

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

Exhibit A

Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2020

Grade		A	B	C	D	E	F
9	Annual	\$26,195.58	\$27,459.95	\$28,790.55	\$30,149.78	\$31,604.05	\$33,209.10
	Bi-Weekly	\$1,007.52	\$1,056.15	\$1,107.33	\$1,159.61	\$1,215.54	\$1,277.27
	Hourly	\$12.59	\$13.20	\$13.84	\$14.50	\$15.19	\$15.97
10	Annual	\$27,459.95	\$28,790.55	\$30,149.78	\$31,604.05	\$33,105.64	\$34,690.70
	Bi-Weekly	\$1,056.15	\$1,107.33	\$1,159.61	\$1,215.54	\$1,273.29	\$1,334.26
	Hourly	\$13.20	\$13.84	\$14.50	\$15.19	\$15.92	\$16.68
11	Annual	\$28,790.55	\$30,149.78	\$31,604.05	\$33,105.64	\$34,690.70	\$36,313.56
	Bi-Weekly	\$1,107.33	\$1,159.61	\$1,215.54	\$1,273.29	\$1,334.26	\$1,396.68
	Hourly	\$13.84	\$14.50	\$15.19	\$15.92	\$16.68	\$17.46
12	Annual	\$30,149.78	\$31,604.05	\$33,105.64	\$34,690.70	\$36,313.56	\$38,134.60
	Bi-Weekly	\$1,159.61	\$1,215.54	\$1,273.29	\$1,334.26	\$1,396.68	\$1,466.72
	Hourly	\$14.50	\$15.19	\$15.92	\$16.68	\$17.46	\$18.33
13	Annual	\$31,604.05	\$33,105.64	\$34,690.70	\$36,313.56	\$38,134.60	\$39,962.59
	Bi-Weekly	\$1,215.54	\$1,273.29	\$1,334.26	\$1,396.68	\$1,466.72	\$1,537.02
	Hourly	\$15.19	\$15.92	\$16.68	\$17.46	\$18.33	\$19.21
14	Annual	\$33,105.64	\$34,690.70	\$36,313.56	\$38,134.60	\$39,963.24	\$41,937.34
	Bi-Weekly	\$1,273.29	\$1,334.26	\$1,396.68	\$1,466.72	\$1,537.05	\$1,612.97
	Hourly	\$15.92	\$16.68	\$17.46	\$18.33	\$19.21	\$20.16
15	Annual	\$34,690.70	\$36,313.56	\$38,134.60	\$39,963.24	\$41,776.67	\$43,885.68
	Bi-Weekly	\$1,334.26	\$1,396.68	\$1,466.72	\$1,537.05	\$1,606.79	\$1,687.91
	Hourly	\$16.68	\$17.46	\$18.33	\$19.21	\$20.08	\$21.10
16	Annual	\$36,313.56	\$38,134.60	\$39,963.24	\$41,776.67	\$43,894.53	\$46,034.67
	Bi-Weekly	\$1,396.68	\$1,466.72	\$1,537.05	\$1,606.79	\$1,688.25	\$1,770.56
	Hourly	\$17.46	\$18.33	\$19.21	\$20.08	\$21.10	\$22.13
17	Annual	\$38,134.60	\$39,963.24	\$41,776.67	\$43,894.53	\$46,034.67	\$48,375.77
	Bi-Weekly	\$1,466.72	\$1,537.05	\$1,606.79	\$1,688.25	\$1,770.56	\$1,860.61
	Hourly	\$18.33	\$19.21	\$20.08	\$21.10	\$22.13	\$23.26
18	Annual	\$39,963.24	\$41,776.67	\$43,894.53	\$46,034.67	\$48,239.19	\$50,667.60
	Bi-Weekly	\$1,537.05	\$1,606.79	\$1,688.25	\$1,770.56	\$1,855.35	\$1,948.75
	Hourly	\$19.21	\$20.08	\$21.10	\$22.13	\$23.19	\$24.36

19	Annual	\$41,776.67	\$43,894.53	\$46,034.67	\$48,239.19	\$50,615.64	\$53,131.35
	Bi-Weekly	\$1,606.79	\$1,688.25	\$1,770.56	\$1,855.35	\$1,946.76	\$2,043.51
	Hourly	\$20.08	\$21.10	\$22.13	\$23.19	\$24.33	\$25.54
20	Annual	\$43,894.53	\$46,034.67	\$48,239.19	\$50,615.64	\$52,997.45	\$55,702.22
	Bi-Weekly	\$1,688.25	\$1,770.56	\$1,855.35	\$1,946.76	\$2,038.36	\$2,142.39
	Hourly	\$21.10	\$22.13	\$23.19	\$24.33	\$25.48	\$26.78
21	Annual	\$46,034.67	\$48,239.19	\$50,615.64	\$52,997.45	\$55,702.22	\$58,487.33
	Bi-Weekly	\$1,770.56	\$1,855.35	\$1,946.76	\$2,038.36	\$2,142.39	\$2,249.51
	Hourly	\$22.13	\$23.19	\$24.33	\$25.48	\$26.78	\$28.12
22	Annual	\$48,239.19	\$50,615.64	\$52,997.45	\$55,702.22	\$58,326.65	\$61,272.44
	Bi-Weekly	\$1,855.35	\$1,946.76	\$2,038.36	\$2,142.39	\$2,243.33	\$2,356.63
	Hourly	\$23.19	\$24.33	\$25.48	\$26.78	\$28.04	\$29.46
23	Annual	\$50,615.64	\$52,997.45	\$55,702.22	\$58,326.65	\$61,111.76	\$64,246.08
	Bi-Weekly	\$1,946.76	\$2,038.36	\$2,142.39	\$2,243.33	\$2,350.45	\$2,471.00
	Hourly	\$24.33	\$25.48	\$26.78	\$28.04	\$29.38	\$30.89
24	Annual	\$52,997.45	\$55,702.22	\$58,326.65	\$61,111.76	\$64,246.08	\$67,442.00
	Bi-Weekly	\$2,038.36	\$2,142.39	\$2,243.33	\$2,350.45	\$2,471.00	\$2,593.92
	Hourly	\$25.48	\$26.78	\$28.04	\$29.38	\$30.89	\$32.42
25	Annual	\$55,702.22	\$58,326.65	\$61,111.76	\$64,246.08	\$67,431.82	\$70,779.31
	Bi-Weekly	\$2,142.39	\$2,243.33	\$2,350.45	\$2,471.00	\$2,593.53	\$2,722.28
	Hourly	\$26.78	\$28.04	\$29.38	\$30.89	\$32.42	\$34.03

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Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

Exhibit A

Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2021

Grade		A	B	C	D	E	F
9	Annual	\$26,588.51	\$27,871.85	\$29,222.41	\$30,602.03	\$32,078.11	\$33,707.23
	Bi-Weekly	\$1,022.63	\$1,071.99	\$1,123.94	\$1,177.00	\$1,233.77	\$1,296.43
	Hourly	\$12.78	\$13.40	\$14.05	\$14.71	\$15.42	\$16.21
10	Annual	\$27,871.85	\$29,222.41	\$30,602.03	\$32,078.11	\$33,602.23	\$35,211.06
	Bi-Weekly	\$1,071.99	\$1,123.94	\$1,177.00	\$1,233.77	\$1,292.39	\$1,354.27
	Hourly	\$13.40	\$14.05	\$14.71	\$15.42	\$16.15	\$16.93
11	Annual	\$29,222.41	\$30,602.03	\$32,078.11	\$33,602.23	\$35,211.06	\$36,858.27
	Bi-Weekly	\$1,123.94	\$1,177.00	\$1,233.77	\$1,292.39	\$1,354.27	\$1,417.63
	Hourly	\$14.05	\$14.71	\$15.42	\$16.15	\$16.93	\$17.72
12	Annual	\$30,602.03	\$32,078.11	\$33,602.23	\$35,211.06	\$36,858.27	\$38,706.62
	Bi-Weekly	\$1,177.00	\$1,233.77	\$1,292.39	\$1,354.27	\$1,417.63	\$1,488.72
	Hourly	\$14.71	\$15.42	\$16.15	\$16.93	\$17.72	\$18.61
13	Annual	\$32,078.11	\$33,602.23	\$35,211.06	\$36,858.27	\$38,706.62	\$40,562.03
	Bi-Weekly	\$1,233.77	\$1,292.39	\$1,354.27	\$1,417.63	\$1,488.72	\$1,560.08
	Hourly	\$15.42	\$16.15	\$16.93	\$17.72	\$18.61	\$19.50
14	Annual	\$33,602.23	\$35,211.06	\$36,858.27	\$38,706.62	\$40,562.69	\$42,566.41
	Bi-Weekly	\$1,292.39	\$1,354.27	\$1,417.63	\$1,488.72	\$1,560.10	\$1,637.17
	Hourly	\$16.15	\$16.93	\$17.72	\$18.61	\$19.50	\$20.46
15	Annual	\$35,211.06	\$36,858.27	\$38,706.62	\$40,562.69	\$42,403.32	\$44,543.96
	Bi-Weekly	\$1,354.27	\$1,417.63	\$1,488.72	\$1,560.10	\$1,630.90	\$1,713.23
	Hourly	\$16.93	\$17.72	\$18.61	\$19.50	\$20.39	\$21.42
16	Annual	\$36,858.27	\$38,706.62	\$40,562.69	\$42,403.32	\$44,552.95	\$46,725.19
	Bi-Weekly	\$1,417.63	\$1,488.72	\$1,560.10	\$1,630.90	\$1,713.58	\$1,797.12
	Hourly	\$17.72	\$18.61	\$19.50	\$20.39	\$21.42	\$22.46
17	Annual	\$38,706.62	\$40,562.69	\$42,403.32	\$44,552.95	\$46,725.19	\$49,101.41
	Bi-Weekly	\$1,488.72	\$1,560.10	\$1,630.90	\$1,713.58	\$1,797.12	\$1,888.52
	Hourly	\$18.61	\$19.50	\$20.39	\$21.42	\$22.46	\$23.61
18	Annual	\$40,562.69	\$42,403.32	\$44,552.95	\$46,725.19	\$48,962.78	\$51,427.61
	Bi-Weekly	\$1,560.10	\$1,630.90	\$1,713.58	\$1,797.12	\$1,883.18	\$1,977.99
	Hourly	\$19.50	\$20.39	\$21.42	\$22.46	\$23.54	\$24.72

19	Annual	\$42,403.32	\$44,552.95	\$46,725.19	\$48,962.78	\$51,374.88	\$53,928.32
	Bi-Weekly	\$1,630.90	\$1,713.58	\$1,797.12	\$1,883.18	\$1,975.96	\$2,074.17
	Hourly	\$20.39	\$21.42	\$22.46	\$23.54	\$24.70	\$25.93
20	Annual	\$44,552.95	\$46,725.19	\$48,962.78	\$51,374.88	\$53,792.41	\$56,537.75
	Bi-Weekly	\$1,713.58	\$1,797.12	\$1,883.18	\$1,975.96	\$2,068.94	\$2,174.53
	Hourly	\$21.42	\$22.46	\$23.54	\$24.70	\$25.86	\$27.18
21	Annual	\$46,725.19	\$48,962.78	\$51,374.88	\$53,792.41	\$56,537.75	\$59,364.64
	Bi-Weekly	\$1,797.12	\$1,883.18	\$1,975.96	\$2,068.94	\$2,174.53	\$2,283.26
	Hourly	\$22.46	\$23.54	\$24.70	\$25.86	\$27.18	\$28.54
22	Annual	\$48,962.78	\$51,374.88	\$53,792.41	\$56,537.75	\$59,201.55	\$62,191.53
	Bi-Weekly	\$1,883.18	\$1,975.96	\$2,068.94	\$2,174.53	\$2,276.98	\$2,391.98
	Hourly	\$23.54	\$24.70	\$25.86	\$27.18	\$28.46	\$29.90
23	Annual	\$51,374.88	\$53,792.41	\$56,537.75	\$59,201.55	\$62,028.44	\$65,209.78
	Bi-Weekly	\$1,975.96	\$2,068.94	\$2,174.53	\$2,276.98	\$2,385.71	\$2,508.07
	Hourly	\$24.70	\$25.86	\$27.18	\$28.46	\$29.82	\$31.35
24	Annual	\$53,792.41	\$56,537.75	\$59,201.55	\$62,028.44	\$65,209.78	\$68,453.63
	Bi-Weekly	\$2,068.94	\$2,174.53	\$2,276.98	\$2,385.71	\$2,508.07	\$2,632.83
	Hourly	\$25.86	\$27.18	\$28.46	\$29.82	\$31.35	\$32.91
25	Annual	\$56,537.75	\$59,201.55	\$62,028.44	\$65,209.78	\$68,443.30	\$71,841.00
	Bi-Weekly	\$2,174.53	\$2,276.98	\$2,385.71	\$2,508.07	\$2,632.43	\$2,763.12
	Hourly	\$27.18	\$28.46	\$29.82	\$31.35	\$32.91	\$34.54

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Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

Exhibit A

Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2021

Grade		A	B	C	D	E	F
9	Annual	\$26,987.34	\$28,289.93	\$29,660.74	\$31,061.06	\$32,559.28	\$34,212.84
	Bi-Weekly	\$1,037.97	\$1,088.07	\$1,140.80	\$1,194.66	\$1,252.28	\$1,315.88
	Hourly	\$12.97	\$13.60	\$14.26	\$14.93	\$15.65	\$16.45
10	Annual	\$28,289.93	\$29,660.74	\$31,061.06	\$32,559.28	\$34,106.26	\$35,739.23
	Bi-Weekly	\$1,088.07	\$1,140.80	\$1,194.66	\$1,252.28	\$1,311.78	\$1,374.59
	Hourly	\$13.60	\$14.26	\$14.93	\$15.65	\$16.40	\$17.18
11	Annual	\$29,660.74	\$31,061.06	\$32,559.28	\$34,106.26	\$35,739.23	\$37,411.14
	Bi-Weekly	\$1,140.80	\$1,194.66	\$1,252.28	\$1,311.78	\$1,374.59	\$1,438.89
	Hourly	\$14.26	\$14.93	\$15.65	\$16.40	\$17.18	\$17.99
12	Annual	\$31,061.06	\$32,559.28	\$34,106.26	\$35,739.23	\$37,411.14	\$39,287.22
	Bi-Weekly	\$1,194.66	\$1,252.28	\$1,311.78	\$1,374.59	\$1,438.89	\$1,511.05
	Hourly	\$14.93	\$15.65	\$16.40	\$17.18	\$17.99	\$18.89
13	Annual	\$32,559.28	\$34,106.26	\$35,739.23	\$37,411.14	\$39,287.22	\$41,170.46
	Bi-Weekly	\$1,252.28	\$1,311.78	\$1,374.59	\$1,438.89	\$1,511.05	\$1,583.48
	Hourly	\$15.65	\$16.40	\$17.18	\$17.99	\$18.89	\$19.79
14	Annual	\$34,106.26	\$35,739.23	\$37,411.14	\$39,287.22	\$41,171.13	\$43,204.90
	Bi-Weekly	\$1,311.78	\$1,374.59	\$1,438.89	\$1,511.05	\$1,583.51	\$1,661.73
	Hourly	\$16.40	\$17.18	\$17.99	\$18.89	\$19.79	\$20.77
15	Annual	\$35,739.23	\$37,411.14	\$39,287.22	\$41,171.13	\$43,039.37	\$45,212.12
	Bi-Weekly	\$1,374.59	\$1,438.89	\$1,511.05	\$1,583.51	\$1,655.36	\$1,738.93
	Hourly	\$17.18	\$17.99	\$18.89	\$19.79	\$20.69	\$21.74
16	Annual	\$37,411.14	\$39,287.22	\$41,171.13	\$43,039.37	\$45,221.25	\$47,426.07
	Bi-Weekly	\$1,438.89	\$1,511.05	\$1,583.51	\$1,655.36	\$1,739.28	\$1,824.08
	Hourly	\$17.99	\$18.89	\$19.79	\$20.69	\$21.74	\$22.80
17	Annual	\$39,287.22	\$41,171.13	\$43,039.37	\$45,221.25	\$47,426.07	\$49,837.93
	Bi-Weekly	\$1,511.05	\$1,583.51	\$1,655.36	\$1,739.28	\$1,824.08	\$1,916.84
	Hourly	\$18.89	\$19.79	\$20.69	\$21.74	\$22.80	\$23.96
18	Annual	\$41,171.13	\$43,039.37	\$45,221.25	\$47,426.07	\$49,697.22	\$52,199.02
	Bi-Weekly	\$1,583.51	\$1,655.36	\$1,739.28	\$1,824.08	\$1,911.43	\$2,007.65
	Hourly	\$19.79	\$20.69	\$21.74	\$22.80	\$23.89	\$25.10

19	Annual	\$43,039.37	\$45,221.25	\$47,426.07	\$49,697.22	\$52,145.50	\$54,737.24
	Bi-Weekly	\$1,655.36	\$1,739.28	\$1,824.08	\$1,911.43	\$2,005.60	\$2,105.28
	Hourly	\$20.69	\$21.74	\$22.80	\$23.89	\$25.07	\$26.32
20	Annual	\$45,221.25	\$47,426.07	\$49,697.22	\$52,145.50	\$54,599.30	\$57,385.82
	Bi-Weekly	\$1,739.28	\$1,824.08	\$1,911.43	\$2,005.60	\$2,099.97	\$2,207.15
	Hourly	\$21.74	\$22.80	\$23.89	\$25.07	\$26.25	\$27.59
21	Annual	\$47,426.07	\$49,697.22	\$52,145.50	\$54,599.30	\$57,385.82	\$60,255.11
	Bi-Weekly	\$1,824.08	\$1,911.43	\$2,005.60	\$2,099.97	\$2,207.15	\$2,317.50
	Hourly	\$22.80	\$23.89	\$25.07	\$26.25	\$27.59	\$28.97
22	Annual	\$49,697.22	\$52,145.50	\$54,599.30	\$57,385.82	\$60,089.58	\$63,124.40
	Bi-Weekly	\$1,911.43	\$2,005.60	\$2,099.97	\$2,207.15	\$2,311.14	\$2,427.86
	Hourly	\$23.89	\$25.07	\$26.25	\$27.59	\$28.89	\$30.35
23	Annual	\$52,145.50	\$54,599.30	\$57,385.82	\$60,089.58	\$62,958.87	\$66,187.92
	Bi-Weekly	\$2,005.60	\$2,099.97	\$2,207.15	\$2,311.14	\$2,421.49	\$2,545.69
	Hourly	\$25.07	\$26.25	\$27.59	\$28.89	\$30.27	\$31.82
24	Annual	\$54,599.30	\$57,385.82	\$60,089.58	\$62,958.87	\$66,187.92	\$69,480.43
	Bi-Weekly	\$2,099.97	\$2,207.15	\$2,311.14	\$2,421.49	\$2,545.69	\$2,672.32
	Hourly	\$26.25	\$27.59	\$28.89	\$30.27	\$31.82	\$33.40
25	Annual	\$57,385.82	\$60,089.58	\$62,958.87	\$66,187.92	\$69,469.95	\$72,918.62
	Bi-Weekly	\$2,207.15	\$2,311.14	\$2,421.49	\$2,545.69	\$2,671.92	\$2,804.56
	Hourly	\$27.59	\$28.89	\$30.27	\$31.82	\$33.40	\$35.06

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Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2022

Grade		A	B	C	D	E	F
9	Annual	\$27,392.15	\$28,714.28	\$30,105.66	\$31,526.97	\$33,047.67	\$34,726.03
	Bi-Weekly	\$1,053.54	\$1,104.40	\$1,157.91	\$1,212.58	\$1,271.06	\$1,335.62
	Hourly	\$13.17	\$13.80	\$14.47	\$15.16	\$15.89	\$16.70
10	Annual	\$28,714.28	\$30,105.66	\$31,526.97	\$33,047.67	\$34,617.86	\$36,275.32
	Bi-Weekly	\$1,104.40	\$1,157.91	\$1,212.58	\$1,271.06	\$1,331.46	\$1,395.20
	Hourly	\$13.80	\$14.47	\$15.16	\$15.89	\$16.64	\$17.44
11	Annual	\$30,105.66	\$31,526.97	\$33,047.67	\$34,617.86	\$36,275.32	\$37,972.31
	Bi-Weekly	\$1,157.91	\$1,212.58	\$1,271.06	\$1,331.46	\$1,395.20	\$1,460.47
	Hourly	\$14.47	\$15.16	\$15.89	\$16.64	\$17.44	\$18.26
12	Annual	\$31,526.97	\$33,047.67	\$34,617.86	\$36,275.32	\$37,972.31	\$39,876.52
	Bi-Weekly	\$1,212.58	\$1,271.06	\$1,331.46	\$1,395.20	\$1,460.47	\$1,533.71
	Hourly	\$15.16	\$15.89	\$16.64	\$17.44	\$18.26	\$19.17
13	Annual	\$33,047.67	\$34,617.86	\$36,275.32	\$37,972.31	\$39,876.52	\$41,788.02
	Bi-Weekly	\$1,271.06	\$1,331.46	\$1,395.20	\$1,460.47	\$1,533.71	\$1,607.23
	Hourly	\$15.89	\$16.64	\$17.44	\$18.26	\$19.17	\$20.09
14	Annual	\$34,617.86	\$36,275.32	\$37,972.31	\$39,876.52	\$41,788.70	\$43,852.97
	Bi-Weekly	\$1,331.46	\$1,395.20	\$1,460.47	\$1,533.71	\$1,607.26	\$1,686.65
	Hourly	\$16.64	\$17.44	\$18.26	\$19.17	\$20.09	\$21.08
15	Annual	\$36,275.32	\$37,972.31	\$39,876.52	\$41,788.70	\$43,684.96	\$45,890.30
	Bi-Weekly	\$1,395.20	\$1,460.47	\$1,533.71	\$1,607.26	\$1,680.19	\$1,765.01
	Hourly	\$17.44	\$18.26	\$19.17	\$20.09	\$21.00	\$22.06
16	Annual	\$37,972.31	\$39,876.52	\$41,788.70	\$43,684.96	\$45,899.56	\$48,137.46
	Bi-Weekly	\$1,460.47	\$1,533.71	\$1,607.26	\$1,680.19	\$1,765.37	\$1,851.44
	Hourly	\$18.26	\$19.17	\$20.09	\$21.00	\$22.07	\$23.14
17	Annual	\$39,876.52	\$41,788.70	\$43,684.96	\$45,899.56	\$48,137.46	\$50,585.50
	Bi-Weekly	\$1,533.71	\$1,607.26	\$1,680.19	\$1,765.37	\$1,851.44	\$1,945.60
	Hourly	\$19.17	\$20.09	\$21.00	\$22.07	\$23.14	\$24.32
18	Annual	\$41,788.70	\$43,684.96	\$45,899.56	\$48,137.46	\$50,442.68	\$52,982.01
	Bi-Weekly	\$1,607.26	\$1,680.19	\$1,765.37	\$1,851.44	\$1,940.10	\$2,037.77
	Hourly	\$20.09	\$21.00	\$22.07	\$23.14	\$24.25	\$25.47

19	Annual	\$43,684.96	\$45,899.56	\$48,137.46	\$50,442.68	\$52,927.68	\$55,558.30
	Bi-Weekly	\$1,680.19	\$1,765.37	\$1,851.44	\$1,940.10	\$2,035.68	\$2,136.86
	Hourly	\$21.00	\$22.07	\$23.14	\$24.25	\$25.45	\$26.71
20	Annual	\$45,899.56	\$48,137.46	\$50,442.68	\$52,927.68	\$55,418.29	\$58,246.61
	Bi-Weekly	\$1,765.37	\$1,851.44	\$1,940.10	\$2,035.68	\$2,131.47	\$2,240.25
	Hourly	\$22.07	\$23.14	\$24.25	\$25.45	\$26.64	\$28.00
21	Annual	\$48,137.46	\$50,442.68	\$52,927.68	\$55,418.29	\$58,246.61	\$61,158.94
	Bi-Weekly	\$1,851.44	\$1,940.10	\$2,035.68	\$2,131.47	\$2,240.25	\$2,352.27
	Hourly	\$23.14	\$24.25	\$25.45	\$26.64	\$28.00	\$29.40
22	Annual	\$50,442.68	\$52,927.68	\$55,418.29	\$58,246.61	\$60,990.92	\$64,071.27
	Bi-Weekly	\$1,940.10	\$2,035.68	\$2,131.47	\$2,240.25	\$2,345.80	\$2,464.28
	Hourly	\$24.25	\$25.45	\$26.64	\$28.00	\$29.32	\$30.80
23	Annual	\$52,927.68	\$55,418.29	\$58,246.61	\$60,990.92	\$63,903.25	\$67,180.74
	Bi-Weekly	\$2,035.68	\$2,131.47	\$2,240.25	\$2,345.80	\$2,457.82	\$2,583.87
	Hourly	\$25.45	\$26.64	\$28.00	\$29.32	\$30.72	\$32.30
24	Annual	\$55,418.29	\$58,246.61	\$60,990.92	\$63,903.25	\$67,180.74	\$70,522.64
	Bi-Weekly	\$2,131.47	\$2,240.25	\$2,345.80	\$2,457.82	\$2,583.87	\$2,712.41
	Hourly	\$26.64	\$28.00	\$29.32	\$30.72	\$32.30	\$33.91
25	Annual	\$58,246.61	\$60,990.92	\$63,903.25	\$67,180.74	\$70,512.00	\$74,012.40
	Bi-Weekly	\$2,240.25	\$2,345.80	\$2,457.82	\$2,583.87	\$2,712.00	\$2,846.63
	Hourly	\$28.00	\$29.32	\$30.72	\$32.30	\$33.90	\$35.58

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

Exhibit A

Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2022

Grade		A	B	C	D	E	F
9	Annual	\$27,803.03	\$29,144.99	\$30,557.24	\$31,999.88	\$33,543.38	\$35,246.92
	Bi-Weekly	\$1,069.35	\$1,120.96	\$1,175.28	\$1,230.76	\$1,290.13	\$1,355.65
	Hourly	\$13.37	\$14.01	\$14.69	\$15.38	\$16.13	\$16.95
10	Annual	\$29,144.99	\$30,557.24	\$31,999.88	\$33,543.38	\$35,137.12	\$36,819.44
	Bi-Weekly	\$1,120.96	\$1,175.28	\$1,230.76	\$1,290.13	\$1,351.43	\$1,416.13
	Hourly	\$14.01	\$14.69	\$15.38	\$16.13	\$16.89	\$17.70
11	Annual	\$30,557.24	\$31,999.88	\$33,543.38	\$35,137.12	\$36,819.44	\$38,541.89
	Bi-Weekly	\$1,175.28	\$1,230.76	\$1,290.13	\$1,351.43	\$1,416.13	\$1,482.38
	Hourly	\$14.69	\$15.38	\$16.13	\$16.89	\$17.70	\$18.53
12	Annual	\$31,999.88	\$33,543.38	\$35,137.12	\$36,819.44	\$38,541.89	\$40,474.67
	Bi-Weekly	\$1,230.76	\$1,290.13	\$1,351.43	\$1,416.13	\$1,482.38	\$1,556.72
	Hourly	\$15.38	\$16.13	\$16.89	\$17.70	\$18.53	\$19.46
13	Annual	\$33,543.38	\$35,137.12	\$36,819.44	\$38,541.89	\$40,474.67	\$42,414.84
	Bi-Weekly	\$1,290.13	\$1,351.43	\$1,416.13	\$1,482.38	\$1,556.72	\$1,631.34
	Hourly	\$16.13	\$16.89	\$17.70	\$18.53	\$19.46	\$20.39
14	Annual	\$35,137.12	\$36,819.44	\$38,541.89	\$40,474.67	\$42,415.53	\$44,510.77
	Bi-Weekly	\$1,351.43	\$1,416.13	\$1,482.38	\$1,556.72	\$1,631.37	\$1,711.95
	Hourly	\$16.89	\$17.70	\$18.53	\$19.46	\$20.39	\$21.40
15	Annual	\$36,819.44	\$38,541.89	\$40,474.67	\$42,415.53	\$44,340.23	\$46,578.66
	Bi-Weekly	\$1,416.13	\$1,482.38	\$1,556.72	\$1,631.37	\$1,705.39	\$1,791.49
	Hourly	\$17.70	\$18.53	\$19.46	\$20.39	\$21.32	\$22.39
16	Annual	\$38,541.89	\$40,474.67	\$42,415.53	\$44,340.23	\$46,588.06	\$48,859.52
	Bi-Weekly	\$1,482.38	\$1,556.72	\$1,631.37	\$1,705.39	\$1,791.85	\$1,879.21
	Hourly	\$18.53	\$19.46	\$20.39	\$21.32	\$22.40	\$23.49
17	Annual	\$40,474.67	\$42,415.53	\$44,340.23	\$46,588.06	\$48,859.52	\$51,344.28
	Bi-Weekly	\$1,556.72	\$1,631.37	\$1,705.39	\$1,791.85	\$1,879.21	\$1,974.78
	Hourly	\$19.46	\$20.39	\$21.32	\$22.40	\$23.49	\$24.68
18	Annual	\$42,415.53	\$44,340.23	\$46,588.06	\$48,859.52	\$51,199.32	\$53,776.74
	Bi-Weekly	\$1,631.37	\$1,705.39	\$1,791.85	\$1,879.21	\$1,969.20	\$2,068.34
	Hourly	\$20.39	\$21.32	\$22.40	\$23.49	\$24.62	\$25.85

19	Annual	\$44,340.23	\$46,588.06	\$48,859.52	\$51,199.32	\$53,721.60	\$56,391.68
	Bi-Weekly	\$1,705.39	\$1,791.85	\$1,879.21	\$1,969.20	\$2,066.22	\$2,168.91
	Hourly	\$21.32	\$22.40	\$23.49	\$24.62	\$25.83	\$27.11
20	Annual	\$46,588.06	\$48,859.52	\$51,199.32	\$53,721.60	\$56,249.56	\$59,120.31
	Bi-Weekly	\$1,791.85	\$1,879.21	\$1,969.20	\$2,066.22	\$2,163.44	\$2,273.86
	Hourly	\$22.40	\$23.49	\$24.62	\$25.83	\$27.04	\$28.42
21	Annual	\$48,859.52	\$51,199.32	\$53,721.60	\$56,249.56	\$59,120.31	\$62,076.32
	Bi-Weekly	\$1,879.21	\$1,969.20	\$2,066.22	\$2,163.44	\$2,273.86	\$2,387.55
	Hourly	\$23.49	\$24.62	\$25.83	\$27.04	\$28.42	\$29.84
22	Annual	\$51,199.32	\$53,721.60	\$56,249.56	\$59,120.31	\$61,905.78	\$65,032.34
	Bi-Weekly	\$1,969.20	\$2,066.22	\$2,163.44	\$2,273.86	\$2,380.99	\$2,501.24
	Hourly	\$24.62	\$25.83	\$27.04	\$28.42	\$29.76	\$31.27
23	Annual	\$53,721.60	\$56,249.56	\$59,120.31	\$61,905.78	\$64,861.80	\$68,188.45
	Bi-Weekly	\$2,066.22	\$2,163.44	\$2,273.86	\$2,380.99	\$2,494.68	\$2,622.63
	Hourly	\$25.83	\$27.04	\$28.42	\$29.76	\$31.18	\$32.78
24	Annual	\$56,249.56	\$59,120.31	\$61,905.78	\$64,861.80	\$68,188.45	\$71,580.48
	Bi-Weekly	\$2,163.44	\$2,273.86	\$2,380.99	\$2,494.68	\$2,622.63	\$2,753.10
	Hourly	\$27.04	\$28.42	\$29.76	\$31.18	\$32.78	\$34.41
25	Annual	\$59,120.31	\$61,905.78	\$64,861.80	\$68,188.45	\$71,569.68	\$75,122.58
	Bi-Weekly	\$2,273.86	\$2,380.99	\$2,494.68	\$2,622.63	\$2,752.68	\$2,889.33
	Hourly	\$28.42	\$29.76	\$31.18	\$32.78	\$34.41	\$36.12

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

Exhibit A

Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2023

Grade		A	B	C	D	E	F
9	Annual	\$28,220.08	\$29,582.17	\$31,015.60	\$32,479.88	\$34,046.53	\$35,775.63
	Bi-Weekly	\$1,085.39	\$1,137.78	\$1,192.91	\$1,249.23	\$1,309.48	\$1,375.99
	Hourly	\$13.57	\$14.22	\$14.91	\$15.62	\$16.37	\$17.20
10	Annual	\$29,582.17	\$31,015.60	\$32,479.88	\$34,046.53	\$35,664.18	\$37,371.74
	Bi-Weekly	\$1,137.78	\$1,192.91	\$1,249.23	\$1,309.48	\$1,371.70	\$1,437.37
	Hourly	\$14.22	\$14.91	\$15.62	\$16.37	\$17.15	\$17.97
11	Annual	\$31,015.60	\$32,479.88	\$34,046.53	\$35,664.18	\$37,371.74	\$39,120.02
	Bi-Weekly	\$1,192.91	\$1,249.23	\$1,309.48	\$1,371.70	\$1,437.37	\$1,504.62
	Hourly	\$14.91	\$15.62	\$16.37	\$17.15	\$17.97	\$18.81
12	Annual	\$32,479.88	\$34,046.53	\$35,664.18	\$37,371.74	\$39,120.02	\$41,081.79
	Bi-Weekly	\$1,249.23	\$1,309.48	\$1,371.70	\$1,437.37	\$1,504.62	\$1,580.07
	Hourly	\$15.62	\$16.37	\$17.15	\$17.97	\$18.81	\$19.75
13	Annual	\$34,046.53	\$35,664.18	\$37,371.74	\$39,120.02	\$41,081.79	\$43,051.06
	Bi-Weekly	\$1,309.48	\$1,371.70	\$1,437.37	\$1,504.62	\$1,580.07	\$1,655.81
	Hourly	\$16.37	\$17.15	\$17.97	\$18.81	\$19.75	\$20.70
14	Annual	\$35,664.18	\$37,371.74	\$39,120.02	\$41,081.79	\$43,051.76	\$45,178.43
	Bi-Weekly	\$1,371.70	\$1,437.37	\$1,504.62	\$1,580.07	\$1,655.84	\$1,737.63
	Hourly	\$17.15	\$17.97	\$18.81	\$19.75	\$20.70	\$21.72
15	Annual	\$37,371.74	\$39,120.02	\$41,081.79	\$43,051.76	\$45,005.33	\$47,277.34
	Bi-Weekly	\$1,437.37	\$1,504.62	\$1,580.07	\$1,655.84	\$1,730.97	\$1,818.36
	Hourly	\$17.97	\$18.81	\$19.75	\$20.70	\$21.64	\$22.73
16	Annual	\$39,120.02	\$41,081.79	\$43,051.76	\$45,005.33	\$47,286.88	\$49,592.42
	Bi-Weekly	\$1,504.62	\$1,580.07	\$1,655.84	\$1,730.97	\$1,818.73	\$1,907.40
	Hourly	\$18.81	\$19.75	\$20.70	\$21.64	\$22.73	\$23.84
17	Annual	\$41,081.79	\$43,051.76	\$45,005.33	\$47,286.88	\$49,592.42	\$52,114.45
	Bi-Weekly	\$1,580.07	\$1,655.84	\$1,730.97	\$1,818.73	\$1,907.40	\$2,004.40
	Hourly	\$19.75	\$20.70	\$21.64	\$22.73	\$23.84	\$25.06
18	Annual	\$43,051.76	\$45,005.33	\$47,286.88	\$49,592.42	\$51,967.31	\$54,583.39
	Bi-Weekly	\$1,655.84	\$1,730.97	\$1,818.73	\$1,907.40	\$1,998.74	\$2,099.36
	Hourly	\$20.70	\$21.64	\$22.73	\$23.84	\$24.98	\$26.24

19	Annual	\$45,005.33	\$47,286.88	\$49,592.42	\$51,967.31	\$54,527.42	\$57,237.55
	Bi-Weekly	\$1,730.97	\$1,818.73	\$1,907.40	\$1,998.74	\$2,097.21	\$2,201.44
	Hourly	\$21.64	\$22.73	\$23.84	\$24.98	\$26.22	\$27.52
20	Annual	\$47,286.88	\$49,592.42	\$51,967.31	\$54,527.42	\$57,093.30	\$60,007.11
	Bi-Weekly	\$1,818.73	\$1,907.40	\$1,998.74	\$2,097.21	\$2,195.90	\$2,307.97
	Hourly	\$22.73	\$23.84	\$24.98	\$26.22	\$27.45	\$28.85
21	Annual	\$49,592.42	\$51,967.31	\$54,527.42	\$57,093.30	\$60,007.11	\$63,007.47
	Bi-Weekly	\$1,907.40	\$1,998.74	\$2,097.21	\$2,195.90	\$2,307.97	\$2,423.36
	Hourly	\$23.84	\$24.98	\$26.22	\$27.45	\$28.85	\$30.29
22	Annual	\$51,967.31	\$54,527.42	\$57,093.30	\$60,007.11	\$62,834.37	\$66,007.82
	Bi-Weekly	\$1,998.74	\$2,097.21	\$2,195.90	\$2,307.97	\$2,416.71	\$2,538.76
	Hourly	\$24.98	\$26.22	\$27.45	\$28.85	\$30.21	\$31.73
23	Annual	\$54,527.42	\$57,093.30	\$60,007.11	\$62,834.37	\$65,834.72	\$69,211.28
	Bi-Weekly	\$2,097.21	\$2,195.90	\$2,307.97	\$2,416.71	\$2,532.10	\$2,661.97
	Hourly	\$26.22	\$27.45	\$28.85	\$30.21	\$31.65	\$33.27
24	Annual	\$57,093.30	\$60,007.11	\$62,834.37	\$65,834.72	\$69,211.28	\$72,654.19
	Bi-Weekly	\$2,195.90	\$2,307.97	\$2,416.71	\$2,532.10	\$2,661.97	\$2,794.39
	Hourly	\$27.45	\$28.85	\$30.21	\$31.65	\$33.27	\$34.93
25	Annual	\$60,007.11	\$62,834.37	\$65,834.72	\$69,211.28	\$72,643.22	\$76,249.42
	Bi-Weekly	\$2,307.97	\$2,416.71	\$2,532.10	\$2,661.97	\$2,793.97	\$2,932.67
	Hourly	\$28.85	\$30.21	\$31.65	\$33.27	\$34.92	\$36.66