# Appendix A

# WAGE SCHEDULES

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## Group I:

CUSTODIANS											
Custodians hired prior to 07/01/99	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
2012-2013	\$14.47		\$14.75	\$14.89	\$15.01	\$15.19	\$15.31	\$15.44	\$15.56	\$15.68	
2013-2014	\$14.47		\$14.75	\$14.89	\$15.01	\$15.19	\$15.31 \$15.31	\$15.44	\$15.56	\$15.68	
2014-2015	\$14.47 \$14.47		\$14.75	\$14.89	\$15.01	\$15.19	\$15.31 \$15.31	\$15.44	\$15.56	\$15.68	
2014-2015	ψ1 <b></b> -/	φ <b>1-</b> .00	φ1 <b></b> .75	φ <b>1-</b> .07	\$15.01	ψ15.17	φ15.51	ψ13.77	φ15.50	ψ15.00	
Custodians hired after 07/01/99											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
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	
Custo diana kinad after 04/16/08	Store 1	Store 2	Stor 2	Stor 1	Stor F						
Custodians hired after 04/16/08 2012-2013	<u>Step 1</u> \$9.41	<u>Step 2</u> \$10.56	<u>Step 3</u> \$11.72	<u>Step 4</u> \$12.88	<u>Step 5</u> \$14.04						
2012-2013 2013-2014	\$9.41 \$9.41	\$10.56	\$11.72	\$12.88	\$14.04 \$14.04						
2013-2014 2014-2015	\$9.41 \$9.41		\$11.72	\$12.88	\$14.04 \$14.04						
2014-2013	\$9.41	\$10.50	\$11.72	\$12.00	\$14.04						
Custodians hired after 12/31/11	\$10.00										
Differential Salaries:											
	sto \$750.00										
	sto \$750.00										
	sto \$750.00										
	sto \$750.00										
Fireman	ft (1 \$412.00 \$100.00										
Fileman	\$100.00										
WAGE SCHEDULES											
Group I:											
MAINTENANCE											
General Maintenance (hired prior to 07/01/99)											
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	<u>Step 10</u>
2012-2013		\$14.55	\$14.68	\$14.82	\$14.94	\$15.10	\$15.23	\$15.35	\$15.50		\$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)											
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2012-2013		\$11.10	\$11.63	\$12.16		\$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)		Gu 1	C	Gu 2	C	Store 7					
2012 2012		<u>Step 1</u>	<u>Step 2</u>	Step 3	<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					
<b>Journeyman's License</b> 2012-2013 2013-2014 2014-2015		<u>Step 1</u> \$17.85 \$17.85 \$17.85	<u>Step 2</u> \$18.01 \$18.01 \$18.01	<u>Step 3</u> \$18.16 \$18.16 \$18.16	<u>Step 4</u> \$18.30 \$18.30 \$18.30	<u>Step 5</u> \$18.46 \$18.46 \$18.46	<u>Step 6</u> \$18.61 \$18.61 \$18.61	<u>Step 7</u> \$18.78 \$18.78 \$18.78	<u>Step 8</u> \$18.91 \$18.91 \$18.91	<u>Step 9</u> \$19.05 \$19.05 \$19.05	<u>Step 10</u> \$19.20 \$19.20 \$19.20
<b>Journeyman's License Plus</b> 2012-2013 2013-2014 2014-2015		<u>Step 1</u> \$19.36 \$19.36 \$19.36	<u>Step 2</u> \$19.49 \$19.49 \$19.49	<u>Step 3</u> \$19.64 \$19.64 \$19.64	<u>Step 4</u> \$19.77 \$19.77 \$19.77	<u>Step 5</u> \$19.90 \$19.90 \$19.90	<u>Step 6</u> \$20.05 \$20.05 \$20.05				
Master's License 2012-2013 2013-2014 2014-2015		<u>Step 1</u> \$19.61 \$19.61 \$19.61	<u>Step 2</u> \$19.74 \$19.74 \$19.74	<u>Step 3</u> \$19.88 \$19.88 \$19.88	<u>Step 4</u> \$20.02 \$20.02 \$20.02	<u>Step 5</u> \$20.16 \$20.16 \$20.16	<u>Step 6</u> \$20.30 \$20.30 \$20.30	<u>Step 7</u> \$20.43 \$20.43 \$20.43	<u>Step 8</u> \$20.58 \$20.58 \$20.58	<u>Step 9</u> \$20.72 \$20.72 \$20.72	<u>Step 10</u> \$20.85 \$20.85 \$20.85
Relief Foreman -	\$800.00 differential	per year									
<u>WAGE SCHEDULES</u> <u>Group I:</u>											
BUS DRIVERS Bus Driver (Hired prior to 07/01/99) 2012-2013	<u>Step 1</u> \$15.74	<u>Step 2</u> \$15.88	<u>Step 3</u> \$16.01	<u>Step 4</u> \$16.19	<u>Step 5</u> \$16.32	<u>Step 6</u> \$16.47	<u>Step 7</u> \$16.63	<u>Step 8</u> \$16.80	<u>Step 9</u> \$16.93	<u>Step 10</u> \$17.07	
2013-2014 2014-2015	\$15.74 \$15.74	\$15.88 \$15.88	\$16.01 \$16.01	\$16.19 \$16.19	\$16.32 \$16.32	\$16.47 \$16.47	\$16.63 \$16.63	\$16.80 \$16.80	\$16.93 \$16.93	\$17.07 \$17.07	
	\$15.74	φ15.00	φ10.01	φ10.19	φ10.52	φ10.47	φ10.05	φ10.00	φ10.95	φ17.07	
Bus Driver (Hired after 07/01/99) 2012-2013 2013-2014 2014-2015	<u>Step 1</u> \$12.01 \$12.01 \$12.01	<u>Step 2</u> \$12.56 \$12.56 \$12.56	<u>Step 3</u> \$13.12 \$13.12 \$13.12	<u>Step 4</u> \$13.69 \$13.69 \$13.69	<u>Step 5</u> \$14.25 \$14.25 \$14.25	<u>Step 6</u> \$14.82 \$14.82 \$14.82	<u>Step 7</u> \$15.37 \$15.37 \$15.37	<u>Step 8</u> \$15.93 \$15.93 \$15.93	<u>Step 9</u> \$16.50 \$16.50 \$16.50	<u>Step 10</u> \$17.07 \$17.07 \$17.07	
<b>Bus Driver (Hired after 04/16/08)</b> 2012-2013 2013-2014 2014-2015	<u>Step 1</u> \$10.26 \$10.26 \$10.26	<u>Step 2</u> \$10.82 \$10.82 \$10.82	<u>Step 3</u> \$11.38 \$11.38 \$11.38	<u>Step 4</u> \$11.94 \$11.94 \$11.94	<u>Step 5</u> \$12.50 \$12.50 \$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)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
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)	Step 1 Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	<u>Step 10</u>				
2012-2013	\$11.10 \$11.6	2 \$12.14	\$12.66	\$13.17	\$13.70	\$14.21	\$14.73	\$15.25	\$15.76				
2013-2014	\$11.10 \$11.6	2 \$12.14	\$12.66	\$13.17	\$13.70	\$14.21	\$14.73	\$15.25	\$15.76				
2014-2015	\$11.10 \$11.63	2 \$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	Step 1 Step 2	Step 3	Step 4	Step 5									
2012-2013	\$9.47 \$9.98		\$11.01	\$11.53									
2013-2014	\$9.47 \$9.98	3 \$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)	Step1 Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10				
2012-2013	\$16.73 \$16.8 <sup>°</sup>	7 \$17.01	\$17.19	\$17.33	\$17.46	\$17.69	\$17.83	\$17.96	\$18.12				
2013-2014	\$16.73 \$16.8 <sup>-</sup>	7 \$17.01	\$17.19	\$17.33	\$17.46	\$17.69	\$17.83	\$17.96	\$18.12				
2014-2015	\$16.73 \$16.8	\$17.01	\$17.19	\$17.33	\$17.46	\$17.69	\$17.83	\$17.96	\$18.12				
Maintenance Leader (Skilled)													
(Hired after 07/01/99)	Step1 Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10				
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   \$13.4	\$14.02	\$14.59	\$15.17	\$15.76	\$16.34	\$16.93	\$17.52	\$18.12				
2014-2015	\$12.86 \$13.4	\$14.02	\$14.59	\$15.17	\$15.76	\$16.34	\$16.93	\$17.52	\$18.12				
Maintenance Leader (Skilled)													
(Hired after 04/16/08)	Step 1 Step 2	Step 3	Step 4	Step 5									
2012-2013	\$11.01 \$11.5		\$12.73	\$13.31									
2013-2014	\$11.01 \$11.5	3 \$12.16	\$12.73	\$13.31									
2014-2015	\$11.01 \$11.5	3 \$12.16	\$12.73	\$13.31									
Differential Salaries: Mainte	enanc \$450.00												
	onal I \$200.00												
	ll Ma \$275.00												
	ll Ma \$400.00												
Mainte	enance Leader												
WAGE SCHEDULES													
Group II:													
SECRETARIES													
Grade I (hired prior to 07/01/99)													
<u>.</u>	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
2012-2013 (frozen) FROZE	N STEP \$21.1		\$21.51	\$21.68	\$21.85	\$22.02	\$22.26	\$22.44	\$22.60	\$22.75	\$23.21	\$23.67	\$24.14
× ,	N STEP \$20.7		\$21.08	\$21.25	\$21.41	\$21.58	\$21.81	\$21.99	\$22.15	\$22.30	\$22.74	\$23.20	\$23.66
	N STEP \$20.35		\$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)

		Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	<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

Grade II (hired prior to 07/01/99) Step1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 11 Step 12 Step 13 \$20.65 \$20.82 \$21.00 \$21.37 \$21.51 \$21.78 \$21.95 \$22.11 \$22.27 \$22.72 \$23.17 2012-2013 (frozen) \$21.19 \$23.63 FROZEN STEP 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) Step1 Step 2 Step 3 Step 4 Step 5 <u>Step 6</u> Step 7 Step 8 Step 9 Step 10 Step 11 Step 12 Step 13 \$15.75 \$16.47 \$17.18 \$17.91 \$18.63 \$19.35 \$20.08 \$20.82 \$21.54 \$22.27 \$22.72 \$23.17 2012-2013 (frozen) FROZEN STEP \$23.63 \$16.14 \$16.84 \$17.55 \$18.26 \$18.96 \$19.68 \$20.40 \$21.11 \$21.82 \$22.26 \$22.71 \$23.16 2013-2014 (-2%) FROZEN STEP \$15.44 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

\$16.91 \$17.61

\$18.31 \$19.02 \$19.71 \$20.44 \$21.15

\$21.85

\$22.29

\$22.73

\$23.19

#### WAGE SCHEDULES

FROZEN STEP

\$15.53

\$16.22

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

2014-2015 (-2%)

		Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	<u>Step 10</u>	Step 11	Step 12	Step 13
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)

		Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	<u>Step 8</u>	Step 9	<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

<u>Group III</u>										
<u>Tech 1</u>		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
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	