WAGE SCHEDULE 01

CABLE SPLICING TECHNICIAN, CENTRAL OFFICE TECHNICIAN,
FIBER NETWORK TECHNICIAN, MASTER AUTOMOTIVE EQUIPMENT TECHNCIAN
MASTER BUILDINGS EQUIPMENT MECHANIC, MATERIAL SYSTEMS TECHNICAN
METROLOGY TECHNICIAN, SYSTEM TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$600.00	$612.00	$624.00	$636.50	$649.00	$662.00
6 Mos.	6 Mos.	$673.00	$686.50	$700.00	$714.00	$728.50	$743.00
12 Mos.	6 Mos.	$754.50	$769.50	$785.00	$800.50	$816.50	$833.00
18 Mos.	6 Mos.	$847.00	$864.00	$881.50	$899.00	$917.00	$935.50
24 Mos.	6 Mos.	$950.50	$969.50	$989.00	$1,009.00	$1,029.00	$1,049.50
30 Mos.	6 Mos.	$1,066.00	$1,087.50	$1,109.50	$1,131.50	$1,154.00	$1,177.00
36 Mos.	6 Mos.	$1,198.50	$1,222.50	$1,247.00	$1,272.00	$1,297.50	$1,323.50
42 Mos.	6 Mos.	$1,344.00	$1,371.00	$1,398.50	$1,426.50	$1,455.00	$1,484.00
48 Mos (Maximum)		$1,509.00	$1,539.00	$1,570.00	$1,601.50	$1,633.50	$1,666.00
PENSION BAND		**120**	**120**	**120**	**120**	**120**	**120**

WAGE SCHEDULE 02

OUTSIDE PLANT TECHNCIAN, SERVICE TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$590.00	$602.00	$614.00	$626.50	$639.00	$652.00
6 Mos.	6 Mos.	$659.50	$672.50	$686.00	$699.50	$713.50	$728.00
12 Mos.	6 Mos.	$737.50	$752.50	$767.50	$783.00	$798.50	$814.50
18 Mos.	6 Mos.	$825.00	$841.50	$858.50	$875.50	$893.00	$911.00
24 Mos.	6 Mos.	$924.50	$943.00	$962.00	$981.00	$1,000.50	$1,020.50
30 Mos.	6 Mos.	$1,034.00	$1,054.50	$1,075.50	$1,097.00	$1,119.00	$1,141.50
36 Mos.	6 Mos.	$1,156.50	$1,179.50	$1,203.00	$1,227.00	$1,251.50	$1,276.50
42 Mos.	6 Mos.	$1,294.00	$1,320.00	$1,346.50	$1,373.50	$1,401.00	$1,429.00
48 Mos (Maximum)		$1,447.50	$1,476.50	$1,506.00	$1,536.00	$1,566.50	$1,598.00
PENSION BAND		**118**	**118**	**118**	**118**	**118**	**118**

WAGE SCHEDULE 03

AUTOMOTIVE EQUIPMENT TECHNICIAN, BUILDINGS EQUIPMENT MECHANIC

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$589.50	$601.50	$613.50	$626.00	$638.50	$651.50
6 Mos.	6 Mos.	$659.00	$672.00	$685.50	$699.00	$713.00	$727.50
12 Mos.	6 Mos.	$736.50	$751.00	$766.00	$781.50	$797.00	$813.00
18 Mos.	6 Mos.	$823.50	$840.00	$857.00	$874.00	$891.50	$909.50
24 Mos.	6 Mos.	$921.50	$940.00	$959.00	$978.00	$997.50	$1,017.50
30 Mos.	6 Mos.	$1,030.50	$1,051.00	$1,072.00	$1,093.50	$1,115.50	$1,138.00
36 Mos.	6 Mos.	$1,153.00	$1,176.00	$1,199.50	$1,223.50	$1,248.00	$1,273.00
42 Mos.	6 Mos.	$1,288.50	$1,314.50	$1,341.00	$1,368.00	$1,395.50	$1,423.50
48 Mos (Maximum)		$1,440.50	$1,469.50	$1,499.00	$1,529.00	$1,559.50	$1,590.50
PENSION BAND		**118**	**118**	**118**	**118**	**118**	**118**

WAGE SCHEDULE 04

FRAME ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$592.50	$604.50	$616.50	$629.00	$641.50	$654.50
6 Mos.	6 Mos.	$669.50	$683.00	$696.50	$710.50	$724.50	$739.00
12 Mos.	6 Mos.	$754.50	$769.50	$785.00	$800.50	$816.50	$833.00
18 Mos.	6 Mos.	$850.50	$867.50	$885.00	$902.50	$920.50	$939.00
24 Mos.	6 Mos.	$960.50	$979.50	$999.00	$1,019.00	$1,039.50	$1,060.50
30 Mos.	6 Mos.	$1,084.00	$1,105.50	$1,127.50	$1,150.00	$1,173.00	$1,196.50
36 Mos.	(Maximum)	$1,224.50	$1,249.00	$1,274.00	$1,299.50	$1,325.50	$1,352.00
PENSION BAND		**112**	**112**	**112**	**112**	**112**	**112**

WAGE SCHEDULE 05

AUTOMOBILE TECHNICIAN, COIN TELEPHONE COLLECTOR

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$592.50	$604.50	$616.50	$629.00	$641.50	$654.50
6 Mos.	6 Mos.	$673.50	$687.00	$700.50	$714.50	$729.00	$743.50
12 Mos.	6 Mos.	$763.50	$779.00	$794.50	$810.50	$826.50	$843.00
18 Mos.	6 Mos.	$868.00	$885.50	$903.00	$921.00	$939.50	$958.50
24 Mos.	6 Mos.	$985.00	$1,004.50	$1,024.50	$1,045.00	$1,066.00	$1,087.50
30 Mos.	6 Mos.	$1,119.50	$1,142.00	$1,165.00	$1,188.50	$1,212.50	$1,237.00
36 Mos.	(Maximum)	$1,271.50	$1,297.00	$1,323.00	$1,349.50	$1,376.50	$1,404.00
PENSION BAND		**113**	**113**	**113**	**113**	**113**	**113**

WAGE SCHEDULE 06

BUILDINGS MECHANIC, STOREKEEPER

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$596.50	$608.50	$620.50	$633.00	$645.50	$658.50
6 Mos.	6 Mos.	$673.50	$687.00	$700.50	$714.50	$729.00	$743.50
12 Mos.	6 Mos.	$762.00	$777.00	$792.50	$808.50	$824.50	$841.00
18 Mos.	6 Mos.	$861.50	$878.50	$896.00	$914.00	$932.50	$951.00
24 Mos.	6 Mos.	$975.50	$995.00	$1,015.00	$1,035.50	$1,056.00	$1,077.00
30 Mos.	6 Mos.	$1,101.50	$1,123.50	$1,146.00	$1,169.00	$1,192.50	$1,216.50
36 Mos.	(Maximum)	$1,245.50	$1,270.50	$1,296.00	$1,322.00	$1,348.50	$1,375.50
PENSION BAND		**112**	**112**	**112**	**112**	**112**	**112**

WAGE SCHEDULE 06A

BUILDINGS MECHANIC (WASH AREA ONLY)

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$602.00	$614.00	$626.50	$639.00	$652.00	$665.00
6 Mos.	6 Mos.	$682.50	$696.00	$710.00	$724.00	$738.50	$753.50
12 Mos.	6 Mos.	$772.50	$788.00	$804.00	$820.00	$836.50	$853.00
18 Mos.	6 Mos.	$876.50	$894.00	$912.00	$930.00	$948.50	$967.50
24 Mos.	6 Mos.	$992.00	$1,012.00	$1,032.00	$1,052.50	$1,073.50	$1,095.00
30 Mos.	6 Mos.	$1,123.00	$1,145.50	$1,168.50	$1,192.00	$1,216.00	$1,240.50
36 Mos.	(Maximum)	$1,271.50	$1,297.00	$1,323.00	$1,349.50	$1,376.50	$1,404.00
PENSION BAND		**113**	**113**	**113**	**113**	**113**	**113**

WAGE SCHEDULE 07
ASSIGNMENT ADMINISTRATOR, CUSTOMER BILLING ANALYST,
FACILITIES ADMINISTRATOR, FIBER CUSTOMER SUPPORT ANALYST,
FRAUD INVESTIGATOR, MAINTENANCE ADMINISTRATOR,
NETWORK SERVICES COORDINATOR, RCMAC CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$509.50	$519.50	$530.00	$540.50	$551.50	$562.50
6 Mos.	6 Mos.	$588.50	$600.50	$612.50	$625.00	$637.50	$650.50
12 Mos.	6 Mos.	$680.50	$694.00	$708.00	$722.00	$736.50	$751.00
18 Mos.	6 Mos.	$786.00	$801.50	$817.50	$834.00	$850.50	$867.50
24 Mos.	6 Mos.	$908.00	$926.00	$944.50	$963.50	$983.00	$1,002.50
30 Mos.	6 Mos.	$1,049.50	$1,070.50	$1,092.00	$1,114.00	$1,136.50	$1,159.00
36 Mos.	(Maximum)	$1,212.00	$1,236.00	$1,260.50	$1,285.50	$1,311.00	$1,337.00
PENSION BAND		**111**	**111**	**111**	**111**	**111**	**111**

WAGE SCHEDULE 08

WAREHOUSE ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$465.50	$475.00	$484.50	$494.00	$504.00	$514.00
6 Mos.	6 Mos.	$552.00	$563.00	$574.50	$586.00	$597.50	$609.50
12 Mos.	6 Mos.	$653.50	$666.50	$680.00	$693.50	$707.50	$721.50
18 Mos.	6 Mos.	$773.50	$789.00	$805.00	$821.00	$837.50	$854.50
24 Mos.	(Maximum)	$916.50	$935.00	$953.50	$972.50	$992.00	$1,012.00
PENSION BAND		**105**	**105**	**105**	**105**	**105**	**105**

WAGE SCHEDULE 08A

SALES ASSOCIATE

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$514.00	$524.50	$535.00	$545.50	$556.50	$567.50
6 Mos.	6 Mos.	$581.00	$592.50	$604.50	$616.50	$629.00	$641.50
12 Mos.	6 Mos.	$657.50	$670.50	$684.00	$697.50	$711.50	$725.50
18 Mos.	6 Mos.	$744.00	$759.00	$774.00	$789.50	$805.50	$821.50
24 Mos.	(Maximum)	$841.50	$858.50	$875.50	$893.00	$911.00	$929.00
PENSION BAND		**101**	**101**	**101**	**101**	**101**	**101**

WAGE SCHEDULE 09

BUILDING ATTENDANT, GARAGE ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$432.50	$441.00	$450.00	$459.00	$468.00	$477.50
6 Mos.	6 Mos.	$534.00	$544.50	$555.50	$566.50	$578.00	$589.50
12 Mos.	6 Mos.	$660.00	$673.00	$686.50	$700.00	$714.00	$728.50
18 Mos. (Maximum)		$816.50	$833.00	$849.50	$866.50	$884.00	$901.50
PENSION BAND		**102**	**102**	**102**	**102**	**102**	**102**

WAGE SCHEDULE 10

OPERATOR

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$531.00	$541.50	$552.50	$563.50	$575.00	$586.50
6 Mos.	6 Mos.	$600.00	$612.00	$624.00	$636.50	$649.00	$662.00
12 Mos.	6 Mos.	$678.50	$692.00	$706.00	$720.00	$734.50	$749.00
18 Mos.	6 Mos.	$767.00	$782.50	$798.00	$814.00	$830.50	$847.00
24 Mos.	6 Mos.	$866.00	$883.50	$901.00	$919.00	$937.50	$956.50
30 Mos.	6 Mos.	$980.50	$1,000.00	$1,020.00	$1,040.50	$1,061.50	$1,082.50
36 Mos.	(Maximum)	$1,107.50	$1,129.50	$1,152.00	$1,175.00	$1,198.50	$1,222.50
PENSION BAND		**107**	**107**	**107**	**107**	**107**	**107**

WAGE SCHEDULE 10A

OPERATOR-A

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$531.00	$541.50	$552.50	$563.50	$575.00	$586.50
6 Mos.	6 Mos.	$572.00	$583.50	$595.00	$607.00	$619.00	$631.50
12 Mos.	6 Mos.	$615.00	$627.50	$640.00	$653.00	$666.00	$679.50
18 Mos.	6 Mos.	$662.50	$676.00	$689.50	$703.50	$717.50	$732.00
24 Mos.	6 Mos.	$714.00	$728.50	$743.00	$758.00	$773.00	$788.50
30 Mos.	6 Mos.	$767.00	$782.50	$798.00	$814.00	$830.50	$847.00
36 Mos.	6 Mos.	$825.00	$841.50	$858.50	$875.50	$893.00	$911.00
42 Mos.	6 Mos.	$888.50	$906.50	$924.50	$943.00	$962.00	$981.00
48 Mos.	6 Mos.	$956.00	$975.00	$994.50	$1,014.50	$1,035.00	$1,055.50
54 Mos.	6 Mos.	$1,028.50	$1,049.00	$1,070.00	$1,091.50	$1,113.50	$1,136.00
60 Mos.	(Maximum)	$1,107.50	$1,129.50	$1,152.00	$1,175.00	$1,198.50	$1,222.50
PENSION BAND		**107**	**107**	**107**	**107**	**107**	**107**

WAGE SCHEDULE 11

CONSULTANT, SERVICE REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$612.50	$625.00	$637.50	$650.50	$663.50	$677.00
6 Mos.	6 Mos.	$699.00	$713.00	$727.50	$742.00	$757.00	$772.00
12 Mos.	6 Mos.	$800.00	$816.00	$832.50	$849.00	$866.00	$883.50
18 Mos.	6 Mos.	$911.50	$929.50	$948.00	$967.00	$986.50	$1,006.00
24 Mos.	6 Mos.	$1,040.50	$1,061.50	$1,082.50	$1,104.00	$1,126.00	$1,148.50
30 Mos.	6 Mos.	$1,187.50	$1,211.50	$1,235.50	$1,260.00	$1,285.00	$1,310.50
36 Mos. (Maximum)		$1,354.00	$1,381.00	$1,408.50	$1,436.50	$1,465.00	$1,494.50
PENSION BAND		**113**	**113**	**113**	**113**	**113**	**113**

WAGE SCHEDULE 11A

CUSTOMER ACCOUNT REPRESENTATIVE,
CUSTOMER BUSINESS REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$552.50	$563.50	$575.00	$586.50	$598.00	$610.00
6 Mos.	6 Mos.	$629.00	$641.50	$654.50	$667.50	$681.00	$694.50
12 Mos.	6 Mos.	$719.00	$733.50	$748.00	$763.00	$778.50	$794.00
18 Mos.	6 Mos.	$822.00	$838.50	$855.50	$872.50	$890.00	$908.00
24 Mos.	6 Mos.	$937.50	$956.50	$975.50	$995.00	$1,015.00	$1,035.50
30 Mos.	6 Mos.	$1,069.00	$1,090.50	$1,112.50	$1,135.00	$1,157.50	$1,180.50
36 Mos.	(Maximum)	$1,221.00	$1,245.50	$1,270.50	$1,296.00	$1,322.00	$1,348.50
PENSION BAND		**111**	**111**	**111**	**111**	**111**	**111**

WAGE SCHEDULE 11B

CONSULTANT C

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$479.50	$489.50	$499.50	$509.50	$519.50	$530.00
6 Mos.	6 Mos.	$547.00	$557.50	$569.00	$580.00	$592.00	$603.50
12 Mos.	6 Mos.	$624.00	$637.00	$649.50	$662.50	$675.50	$689.00
18 Mos.	6 Mos.	$712.00	$727.00	$741.50	$756.00	$771.00	$786.50
24 Mos. (Maximum)		$812.00	$828.50	$845.00	$862.00	$879.00	$896.50
PENSION BAND		**113**	**113**	**113**	**113**	**113**	**113**

WAGE SCHEDULE 12

COMMUNICATIONS REPRESENTATIVE #2

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$641.00	$654.00	$667.00	$680.50	$694.00	$708.00
6 Mos.	6 Mos.	$719.50	$734.00	$748.50	$763.50	$779.00	$794.50
12 Mos.	6 Mos.	$808.50	$824.50	$841.00	$858.00	$875.00	$892.50
18 Mos.	6 Mos.	$907.50	$925.50	$944.00	$963.00	$982.50	$1,002.00
24 Mos.	6 Mos.	$1,019.00	$1,039.50	$1,060.50	$1,081.50	$1,103.00	$1,125.00
30 Mos.	6 Mos.	$1,145.50	$1,168.50	$1,192.00	$1,216.00	$1,240.50	$1,265.50
36 Mos.	6 Mos.	$1,285.50	$1,311.00	$1,337.00	$1,363.50	$1,391.00	$1,419.00
42 Mos.	6 Mos.	$1,444.00	$1,473.00	$1,502.50	$1,532.50	$1,563.00	$1,594.50
48 Mos.	(Maximum)	$1,622.50	$1,655.00	$1,688.00	$1,722.00	$1,756.50	$1,791.50
PENSION BAND		**120**	**120**	**120**	**120**	**120**	**120**

WAGE SCHEDULE 13

ENGINEERING ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$634.50	$647.00	$660.00	$673.00	$686.50	$700.00
6 Mos.	6 Mos.	$707.00	$721.00	$735.50	$750.00	$765.00	$780.50
12 Mos.	6 Mos.	$789.50	$805.50	$821.50	$838.00	$855.00	$872.00
18 Mos.	6 Mos.	$880.00	$897.50	$915.50	$934.00	$952.50	$971.50
24 Mos.	6 Mos.	$982.50	$1,002.00	$1,022.00	$1,042.50	$1,063.50	$1,085.00
30 Mos.	6 Mos.	$1,096.00	$1,118.00	$1,140.50	$1,163.50	$1,187.00	$1,210.50
36 Mos.	6 Mos.	$1,224.00	$1,248.50	$1,273.50	$1,299.00	$1,325.00	$1,351.50
42 Mos.	6 Mos.	$1,365.00	$1,392.50	$1,420.50	$1,449.00	$1,478.00	$1,507.50
48 Mos.	6 Mos.	$1,525.00	$1,555.50	$1,586.50	$1,618.00	$1,650.50	$1,683.50
54 Mos. (Maximum)		$1,699.50	$1,733.50	$1,768.00	$1,803.50	$1,839.50	$1,876.50
PENSION BAND		**122**	**122**	**122**	**122**	**122**	**122**

WAGE SCHEDULE 14

COMMUNICATIONS REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$637.50	$650.50	$663.50	$677.00	$690.50	$704.50
6 Mos.	6 Mos.	$713.00	$727.50	$742.00	$757.00	$772.00	$787.50
12 Mos.	6 Mos.	$795.50	$811.50	$827.50	$844.00	$861.00	$878.00
18 Mos.	6 Mos.	$890.50	$908.50	$926.50	$945.00	$964.00	$983.50
24 Mos.	6 Mos.	$993.50	$1,013.50	$1,034.00	$1,054.50	$1,075.50	$1,097.00
30 Mos.	6 Mos.	$1,110.50	$1,132.50	$1,155.00	$1,178.00	$1,201.50	$1,225.50
36 Mos.	6 Mos.	$1,239.00	$1,264.00	$1,289.50	$1,315.50	$1,342.00	$1,369.00
42 Mos.	6 Mos.	$1,386.50	$1,414.00	$1,442.50	$1,471.50	$1,501.00	$1,531.00
48 Mos.	6 Mos.	$1,547.50	$1,578.50	$1,610.00	$1,642.00	$1,675.00	$1,708.50
54 Mos. (Maximum)		$1,732.00	$1,766.50	$1,802.00	$1,838.00	$1,875.00	$1,912.50
PENSION BAND		**123**	**123**	**123**	**123**	**123**	**123**

WAGE SCHEDULE 15

ENTRY 1-III CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$491.50	$501.50	$511.50	$521.50	$532.00	$542.50
6 Mos.	6 Mos.	$547.50	$558.50	$569.50	$581.00	$592.50	$604.50
12 Mos.	6 Mos.	$608.50	$620.50	$633.00	$645.50	$658.50	$671.50
18 Mos.	6 Mos.	$679.50	$693.00	$707.00	$721.00	$735.50	$750.00
24 Mos.	6 Mos.	$757.50	$772.50	$788.00	$804.00	$820.00	$836.50
30 Mos.	6 Mos.	$843.50	$860.50	$877.50	$895.00	$913.00	$931.50
36 Mos.	(Maximum)	$939.50	$958.50	$977.50	$997.00	$1,017.00	$1,037.50
PENSION BAND		**104**	**104**	**104**	**104**	**104**	**104**

WAGE SCHEDULE 16

ENTRY 3-III CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$492.50	$502.50	$512.50	$523.00	$533.50	$544.00
6 Mos.	6 Mos.	$556.00	$567.00	$578.50	$590.00	$602.00	$614.00
12 Mos.	6 Mos.	$628.50	$641.00	$654.00	$667.00	$680.50	$694.00
18 Mos.	6 Mos.	$712.00	$726.00	$740.50	$755.50	$770.50	$786.00
24 Mos.	6 Mos.	$804.50	$820.50	$837.00	$853.50	$870.50	$888.00
30 Mos.	6 Mos.	$909.50	$927.50	$946.00	$965.00	$984.50	$1,004.00
36 Mos.	(Maximum)	$1,027.50	$1,048.00	$1,069.00	$1,090.50	$1,112.50	$1,135.00
PENSION BAND		**106**	**106**	**106**	**106**	**106**	**106**

WAGE SCHEDULE 17

SEMI-SKILLED 2-III CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$498.00	$508.00	$518.00	$528.50	$539.00	$550.00
6 Mos.	6 Mos.	$566.50	$578.00	$589.50	$601.50	$613.50	$626.00
12 Mos.	6 Mos.	$642.50	$655.50	$668.50	$682.00	$695.50	$709.50
18 Mos.	6 Mos.	$729.00	$743.50	$758.50	$773.50	$789.00	$805.00
24 Mos.	6 Mos.	$827.00	$843.50	$860.50	$877.50	$895.00	$913.00
30 Mos.	6 Mos.	$939.00	$958.00	$977.00	$996.50	$1,016.50	$1,037.00
36 Mos.	(Maximum)	$1,065.50	$1,087.00	$1,108.50	$1,130.50	$1,153.00	$1,176.00
PENSION BAND		**107**	**107**	**107**	**107**	**107**	**107**

WAGE SCHEDULE 18

SKILLED 1-III CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$507.00	$517.00	$527.50	$538.00	$549.00	$560.00
6 Mos.	6 Mos.	$576.50	$588.00	$600.00	$612.00	$624.00	$636.50
12 Mos.	6 Mos.	$659.00	$672.00	$685.50	$699.00	$713.00	$727.50
18 Mos.	6 Mos.	$752.50	$767.50	$783.00	$798.50	$814.50	$831.00
24 Mos.	6 Mos.	$860.50	$877.50	$895.00	$913.00	$931.50	$950.00
30 Mos.	6 Mos.	$982.00	$1,001.50	$1,021.50	$1,042.00	$1,063.00	$1,084.50
36 Mos.	(Maximum)	$1,121.50	$1,144.00	$1,167.00	$1,190.50	$1,214.50	$1,239.00
PENSION BAND		**109**	**109**	**109**	**109**	**109**	**109**

WAGE SCHEDULE 19

ENTRY 1-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$466.00	$475.50	$485.00	$494.50	$504.50	$514.50
6 Mos.	6 Mos.	$518.50	$529.00	$539.50	$550.50	$561.50	$572.50
12 Mos.	6 Mos.	$578.00	$589.50	$601.50	$613.50	$626.00	$638.50
18 Mos.	6 Mos.	$643.00	$656.00	$669.00	$682.50	$696.00	$710.00
24 Mos.	6 Mos.	$715.50	$730.00	$744.50	$759.50	$774.50	$790.00
30 Mos.	6 Mos.	$796.00	$812.00	$828.00	$844.50	$861.50	$878.50
36 Mos.	(Maximum)	$886.00	$903.50	$921.50	$940.00	$959.00	$978.00
PENSION BAND		**102**	**102**	**102**	**102**	**102**	**102**

WAGE SCHEDULE 20

ENTRY 3-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$479.00	$488.50	$498.50	$508.50	$518.50	$529.00
6 Mos.	6 Mos.	$539.00	$550.00	$561.00	$572.00	$583.50	$595.00
12 Mos.	6 Mos.	$608.50	$620.50	$633.00	$645.50	$658.50	$671.50
18 Mos.	6 Mos.	$687.50	$701.50	$715.50	$730.00	$744.50	$759.50
24 Mos.	6 Mos.	$776.00	$791.50	$807.50	$823.50	$840.00	$857.00
30 Mos.	6 Mos.	$875.00	$892.50	$910.50	$928.50	$947.00	$966.00
36 Mos.	(Maximum)	$985.50	$1,005.00	$1,025.00	$1,045.50	$1,066.50	$1,088.00
PENSION BAND		**105**	**105**	**105**	**105**	**105**	**105**

WAGE SCHEDULE 21

SEMI-SKILLED 2-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$521.00	$531.50	$542.00	$553.00	$564.00	$575.50
6 Mos.	6 Mos.	$590.00	$602.00	$614.00	$626.50	$639.00	$652.00
12 Mos.	6 Mos.	$668.50	$682.00	$695.50	$709.50	$723.50	$738.00
18 Mos.	6 Mos.	$756.50	$771.50	$787.00	$802.50	$818.50	$835.00
24 Mos.	6 Mos.	$858.00	$875.00	$892.50	$910.50	$928.50	$947.00
30 Mos.	6 Mos.	$971.00	$990.50	$1,010.50	$1,030.50	$1,051.00	$1,072.00
36 Mos.	(Maximum)	$1,099.50	$1,121.50	$1,144.00	$1,167.00	$1,190.50	$1,214.50
PENSION BAND		**106**	**106**	**106**	**106**	**106**	**106**

WAGE SCHEDULE 22

SENIOR TRAFFIC OFFICE CLERK
SERVICE ASSISTANT, SKILLED 1-B CLERK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$567.00	$578.50	$590.00	$602.00	$614.00	$626.50
6 Mos.	6 Mos.	$640.00	$653.00	$666.00	$679.50	$693.00	$707.00
12 Mos.	6 Mos.	$719.50	$734.00	$748.50	$763.50	$779.00	$794.50
18 Mos.	6 Mos.	$809.50	$825.50	$842.00	$859.00	$876.00	$893.50
24 Mos.	6 Mos.	$911.50	$929.50	$948.00	$967.00	$986.50	$1,006.00
30 Mos.	6 Mos.	$1,025.50	$1,046.00	$1,067.00	$1,088.50	$1,110.50	$1,132.50
36 Mos.	(Maximum)	$1,155.50	$1,178.50	$1,202.00	$1,226.00	$1,250.50	$1,275.50
PENSION BAND		**108**	**108**	**108**	**108**	**108**	**108**

WAGE SCHEDULE 23

ASSISTANT TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$463.00	$472.50	$482.00	$491.50	$501.50	$511.50
6 Mos.	6 Mos.	$524.50	$535.00	$545.50	$556.50	$567.50	$579.00
12 Mos.	6 Mos.	$591.50	$603.50	$615.50	$628.00	$640.50	$653.50
18 Mos.	6 Mos.	$669.50	$683.00	$696.50	$710.50	$724.50	$739.00
24 Mos.	6 Mos.	$755.00	$770.00	$785.50	$801.00	$817.00	$833.50
30 Mos.	(Maximum)	$853.00	$870.00	$887.50	$905.50	$923.50	$942.00
PENSION BAND		**101**	**101**	**101**	**101**	**101**	**101**

WAGE SCHEDULE 24

DRIVER - LIGHT TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$488.00	$498.00	$508.00	$518.00	$528.50	$539.00
6 Mos.	6 Mos.	$550.00	$561.00	$572.00	$583.50	$595.00	$607.00
12 Mos.	6 Mos.	$619.50	$632.00	$644.50	$657.50	$670.50	$684.00
18 Mos.	6 Mos.	$696.50	$710.50	$724.50	$739.00	$754.00	$769.00
24 Mos.	6 Mos.	$783.00	$798.50	$814.50	$831.00	$847.50	$864.50
30 Mos.	6 Mos.	$880.50	$898.00	$916.00	$934.50	$953.00	$972.00
36 Mos.	(Maximum)	$992.00	$1,012.00	$1,032.00	$1,052.50	$1,073.50	$1,095.00
PENSION BAND		**105**	**105**	**105**	**105**	**105**	**105**

WAGE SCHEDULE 25

DRIVER - MEDIUM TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$493.00	$503.00	$513.00	$523.50	$534.00	$544.50
6 Mos.	6 Mos.	$556.50	$567.50	$579.00	$590.50	$602.50	$614.50
12 Mos.	6 Mos.	$629.50	$642.00	$655.00	$668.00	$681.50	$695.00
18 Mos.	6 Mos.	$713.50	$728.00	$742.50	$757.50	$772.50	$788.00
24 Mos.	6 Mos.	$807.00	$823.00	$839.50	$856.50	$873.50	$891.00
30 Mos.	6 Mos.	$911.50	$929.50	$948.00	$967.00	$986.50	$1,006.00
36 Mos.	(Maximum)	$1,031.00	$1,051.50	$1,072.50	$1,094.00	$1,116.00	$1,138.50
PENSION BAND		**106**	**106**	**106**	**106**	**106**	**106**

WAGE SCHEDULE 26

DRIVER - HEAVY TRUCK

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$501.00	$511.00	$521.00	$531.50	$542.00	$553.00
6 Mos.	6 Mos.	$570.50	$582.00	$593.50	$605.50	$617.50	$630.00
12 Mos.	6 Mos.	$648.00	$661.00	$674.00	$687.50	$701.50	$715.50
18 Mos.	6 Mos.	$736.50	$751.00	$766.00	$781.50	$797.00	$813.00
24 Mos.	6 Mos.	$839.00	$856.00	$873.00	$890.50	$908.50	$926.50
30 Mos.	6 Mos.	$954.50	$973.50	$993.00	$1,013.00	$1,033.50	$1,054.00
36 Mos.	(Maximum)	$1,084.00	$1,105.50	$1,127.50	$1,150.00	$1,173.00	$1,196.50
PENSION BAND		**108**	**108**	**108**	**108**	**108**	**108**

WAGE SCHEDULE 27

PUBLIC COMMUNICATIONS SALES REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$672.50	$686.00	$699.50	$713.50	$728.00	$742.50
6 Mos.	6 Mos.	$756.00	$771.00	$786.50	$802.00	$818.00	$834.50
12 Mos.	6 Mos.	$848.50	$865.50	$883.00	$900.50	$918.50	$937.00
18 Mos.	6 Mos.	$951.50	$970.50	$990.00	$1,010.00	$1,030.00	$1,050.50
24 Mos.	6 Mos.	$1,068.50	$1,090.00	$1,112.00	$1,134.00	$1,156.50	$1,179.50
30 Mos.	6 Mos.	$1,197.50	$1,221.50	$1,246.00	$1,271.00	$1,296.50	$1,322.50
36 Mos.	6 Mos.	$1,343.50	$1,370.50	$1,398.00	$1,426.00	$1,454.50	$1,483.50
42 Mos.	6 Mos.	$1,507.50	$1,537.50	$1,568.50	$1,600.00	$1,632.00	$1,664.50
48 Mos.	(Maximum)	$1,689.00	$1,723.00	$1,757.50	$1,792.50	$1,828.50	$1,865.00
PENSION BAND		**122**	**122**	**122**	**122**	**122**	**122**

WAGE SCHEDULE 28

CUSTOMER SERVICE ADMINISTRATOR,
MATERIAL EQUIPMENT TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$588.50	$600.50	$612.50	$625.00	$637.50	$650.50
6 Mos.	6 Mos.	$674.50	$688.00	$702.00	$716.00	$730.50	$745.00
12 Mos.	6 Mos.	$773.00	$788.50	$804.50	$820.50	$837.00	$853.50
18 Mos.	6 Mos.	$887.50	$905.50	$923.50	$942.00	$961.00	$980.00
24 Mos.	6 Mos.	$1,019.00	$1,039.50	$1,060.50	$1,081.50	$1,103.00	$1,125.00
30 Mos.	6 Mos.	$1,168.00	$1,191.50	$1,215.50	$1,240.00	$1,265.00	$1,290.50
36 Mos.	(Maximum)	$1,338.50	$1,365.50	$1,393.00	$1,421.00	$1,449.50	$1,478.50
PENSION BAND		**115**	**115**	**115**	**115**	**115**	**115**

WAGE SCHEDULE 29

CUSTOMER SERVICE AGENT

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$616.50	$629.00	$641.50	$654.50	$667.50	$681.00
6 Mos.	6 Mos.	$694.50	$708.50	$722.50	$737.00	$751.50	$766.50
12 Mos.	6 Mos.	$782.50	$798.00	$814.00	$830.50	$847.00	$864.00
18 Mos.	6 Mos.	$880.50	$898.00	$916.00	$934.50	$953.00	$972.00
24 Mos.	6 Mos.	$994.50	$1,014.50	$1,035.00	$1,055.50	$1,076.50	$1,098.00
30 Mos.	6 Mos.	$1,118.50	$1,141.00	$1,164.00	$1,187.50	$1,211.50	$1,235.50
36 Mos.	6 Mos.	$1,260.50	$1,285.50	$1,311.00	$1,337.00	$1,363.50	$1,391.00
42 Mos.	6 Mos.	$1,421.00	$1,449.50	$1,478.50	$1,508.00	$1,538.00	$1,569.00
48 Mos.	(Maximum)	$1,601.00	$1,633.00	$1,665.50	$1,699.00	$1,733.00	$1,767.50
PENSION BAND		**123**	**123**	**123**	**123**	**123**	**123**

WAGE SCHEDULE 30

VIDEO HUB TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$972.50	$992.00	$1,012.00	$1,032.00	$1,052.50	$1,073.50
6 Mos.	6 Mos.	$1,066.00	$1,087.50	$1,109.50	$1,131.50	$1,154.00	$1,177.00
12 Mos.	6 Mos.	$1,161.00	$1,184.00	$1,207.50	$1,231.50	$1,256.00	$1,281.00
18 Mos.	6 Mos.	$1,256.00	$1,281.00	$1,306.50	$1,332.50	$1,359.00	$1,386.00
24 Mos.	6 Mos.	$1,351.00	$1,378.00	$1,405.50	$1,433.50	$1,462.00	$1,491.00
30 Mos.	6 Mos.	$1,446.00	$1,475.00	$1,504.50	$1,534.50	$1,565.00	$1,596.50
36 Mos.	(Maximum)	$1,542.00	$1,573.00	$1,604.50	$1,636.50	$1,669.00	$1,702.50
PENSION BAND		**120**	**120**	**120**	**120**	**120**	**120**

WAGE SCHEDULE 31

APPRENTICE TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$593.50	$605.50	$617.50	$630.00	$642.50	$655.50
6 Mos.	6 Mos.	$624.50	$637.00	$649.50	$662.50	$676.00	$689.50
12 Mos.	6 Mos.	$656.50	$669.50	$683.00	$696.50	$710.50	$724.50
18 Mos.	6 Mos.	$688.50	$702.50	$716.50	$731.00	$745.50	$760.50
24 Mos.	6 Mos.	$719.50	$734.00	$748.50	$763.50	$779.00	$794.50
30 Mos.	6 Mos.	$752.00	$767.00	$782.50	$798.00	$814.00	$830.50
36 Mos.	6 Mos.	$784.50	$800.00	$816.00	$832.50	$849.00	$866.00
42 Mos.	6 Mos.	$816.00	$832.50	$849.00	$866.00	$883.50	$901.00
48 Mos.	(Maximum)	$847.00	$864.00	$881.50	$899.00	$917.00	$935.50
PENSION BAND		**102**	**102**	**102**	**102**	**102**	**102**

WAGE SCHEDULE 32

TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$871.50	$889.00	$907.00	$925.00	$943.50	$962.50
6 Mos.	6 Mos.	$919.00	$937.50	$956.50	$975.50	$995.00	$1,015.00
12 Mos.	6 Mos.	$965.00	$984.50	$1,004.00	$1,024.00	$1,044.50	$1,065.50
18 Mos.	6 Mos.	$1,012.00	$1,032.00	$1,052.50	$1,073.50	$1,095.00	$1,117.00
24 Mos.	6 Mos.	$1,058.50	$1,079.50	$1,101.00	$1,123.00	$1,145.50	$1,168.50
30 Mos.	6 Mos.	$1,104.00	$1,126.00	$1,148.50	$1,171.50	$1,195.00	$1,219.00
36 Mos.	6 Mos.	$1,151.50	$1,174.50	$1,198.00	$1,222.00	$1,246.50	$1,271.50
42 Mos.	6 Mos.	$1,197.50	$1,221.50	$1,246.00	$1,271.00	$1,296.50	$1,322.50
48 Mos.	(Maximum)	$1,245.00	$1,270.00	$1,295.50	$1,321.50	$1,348.00	$1,375.00
PENSION BAND		**114**	**114**	**114**	**114**	**114**	**114**

WAGE SCHEDULE 33

SR. TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	**Effective 8/7/16**	**Effective 8/5/18**	**Effective 8/4/19**	**Effective 8/2/20**	**Effective 8/8/21**	**Effective 8/7/22**
Start	6 Mos.	$1,132.00	$1,154.50	$1,177.50	$1,201.00	$1,225.00	$1,249.50
6 Mos.	6 Mos.	$1,192.50	$1,216.50	$1,241.00	$1,266.00	$1,291.50	$1,317.50
12 Mos.	6 Mos.	$1,253.50	$1,278.50	$1,304.00	$1,330.00	$1,356.50	$1,383.50
18 Mos.	6 Mos.	$1,314.00	$1,340.50	$1,367.50	$1,395.00	$1,423.00	$1,451.50
24 Mos.	6 Mos.	$1,374.50	$1,402.00	$1,430.00	$1,458.50	$1,487.50	$1,517.50
30 Mos.	6 Mos.	$1,435.50	$1,464.00	$1,493.50	$1,523.50	$1,554.00	$1,585.00
36 Mos.	6 Mos.	$1,495.50	$1,525.50	$1,556.00	$1,587.00	$1,618.50	$1,651.00
42 Mos.	6 Mos.	$1,556.50	$1,587.50	$1,619.50	$1,652.00	$1,685.00	$1,718.50
48 Mos.	(Maximum)	$1,618.00	$1,650.50	$1,683.50	$1,717.00	$1,751.50	$1,786.50
PENSION BAND		**125**	**125**	**125**	**125**	**125**	**125**