

MEMORANDUM OF AGREEMENT

Between

THE COURT ADMINISTRATOR OF THE TRIAL COURT  
OF THE COMMONWEALTH OF MASSACHUSETTS  
(EMPLOYER)

And

THE OFFICE AND PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION, LOCAL 6 (UNION)  
(Professional Unit)

EFFECTIVE JULY 1, 2014

EXPIRING JUNE 30, 2017

The Employer and the Union agree to amend the Collective Bargaining Agreement for the professional bargaining unit effective from July 1, 2011 and expiring June 30, 2014 as specified below. All other provisions not amended shall continue in force and shall be incorporated into the Collective Bargaining Agreement effective from July 1, 2014 and expiring June 30, 2017.

### Non-economic Proposals

1. Section 5.06 – Add: Either party may bring, or request the presence of, a fact witness at a grievance meeting for the purpose of providing relevant factual evidence; neither party shall unreasonably object to the presence of such witnesses. In the event of a dispute as to the presence of such witnesses, the Union Representative and the Director of Human Resources or his or her designee shall consult in order to resolve any issues surrounding such participation.
2. Section 12.06 – Add: The parties agree to establish an in-service training program for employees with the goal of requiring employees to satisfy a 22.5 hour per year requirement in year two of this contract. It is understood that such training will be offered during regular work hours and training requests will not be unreasonably denied. The employer will make reasonable efforts to ensure that such training programs are offered on a regional basis. The parties agree that the Employee Relations Action Committee will assist in the development of such training programs.
3. Section 17.13 – The parties agree to develop a Code of Conduct/Mutual Respect Policy and a Social Media Policy. A joint labor-management committee will be formed to develop such policies for implementation by October 1, 2014.
4. Section 17.06 – Amend to develop language that makes it clear that employees are required to report outside employment and that allows employees up to three months to discontinue the outside employment unless it violates the Ethics Statute (G.L. ch. 268A), in which case the employee will be required to immediately discontinue the outside employment. The Trial Court may direct an employee to receive an opinion from the Ethics Commission and to share that opinion with their Department Head as applicable. The parties acknowledge that existing language in Section 17.06 addresses the employer's concern about appearance of conflicts.
5. Article XII - Amend to develop language that makes it clear that employees are required to report to their Department Head their arrests and the issuance of 209A, 258E and supported 51A orders against them.
6. Appendix F - The parties agree that performance evaluations will start after initial management employee evaluations are completed. \*

7. Section 22.01 – The parties agree that Section 22.01 does not provide an impediment for flexible use of staff to meet daily operational needs per current practice. \*
8. Article XVII – Amend to develop language that indicates that operational needs may prevent married couples or domestic partners from working in same court.
9. Preamble – The parties agree to extend the Preamble for the term of this Agreement.\*
10. Section 22.01: Add: In no event shall a transfer be more than a reasonable distance from the place where an employee is employed, unless the employee so consents in writing.
11. Appendix H –Classification Improvement Plan

The parties agree to establish a Review Committee and Appeals Committee in order to conduct a Classification Improvement Plan during the term of this Agreement for the purpose of evaluating objectively all classifications in the bargaining unit to ensure that employees' duties accurately reflect their classifications and to ensure that employee classifications are consistent from one court to another. The Review Committee can also recommend that new classifications and appropriate pay scales be established, subject to agreement by the parties. The parties agree to form the Review Committee and to begin working on the Classification Improvement Plan during the first year of this Agreement.

12. The parties agree to discuss the Trial Court "Guidelines Regarding Employees who are Victims of Domestic Violence" and relevant Executive Branch policies.

### **Technical Proposals**

13. Sections 13.01 and 13.08 – Amend to clarify that personal and political leaves of absences are granted using operational needs test and add language clarifying that employees requesting new personal or political leaves under terms of this contract have no guarantee to return to their prior court if leave is approved. This provision shall not apply to current employees during the period of their existing leave but will apply should an extension or new leave be granted.
14. The parties agree that to be eligible for holiday pay, full-time employees must work or be paid for full-day before and after the holiday to receive holiday pay. No pro-rating holiday pay for time off the payroll.\*
15. Article IX - Amend to clarify that time not worked does not count towards satisfying the probationary period (except comp. time taken).

16. Article IX – The parties agree that the Employer has the authority to require that all new hires are subject to three month (mid-point) evaluations and sign off for completion of probationary period.
17. Amend various sections to change references from Chief Justice of Administration and Management to Court Administrator, and to insure relevant dates are changed where necessary.
18. Impact of SSTA – Refer implementation to the Employee Relations Action Committee for ongoing discussions.
19. Section 12.13 – Amend to eliminate paper pay advice/stubs.
20. Article XXIII - Amend to clarify status of union employees temporarily serving in management positions. Such employees must request a leave from their current positions and shall receive management pay and benefits. Employees may voluntarily continue to pay dues/fees to the union but such payment does not alter their status as management employees during the period of their temporary assignment.
21. Section 13.02A – Amend to reflect use of the U.S. Department of Labor Form for FMLA leaves.
22. Section 2.01 – Amend to include ELMO
23. New Section 17.14 - The parties agree to establish a joint labor-management committee for court interpreters.
24. Article XXVII – Refer to the Employee Relations Action Committee the issue of email access for all employees of the bargaining unit and how to clarify the employer’s expectation for employees to regularly read emails during work hours.

**Economic Proposals**

25. Wages – Amend Section 10.01 and relevant Appendices to reflect 9% wage increase over three years subject to funding. Such increases implemented as follows:
  - 1.5% effective first full pay period in July 2014
  - 1.5% effective first full pay period in January 2015
  - 1.5% effective first full pay period in July 2015
  - 1.5% effective first full pay period in January 2016
  - 1.5% effective first full pay period in July 2016
  - 1.5% effective first full pay period in January 2017


26. Payment of Overtime – Amend Section 17.03 as follows: (1) Develop language/program that authorizes payment of overtime during the year to employees who are over the 75 hour cap and who are required and approved by management to work overtime for emergency/special circumstances; and (2) develop language that authorizes a limited amount of overtime to be paid at the end of each fiscal year based on the availability of funding. Refer to the Employee Relations Action Committee to develop an implementation policy by October 1, 2014.
27. The parties agree to discuss ways to recognize multilingual ability as part of furthering the goals of access to justice.\*
28. Section 13.07 Bonus Vacation Day – Amend to allow employees who use 3 or fewer days of sick leave in a year to receive one additional vacation day or to receive payment for the 1 day at their choice.
29. Dental Trust – Amend Section 14.03 to authorize a \$.25 increase to employer’s contribution in year 2 and an additional \$.25 increase to employer’s contribution in year 3.
30. Section 7.06 - Amend to authorize use of vacation in one-half hour increments with immediate manager’s approval.

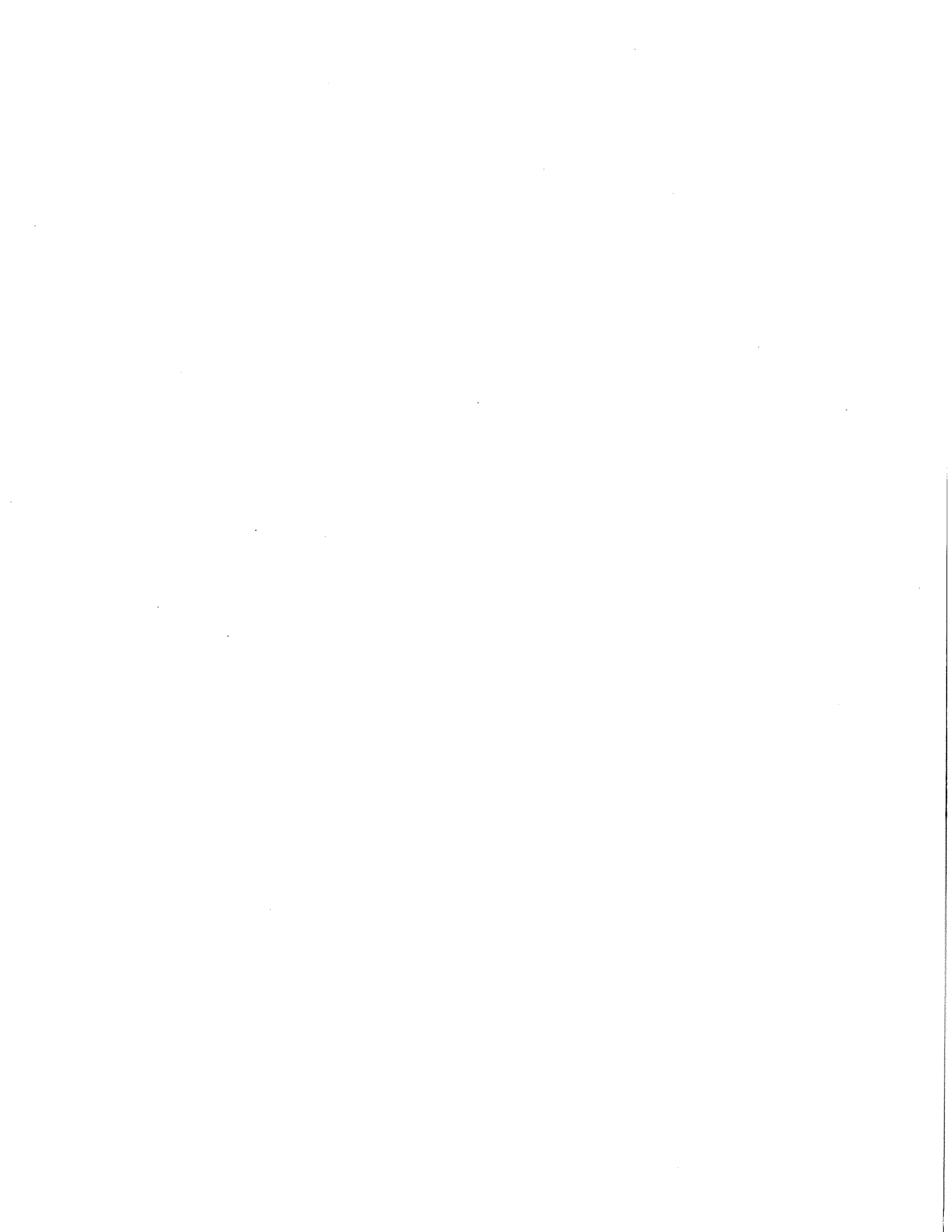
\*Acknowledges the parties agreement on issues discussed but no new contract language is necessary.

The EMPLOYER,

  
\_\_\_\_\_  
(Date)

THE UNION,

  
\_\_\_\_\_  
June 17, 2014 (Date)



*Professional*

**APPENDIX A - SALARY SCHEDULE EFFECTIVE FIRST PAY PERIOD JUL. 2014 - 1.5%**

<u>Level</u>	<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>
1	\$24,474.98	\$25,587.47	\$26,699.99	\$27,812.48	\$28,924.98	\$30,037.53	\$31,150.03	\$32,262.53
2	\$25,240.28	\$26,387.68	\$27,534.88	\$28,682.15	\$29,829.42	\$30,976.70	\$32,124.03	\$33,271.38
3	\$26,173.57	\$27,363.23	\$28,552.93	\$29,742.64	\$30,932.37	\$32,122.08	\$33,311.78	\$34,501.48
4	\$27,277.63	\$28,517.54	\$29,757.43	\$30,997.30	\$32,237.21	\$33,477.09	\$34,717.01	\$35,956.93
5	\$28,383.23	\$29,673.35	\$30,963.52	\$32,253.66	\$33,543.83	\$34,833.95	\$36,124.13	\$37,414.30
6	\$29,741.43	\$31,093.33	\$32,445.22	\$33,797.10	\$35,148.99	\$36,500.89	\$37,852.76	\$39,204.63
7	\$31,185.87	\$32,603.42	\$34,020.92	\$35,438.47	\$36,856.04	\$38,273.56	\$39,691.13	\$41,108.69
8	\$32,884.40	\$34,379.15	\$35,873.92	\$37,368.63	\$38,863.36	\$40,358.11	\$41,852.89	\$43,347.66
9	\$34,838.54	\$36,422.09	\$38,005.70	\$39,589.24	\$41,172.79	\$42,756.39	\$44,339.97	\$45,923.52
10	\$36,877.35	\$38,553.58	\$40,229.83	\$41,906.08	\$43,582.33	\$45,258.59	\$46,934.84	\$48,611.07
11	\$39,255.00	\$41,039.33	\$42,823.59	\$44,607.94	\$46,392.27	\$48,176.56	\$49,960.91	\$51,745.26
12	\$41,803.50	\$43,703.68	\$45,603.83	\$47,503.99	\$49,404.18	\$51,304.27	\$53,204.45	\$55,104.65
13	\$44,775.54	\$46,810.80	\$48,846.04	\$50,881.29	\$52,916.56	\$54,951.78	\$56,987.04	\$59,022.27
14	\$48,089.40	\$50,275.27	\$52,461.18	\$54,647.08	\$56,832.97	\$59,018.16	\$61,204.72	\$63,391.26
15	\$51,742.07	\$54,093.95	\$56,445.89	\$58,797.78	\$61,149.68	\$63,501.62	\$65,853.50	\$68,205.39
16	\$55,902.89	\$58,443.92	\$60,984.97	\$63,525.98	\$66,067.02	\$68,608.08	\$71,149.14	\$73,690.23
17	\$60,490.25	\$63,239.83	\$65,989.39	\$68,738.92	\$71,488.51	\$74,238.06	\$76,987.63	\$79,737.17
18	\$65,672.03	\$68,657.09	\$71,642.21	\$74,627.29	\$77,612.40	\$80,597.48	\$83,582.57	\$86,567.64
19	\$71,448.19	\$74,695.84	\$77,943.47	\$81,191.13	\$85,518.59	\$89,846.10	\$94,181.73	\$98,517.39
20	\$77,903.47	\$81,444.55	\$84,985.60	\$88,526.65	\$93,245.12	\$97,963.62	\$102,690.95	\$107,418.33
21	\$85,207.04	\$89,080.08	\$92,953.12	\$96,826.17	\$101,987.06	\$107,147.87	\$112,318.40	\$117,488.98
22	\$93,276.00	\$97,515.84	\$101,755.62	\$105,995.43	\$111,645.00	\$117,294.60	\$122,949.32	\$128,604.00

**APPENDIX A-1 - SALARY SCHEDULE EFFECTIVE FIRST PAY PERIOD JAN 2015 - 1.5%**

<u>Level</u>	<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>
1	\$24,842.11	\$25,971.28	\$27,100.49	\$28,229.67	\$29,358.85	\$30,488.09	\$31,617.29	\$32,746.47
2	\$25,618.88	\$26,783.49	\$27,947.90	\$29,112.38	\$30,276.86	\$31,441.35	\$32,605.89	\$33,770.45
3	\$26,566.18	\$27,773.68	\$28,981.23	\$30,188.78	\$31,396.36	\$32,603.91	\$33,811.46	\$35,019.00
4	\$27,686.80	\$28,945.30	\$30,203.79	\$31,462.26	\$32,720.76	\$33,979.25	\$35,237.77	\$36,496.29
5	\$28,808.98	\$30,118.45	\$31,427.97	\$32,737.46	\$34,046.98	\$35,356.46	\$36,665.99	\$37,975.52
6	\$30,187.55	\$31,559.73	\$32,931.90	\$34,304.06	\$35,676.22	\$37,048.40	\$38,420.55	\$39,792.70
7	\$31,653.66	\$33,092.47	\$34,531.24	\$35,970.05	\$37,408.88	\$38,847.66	\$40,286.49	\$41,725.33
8	\$33,377.66	\$34,894.83	\$36,412.03	\$37,929.16	\$39,446.31	\$40,963.48	\$42,480.68	\$43,997.88
9	\$35,361.12	\$36,968.42	\$38,575.78	\$40,183.07	\$41,790.38	\$43,397.74	\$45,005.06	\$46,612.38
10	\$37,430.51	\$39,131.89	\$40,833.28	\$42,534.67	\$44,236.06	\$45,937.47	\$47,638.86	\$49,340.24
11	\$39,843.83	\$41,654.92	\$43,465.95	\$45,277.06	\$47,088.15	\$48,899.21	\$50,710.32	\$52,521.44
12	\$42,430.55	\$44,359.23	\$46,287.88	\$48,216.55	\$50,145.25	\$52,073.83	\$54,002.52	\$55,931.22
13	\$45,447.17	\$47,512.96	\$49,578.73	\$51,644.51	\$53,710.31	\$55,776.06	\$57,841.84	\$59,907.61
14	\$48,810.74	\$51,029.40	\$53,248.10	\$55,466.79	\$57,685.47	\$59,903.43	\$62,122.79	\$64,342.13
15	\$52,518.20	\$54,905.36	\$57,292.58	\$59,679.75	\$62,066.92	\$64,454.14	\$66,841.30	\$69,228.47
16	\$56,741.44	\$59,320.58	\$61,899.75	\$64,478.87	\$67,058.03	\$69,637.20	\$72,216.37	\$74,795.58
17	\$61,397.60	\$64,188.43	\$66,979.23	\$69,770.01	\$72,560.84	\$75,351.63	\$78,142.45	\$80,933.22
18	\$66,657.11	\$69,686.95	\$72,716.85	\$75,746.70	\$78,776.59	\$81,806.44	\$84,836.31	\$87,866.16
19	\$72,519.92	\$75,816.28	\$79,112.62	\$82,409.00	\$86,801.36	\$91,193.79	\$95,594.46	\$99,995.15
20	\$79,072.02	\$82,666.22	\$86,260.38	\$89,854.55	\$94,643.79	\$99,433.07	\$104,231.32	\$109,029.61
21	\$86,485.14	\$90,416.28	\$94,347.42	\$98,278.56	\$103,516.87	\$108,755.09	\$114,003.18	\$119,251.31
22	\$94,675.14	\$98,978.57	\$103,281.96	\$107,585.36	\$113,319.67	\$119,054.02	\$124,793.56	\$130,533.07



**APPENDIX B - SALARY SCHEDULE EFFECTIVE FIRST PAY PERIOD JUL. 2015 - 1.5%**

<u>Level</u>	<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>
1	\$25,214.74	\$26,360.85	\$27,507.00	\$28,653.12	\$29,799.23	\$30,945.41	\$32,091.54	\$33,237.66
2	\$26,003.17	\$27,185.25	\$28,367.12	\$29,549.07	\$30,731.02	\$31,912.97	\$33,094.98	\$34,277.00
3	\$26,964.67	\$28,190.28	\$29,415.95	\$30,641.61	\$31,867.30	\$33,092.97	\$34,318.63	\$35,544.28
4	\$28,102.10	\$29,379.48	\$30,656.85	\$31,934.19	\$33,211.58	\$34,488.94	\$35,766.34	\$37,043.73
5	\$29,241.11	\$30,570.23	\$31,899.39	\$33,228.52	\$34,557.69	\$35,886.80	\$37,215.98	\$38,545.15
6	\$30,640.37	\$32,033.13	\$33,425.87	\$34,818.62	\$36,211.37	\$37,604.13	\$38,996.86	\$40,389.59
7	\$32,128.46	\$33,588.86	\$35,049.21	\$36,509.60	\$37,970.01	\$39,430.38	\$40,890.79	\$42,351.20
8	\$33,878.33	\$35,418.25	\$36,958.21	\$38,498.09	\$40,038.00	\$41,577.93	\$43,117.89	\$44,657.84
9	\$35,891.53	\$37,522.95	\$39,154.42	\$40,785.82	\$42,417.24	\$44,048.71	\$45,680.14	\$47,311.56
10	\$37,991.97	\$39,718.86	\$41,445.78	\$43,172.69	\$44,899.60	\$46,626.53	\$48,353.45	\$50,080.34
11	\$40,441.48	\$42,279.74	\$44,117.94	\$45,956.21	\$47,794.47	\$49,632.70	\$51,470.98	\$53,309.26
12	\$43,067.01	\$45,024.62	\$46,982.20	\$48,939.80	\$50,897.43	\$52,854.94	\$54,812.55	\$56,770.18
13	\$46,128.88	\$48,225.65	\$50,322.41	\$52,419.18	\$54,515.96	\$56,612.70	\$58,709.47	\$60,806.22
14	\$49,542.90	\$51,794.85	\$54,046.82	\$56,298.79	\$58,550.75	\$60,801.98	\$63,054.63	\$65,307.26
15	\$53,305.98	\$55,728.94	\$58,151.97	\$60,574.95	\$62,997.93	\$65,420.95	\$67,843.92	\$70,266.90
16	\$57,592.56	\$60,210.38	\$62,828.24	\$65,446.06	\$68,063.90	\$70,681.76	\$73,299.62	\$75,917.51
17	\$62,318.57	\$65,151.26	\$67,983.92	\$70,816.56	\$73,649.25	\$76,481.91	\$79,314.58	\$82,147.22
18	\$67,656.96	\$70,732.25	\$73,807.60	\$76,882.90	\$79,958.24	\$83,033.54	\$86,108.86	\$89,184.15
19	\$73,607.72	\$76,953.52	\$80,299.31	\$83,645.13	\$88,103.38	\$92,561.70	\$97,028.37	\$101,495.08
20	\$80,258.10	\$83,906.21	\$87,554.29	\$91,202.37	\$96,063.45	\$100,924.57	\$105,794.79	\$110,665.05
21	\$87,782.42	\$91,772.53	\$95,762.63	\$99,752.74	\$105,069.62	\$110,386.42	\$115,713.23	\$121,040.08
22	\$96,095.27	\$100,463.25	\$104,831.19	\$109,199.14	\$115,019.47	\$120,839.83	\$126,665.46	\$132,491.06

**APPENDIX B-1 - SALARY SCHEDULE EFFECTIVE FIRST PAY PERIOD JAN 2016 - 1.5%**

<u>Level</u>	<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>
1	\$25,592.96	\$26,756.27	\$27,919.61	\$29,082.91	\$30,246.22	\$31,409.59	\$32,572.92	\$33,736.23
2	\$26,393.21	\$27,593.03	\$28,792.62	\$29,992.30	\$31,191.98	\$32,391.66	\$33,591.41	\$34,791.16
3	\$27,369.14	\$28,613.14	\$29,857.18	\$31,101.23	\$32,345.31	\$33,589.36	\$34,833.41	\$36,077.45
4	\$28,523.63	\$29,820.17	\$31,116.70	\$32,413.21	\$33,709.75	\$35,006.27	\$36,302.83	\$37,599.39
5	\$29,679.73	\$31,028.78	\$32,377.88	\$33,726.95	\$35,076.05	\$36,425.10	\$37,774.22	\$39,123.33
6	\$31,099.97	\$32,513.62	\$33,927.26	\$35,340.90	\$36,754.54	\$38,168.19	\$39,581.81	\$40,995.44
7	\$32,610.39	\$34,092.69	\$35,574.94	\$37,057.25	\$38,539.56	\$40,021.83	\$41,504.15	\$42,986.47
8	\$34,386.50	\$35,949.53	\$37,512.59	\$39,075.56	\$40,638.57	\$42,201.60	\$43,764.66	\$45,327.71
9	\$36,429.91	\$38,085.80	\$39,741.73	\$41,397.61	\$43,053.50	\$44,709.44	\$46,365.34	\$48,021.23
10	\$38,561.85	\$40,314.65	\$42,067.46	\$43,820.28	\$45,573.10	\$47,325.93	\$49,078.75	\$50,831.55
11	\$41,048.11	\$42,913.94	\$44,779.71	\$46,645.56	\$48,511.39	\$50,377.19	\$52,243.04	\$54,108.90
12	\$43,713.02	\$45,699.99	\$47,686.94	\$49,673.89	\$51,660.89	\$53,647.77	\$55,634.74	\$57,621.74
13	\$46,820.82	\$48,949.04	\$51,077.24	\$53,205.46	\$55,333.70	\$57,461.89	\$59,590.11	\$61,718.32
14	\$50,286.05	\$52,571.77	\$54,857.52	\$57,143.27	\$59,429.01	\$61,714.01	\$64,000.45	\$66,286.87
15	\$54,105.56	\$56,564.87	\$59,024.25	\$61,483.57	\$63,942.90	\$66,402.27	\$68,861.58	\$71,320.90
16	\$58,456.45	\$61,113.54	\$63,770.67	\$66,427.75	\$69,084.86	\$71,741.98	\$74,399.11	\$77,056.28
17	\$63,253.35	\$66,128.53	\$69,003.67	\$71,878.81	\$74,753.99	\$77,629.14	\$80,504.30	\$83,379.43
18	\$68,671.82	\$71,793.23	\$74,914.71	\$78,036.15	\$81,157.61	\$84,279.04	\$87,400.49	\$90,521.91
19	\$74,711.83	\$78,107.83	\$81,503.80	\$84,899.81	\$89,424.94	\$93,950.12	\$98,483.80	\$103,017.50
20	\$81,461.97	\$85,164.80	\$88,867.60	\$92,570.40	\$97,504.40	\$102,438.44	\$107,381.71	\$112,325.03
21	\$89,099.16	\$93,149.11	\$97,199.07	\$101,249.03	\$106,645.66	\$112,042.21	\$117,448.92	\$122,855.68
22	\$97,536.70	\$101,970.20	\$106,403.66	\$110,837.13	\$116,744.76	\$122,652.42	\$128,565.44	\$134,478.43

**APPENDIX C - SALARY SCHEDULE EFFECTIVE FIRST PAY PERIOD JUL. 2016 - 1.5%**

<u>Level</u>	<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>
1	\$25,976.85	\$27,157.61	\$28,338.40	\$29,519.16	\$30,699.91	\$31,880.74	\$33,061.51	\$34,242.27
2	\$26,789.11	\$28,006.92	\$29,224.51	\$30,442.19	\$31,659.86	\$32,877.54	\$34,095.28	\$35,313.03
3	\$27,779.68	\$29,042.33	\$30,305.04	\$31,567.75	\$32,830.49	\$34,093.20	\$35,355.91	\$36,618.61
4	\$28,951.49	\$30,267.48	\$31,583.45	\$32,899.41	\$34,215.39	\$35,531.37	\$36,847.37	\$38,163.38
5	\$30,124.93	\$31,494.21	\$32,863.55	\$34,232.86	\$35,602.19	\$36,971.48	\$38,340.84	\$39,710.18
6	\$31,566.47	\$33,001.33	\$34,436.17	\$35,871.01	\$37,305.85	\$38,740.71	\$40,175.54	\$41,610.37
7	\$33,099.54	\$34,604.08	\$36,108.57	\$37,613.10	\$39,117.66	\$40,622.16	\$42,126.71	\$43,631.27
8	\$34,902.30	\$36,488.77	\$38,075.28	\$39,661.70	\$41,248.15	\$42,834.62	\$44,421.13	\$46,007.63
9	\$36,976.35	\$38,657.08	\$40,337.86	\$42,018.57	\$43,699.30	\$45,380.08	\$47,060.82	\$48,741.55
10	\$39,140.27	\$40,919.37	\$42,698.48	\$44,477.59	\$46,256.69	\$48,035.82	\$49,814.93	\$51,594.02
11	\$41,663.83	\$43,557.65	\$45,451.40	\$47,345.24	\$49,239.06	\$51,132.85	\$53,026.69	\$54,920.53
12	\$44,368.71	\$46,385.49	\$48,402.24	\$50,419.00	\$52,435.80	\$54,452.48	\$56,469.26	\$58,486.06
13	\$47,523.13	\$49,683.27	\$51,843.40	\$54,003.55	\$56,163.71	\$58,323.82	\$60,483.97	\$62,644.09
14	\$51,040.34	\$53,360.34	\$55,680.38	\$58,000.42	\$60,320.45	\$62,639.72	\$64,960.46	\$67,281.17
15	\$54,917.15	\$57,413.35	\$59,909.61	\$62,405.82	\$64,902.04	\$67,398.30	\$69,894.50	\$72,390.71
16	\$59,333.29	\$62,030.24	\$64,727.23	\$67,424.16	\$70,121.13	\$72,818.11	\$75,515.10	\$78,212.12
17	\$64,202.15	\$67,120.45	\$70,038.73	\$72,956.99	\$75,875.30	\$78,793.57	\$81,711.87	\$84,630.12
18	\$69,701.90	\$72,870.13	\$76,038.43	\$79,206.69	\$82,374.97	\$85,543.23	\$88,711.50	\$91,879.74
19	\$75,832.51	\$79,279.44	\$82,726.36	\$86,173.31	\$90,766.31	\$95,359.38	\$99,961.06	\$104,562.76
20	\$82,683.90	\$86,442.28	\$90,200.62	\$93,958.96	\$98,966.97	\$103,975.01	\$108,992.44	\$114,009.90
21	\$90,435.64	\$94,546.35	\$98,657.06	\$102,767.76	\$108,245.35	\$113,722.85	\$119,210.66	\$124,698.52
22	\$98,999.75	\$103,499.75	\$107,999.71	\$112,499.68	\$118,495.93	\$124,492.21	\$130,493.93	\$136,495.60

**APPENDIX C-1 - SALARY SCHEDULE EFFECTIVE FIRST PAY PERIOD JAN 2017 - 1.5%**

<u>Level</u>	<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>
1	\$26,366.51	\$27,564.97	\$28,763.48	\$29,961.94	\$31,160.41	\$32,358.95	\$33,557.43	\$34,755.90
2	\$27,190.95	\$28,427.02	\$29,662.88	\$30,898.82	\$32,134.76	\$33,370.70	\$34,606.71	\$35,842.72
3	\$28,196.37	\$29,477.97	\$30,759.62	\$32,041.27	\$33,322.95	\$34,604.60	\$35,886.25	\$37,167.89
4	\$29,385.76	\$30,721.49	\$32,057.20	\$33,392.90	\$34,728.63	\$36,064.34	\$37,400.08	\$38,735.83
5	\$30,576.80	\$31,966.63	\$33,356.51	\$34,746.35	\$36,136.23	\$37,526.05	\$38,915.95	\$40,305.83
6	\$32,039.97	\$33,496.35	\$34,952.71	\$36,409.08	\$37,865.44	\$39,321.82	\$40,778.17	\$42,234.52
7	\$33,596.04	\$35,123.14	\$36,650.20	\$38,177.30	\$39,704.42	\$41,231.49	\$42,758.62	\$44,285.74
8	\$35,425.83	\$37,036.10	\$38,646.41	\$40,256.62	\$41,866.87	\$43,477.14	\$45,087.44	\$46,697.74
9	\$37,531.00	\$39,236.94	\$40,942.93	\$42,648.85	\$44,354.79	\$46,060.78	\$47,766.74	\$49,472.68
10	\$39,727.38	\$41,533.16	\$43,338.95	\$45,144.75	\$46,950.55	\$48,756.36	\$50,562.15	\$52,367.93
11	\$42,288.78	\$44,211.01	\$46,133.17	\$48,055.42	\$49,977.65	\$51,899.84	\$53,822.09	\$55,744.34
12	\$45,034.24	\$47,081.27	\$49,128.27	\$51,175.29	\$53,222.34	\$55,269.27	\$57,316.30	\$59,363.35
13	\$48,235.97	\$50,428.52	\$52,621.05	\$54,813.60	\$57,006.16	\$59,198.68	\$61,391.23	\$63,583.75
14	\$51,805.94	\$54,160.75	\$56,515.59	\$58,870.43	\$61,225.25	\$63,579.32	\$65,934.87	\$68,290.39
15	\$55,740.91	\$58,274.55	\$60,808.25	\$63,341.91	\$65,875.57	\$68,409.28	\$70,942.92	\$73,476.57
16	\$60,223.29	\$62,960.70	\$65,698.14	\$68,435.52	\$71,172.95	\$73,910.39	\$76,647.83	\$79,385.30
17	\$65,165.18	\$68,127.26	\$71,089.31	\$74,051.34	\$77,013.43	\$79,975.48	\$82,937.54	\$85,899.57
18	\$70,747.42	\$73,963.18	\$77,179.01	\$80,394.79	\$83,610.60	\$86,826.38	\$90,042.17	\$93,257.93
19	\$76,970.00	\$80,468.63	\$83,967.25	\$87,465.91	\$92,127.80	\$96,789.77	\$101,460.47	\$106,131.21
20	\$83,924.16	\$87,738.91	\$91,553.63	\$95,368.34	\$100,451.47	\$105,534.64	\$110,627.32	\$115,720.05
21	\$91,792.18	\$95,964.55	\$100,136.91	\$104,309.28	\$109,869.03	\$115,428.69	\$120,998.82	\$126,569.00
22	\$100,484.74	\$105,052.25	\$109,619.71	\$114,187.18	\$120,273.37	\$126,359.59	\$132,451.34	\$138,543.04