

Appendix A

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WAGE SCHEDULES

Group I:

CUSTODIANS

Custodians hired prior to 07/01/99

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$14.47	\$14.60	\$14.75	\$14.89	\$15.01	\$15.19	\$15.31	\$15.44	\$15.56	\$15.68
2013-2014	\$14.47	\$14.60	\$14.75	\$14.89	\$15.01	\$15.19	\$15.31	\$15.44	\$15.56	\$15.68
2014-2015	\$14.47	\$14.60	\$14.75	\$14.89	\$15.01	\$15.19	\$15.31	\$15.44	\$15.56	\$15.68

Custodians hired after 07/01/99

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$11.04	\$11.55	\$12.06	\$12.57	\$13.09	\$13.60	\$14.13	\$14.64	\$15.17	\$15.68
2013-2014	\$11.04	\$11.55	\$12.06	\$12.57	\$13.09	\$13.60	\$14.13	\$14.64	\$15.17	\$15.68
2014-2015	\$11.04	\$11.55	\$12.06	\$12.57	\$13.09	\$13.60	\$14.13	\$14.64	\$15.17	\$15.68

Custodians hired after 04/16/08

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2012-2013	\$9.41	\$10.56	\$11.72	\$12.88	\$14.04
2013-2014	\$9.41	\$10.56	\$11.72	\$12.88	\$14.04
2014-2015	\$9.41	\$10.56	\$11.72	\$12.88	\$14.04

Custodians hired after 12/31/11

\$10.00

Differential Salaries:

- Head Custo \$750.00
- Head Custo \$750.00
- Head Custo \$750.00
- Head Custo \$750.00
- Late Shift (l \$412.00
- Fireman \$100.00

WAGE SCHEDULES

Group I:

MAINTENANCE

General Maintenance (hired prior to 07/01/99)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$14.55	\$14.68	\$14.82	\$14.94	\$15.10	\$15.23	\$15.35	\$15.50	\$15.65	\$16.05
2013-2014	\$14.55	\$14.68	\$14.82	\$14.94	\$15.10	\$15.23	\$15.35	\$15.50	\$15.65	\$16.05
2014-2015	\$14.55	\$14.68	\$14.82	\$14.94	\$15.10	\$15.23	\$15.35	\$15.50	\$15.65	\$16.05

General Maintenance (hired after 07/01/99)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$11.10	\$11.63	\$12.16	\$12.68	\$13.21	\$13.74	\$14.27	\$14.79	\$15.32	\$16.05
2013-2014	\$11.10	\$11.63	\$12.16	\$12.68	\$13.21	\$13.74	\$14.27	\$14.79	\$15.32	\$16.05
2014-2015	\$11.10	\$11.63	\$12.16	\$12.68	\$13.21	\$13.74	\$14.27	\$14.79	\$15.32	\$16.05

General Maintenance (hired after 04/16/08)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2012-2013	\$9.47	\$10.70	\$11.94	\$13.18	\$14.42

2013-2014	\$9.47	\$10.70	\$11.94	\$13.18	\$14.42
2014-2015	\$9.47	\$10.70	\$11.94	\$13.18	\$14.42

Journeyman's License

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$17.85	\$18.01	\$18.16	\$18.30	\$18.46	\$18.61	\$18.78	\$18.91	\$19.05	\$19.20
2013-2014	\$17.85	\$18.01	\$18.16	\$18.30	\$18.46	\$18.61	\$18.78	\$18.91	\$19.05	\$19.20
2014-2015	\$17.85	\$18.01	\$18.16	\$18.30	\$18.46	\$18.61	\$18.78	\$18.91	\$19.05	\$19.20

Journeyman's License Plus

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
2012-2013	\$19.36	\$19.49	\$19.64	\$19.77	\$19.90	\$20.05
2013-2014	\$19.36	\$19.49	\$19.64	\$19.77	\$19.90	\$20.05
2014-2015	\$19.36	\$19.49	\$19.64	\$19.77	\$19.90	\$20.05

Master's License

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$19.61	\$19.74	\$19.88	\$20.02	\$20.16	\$20.30	\$20.43	\$20.58	\$20.72	\$20.85
2013-2014	\$19.61	\$19.74	\$19.88	\$20.02	\$20.16	\$20.30	\$20.43	\$20.58	\$20.72	\$20.85
2014-2015	\$19.61	\$19.74	\$19.88	\$20.02	\$20.16	\$20.30	\$20.43	\$20.58	\$20.72	\$20.85

Relief Foreman - \$800.00 differential per year

WAGE SCHEDULES

Group I:

BUS DRIVERS

Bus Driver (Hired prior to 07/01/99)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$15.74	\$15.88	\$16.01	\$16.19	\$16.32	\$16.47	\$16.63	\$16.80	\$16.93	\$17.07
2013-2014	\$15.74	\$15.88	\$16.01	\$16.19	\$16.32	\$16.47	\$16.63	\$16.80	\$16.93	\$17.07
2014-2015	\$15.74	\$15.88	\$16.01	\$16.19	\$16.32	\$16.47	\$16.63	\$16.80	\$16.93	\$17.07

Bus Driver (Hired after 07/01/99)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$12.01	\$12.56	\$13.12	\$13.69	\$14.25	\$14.82	\$15.37	\$15.93	\$16.50	\$17.07
2013-2014	\$12.01	\$12.56	\$13.12	\$13.69	\$14.25	\$14.82	\$15.37	\$15.93	\$16.50	\$17.07
2014-2015	\$12.01	\$12.56	\$13.12	\$13.69	\$14.25	\$14.82	\$15.37	\$15.93	\$16.50	\$17.07

Bus Driver (Hired after 04/16/08)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2012-2013	\$10.26	\$10.82	\$11.38	\$11.94	\$12.50
2013-2014	\$10.26	\$10.82	\$11.38	\$11.94	\$12.50
2014-2015	\$10.26	\$10.82	\$11.38	\$11.94	\$12.50

Differential Salaries: Head Bus Driver - \$750.00

WAGE SCHEDULES

Group I:

RECREATION

General Maintenance Worker (Semi-Skilled)

(Hired prior to 07/01/99)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$14.55	\$14.68	\$14.82	\$14.94	\$15.10	\$15.24	\$15.39	\$15.52	\$15.65	\$15.76
2013-2014	\$14.55	\$14.68	\$14.82	\$14.94	\$15.10	\$15.24	\$15.39	\$15.52	\$15.65	\$15.76
2014-2015	\$14.55	\$14.68	\$14.82	\$14.94	\$15.10	\$15.24	\$15.39	\$15.52	\$15.65	\$15.76

General Maintenance Worker (Semi-Skilled)**(Hired after 07/01/99)**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$11.10	\$11.62	\$12.14	\$12.66	\$13.17	\$13.70	\$14.21	\$14.73	\$15.25	\$15.76
2013-2014	\$11.10	\$11.62	\$12.14	\$12.66	\$13.17	\$13.70	\$14.21	\$14.73	\$15.25	\$15.76
2014-2015	\$11.10	\$11.62	\$12.14	\$12.66	\$13.17	\$13.70	\$14.21	\$14.73	\$15.25	\$15.76

General Maintenance Worker (Semi-Skilled)**(Hired after 05/16/08)**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2012-2013	\$9.47	\$9.98	\$10.50	\$11.01	\$11.53
2013-2014	\$9.47	\$9.98	\$10.50	\$11.01	\$11.53
2014-2015	\$9.47	\$9.98	\$10.50	\$11.01	\$11.53

Maintenance Leader (Skilled)**(Hired prior to 07/01/99)**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$16.73	\$16.87	\$17.01	\$17.19	\$17.33	\$17.46	\$17.69	\$17.83	\$17.96	\$18.12
2013-2014	\$16.73	\$16.87	\$17.01	\$17.19	\$17.33	\$17.46	\$17.69	\$17.83	\$17.96	\$18.12
2014-2015	\$16.73	\$16.87	\$17.01	\$17.19	\$17.33	\$17.46	\$17.69	\$17.83	\$17.96	\$18.12

Maintenance Leader (Skilled)**(Hired after 07/01/99)**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
2012-2013	\$12.86	\$13.44	\$14.02	\$14.59	\$15.17	\$15.76	\$16.34	\$16.93	\$17.52	\$18.12
2013-2014	\$12.86	\$13.44	\$14.02	\$14.59	\$15.17	\$15.76	\$16.34	\$16.93	\$17.52	\$18.12
2014-2015	\$12.86	\$13.44	\$14.02	\$14.59	\$15.17	\$15.76	\$16.34	\$16.93	\$17.52	\$18.12

Maintenance Leader (Skilled)**(Hired after 04/16/08)**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
2012-2013	\$11.01	\$11.58	\$12.16	\$12.73	\$13.31
2013-2014	\$11.01	\$11.58	\$12.16	\$12.73	\$13.31
2014-2015	\$11.01	\$11.58	\$12.16	\$12.73	\$13.31

Differential Salaries:

Maintenanc \$450.00
 Additional I \$200.00
 General Ma \$275.00
 General Ma \$400.00
 Maintenance Leader

WAGE SCHEDULES**Group II:****SECRETARIES****Grade I (hired prior to 07/01/99)**

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
2012-2013 (frozen)	FROZEN STEP	\$21.19	\$21.37	\$21.51	\$21.68	\$21.85	\$22.02	\$22.26	\$22.44	\$22.60	\$22.75	\$23.21	\$23.67	\$24.14
2013-2014 (-2%)	FROZEN STEP	\$20.77	\$20.94	\$21.08	\$21.25	\$21.41	\$21.58	\$21.81	\$21.99	\$22.15	\$22.30	\$22.74	\$23.20	\$23.66
2014-2015 (-2%)	FROZEN STEP	\$20.35	\$20.52	\$20.66	\$20.82	\$20.98	\$21.15	\$21.38	\$21.55	\$21.71	\$21.85	\$22.29	\$22.73	\$23.19

Grade I (hired after 07/01/99)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
2012-2013 (frozen)	FROZEN STEP	\$16.17	\$16.89	\$17.61	\$18.34	\$19.07	\$19.80	\$20.52	\$21.28	\$22.02	\$22.75	\$23.21	\$23.67	\$24.14
2013-2014 (-2%)	FROZEN STEP	\$15.85	\$16.55	\$17.26	\$17.97	\$18.69	\$19.40	\$20.11	\$20.85	\$21.58	\$22.30	\$22.74	\$23.20	\$23.66

2014-2015 (-2%)	FROZEN STEP	\$15.53	\$16.22	\$16.91	\$17.61	\$18.31	\$19.02	\$19.71	\$20.44	\$21.15	\$21.85	\$22.29	\$22.73	\$23.19
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Grade II (hired prior to 07/01/99)

		<u>Step1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
2012-2013 (frozen)	FROZEN STEP	\$20.65	\$20.82	\$21.00	\$21.19	\$21.37	\$21.51	\$21.78	\$21.95	\$22.11	\$22.27	\$22.72	\$23.17	\$23.63
2013-2014 (-2%)	FROZEN STEP	\$20.24	\$20.40	\$20.58	\$20.77	\$20.94	\$21.08	\$21.34	\$21.51	\$21.67	\$21.82	\$22.26	\$22.71	\$23.16
2014-2015 (-2%)	FROZEN STEP	\$19.83	\$20.00	\$20.17	\$20.35	\$20.52	\$20.66	\$20.92	\$21.08	\$21.23	\$21.39	\$21.82	\$22.25	\$22.70

Grade II (hired after 07/01/99)

		<u>Step1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
2012-2013 (frozen)	FROZEN STEP	\$15.75	\$16.47	\$17.18	\$17.91	\$18.63	\$19.35	\$20.08	\$20.82	\$21.54	\$22.27	\$22.72	\$23.17	\$23.63
2013-2014 (-2%)	FROZEN STEP	\$15.44	\$16.14	\$16.84	\$17.55	\$18.26	\$18.96	\$19.68	\$20.40	\$21.11	\$21.82	\$22.26	\$22.71	\$23.16
2014-2015 (-2%)	FROZEN STEP	\$15.13	\$15.82	\$16.50	\$17.20	\$17.89	\$18.58	\$19.28	\$20.00	\$20.69	\$21.39	\$21.82	\$22.25	\$22.70

WAGE SCHEDULES

Grade III (hired prior to 07/01/99)

		<u>Step1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
2012-2013 (frozen)	FROZEN STEP	\$20.08	\$20.29	\$20.45	\$20.65	\$20.82	\$21.00	\$21.27	\$21.44	\$21.59	\$21.76	\$22.20	\$22.64	\$23.09
2013-2014 (-2%)	FROZEN STEP	\$19.68	\$19.88	\$20.04	\$20.24	\$20.40	\$20.58	\$20.84	\$21.01	\$21.16	\$21.32	\$21.75	\$22.19	\$22.63
2014-2015 (-2%)	FROZEN STEP	\$19.28	\$19.49	\$19.64	\$19.83	\$20.00	\$20.17	\$20.43	\$20.59	\$20.74	\$20.90	\$21.32	\$21.74	\$22.18

Grade III (hired after 07/01/99)

		<u>Step1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
2012-2013 (frozen)	FROZEN STEP	\$15.32	\$16.03	\$16.75	\$17.46	\$18.17	\$18.89	\$19.61	\$20.32	\$21.03	\$21.76	\$22.20	\$22.64	\$23.09
2013-2014 (-2%)	FROZEN STEP	\$15.01	\$15.71	\$16.42	\$17.11	\$17.81	\$18.51	\$19.22	\$19.91	\$20.61	\$21.32	\$21.75	\$22.19	\$22.63
2014-2015 (-2%)	FROZEN STEP	\$14.71	\$15.40	\$16.09	\$16.77	\$17.45	\$18.14	\$18.83	\$19.52	\$20.20	\$20.90	\$21.32	\$21.74	\$22.18

WAGE SCHEDULES

Added as of 7/1/05

Group III

Tech 1

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
2012-2013 (frozen)	FROZEN STEP	\$13.51	\$13.87	\$14.24	\$14.60	\$15.00	\$15.30	\$15.61	\$15.92
2013-2014 (-2%)	FROZEN STEP	\$13.24	\$13.59	\$13.96	\$14.31	\$14.70	\$14.99	\$15.29	\$15.60
2014-2015 (-2%)	FROZEN STEP	\$12.98	\$13.32	\$13.68	\$14.02	\$14.41	\$14.69	\$14.99	\$15.29

Tech 2

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
2012-2013 (frozen)	FROZEN STEP	\$19.70	\$20.24	\$20.79	\$21.37	\$21.97	\$22.41	\$22.86	\$23.31
2013-2014 (-2%)	FROZEN STEP	\$19.31	\$19.84	\$20.37	\$20.94	\$21.53	\$21.96	\$22.40	\$22.85
2014-2015 (-2%)	FROZEN STEP	\$18.92	\$19.44	\$19.97	\$20.52	\$21.10	\$21.52	\$21.95	\$22.39