER/ 01 53,123 1,021.60 25.54 38.3100 2.8860 5.4400	STEP II 3 YEARS DISPATCHE 02 53,622 1,031.20 25.78 38.6700 2.9131 5.4911 STEP II	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450 2.9414	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39.3900 2.9674	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500 2.9945
Salary Weekly Hourly O.T. 11.3% 21.3%		STEP I ENTRY LEVEL. COREKEEPER/ 01 53,123 1,021.60 25.54 38.3100 2.8860 5.4400 STEP I - 40 HRS (120.	STEP II 3 YEARS DISPATCHE 02 53,622 1,031.20 25.78 38.6700 2.9131 5.4911 STEP II 2)	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450 2.9414 5.5444 STEP III	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39,3900 2.9674 5.5934 STEP IV	STEP V 12 YEARS 06 55,120 1,060.00 26.50 39.7500 2.9945 5.6445 STEP V
Salary Weekly Hourly O.T. 11.3% 21.3%	Gr10/B DING CUSTODIAN	STEP I ENTRY LEVEL. FOREKEEPER/ 01 53,123 1,021.60 25.54 38.3100 2.8860 5.4400 STEP I - 40 HRS (120.01	STEP II 3 YEARS DISPATCHE 02 53,622 1,031,20 25.78 38.6700 2.9131 5.4911 STEP II 2) 02	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450 2.9414 5.5444 STEP III 03	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39,3900 2.9674 5.5934 STEP IV	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500 2.9945 5.6445 STEP V
Salary Weekly Hourly O.T. 11.3% 21.3% SR. BUIL Salary	Gr10/B	STEP I ENTRY LEVEL. FOREKEEPER/ 01 53,123 1,021.60 25.54 38.3100 2.8860 5.4400 STEP I - 40 HRS (120. 01 52,811	STEP II 3 YEARS DISPATCHE 02 53,622 1,031,20 25.78 38.6700 2.9131 5.4911 STEP II 2) 02 53,290	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450 2.9414 5.5444 STEP III 03 53,789	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39.3900 2.9674 5.5934 STEP IV 04 54,309	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500 2.9945 5.6445 STEP V 05 54,808
Salary Weekly Hourly O.T. 11.3% 21.3% SR. BUIL Salary Weekly	Gr10/B DING CUSTODIAN	STEP I ENTRY LEVEL. OREKEEPER/ 01 53,123 1,021.60 25.54 38.3100 2.8860 5.4400 STEP I - 40 HRS (120.01 52,811 1,015.60	STEP II 3 YEARS DISPATCHE 02 53,622 1,031,20 25.78 38.6700 2.9131 5.4911 STEP II 2) 02	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450 2.9414 5.5444 STEP III 03	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39,3900 2.9674 5.5934 STEP IV	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500 2.9945 5.6445 STEP V
Salary Weekly Hourly O.T. 11.3% 21.3% SR. BUIL Salary	Gr10/B DING CUSTODIAN	STEP I ENTRY LEVEL. FOREKEEPER/ 01 53,123 1,021.60 25.54 38.3100 2.8860 5.4400 STEP I - 40 HRS (120. 01 52,811	STEP II 3 YEARS DISPATCHE 02 53,622 1,031,20 25.78 38.6700 2.9131 5.4911 STEP II 2) 02 53,290 1,024.80	STEP III 6 YEARS R (1270) 03 54,142 1,041.20 26.03 39.0450 2.9414 5.5444 STEP III 03 53,789 1,034.40	STEP IV 9 YEARS 04 54,621 1,050.40 26.26 39.3900 2.9674 5.5934 STEP IV 04 54,309 1,044.40	STEP V 12 YEARS 05 55,120 1,060.00 26.50 39.7500 2.9945 5.6445 STEP V 06 54,808 1,054.00

		STEP I	STEP II	STEP III	STEP IV	STEP V
CODEMA	N OFMETERY DE	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
	N - CEMETERY, REI N (HWY) - 1207, HE <i>i</i>					EEDED (4004)
FUREIVIAI	N (NWI) - 1207, NE	4D GROUND: 01	OZ	03	O GREENS? 04	05
Salary	Gr13/1	55,411	55,931	56,493	57,013	57,554
Weekly	GHOTI	1,065.60	1,075.60	1,086.40	1,096.40	1,106.80
Hourly		26.64	26.89	27.16	27.41	27.67
O.T.		39,9600	40,3350	40.7400	41,1150	41,5050
11.3%		3,0103	3.0386	3.0691	3,0973	3.1267
21.3%		5.6743	5.7276	5.7851	5.8383	5.8937
21.070						
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
	AND REFUSE COM			(1271)		
MOTORE	QUIPMENT REPAIR	•	•			
	0.4545	01	02	03	04	05
Salary	Gr13/B	56,368	56,888	57,450	57,970	58,510
Weekly		1,084.00	1,094.00	1,104.80	1,114.80	1,125.20
Hourly		27.10	27.35	27.62	27.87	28.13
O.T.		40.6500	41.0250	41.4300	41.8050	42.1950
11.3%		3.0623	3.0906	3.1211	3.1493	3.1787
21.3%		5.7723	5,8256	5.8831	5,9363	5.9917
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY	CONSTRUCTION S	SUPERVISOR	₹ (1218)			
		01	02	03	04	05
Salary	Gr14/1	58,240	58,802	59,342	59,966	60,486
Weekly		1,120.00	1,130.80	1,141.20	1,153.20	1,163.20
Hourly		28.00	28.27	28.53	28.83	29.08
O.T.		42.0000	42,4050	42.7950	43.2450	43.6200
11.3%		3.1640	3.1945	3.2239	3.2578	3.2860
21.3%		5,9640	6.0215	6.0769	6,1408	6.1940
		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GENERAL	. FOREMAN (1210)					
		01	02	03	04	05
Salary	Gr15/1	60,819	61,422	62,005	62,608	63,170
Weekly		1,169.60	1,181.20	1,192.40	1,204.00	1,214.80
Hourly		29.24	29.53	29.81	30.10	30.37
O.T.		43,8600	44.2950	44.7150	45.1500	45.5550
11.3%		3,3041	3.3369	3.3685	3.4013	3.4318
21.3%		6.2281	6.2899	6.3495	6.4113	6.4688
		STEPI	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY	AND REFUSE GEN	ERAL FORE	MAN (1272)			
		01	02	03	04	05
Salary	Gr15/B	61,797	62,358	62,982	63,565	64,126
Weekly		1,188.40	1,199.20	1,211.20	1,222.40	1,233.20
Hourly		29.71	29.98	30.28	30.56	30.83
O.T.		44,5650	44.9700	45.4200	45.8400	46.2450
11.3%		3.3572	3,3877	3.4216	3.4533	3.4838
21.3%		6,3282	6.3857	6.4496	6,5093	6.5668