

## APPENDIX A

### 2015 – 2016 Wage Scale

| <b>Range 53</b> | <b>Step A</b> | <b>Step B</b> | <b>Step C</b> | <b>Step D</b> | <b>Step E</b> | <b>Step F</b> | <b>Step G</b> | <b>Step H</b> | <b>Step I</b> | <b>Step J</b> | <b>Step K</b> | <b>Step L</b> | <b>Step M</b> |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Annual</b>   | \$45,469      | \$46,644      | \$47,804      | \$49,034      | \$50,250      | \$51,494      | \$52,750      | \$54,105      | \$55,445      | \$56,854      | \$58,250      | \$59,706      | \$61,169      |
| <b>Monthly</b>  | \$3,789       | \$3,887       | \$3,984       | \$4,086       | \$4,188       | \$4,291       | \$4,396       | \$4,508       | \$4,621       | \$4,738       | \$4,854       | \$4,976       | \$5,097       |
| <b>Hourly</b>   | \$21.77       | \$22.34       | \$22.90       | \$23.48       | \$24.07       | \$24.66       | \$25.27       | \$25.91       | \$26.55       | \$27.23       | \$27.89       | \$28.14       | \$28.83       |
| <b>FTO</b>      | \$113.68      | \$116.62      | \$120         | \$123         | \$126         | \$129         | \$132         | \$135         | \$139         | \$142         | \$146         | \$149         | \$153         |

| <b>Range 55</b> | <b>Step A</b> | <b>Step B</b> | <b>Step C</b> | <b>Step D</b> | <b>Step E</b> | <b>Step F</b> | <b>Step G</b> | <b>Step H</b> | <b>Step I</b> | <b>Step J</b> | <b>Step K</b> | <b>Step L</b> | <b>Step M</b> |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Annual</b>   | \$47,804      | \$49,034      | \$50,250      | \$51,494      | \$52,750      | \$54,105      | \$55,445      | \$56,854      | \$58,250      | \$59,714      | \$61,179      | \$62,708      | \$64,245      |
| <b>Monthly</b>  | \$3,984       | \$4,086       | \$4,188       | \$4,291       | \$4,396       | \$4,508       | \$4,621       | \$4,738       | \$4,854       | \$4,976       | \$5,099       | \$5,225       | \$5,353       |
| <b>Hourly</b>   | \$22.90       | \$23.48       | \$24.07       | \$24.66       | \$25.27       | \$25.91       | \$26.55       | \$27.23       | \$27.89       | \$28.60       | \$29.30       | \$30.03       | \$30.77       |
| <b>FTO</b>      | \$119.52      | \$123         | \$126         | \$129         | \$132         | \$135         | \$139         | \$142         | \$146         | \$149         | \$153         | \$157         | \$161         |

| <b>Range 58</b> | <b>Step A</b> | <b>Step B</b> | <b>Step C</b> | <b>Step D</b> | <b>Step E</b> | <b>Step F</b> | <b>Step G</b> | <b>Step H</b> | <b>Step I</b> | <b>Step J</b> | <b>Step K</b> | <b>Step L</b> | <b>Step M</b> |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Annual</b>   | \$51,494      | \$52,750      | \$54,105      | \$55,445      | \$56,854      | \$58,250      | \$59,714      | \$61,179      | \$62,726      | \$64,287      | \$65,918      | \$67,566      | \$69,221      |
| <b>Monthly</b>  | \$4,291       | \$4,396       | \$4,508       | \$4,621       | \$4,738       | \$4,854       | \$4,976       | \$5,099       | \$5,227       | \$5,357       | \$5,493       | \$5,630       | \$5,768       |
| <b>Hourly</b>   | \$24.66       | \$25.27       | \$25.91       | \$26.55       | \$27.23       | \$27.89       | \$28.60       | \$29.30       | \$30.05       | \$30.79       | \$31.57       | \$32.36       | \$33.16       |
| <b>FTO</b>      | \$129         | \$132         | \$135         | \$139         | \$142         | \$146         | \$149         | \$153         | \$157         | \$161         | \$165         | \$169         | \$173         |

**2016 – 2017 Wage Scale**

|                 |               |               |               |               |               |               |               |               |               |               |               |               |               |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Range 53</b> | <b>Step A</b> | <b>Step B</b> | <b>Step C</b> | <b>Step D</b> | <b>Step E</b> | <b>Step F</b> | <b>Step G</b> | <b>Step H</b> | <b>Step I</b> | <b>Step J</b> | <b>Step K</b> | <b>Step L</b> | <b>Step M</b> |
| <b>Annual</b>   | \$46,288      | \$47,483      | \$48,665      | \$49,917      | \$51,154      | \$52,421      | \$53,700      | \$55,079      | \$56,443      | \$57,877      | \$59,298      | \$60,781      | \$62,270      |
| <b>Monthly</b>  | \$3,858       | \$3,957       | \$4,056       | \$4,160       | \$4,263       | \$4,368       | \$4,475       | \$4,589       | \$4,704       | \$4,823       | \$4,942       | \$5,065       | \$5,189       |
| <b>Hourly</b>   | \$22.17       | \$22.74       | \$23.31       | \$23.91       | \$24.50       | \$25.10       | \$25.72       | \$26.38       | \$27.03       | \$27.72       | \$28.39       | \$28.65       | \$29.35       |
| <b>FTO</b>      | \$116         | \$119         | \$122         | \$125         | \$128         | \$131         | \$134         | \$138         | \$141         | \$145         | \$148         | \$152         | \$156         |
| <b>Range 55</b> | <b>Step A</b> | <b>Step B</b> | <b>Step C</b> | <b>Step D</b> | <b>Step E</b> | <b>Step F</b> | <b>Step G</b> | <b>Step H</b> | <b>Step I</b> | <b>Step J</b> | <b>Step K</b> | <b>Step L</b> | <b>Step M</b> |
| <b>Annual</b>   | \$48,665      | \$49,917      | \$51,154      | \$52,421      | \$53,700      | \$55,079      | \$56,443      | \$57,877      | \$59,298      | \$60,789      | \$62,280      | \$63,837      | \$65,402      |
| <b>Monthly</b>  | \$4,056       | \$4,160       | \$4,263       | \$4,368       | \$4,475       | \$4,589       | \$4,704       | \$4,823       | \$4,942       | \$5,065       | \$5,190       | \$5,319       | \$5,449       |
| <b>Hourly</b>   | \$23.31       | \$23.91       | \$24.50       | \$25.10       | \$25.72       | \$26.38       | \$27.03       | \$27.72       | \$28.39       | \$29.12       | \$29.83       | \$30.58       | \$31.32       |
| <b>FTO</b>      | \$122         | \$125         | \$128         | \$131         | \$134         | \$138         | \$141         | \$145         | \$148         | \$152         | \$156         | \$160         | \$163         |
| <b>Range 58</b> | <b>Step A</b> | <b>Step B</b> | <b>Step C</b> | <b>Step D</b> | <b>Step E</b> | <b>Step F</b> | <b>Step G</b> | <b>Step H</b> | <b>Step I</b> | <b>Step J</b> | <b>Step K</b> | <b>Step L</b> | <b>Step M</b> |
| <b>Annual</b>   | \$52,421      | \$53,700      | \$55,079      | \$56,443      | \$57,877      | \$59,298      | \$60,789      | \$62,280      | \$63,855      | \$65,445      | \$67,104      | \$68,782      | \$70,467      |
| <b>Monthly</b>  | \$4,368       | \$4,475       | \$4,589       | \$4,704       | \$4,823       | \$4,942       | \$5,065       | \$5,190       | \$5,321       | \$5,453       | \$5,592       | \$5,731       | \$5,872       |
| <b>Hourly</b>   | \$25.10       | \$25.72       | \$26.38       | \$27.03       | \$27.72       | \$28.39       | \$29.12       | \$29.83       | \$30.59       | \$31.34       | \$32.14       | \$32.95       | \$33.75       |
| <b>FTO</b>      | \$131         | \$134         | \$138         | \$141         | \$145         | \$148         | \$152         | \$156         | \$160         | \$164         | \$168         | \$172         | \$176         |