

**MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION TO THE CITY COUNCIL  
REGARDING THE TECHNICAL RANK AND FILE UNIT  
(MOU #21)**

**THIS MEMORANDUM OF UNDERSTANDING  
made and entered into this 11<sup>th</sup> day of April, 2024.**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND THE**

**ENGINEERS AND ARCHITECTS ASSOCIATION**

**January 1, 2024 through December 25, 2027**

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**ARTICLE 1.0            GENERAL PROVISIONS**

**ARTICLE 1.1            RECOGNITION**

Management hereby recognizes the Engineers and Architects Association (EAA), as the exclusive representative of the employees in the Technical Unit, for which EAA was certified as the majority representative by the Employee Relations Board on March 21, 1973. EAA shall be the exclusive representative of employees in the Technical Unit, subject to the right of each employee to represent themselves. The term "employee", as used herein, shall refer only to employees in the classifications listed in the Salary Appendices, as well as such classes as may be added hereafter to the Unit by the Employee Relations Board.

**ARTICLE 1.2            PARTIES TO MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (hereinafter referred to as MOU) is entered into between the City Administrative Officer (CAO), as the authorized management representative of the City, and the authorized management representatives of any City Departments in which classifications listed in the Appendices may be employed, (hereinafter referred to as Management), and authorized representatives of the Engineers and Architects Association (EAA or Association) as the exclusive recognized employee organization for the Technical Rank and File Unit (Unit).

**ARTICLE 1.3            IMPLEMENTATION OF MEMORANDUM OF UNDERSTANDING**

This MOU constitutes a joint recommendation of Management and the Association. It shall not be binding in whole or in part on the parties listed below unless and until:

- A.     The Association has notified the CAO in writing that it has approved this MOU in its entirety; and
- B.     The City Council has approved this MOU in its entirety. Where resolutions, ordinances or amendments to applicable codes are required, this MOU shall not be binding, in whole or in part, until all such resolutions, ordinances, or amendments become effective.

**ARTICLE 1.4            FULL UNDERSTANDING**

Management and the Association acknowledge that during the meet and confer process, each had the unlimited right and the opportunity to make demands and proposals on any subject within the scope of representation and that this MOU constitutes the full and entire understanding of the parties regarding all such demands and proposals. The parties mutually understand that any prior or existing understandings or agreements by the parties, whether formal or informal, are hereby superseded or terminated.

The parties mutually agree that this MOU may not be opened at any time during its term for any reason, except where noted herein or by mutual consent of the parties hereto.

It is mutually understood that any changes mutually agreed to shall not be binding upon the parties unless and until they have been implemented in accordance with Article 1.3.

The waiver or breach of any term or condition of this MOU by any party hereto, shall not constitute a precedent in the future enforcement of any of its terms and provisions.

**ARTICLE 1.5            TERM**

The term of this MOU shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 1.3, Implementation of Memorandum of Understanding, are fully met, but in no event shall said MOU become effective prior to the date of adoption by Council. This MOU shall expire and otherwise be fully terminated at 11:59 P.M. on, December 25, 2027.

**ARTICLE 1.6            CALENDAR    FOR    SUCCESSOR    MEMORANDUM    OF  
UNDERSTANDING**

In the event the Association or Management desires a successor MOU, said party shall serve upon the other written notice prior to the expiration of this MOU, but no later than March 1, 2027. Meet and confer sessions shall begin no sooner than 180 days and no later than 30 days prior to the expiration of this MOU.

**ARTICLE 1.7            OBLIGATION TO SUPPORT**

During the period of time the proposed MOU is being considered by the Mayor, City Council, or Council Committees, neither the Association or Management, nor their authorized representatives, will appear before the Mayor, City Council, or Council Committees, nor meet with the Mayor or members of the City Council individually to advocate any addition or deletion to the terms and conditions of this MOU. However, this Article shall not preclude the parties from appearing before the Mayor, City Council, or Council Committees nor meeting with the Mayor or individual members of the City Council to advocate or urge the adoption of this MOU.

**ARTICLE 1.8            SAVINGS CLAUSE**

If any term or provision of this MOU is found to be in conflict with any City, State or Federal law, the parties agree to meet promptly, and as often as necessary, to expeditiously renegotiate this term or provision.

All other terms and provisions of this MOU shall remain in full force and effect during the period of such renegotiations and thereafter until their normal expiration date.

The parties understand that many of the employees covered by this MOU may also be covered by the Fair Labor Standards Act of 1938, as amended, 29 U.S.C. Section 210 et seq. (FLSA). To the extent that any provision herein conflicts with the FLSA, employees covered by the FLSA shall receive required benefits and any additional benefits set forth herein if compatible with the FLSA.

## **ARTICLE 1.9           MANAGEMENT RIGHTS**

As the responsibility for the management of the City and direction of its work force is vested exclusively in its City officials and department heads whose powers and duties are specified by law, it is mutually understood that except as specifically set forth herein no provisions in this MOU shall be deemed to limit or curtail the City officials and department heads in any way in the exercise of the rights, powers and authority which they had prior to the effective date of this MOU. The Association recognizes that these rights, powers, and authority include but are not limited to, the right to determine the mission of its constituent departments, offices and boards, set standards of services to be offered to the public, exercise control and discretion over the City's organization and operations, take disciplinary action for proper cause, relieve City employees from duty because of lack of work, lack of funds or other legitimate reasons, determine the methods, means and personnel by which the City's operations are to be conducted, take all necessary actions to maintain uninterrupted service to the community and carry out its mission in emergencies; provided, however, that the exercise of these rights does not preclude employees and their representatives from consulting or raising grievances about the practical consequences that decisions on these matters may have on wages, hours, and other terms and conditions of employment.

## **ARTICLE 1.10       CITY- ASSOCIATION RELATIONSHIP**

### **A.     Continuity of Service to the Public**

The City of Los Angeles is engaged in public services requiring continuous operations that are necessary to maintain the health and safety of all citizens. The obligation to maintain these public services is imposed both upon the City and the Association during the term of this MOU and the certification of the Association as the exclusive representative of the employees in this Unit.

### **B.     Mutual Pledge of Accord**

Inherent in the relationship between the City and its employees is the obligation of the City to deal justly and fairly with its employees and of the employees to cooperate with their fellow employees and the City in the performance of their public service obligation.

It is the purpose of this MOU to promote and ensure harmonious relations, cooperation and understanding between the City and the employees represented

by the Association and to establish and maintain proper standards of wages, hours and other terms or conditions of employment.

C. No Strike – No Lockout

In consideration of the mutual desire of the parties to promote and ensure harmonious relations and in consideration of the Mutual Pledge of Accord, the City agrees that there shall be no lockout or the equivalent of members of the Association, and the Association and its members agree that there shall be no strike or other concerted action resulting in the withholding of service by the members during the term of this MOU. Should such a strike or action by Association members occur, the Association shall immediately instruct its members to return to work. It is mutually understood and agreed that the City has the absolute right to impose discipline and, in that regard, shall have the right to take disciplinary action, including discharge, against any employee who participates in any manner in any strike or slowdown, withholding of services, picketing in support of a strike or other concerted action. The curtailing of operations by the City in whole or part for operational or economic reasons shall not be construed as a lockout.

The provisions of this Paragraph C shall not detract in any way from any restrictions imposed by law on strikes and other types of work stoppages by public employees.

**ARTICLE 1.11      RELEASE TIME FROM CITY SERVICE TO WORK FOR THE ASSOCIATION**

The appointing authority of any City department may grant to elected officers or appointed representatives of the EAA time off for employee organization representation activities in that Department. No more than one employee in a Department or Bureau of the Department Public Works, and no more than four employees for all EAA bargaining units, shall be allowed release time under this Article.

- A. The employee shall submit the request for release at least 21 calendar days prior to the effective release date, specifying the starting and ending dates of release.
- B. The employee shall be paid the employee's current salary by the City while the employee is performing these duties for EAA.
- C. Employees shall retain all of their existing benefits, including, but not limited to medical, dental, deferred compensation plan, retirement benefits, and seniority accrual in their civil service class.
- D. The EAA shall reimburse the City for all documented actual salary and benefits costs incurred as a result of release time, including but not limited to, vacation, sick leave, compensated time off, retirement, short-term disability, life insurance,



medical, dental, and workers' compensation. The benefits costs shall be based on the benefits rates established by the CAO as contained in the City Budget in effect during the period of release time, and the cost of other benefits recommended by the Joint Labor Management Benefits Committee and approved by the City Council that become effective during this period.

- E. Payment of any overtime worked while on release time shall be the responsibility of the EAA.
- F. The City shall invoice EAA for reimbursement on a quarterly basis and EAA shall make quarterly payments to the Controller of all reimbursable costs identified in Section D above.
- G. Employees on release time shall submit weekly timesheets (signed by the employee and the EAA Executive Director or their designee) to their respective Departmental Personnel Officer specifying the number of hours worked, and use of any sick leave, vacation time or compensated time off.
- H. Should an employee incur a work-related injury while on release time, they shall remain on release time with the EAA during the period of injury-on-duty (IOD), or until the release time has ended, and shall continue to be counted in determining the four employee maximum, as provided for above.
- I. When the employee returns from release time, they shall return to their civil service classification and paygrade at the time of release.
- J. Release time shall be granted for a maximum of 12 months in any three-year period. Additional release time shall be permitted only with Management's approval. The three-year period shall commence on the first day of authorized release.
- K. The employee must have passed probation in their current class to be eligible for release time.
- L. The EAA shall indemnify, defend and hold the City and its officers and employees harmless against any and all claims, suits, demands or other forms of liability that might arise out of or result from any action taken by an employee in the service of the EAA.
- M. The CAO shall maintain a list of employees who have been approved for release time and the approved duration.

**ARTICLE 1.12      AMENDMENT OF MOU TO INCLUDE NEW CLASSES**

Upon written notification from the CAO to the Controller, this MOU shall be amended to incorporate the class and salary of any class accreted to this Unit or any class in the bargaining unit which may have a name change after the adoption of this MOU.

**ARTICLE 2.0      ASSOCIATION SECURITY**

**ARTICLE 2.1      UNIT MEMBERSHIP LIST**

- A.     The City shall provide the Association with a list of Unit employees in alphabetical order with the following Unit information in compliance with State law for each employee on said list:
  - 1.     Name
  - 2.     Employee Identification Number
  - 3.     Original Hire Date
  - 4.     Bargaining Unit
  - 5.     Class Title
  - 6.     Class Code
  - 7.     Membership Status
  - 8.     Employing Department Title
  - 9.     Work Location (by department, office or bureau, as well as division if such information is readily available and a department legend)
  - 10.    Pay Rate (annual and biweekly)
  - 11.    Work Phone Number on file
  - 12.    Home Phone Number on file
  - 13.    Personal cellular phone number on file
  - 14.    Personal email address on file
  - 15.    Home Address on file
  
- B.     For new employees or those newly entering or re-entering the Unit, the City shall provide the aforementioned information within a minimum of thirty (30) calendar days of the date of the employee’s hire or by the first pay period of the month following their hire, whichever is later.
  
- C.     For existing employees, the City shall provide the above information to the Association a minimum of every thirty (30) calendar days.
  
- D.     All information shall be provided to the Association electronically. The means of provision and the substance of the requisite information may be changed by mutual agreement.

- E. The Association agrees to indemnify and hold the City harmless from any liabilities of any nature that may arise as a result of the application of the provisions of this Article.
- F. Initially the City shall provide department legends that identify the known work locations by department, office or bureau, as well as division code(s). Thereafter, it is understood that Departments will either adjust their legends to provide distinct division codes for each work location or provide some other distinct work location information in a simplified manner to the Association. Additional legends will be provided only as updated. Furthermore, the CAO will work with the Controller to provide this information with current electronic payroll reporting.

## **ARTICLE 2.2 NEW EMPLOYEE INFORMATION**

Management will provide each new employee covered by this MOU a printed notice containing the following information only:

- A. Your classification is included in one of the following units represented by the Engineers and Architects Association (EAA).
  - 1. Administrative Unit – MOU 1
  - 2. Supervisory Technical Unit – MOU 19
  - 3. Supervisory Administrative Unit – MOU 20
  - 4. Technical Unit – MOU 21
- B. EAA has been certified to meet and confer with Management on matters pertaining to your wages, hours of work, employee benefits and other terms and conditions of employment, and is the exclusive recognized employee organization for all employees in the units listed above.
- C. For additional information, contact EAA at 2911 W. Temple Street, Los Angeles, CA 90026; or telephone (213) 620-6920; or website at <https://www.eaunion.org>.

## **ARTICLE 2.3 WORK ACCESS**

Association Staff Representatives, Association Officers, Association Executive Board Members, and Association Stewards, who are members of this Association shall have access to the facilities of the departments, offices or bureaus represented herein during working hours for the purpose of assisting employees covered under this MOU in the adjusting of grievances when such Association assistance is requested by the grievant(s), or investigating matters arising out of the application of the provisions of this MOU. Said representative shall request authorization a minimum of 8 business hours prior to such

visit by contacting the designated representative of the head of the department, office, or bureau of the facility that the representative desires to visit. In the event immediate access cannot be authorized, the Association staff representative shall be informed as to the time when access can be granted. The City will make efforts to allow use of available space to which they have access in a leased facility in accordance with the lease agreement and/or building rules and regulations. The Association agrees to abide by the limitations established by the building management.

The Association shall give to all heads of departments, offices, or bureaus represented herein and to the CAO a written list of its full-time Association Staff Representatives, which shall be kept current by the Association.

This Article shall not be construed as a limitation on the power of the head of a department, office, or bureau to restrict access to areas designated as secure or confidential.

#### **ARTICLE 2.4 USE OF CITY FACILITIES**

The Association shall be permitted to use City facilities with prior Management approval for the purpose of holding meetings to the extent that such facilities are available to other organizations and individuals, and to the extent that such use of the facility will not interfere with normal departmental operations. Participating employees will attend said meetings on their own time unless other arrangements are made with management.

If the use of a facility normally requires a fee for rental or special set-up, security, and/or cleanup service, the Association will provide or assume the cost of such service(s) or facility.

#### **ARTICLE 2.5 BULLETIN BOARDS**

Each department agrees to provide a bulletin board or space at each work location, which may be used by the Association for the following purposes:

- Notices of Association meetings.
- Notices of Association elections and their results.
- Notices of Association recreational and social events.
- Reports of official Association Business.
- Any other communication or written material which has received the prior approval of the department, office or bureau management representative, or their designee.

All notices or other communications shall be identified with an official stamp of the Association prior to being posted, initialed by a full-time Association staff representative, and if requested by Management, submitted to the management representative of a department, office or bureau for posting.

It is further agreed that the Association representative shall place a removal date on all materials to be posted.

## **ARTICLE 2.6           ACTIONS BY EMPLOYEE RELATIONS BOARD**

If any action(s) by the Employee Relations Board (ERB) prior to the expiration of this MOU result in any significant changes to the composition of this Unit, the parties to this MOU will meet as soon as possible thereafter to consider any revisions or amendments thereto that may be required.

## **ARTICLE 2.7           EMPLOYMENT OPPORTUNITIES**

The Personnel Department will transmit to the Association copies of all job bulletins. Tentative examination bulletins approved by the Head of the Selection Services Division of the Personnel Department will be transmitted seven (7) calendar days in advance of the public posting of the final bulletin.

## **ARTICLE 2.8           LEGISLATIVE CHECK – OFF**

During the term of this MOU, a payroll deduction will be established by the Association for the purpose of allowing employees in this unit to contribute towards the Association's federal legislative activities.

Said contributions shall be deducted by the Controller from 24 biweekly payroll checks of each employee in this Unit who voluntarily consents to said contribution by submitting a payroll deduction card signed by the individual employee. Remittance of the amount of said deductions shall be sent to the Association by the Controller within 30 working days after the conclusion of the month in which said deductions were withheld.

A fee of nine cents (\$.09) per deduction shall be assessed by the Controller for the processing of each payroll deduction taken. The Controller will deduct the aggregate amount of said fees on a biweekly basis.

Contributions shall be made payable as directed by the Association to the Political Action Committee of the Association.

It is agreed that neither any employee nor the Association shall have any claim against the City for any deductions made or not made, as the case may be, unless a claim of error is made in writing to the Controller within 30 calendar days after the date such deductions were or should have been made.

## **ARTICLE 2.9           PAYROLL DEDUCTIONS AND DUES**

The following provisions shall apply to employees in classifications listed in the Appendices herein.

A. DUES

1. a. Payroll deductions as may be properly requested and lawfully permitted will be deducted by the Controller biweekly, in twenty-four (24) increments annually from the salary of each employee in the unit where the Union identifies in writing to the Controller those individuals from whom union-related deduction(s) should be lawfully taken.

Such amounts shall be determined by the Union and implemented by Management in the first payroll period which starts thirty (30) calendar days after written notice of the new amount from the Union is received by the Controller.

- b. Employees who are members of the Union who previously elected to make union membership deductions prior to (1) starting an unpaid leave of absence, or (2) otherwise going on inactive status due to lack of scheduled hours, shall be reinstated as Union members with the automatic voluntary dues deduction immediately upon their return to work.
2. Notwithstanding any provisions of LAAC Section 4.203 to the contrary, during the term of this MOU, payroll deductions requested by employees in this Unit for the purpose of becoming a member and/or to obtain benefits offered by any qualified organization other than the Union will not be accepted by the Controller. For the purpose of this provision, qualified organization means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.
  3. Any employees in this Unit who have authorized Union dues deductions with the Union on the effective date of this MOU or at any time subsequent to the effective date of this MOU shall continue to have such dues deductions made by the City during the term of this MOU. Under current California law, the City has no input or control over the procedure for termination of union dues taken as payroll deductions from employees subject to this MOU, nor any legal ability to stop such deductions without the specific authorization of the Union. All procedures for termination of dues deductions outlined in this subsection are, therefore, the Union's statement of its unilateral dues termination procedures; the City's sole obligation is to process such dues cancellations received from the Union pursuant to this subsection, subject to any future court decisions applicable to dues termination procedures.

Any employee in the Unit may terminate such Union dues during the first full payroll period that begins the period commencing ninety (90) days before the employee's anniversary date in the final year of the initial MOU

in which the employee authorizes Union dues deductions and yearly thereafter, by notifying the Union of their termination of Union dues deduction. Such notification shall be in the form of a letter, sent to the Union via USPS, containing the following information: employee name, employee number, job classification, department name, and name of the Union from which dues deductions are to be cancelled. The Union will provide to the City the appropriate documentation to process these membership dues cancellations within ten (10) business days after the close of the withdrawal period. Employees with any questions relating to union membership dues shall direct those questions to the Union.

## B. MANAGEMENT RESPONSIBILITIES

1. The Controller shall cause the amount of the dues or other proper deductions to be deducted from twenty-four (24) biweekly payroll checks of each employee in this Unit as specified by Union under the terms contained herein. "Dues," shall be the result of Union certification that it has and will maintain an authorization signed by the individual employee from whose salary or wages the deductions are to be made, provided in the form of a list by the Union to the City.
  - a. Remittance of the aggregate amount of all dues and other proper deductions made from the salaries of employees hereunder shall be made to the Union by the Controller within thirty (30) working days after the conclusion of the month in which said dues, and/or deductions were deducted.
  - b. A fee of nine cents (\$.09) per deduction shall be assessed by the Controller for the processing of each payroll deduction taken. The Controller will deduct the aggregate amount of said fees on a biweekly basis.
2. The Controller shall also apply this provision to every permanent employee who, following the operative date of this Article, becomes a member of this Unit, within sixty (60) calendar days of such reassignment or transfer.
3. Management will provide the Union with unit membership information pursuant to the Unit Membership List Article of this MOU.
4. The Controller shall notify the Union within sixty (60) calendar days of any employee who, because of a change in employment status, is no longer a member of the Unit or subject to the provisions of this Article.

C. UNION RESPONSIBILITIES

Except for claims resulting from errors caused by defective City equipment, the Union agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this Article.

D. CALIFORNIA GOVERNMENT CODE SECTION 1159 (a-b)

Existing California Government Code Section 1159 (a-b) states:

“(a) The Controller, a public employer, an employee organization, or any of their employees or agents, shall not be liable for, and shall have a complete defense to, any claims or actions under the law of this state for requiring, deducting, receiving, or retaining agency or fair share fees from public employees, and current or former public employees shall not have standing to pursue these claims or actions, if the fees were permitted at the time under the laws of this state then in force and paid, through payroll deduction or otherwise, prior to June 27, 2018.”

“(b) This section shall apply to claims and actions pending on its effective date, as well as to claims and actions filed on or after that date.”

**ARTICLE 2.10 NON-DISCRIMINATION**

The parties mutually reaffirm their respective policies of non-discrimination in the treatment of any employee because of race, ethnicity, color, religion, creed, gender (including pregnancy, childbirth, breastfeeding, or medical conditions related to these areas), gender identity, gender expression, sexual orientation, LGBTQ+ identity, marital status, age (40 and over), actual or perceived disability (mental and physical) including HIV and AIDS, medical condition (cancer and genetic characteristics), genetic information, national origin (including language use restrictions), ancestry, political activities or political affiliation, military and veteran status, or by denying Family and Medical Leave care or by engaging in retaliation for having filed a discrimination complaint, for participating in a discrimination investigation or for opposing discrimination.

Management and the Association agree that no employee shall be interfered with, intimidated, restrained, coerced or discriminated against because of Association activity and/or the exercise of any employee rights granted pursuant to LAAC Sections 4.845 and/or 4.857 (Employee Relations Ordinance).

**ARTICLE 2.11 NEW EMPLOYEE ORIENTATION**

The City shall provide the Association with written notice of hiring a new employee in a classification represented by EAA in accordance with Article 2.1. Each Department shall provide the Association access to new employee orientations. Notice of scheduled orientations shall be provided at least 10 calendar days prior to the orientation. The Association and Department may agree to group or individual meetings between new



EAA employees and EAA representatives on City time for a maximum uninterrupted time of up to 60 minutes that shall not be shared with any other unions/organizations/presentations. These meetings shall occur no later than 60 days from the date of hire unless otherwise agreed to by the parties. EAA Representatives may provide the new employee any information or materials about EAA, its programs, benefits and becoming a member. Employee attendance at a new employee orientation shall be made mandatory for the entire agenda.

In addition to EAA staff, one EAA steward, Governor, or Unit Council Member (representative) may be released to conduct or participate in new employee orientation meetings. Permission shall be granted to the representative by the employing department unless such absence would cause an undue interruption of work. If such permission cannot be granted, the employing department shall provide the Association an alternative presentation date and time that is not more than five (5) business days beyond the initial new employee orientation date.

## **ARTICLE 3.0        GRIEVANCES**

### **ARTICLE 3.1        GRIEVANCE PROCEDURE**

#### STATEMENT OF INTENT

Management and the Association have a mutual interest in resolving workplace issues appropriately, expeditiously and at the lowest level possible. In recognition of this mutual interest, the parties acknowledge that the grievance process is not a replacement for daily communication between the employee and the supervisor, nor is it inherently an adversarial process. Rather, it is a process to mutually resolve workplace issues to the maximum extent possible within the organization.

#### Section I – Definitions

##### A.     Grievance

A grievance is defined as a dispute concerning the interpretation or application of this written MOU, or departmental rules and regulations governing personnel practices or working conditions applicable to employees covered by this MOU. The parties agree that the following shall not be subject to the grievance procedure:

1.     An impasse in meeting and conferring upon the terms of a proposed MOU.
2.     Any matter for which an administrative remedy is provided before the Civil Service Commission.
3.     Any issue that the parties agree to refer to another administrative resolution process.

B. Employee Comment Sheet (Comment Card) – LAPD

Employee Comment Sheets (Comment Cards) are used to document positive and negative conduct or incidents. Employee Comment Sheets (Comment Cards) are not considered disciplinary in nature and shall not be considered as an offense in the progressive discipline process. It is mutually agreed that in the Los Angeles Police Department an “Employee Comment Sheet” (Comment Card) is not grievable or arbitrable. An employee may use an Employee’s Report, Form 15.7, to make a written response to the Employee Comment Sheet (Comment Card) within 30 days after it is served.

Section II – Responsibilities and Rights

- A. Nothing in this grievance procedure shall be construed to apply to matters for which an administrative remedy is provided before the Civil Service Commission. Where a matter within the scope of this grievance procedure is alleged to be both a grievance and an unfair labor practice under the jurisdiction of the ERB, the employee may elect to pursue the matter under either the grievance procedure herein provided, or by action before the ERB. The employee's election of either procedure shall constitute a binding election of the remedy chosen and a waiver of the alternative remedy.
- B. No grievant shall lose the right to process a grievance because of Management-imposed limitations in scheduling meetings.
- C. The grievant has the responsibility to discuss the grievance informally with the immediate supervisor. The immediate supervisor will, upon request of a grievant, discuss the grievance with the employee at a mutually satisfactory time. The grievant may be represented by a representative of the grievant's choice in the informal discussion with the immediate supervisor and in all formal review levels and in arbitration. When more than one employee in a department is aggrieved, and the facts and issues of the alleged grievance are the same, and if affected employees agree to waive their right to discuss the grievance with their immediate supervisor, a single immediate supervisor will be designated by department Management to discuss the grievance at the informal level with affected employees designated to represent the grievance and the employees' representative. Such grievance will be processed as a single grievance through all formal levels of review. All affected employees involved in the action must waive their respective rights to file an individual grievance on the same issue and to discuss the grievance at the informal level with the respective immediate supervisors on a form provided by Management prior to the discussion with the designated supervisor.

In instances where more than one employee in a department is aggrieved, the Association may elect to file the grievance on behalf of the employees. The facts and issues of the alleged grievance must be the same. Such grievance must

contain the names of all grievants and the specific facts pertaining to each grievant. At the time of filing the grievance, the Association may request that the first level of review be at a level higher than Step 1 and shall provide justification for such request. A single supervisor will be designated by department Management to discuss the grievance at each level with one affected employee designated to represent the grievance and the Association. Such grievance will be processed as a single grievance through all formal levels of review. All affected employees involved in the action must waive their respective rights to file an individual grievance on the same issue and to discuss the grievance at the informal level with their respective immediate supervisors on a form provided by Management prior to the discussion with the designated supervisor. Such form shall also include a statement that the employee understands that they are party to a grievance filed by the Association.

- D. The time limits between steps of the grievance procedure provided herein may be extended by mutual agreement, or, the grievant and Management may waive one or more levels of review from this grievance procedure.
- E. Management shall notify the Association of any formal grievance filed that involves the interpretation and/or application of the provisions of this MOU, and a paid Association Staff Representative shall have the right to be present and participate in the discussion at any formal grievance meeting concerning such a grievance. The paid Staff Representative who elects to attend the grievance meeting shall inform the head of the department, office or bureau.

The Association is to be notified of the resolution of all formal grievances.

### Section III – Procedure

#### GENERAL PROVISIONS

##### A. BINDING ELECTION OF PROCEDURE

Where a matter within the scope of this grievance procedure is alleged to be both a grievance and an unfair labor practice under the jurisdiction of the ERB, the employee must elect to pursue the matter under either the grievance procedure herein provided, or by action before the ERB. The employee's election of either procedure shall constitute a binding election of the procedure chosen and a waiver of the alternate procedure.

##### B. GRIEVANCE PROCESS RIGHTS

No grievant shall lose their right to process their grievance because of Management-imposed limitations in scheduling meetings.

### C. TIME, TIME LIMITS AND WAIVERS

“Business days” shall be designated as Monday thru Friday, exclusive of City Holidays, as defined in Article 7.5 of this MOU.

The time limits between steps of the grievance procedure provided herein may be extended by mutual agreement, not to exceed 60 business days. In addition, the grievant and Management may jointly waive one level of review from this grievance procedure.

### D. MEDIATION

At any step following the Informal Discussion in the grievance process, the Association or Management may request mediation, by letter to the department’s personnel officer or the Association. Within 10 business days of receipt of a request for mediation, the receiving party shall either return the request without action or request that the ERB appoint a mediator. The ERB shall attempt to obtain the services of a mediator from the State Mediation and Conciliation Service. If a State mediator is unavailable, Association and Management may jointly agree to a mediator selected by the Executive Director of the ERB. The fees of such mediator shall be shared equally by the Association and Management.

The primary effort of the mediator shall be to assist the parties in settling the grievance in a mutually satisfactory fashion. The mediation procedure shall be informal, i.e., court reporters shall not be allowed, the rules of evidence shall not apply, and no formal record shall be made. The mediator shall determine whether witnesses are necessary in the conduct of the proceedings.

If settlement is not possible, the mediator may be requested to provide the parties with an immediate oral opinion as to how the grievance would be decided if it went to arbitration. Such opinion shall be advisory only. Upon mutual agreement of the parties, the mediator may be requested to furnish such opinion in writing, along with a brief statement of the reasons for the opinion. Such opinion shall not be used during any subsequent arbitration.

Notwithstanding the above, and LAAC Section 4.865, the parties may mutually agree to accept the opinion of the mediator as binding.

If mediation does not resolve the issue, the grievant has 10 business days to file an appeal to the next level in the procedure.

### E. EXPEDITED ISSUES

To resolve issues at the appropriate level, the following issues will be automatically waived to the General Manager level of the grievance process.

- Suspensions without pay
- Allegations of failure to accommodate medical restrictions
- Allegations of retaliation
- Whistleblower complaints

Additional issues may be waived to the General Manager level upon mutual agreement of the Association and Management.

## GRIEVANCE PROCESS

### STEP 1 – ISSUE IDENTIFICATION AND INFORMAL DISCUSSION

The employee shall discuss the issue with the immediate supervisor on an informal basis to identify and attempt resolution of the employee's issue within 10 business days following the day the issue arose. The employee shall have the affirmative responsibility to inform the supervisor that the issue is being raised pursuant to this grievance procedure.

The immediate supervisor shall meet with the employee, secure clarification of the issue, consider the employee's proposed solution, and discuss possible alternative solutions and/or other administrative remedies. The immediate supervisor shall inform the department's personnel office, and the personnel director shall inform the Association of the grievance. The immediate supervisor shall respond verbally within 10 business days following the meeting with the employee. Failure of the supervisor to respond within the time limit shall entitle the employee to process the issue to the next step.

### STEP 2

If the issue is not resolved at Step 1, or jointly referred to another administrative procedure for resolution, the employee may, within 10 business days of receiving the response from the immediate supervisor, serve a grievance initiation form with the immediate supervisor (or another member of management if the immediate supervisor is not available within the ten day filing period), who will accept it on behalf of management and immediately forward it to the next level manager above the immediate supervisor who is not in the same bargaining unit as the employee.

The manager, or appropriate designee, shall meet with the employee within 10 business days of the date of service of the grievance form at this Step to discuss the facts and solicit information on possible solutions or other appropriate administrative procedures. The manager will provide a written response to the employee within 10 business days of meeting with the employee. Failure of Management to respond within the time limit shall entitle the grievant to process the grievance to the next step.

### STEP 3

If the grievance is not resolved at Step 2, the employee may serve a written appeal to the General Manager, or designee, within 10 business days following (a) receipt of the written response at Step 2, or (b) the last day of the response period provided for in Step 2. The General Manager or designee shall meet with the employee within 10 business days of the date of service of the appeal, discuss the facts, and solicit information on possible alternative solutions. A written response will be provided to the employee within 20 business days from the date of meeting with the employee.

#### **Los Angeles Police Department only:**

If the grievance is not resolved at Step 2, the employee may serve a written appeal with the Chief of Police. If the Chief of Police, or designee, fails to respond within 10 business days, the grievant may process the grievance to the next level. The employee may serve written notice of the grievance to the Police Commission, or designee, within 10 business days following (a) receipt of the written response at Step 3, or (b) the last day of the response period provided for in Step 3. Failure of the grievant to serve such notice upon the Chief of Police shall constitute a waiver of the grievance. The grievance shall be heard by the Commission, or designee, within 10 business days of the receipt of the appeal, and a written decision shall be rendered within 30 business days from the date of meeting with the employee.

### STEP 4 – ARBITRATION

If the written response at Step 3, or mediation, does not settle the grievance, or Management fails to provide a written response within 30 business days of the Step 3 meeting (in the Police Department, the Step 3 meeting includes Chief of Police and Police Commission levels of review), the Association may elect to serve a written request for arbitration with the ERB. A copy of this notice shall be served upon the department's personnel officer. The request for arbitration must be filed with the ERB within 20 business days following (a) the date of service of the written response of the General Manager/Commission or the designee, or (b) the last day of the response period provided for in Step 3. Failure of the Association to serve a written request for arbitration with the ERB within said period shall constitute a waiver of the grievance.

If such written notice is served, the parties shall jointly select an arbitrator from a list of seven arbitrators furnished by the ERB, within 10 business days following receipt of said list. Failure of the Association to notify the ERB of the selected arbitrator within 60 business days of receipt of said list shall constitute a waiver of the grievance.

- A. Arbitration of a grievance hereunder shall be limited to the formal grievance as originally filed by the employee to the extent that said grievance has not been satisfactorily resolved. The proceedings shall be conducted in accordance with applicable rules and procedures adopted or specified by the ERB, unless the parties hereto agree to other rules or procedures for the conduct of such

arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties involved, it being mutually understood that all other expenses including, but not limited to, fees for witnesses, transcripts, and similar costs incurred by the parties during such arbitration, will be the responsibility of the individual party incurring same.

- B. The decision of an arbitrator resulting from any arbitration of a grievance hereunder shall be binding upon the parties concerned.
- C. The decision of an arbitrator resulting from any arbitration of grievances hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this MOU.

### PROCEDURE FOR GRIEVANCES AFFECTING A GROUP OF EMPLOYEES

The Association may elect to file a grievance on behalf of two or more employees employed in the same department, office, or bureau. The facts and issues of the grievance must be the same. In cases where the issues identified in the grievance affect more employees than are identified as grievants, the parties may agree that the remedy may be applied to those employees upon their consent, if needed.

#### PROCEDURE:

##### STEP 1

The Association shall file the grievance in writing with the General Manager, or designee, of the affected department within 20 business days following the day the issue arose. To the extent possible, the filing shall include the issue of the grievance, proposed solution(s), the names of the employees impacted by the issue, and the specific facts pertaining to each grievant and completed waiver forms for each participating grievant employed in that department, office, or bureau. All employees participating in the grievance must waive their respective rights to file an individual grievance on the same issue by completing an individual grievance waiver form which shall be included with the group grievance submittal.

The General Manager, or designee, shall provide written notification to the Employee Relations Division of the CAO of the receipt of the grievance. The General Manager, or designee, shall meet with no more than two grievants named in the group grievance and the Association within 20 business days of receipt of the complete and proper group grievance filing to review the facts, solicit information on the proposed solution(s), or consider other appropriate administrative procedures. The General Manager, or designee, may include department managers who have knowledge of the grievance issues and/or representatives from the CAO's Employee Relations Division in the meeting with the Association. The General Manager, or designee, shall prepare a written response within 20 business days of the meeting.

Los Angeles Police Department only:

STEP 1A

If the grievance is not resolved at Step 1, or the Chief of Police, or designee, fails to respond within the time limit, the Association may process the grievance to the next level. The Association may serve written notice of the grievance to the Police Commission, or designee, within 10 business days following (a) receipt of the written response at Step 1, or (b) the last day of the response period provided for in Step 1. Failure of the Association to serve such notice shall constitute a waiver of the grievance. The grievance shall be heard by the Commission, or designee, within 10 business days of the receipt of the appeal, and a written decision shall be rendered within 30 business days from the date of meeting with the Association.

STEP 2

If the grievance is not settled at Step 1, or Step 1A in the Police Department, the Association may file for arbitration pursuant to the procedure in Step 4 – Arbitration, above.

**ARTICLE 3.2            GRIEVANCE REPRESENTATION**

The Association may designate a reasonable number of grievance representatives who must be members of the Unit, and shall provide all departments, offices or bureaus with a written list of employees who have been so designated. Management will semi-annually accept changes to the list presented by the Association. A grievance representative, if so requested, may represent a grievant at all levels of the grievance procedure.

The grievant and the representative may have a reasonable amount of paid time off for the purpose of presenting grievances. However, said representative will receive paid time off only if a member of the Association; is in the same Unit as the grievant; is employed by the same department, office or bureau as the grievant; and is employed within a reasonable distance from the work location of the grievant.

The grievant's supervisor must concur regarding the necessary time off for presenting the grievance at the appropriate level. The grievant shall notify the representative of the meeting arrangements.

If a grievance representative must leave the work location to represent a grievant, permission shall first be obtained from the representative's supervisor on a form provided for such purpose. Permission to leave will be granted unless such absence would cause an unreasonable interruption of work. If such permission cannot be granted promptly, the grievance representative will be informed when time can be made available. Such time will not be more than 48 hours, excluding scheduled days off and/or legal holidays, after the time of the grievance representative's request unless otherwise mutually agreed to. Denial of permission to leave at the time requested will, upon mutual agreement,



constitute an extension of time limits provided in the grievance procedure equal to the amount of the delay.

Time spent on grievances outside of regular working hours of the employee or the representative shall not be counted as work time for any purpose. Whenever a grievance is to be presented during the working hours of the grievant and/or the representative, only that amount of time necessary to bring about a prompt disposition of the grievance will be allowed.

### **ARTICLE 3.3            GRIEVANCES REGARDING SUSPENSIONS**

Grievances involving suspensions of five days or less in the aggregate during a 12 month period may be filed, by mutual agreement, at any Step of the Grievance Procedure, but at no Step lower than Step 2.

### **ARTICLE 4.0            ON THE JOB**

#### **ARTICLE 4.1            SAFETY**

##### Section I

Safety clothing and devices currently provided by Management shall continue to be provided, as long as the need exists. The Association will encourage all Unit employees to utilize said safety clothing and devices to the fullest extent possible.

##### Section II

Management will make every reasonable effort to provide safe working conditions. The Association will encourage all Unit employees to perform their work in a safe manner. Each employee should be alert to unsafe practices, equipment and conditions, and should report any hazardous condition promptly to their immediate supervisor. Said Supervisor should:

- A. Correct or eliminate the hazardous condition if correction or elimination thereof is within the authority and capability of the supervisor; or,
- B. Safeguard a hazardous condition in such a manner as to preclude injury to personnel and/or property damage, and promptly report the nature and location of the hazardous condition to the next level of supervision designated by departmental management for said purpose, if elimination of the hazardous condition is not within the immediate supervisor's capability.
- C. If elimination of the hazardous condition is not within the capability of the second level of supervision to correct, they shall promptly report the problem to the next designated level of supervision or inform the Departmental Chief Safety and Wellness Officer or the Departmental Safety Coordinator about the problem.

### Section III

If the procedures for handling a reported hazardous condition are not initiated, or if initiated, fail to affect a satisfactory solution of the problem within a reasonable time, the employee or their representative may call the Personnel Department Occupational Safety & Health Division/City Safety Administrator and report such hazard.

Unresolved complaints hereunder may be referred to the State Safety Engineer for processing under the CAL/OSHA rules and regulations.

#### **ARTICLE 4.2 PERSONNEL FOLDERS**

An employee shall be entitled to review the contents of their departmental personnel folder(s) at reasonable intervals, upon request, during hours when their personnel office is normally open for business. Such review shall not interfere with the normal business of the department, office or bureau.

No evaluatory or disciplinary document may be placed in an employee's personnel file without their review and a copy of the document presented to them for their records. The employee shall acknowledge that they have reviewed and received a copy of the document by signing it with the understanding that such signature does not necessarily indicate agreement with its contents.

A written reprimand or "Notice to Correct Deficiencies" will be sealed upon the written request of an affected employee if the employee has not been involved in any subsequent related incidents that resulted in written or higher corrective action for a period of three years from the date the most recent notice was issued or Management action taken.

Pursuant to the above paragraph, those documents, either removed from the personnel file or sealed, shall be available upon subpoena or other appropriate legal request.

#### **ARTICLE 4.3 ACTING ASSIGNMENT PAY**

##### Section I – Definition

It is the intent of Management to avoid working an employee on an out-of-class assignment. An out-of-class assignment is defined as any assignment requiring substantial work in a higher level position which is not usually included within the scope of the duties and responsibilities as defined by the class specifications for the class to which the assigned employee's regular position is allocated.

##### Section II – Rate of Pay

Upon Council adoption of the 2024-2027 MOU, Section A shall be implemented and the provisions of Section B shall expire and shall be replaced with the provisions of Section A.

- A. An employee temporarily assigned higher level duties will continue to receive the rate of pay for their regular classification and pay grade. Upon completion of a qualifying period of 10 cumulative working days on such assignment, such employee shall become eligible for additional compensation. The higher compensation shall begin on the 11th working day of the assignment and shall continue thereafter for each day that the employee works in such assignment. Each such temporary assignment shall require completion of a new qualifying period each fiscal year, except when such assignment is either continuous or in the same City department, office or bureau.
  
- B. An employee temporarily assigned higher level duties will continue to receive the rate of pay for their regular classification and pay grade. Upon completion of a qualifying period of 10 consecutive working days on such assignment, such employee shall become eligible for additional compensation. The higher compensation shall begin on the 11th working day of the assignment and shall continue thereafter for each day that the employee works in such assignment. Each such temporary assignment shall require completion of a new qualifying period each fiscal year, except when such assignment is either continuous or in the same City department, office or bureau.

Whenever management assigns an employee on a temporary basis to perform the duties of a vacant higher level position, such employee shall become eligible for additional compensation on the first day of said assignment.

The employee qualifying for additional compensation under this article shall receive additional compensation in an amount equal to 5.5% of the employee's base hourly rate. Acting pay shall be treated as a non-pensionable "adds to pay" and paid for all qualifying hours worked.

### Section III – Status Review

Acting pay is not intended as compensation for a long-term out-of-class assignment and shall not extend past one (1) year. When an employee has filled an acting assignment for a period of 180 days, Management will review the status of the vacancy to determine when the vacancy can be filled through appropriate measures. Upon request, Management will review the acting assignment with the employee. At that time, the employee may request to be removed from the acting assignment.

## **ARTICLE 4.4 REST PERIOD**

Each employee shall be granted a minimum 15 minute rest period in each four hour period; provided, however, that no such rest period shall be taken during the first or last hour of any employee's working day nor in excess of 15 minutes without the express consent of the designated supervisor.

Management reserves the right to suspend the rest period or any portion thereof during an emergency. Any rest period so suspended or not taken at the time permitted shall not be accumulated or carried over from one day to any subsequent day, or compensated for in any form.

**ARTICLE 4.5            RAIN GEAR**

Management will provide rain gear to employees in the classifications listed below who are required to work outside in inclement weather as a normal part of their job duties. Management shall replace such gear when no longer serviceable.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>
1793-2	Photographer II
1793-3	Photographer III
2200-1	Forensic Print Specialist I
2200-2	Forensic Print Specialist II
2200-3	Forensic Print Specialist III
2200-4	Forensic Print Specialist IV
4292	Environmental Compliance Inspector
4288	Assistant Environmental Compliance Inspector
7228	Field Engineering Aide
7283	Land Surveying Assistant
7286-1	Survey Party Chief I
7286-2	Survey Party Chief II

**ARTICLE 4.6            UNIFORMS OR OTHER REQUIRED WORK CLOTHING**

**Section I**

The Department of Animal Service's present practices with regard to uniforms for the following classification will be continued during the term of this MOU.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>
2369	Veterinary Technician

**Section II**

Employees in the following classes and paygrades shall receive an allowance of six dollars (\$6.00) biweekly for the acquisition of uniform items required or approved by the Personnel Department.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>
2309-1	Physical Therapist I
2309-2	Physical Therapist II
2310	Medical Assistant

<u>Class Code</u>	<u>Class Title</u>
2358-1	X-Ray and Laboratory Technician I
2358-2	X-Ray and Laboratory Technician II

Section III

The Zoo Department will provide each newly employed full-time Veterinary Technician a one-time, initial issue of wash and wear-type uniforms consisting of three shirts, three slacks and one jacket. These uniforms will be maintained, laundered or cleaned and replaced at the employee's expense.

Each full-time Veterinary Technician, Code 2369, will receive a uniform maintenance allowance of thirteen dollars and fifty cents (\$13.50) biweekly.

Section IV

Police Department employees in the following classes and paygrades shall receive an allowance of three dollars and fifty cents (\$3.50) biweekly for the acquisition and maintenance of uniform items approved by their department:

<u>Class Code</u>	<u>Class Title</u>
2200-1	Forensic Print Specialist I
2200-2	Forensic Print Specialist II
2200-3	Forensic Print Specialist III
2200-4	Forensic Print Specialist IV

Persons employed in the class of Photographer, Code 1793, in the Police Department shall receive an allowance of ten dollars (\$10.00) biweekly for the acquisition and maintenance of uniform items approved by the Department.

Management shall also make available smocks for employees in the Scientific Investigation Division, Police Department, who require such clothing as a normal part of their job duties.

Section V

Upon Council adoption of the 2024-2027 MOU, Section A shall be implemented and the provisions of Section B shall expire and shall be replaced with the provisions of Section A.

- A. Upon Council adoption of the 2024-2027 MOU, Assistant Environmental Compliance Inspectors, Code 4288, and Environmental Compliance Inspectors, Code 4292, employed by the Bureau of Sanitation who are required by management to wear a uniform, shall receive five (5) sets of uniforms each year during the term of this MOU. These employees shall receive a uniform maintenance allowance of thirty-five dollars (\$35.00) each pay period for cleaning, maintenance, and replacement of such clothing. When in uniform, the employee

shall wear all of the authorized portions of the uniform; which in turn should be worn in the correct fashion. It is the employee's responsibility to keep the uniform clean, well pressed, and in good repair. Uniforms which become worn due to normal wear and tear, or become damaged while on the job, shall be replaced by Management at no cost to the employee.

- B. Full time employees in the class of Environmental Compliance Inspector, Code 4292, in the Watershed Protection Division shall be required to wear their uniforms while performing their duties and assignments. When in uniform, the employee shall wear all of the authorized portions of the uniform; which in turn should be worn in the correct fashion. It is the employee's responsibility to keep the uniform clean, well pressed, and in good repair. Uniforms which become worn due to normal wear and tear, or become damaged while on the job, shall be replaced by Management at no cost to the employee. Management shall reimburse employees in the Watershed Protection Division for uniform laundering services in accordance with Bureau policy.

(Note: Nothing in this Article shall restrict Management's right to establish and implement a contract service for the cleaning and maintenance of uniforms. If at any time during the term of this MOU Management exercises its right to establish such a service, the uniform maintenance allowance provided herein shall be discontinued effective the first full pay period following the implementation of the subject service.)

#### **ARTICLE 4.7      WORK BOOT ALLOWANCE**

- A. Full time employees who are required and approved by management to wear a specific safety- type work shoe/boot or a uniform shoe/boot and whose employing department does not already provide said shoes or boots, or a purchase voucher, shall receive a biweekly non-pensionable amount of \$8.00 per pay period and intermittent and half-time employees shall receive a biweekly non-pensionable amount of \$4.00 per pay period for the purchase, repair and maintenance of said shoes or boots.
- B. Beginning in 2025, Section B shall be implemented and the provisions of Section A shall expire and shall be replaced with the provisions of Section B.

Beginning in 2025, full time employees who are required to wear a specific safety-type work shoe/boot or a uniform shoe/boot and whose employing department does not already provide said shoes or boots, or a purchase voucher, shall receive a cash allowance of three hundred dollars (\$300.00), and intermittent and half-time employees shall receive one-half of this cash allowance (one hundred fifty dollars [\$150.00]) for the purchase, repair and maintenance of said shoes or boots. In no event shall an employee receive more than three hundred dollars (\$300.00) under the provisions of this Article. This payment shall be made by separate check distributed in February for the term of the MOU.

- C. Each department shall develop safety shoe standards to include safety requirements, style and color consistent with operating needs and reasonable uniformity. All employees, including new hires and transfers, shall be responsible for compliance with these standards. Failure to wear approved and serviceable safety shoes while on duty may subject the employee to appropriate discipline. All employees required and approved by management to wear specific safety-type work shoes/boots shall be required to wear their boots in compliance with all local and State laws while performing their duties and assignments.

#### **ARTICLE 4.8 TELECOMMUTING**

The EAA and Management acknowledge the City of Los Angeles Telecommuting Program (C.F. #93-2250), and that employees of this Unit may be considered for eligibility by Management of their respective departments/bureaus in accordance with the Telecommuting Action Plan.

Both parties agree to comply with this Plan, the provisions of which shall be superseded by any modifications adopted by the Joint Labor/Management Committee on Employee Parking and Transportation Options, or other body so authorized to make such modifications.

In the event that (i) an employee is unable to perform their job duties in-person at a physical City facility or headquarters because Management has determined such facility or headquarters is physically closed, unavailable, and/or is inaccessible to the employee, and (ii) Management requires such employee to telecommute in lieu of performing their job duties in-person at a City facility or headquarters, Management shall, in its sole discretion, determine what, if any, equipment is reasonably necessary for the employee to perform their job duties via telecommuting (e.g., printer/scanner, webcam, desk, chair, laptop/computer). After such determination, Management shall provide the employee with the reasonably necessary equipment or otherwise ensure access to such equipment.

If Management is unable to provide the employee with the reasonably necessary equipment or otherwise ensure access to such equipment, the employee may elect to (1) request that such equipment be purchased by the City for the employee; or (2) upon prior written request approved by Management, purchase the equipment and submit to Management a qualifying receipt or similar proof of payment for purposes of reimbursement.

If an employee has performed all applicable steps in (1) and/or (2) above, an employee's pay will not be reduced, nor will an employee be disciplined as a result of not having equipment reasonably necessary for the employee to perform their job duties via telecommuting. Employees without access to a physical City facility or headquarters as specified above will not be required to use any personal equipment in the performance of their job duties.

Nothing herein shall confer upon an employee any right or entitlement to telecommute in lieu of physically performing their job duties in-person at a City facility or headquarter, absent Management's express approval.

#### **ARTICLE 4.9 VIDEO DISPLAY TERMINAL ACCESSORIES**

Any employee in this Unit who is a frequent operator of video display terminal (VDT) equipment may request that Management provide applicable accessories for their work station, e.g., copy holder, separate lamp, no-reflective glare filter and/or a hood to be attached to the display unit screen. Management will evaluate the request and will provide the necessary item(s) for the workstation, subject to availability of the item(s) requested and budgeted funds for this purpose.

#### **ARTICLE 4.10 TRANSPORTATION FIELD ENFORCEMENT EQUIPMENT**

Management shall provide to each employee in the classes of Transportation Investigator, Code 4271, and Senior Transportation Investigator, Code 4273, who is assigned to field enforcement duties in the Bureau of Franchise Regulation, Department of Transportation, the following equipment: flashlight, handcuffs, leather gloves, bullet proof vest, cell phone, raid jacket, and latex gloves. Management shall replace such equipment when no longer serviceable.

#### **ARTICLE 5.0 WORK SCHEDULES**

##### **ARTICLE 5.1 ALTERNATIVE WORK SCHEDULES**

Pursuant to the Fair Labor Standards Act (FLSA), employees shall have a fixed workweek that consists of a regular recurring period of 168 consecutive hours (seven 24-hour periods) which can begin and end on any day of the week and at any time of the day. The designated workweek for an employee may be changed only if the change is intended to be permanent and not designed to evade overtime requirements of the FLSA. Management may assign employees to work a four/ten (4/10), five/forty (5/40), nine/eighty (9/80), other work schedule. The Association will be entitled to consult with Management on the matter prior to the proposed action. The Association will also be entitled, upon request, to consult with Management if Management intends to deny a change in schedule to an employee. Management may require employees to change their work schedules (working hours or change days off, except the split day) within the same FLSA workweek, providing that the change is not arbitrary, capricious or discriminatory. In the event Management's actions are shown to be arbitrary, capricious, or discriminatory before an arbitrator, the award of the arbitrator shall be to reverse the action of Management. However, the decision of the arbitrator shall be binding or advisory in accordance with Article 3.1. No employee shall be required to work a 4/10 schedule against his or her will.

It is further agreed that Management shall retain the right to refuse an employee's request to work a 4/10, 9/80, or other work schedule, and to require the reversion to a 5/40 work



schedule, provided that the exercise of such right is not arbitrary, capricious, or discriminatory. In the event Management's actions are shown to be arbitrary, capricious, or discriminatory before an arbitrator, the award of the arbitrator shall be to reverse the action of Management. However, the decision of the arbitrator shall be binding or advisory, in accordance with Article 3.1.

Employees on a 9/80 modified work schedule shall have designated a regular day off (also known as 9/80 day off) which shall remain fixed. Temporary changes to the designated 9/80 day off at the request of Management or the employee are prohibited unless it is intended for the employee to work additional hours (overtime).

Employees on a 4/10 work schedule shall work 10 hours per day for a four day work week (or 12 hours per day for a three day work week in the Information Technology Agency only) exclusive of lunch periods. Employees shall be entitled to rest periods in accordance with the provisions of Article 4.4. Employees shall be compensated for 40 hours per week at the regular hourly rate for their class and paygrade.

EAA agrees that it is a management right to require employees who work on a 4/10, 9/80, 3/12 work schedule to work overtime on Saturday rather than on their day off which falls within the week. Employees who work on a schedule other than 5/40 shall have their sick leave, vacation and holiday credits accrued at the same hourly rate as an employee on the 5/40 schedule.

The City reserves the right to develop 26-week/1,040 hours or 52-week/2,080 hours work periods under FLSA Section 7(b) [29 USC §207(b) (1) and (2)] during the term of this MOU for the purpose of increasing scheduling flexibility. Implementation of this work schedule is subject to agreement by the parties and certification of the Association as bona fide by the National Labor Relations Board (NLRB).

## **ARTICLE 5.2            DEPLOYMENT PERIOD (POLICE DEPARTMENT)**

Notwithstanding the provisions of LAAC Sections 4.108 (Regular Hours of Work) and 4.113 (Overtime) to the contrary, employees in this Unit who are employed in the Police Department shall have a work schedule consisting of 20 days of work in each 28 day deployment period. Such day may be eight, seven and one-half, or seven hours as determined by the Chief of Police.

Said 20 days of work or the equivalent number of days for an alternate work schedule may be scheduled at such time during two biweekly pay periods as the Chief of Police may direct.

This Article shall not be construed to prohibit the implementation of flexible work schedules.

**ARTICLE 5.3            72 – HOUR WORK SCHEDULE**

Notwithstanding LAAC Section 4.108(a), whenever a full-time employee voluntarily reduces the number of their biweekly regular work hours from 80 to a number not less than 72 at the request of, or with the permission of, their appointing authority, such employee shall be credited with all rights and benefits as though they worked 80 hours in the payroll period. The employee shall not be credited for overtime worked until more than 40 hours have been worked in the workweek. Compensation received under this Article shall be considered full compensation for all employees participating in the voluntary work hour reduction.

**ARTICLE 5.4            HOURS OF WORK FOR POLYGRAPH EXAMINERS**

All Polygraph Examiners will work an eight hour shift, regardless as to whether they are assigned to work day, swing or graveyard.

**ARTICLE 6.0            COMPENSATION**

**ARTICLE 6.1            SALARIES**

The salaries for employees within the Unit as set forth in the Appendices shall become operative as follows:

- Appendix A – January 1, 2024
- Appendix B – January 28, 2024
- Appendix C – September 22, 2024
- Appendix D – June 29, 2025
- Appendix E – December 28, 2025
- Appendix F – June 28, 2026
- Appendix G – December 27, 2026
- Appendix H – June 27, 2027

Note: The operative dates for all Appendices coincide with the beginning of payroll periods.

**A.        SALARY STEPS**

1.        Employees hired into trainee-level positions (Targeted Local Hire) shall be hired at Step 1 and shall remain on Step 1 for the duration of a twelve (12) month probationary period.
2.        Employees hired into non-trainee positions shall be hired at Step 2 (or appropriate higher step in accordance with applicable MOU provisions or LAAC Section 4.90).
3.        Employees shall remain on Steps 2 and 3 for nine (9) months each.

4. Steps 4 through 8 are separated by two (2) premium levels (Step 4 is one [1] premium level above Step 3). Employees shall advance to each subsequent step after twelve (12) months.
5. Steps 9 through 12 are separated by one (1) premium level (Step 9 is one [1] premium level above Step 8). Employees shall advance to each subsequent step after twelve (12) months.

Note: On the City's salary range tables, each premium level is equal to approximately 2.75%.

## B. SALARY ADJUSTMENTS

The following salary adjustments are reflected in appendices B-G above and apply to all Unit employees (salary range, flat-rate, and fixed-step [do not move on a salary range]):

Effective January 28, 2024, the base hourly wages for all Unit employees shall be increased by 3.0%, as illustrated in Appendix B.

Effective September 22, 2024, the base hourly wages for all Unit employees shall be increased by 3.0%, as illustrated in Appendix C.

Effective June 29, 2025, the base hourly wages for all Unit employees shall be increased by 2.0%, as illustrated in Appendix D.

Effective December 28, 2025, the base hourly wages for all Unit employees shall be increased by 2.0%, as illustrated in Appendix E.

Effective June 28, 2026, the base hourly wages for all Unit employees shall be increased by 3.0%, as illustrated in Appendix F.

Effective December 27, 2026, the base hourly wages for all Unit employees shall be increased by 2.0%, as illustrated in Appendix G.

Effective June 27, 2027, the base hourly wages for all Unit employees shall be increased by 2.0%, as illustrated in Appendix H.

- C. Notwithstanding provisions of the LAAC, if the rate of the top step of the salary range for an employee who promotes from (1) one pay grade or classification represented in this MOU to another pay grade or classification represented in this MOU or (2) a classification not represented in this MOU to a pay grade or classification represented in this MOU, and the top step rate of the salary for the new position into which the employee is promoting is higher than the top step rate of the salary range for the former position, then the employee shall be placed on

the lowest step within the salary range for the new position which provides at least a 5.5% increase over the rate received in the former position. Any regularly assigned bonus or premium compensation amounts shall be included in calculating the appropriate step rate for the new position.

## **ARTICLE 6.2 OVERTIME**

### Section I – Distribution of Overtime

Management will attempt to assign overtime work as equitably as possible among all qualified employees in the same classification in the same organizational unit and work location. However, Management may consider special skills required to perform particular work. No employee shall work overtime without prior approval from his or her supervisor. FLSA non-exempt employees may not work outside of scheduled working hours, or during unpaid meal periods, without the prior approval of a supervisor, consistent with department policy. Failure to secure prior approval may result in discipline. Working and not recording the time is similarly prohibited.

### Section II – Non-emergency Overtime

Whenever Management deems it necessary to perform non-emergency work on an overtime basis, employees required to work will be given at least 48 hours notice.

### Section III – Method and Rate of Compensation – FLSA Non-Exempt Employees

Compensation for overtime worked by employees in classifications listed in the Appendices herein, shall be for all hours worked in excess of 40 hours in a workweek including all absences with pay authorized by law. Management shall have the discretion to determine whether overtime compensation shall be in cash or time-off. Overtime compensation shall be in time off at the rate of one and one-half (1½) hours for each hour of overtime worked, or in cash at the rate of one and one-half (1½) times the employee's regular rate of pay.

### Section IV – Compensated Time Off

Employees may, subject to Management discretion, be permitted to accumulate up to 80 hours of compensatory time off (CTO). Occasionally, employees may accumulate CTO in excess of 80 hours for a temporary period of time, not to exceed an additional fiscal year. If an employee does not schedule and take CTO over 80 hours prior to the end of the fiscal year, Management may require employees to use CTO prior to the end of the fiscal year; require employees to use such time in lieu of vacation (unless the mandatory use of CTO would result in the loss of vacation accumulation) or other leave time; or authorize cash payment. In the event sufficient funds are not available to provide cash compensation for all or a portion of the CTO hours in excess of 80, Management may extend the time limit for a period not to exceed one additional fiscal year.

In accordance with FLSA, no employee shall lose CTO. An employee who has requested the use of CTO must be permitted by Management to use such time within a reasonable time period after making the request unless the use of the CTO within a reasonable period would unduly disrupt the operations of the City department. This standard does not apply to non-FLSA overtime (i.e., overtime earned pursuant to this agreement that does not meet the FLSA definition of overtime).

Under no circumstances shall compensated time off in excess of 240 hours be accumulated.

### **ARTICLE 6.3        SHIFT DIFFERENTIAL**

- A. Notwithstanding the provisions of Note N of Schedule A of LAAC Section 4.61, any employee, when required to work fifty percent (50%) or more of their time during one shift between the hours of 5:00 P.M. and 12:00 A.M., shall receive for each such shift worked a non-pensionable “adds to pay” bonus of 5.5% calculated on the employee’s hourly base rate or, when regularly assigned, a pensionable “adds to rate” bonus of 5.5% calculated on the employee’s hourly base rate. The procedure for the payment of adjusted compensation for work performed under the provisions of this Article shall be in accordance with LAAC Sections 4.72, 4.74, and 4.75.
  
- B. Upon Council adoption of the 2024-2027 MOU, notwithstanding the provisions of LAAC Section 4.61, Schedule A, Note N, if an employee works more than fifty percent (50%) of a shift between the hours of 12:00 a.m. and 8:00 a.m., the employee shall receive, for each such shift worked, a non-pensionable “adds to pay” bonus of 8.25% calculated on the employee’s hourly base rate or, when regularly assigned, a pensionable “adds to rate” bonus of 8.25% calculated on the employee’s hourly base rate.

### **ARTICLE 6.4        BILINGUAL/MULTILINGUAL BONUS**

- A. Whenever an appointing authority determines that it is necessary or desirable that a position be filled by a person able to converse fluently in a language other than English, or write and interpret a language other than English, the appointing authority shall transmit to the Controller written authorization approving payment of a bilingual premium, as provided by this Article to the person occupying such a position and possessing such bilingual skills. Effective upon Council adoption of the 2024-2027 MOU, bargaining unit members shall be eligible for additional compensation, as described in Section C. and D. below, for more than one language other than English.
  
- B. After authorizing payment of a bilingual premium, the appointing authority shall certify to the Controller the name of an employee eligible for a bilingual premium and the Personnel Department shall certify to the Controller that the employee has qualified under its standards of fluency and proficiency for said language. Effective

upon Council adoption of the 2024-2027 MOU, bargaining unit members shall be eligible for additional compensation, as described below, for more than one language other than English.

- C. Effective upon Council adoption of the 2024-2027 MOU, persons certified as being qualified by the Personnel Department shall receive a bilingual or multilingual premium of one (1) premium level rate (2.75%) above the top step of the salary range assigned to the classification of Principal Public Relations Representative, Class Code 1786-0, in MOU 20, for duties requiring conversing fluently in a language other than English, as determined to be necessary by the appointing authority.
- D. Persons certified as being qualified by the Personnel Department shall receive a bilingual or multilingual premium two (2) premium level rates (5.5%) above the top step of the salary range assigned to the classification of Principal Public Relations Representative, Class Code 1786-0, in MOU 20, for duties requiring conversing fluently and interpreting a language other than English, as determined to be necessary by the appointing authority.
- E. The bilingual or multilingual premiums described above are pensionable when regularly assigned and non-pensionable when assigned on a daily basis.

The provisions in Section F below expire on upon Council adoption of the 2024-2027 MOU, and are replaced with the provisions above.

- F. Persons certified as being qualified by the Personnel Department shall receive a bilingual bonus of \$100.00 per biweekly pay period for duties requiring conversing fluently in a language other than English, or \$200.00 per biweekly pay period for duties requiring conversing fluently and interpreting a language other than English. The bilingual premium payment is pensionable when regularly assigned.
- G. For newly hired employees or employees newly appointed to a bilingual or multilingual position, the premium shall be paid at the beginning of the first full biweekly pay period once the employee has been certified by the Personnel Department.

## **ARTICLE 6.5      SIGN LANGUAGE PREMIUM**

Any qualified Unit employee who is requested by the hearing impaired assistance center to utilize sign language shall receive compensation equal to two and three-quarter percent (2.75%) of their salary or wages for each business day the skill is utilized. Such practices of additional compensation shall be in accordance with LAAC Section 4.84.1.

## **ARTICLE 6.6            COURT APPEARANCES**

### Section I

The following court provisions will apply to all employees in the Unit, except those in the Police Department.

When an employee is required to appear in the Superior or Municipal Court in and for the County of Los Angeles outside of their normal duty hours, but on a matter arising within the scope of their employment, said employee shall be entitled to receive a minimum of one hour at one and one-half (1½) times their regular rate of pay. Time spent in excess of the one hour minimum guarantee shall also be at the rate of one and one-half (1½) times the employee's regular rate of pay, payable in six minute increments. No compensation shall be paid for the first 45 minutes of the Court's noon recess, provided, however, that no such compensation shall be allowed unless such employee is in actual attendance in court. Such compensation for court appearances may be in either time off or cash. Call back provisions are not applicable to court appearances.

### Section II

The following court provisions shall apply to employees in the Police Department and Transportation Investigators, Code 4271, and Senior Transportation Investigators, Code 4273, in the Department of Transportation. These provisions apply only for the payment of overtime for court appearances outside of the normal duty hours of employees. Call back provisions are not applicable to court appearances.

#### A.    Basic Compensation

##### Police Department Employees

An employee, at the employee's option, may report to court when subpoenaed or remain on call. If the employee elects to appear in court, the division supervisor must be notified, at the latest, one administrative day prior to the scheduled court appearance. If the employee wishes to remain on call, the employee must be able to appear in court not more than one hour after being notified that the employee's appearance is required in court. To appear in court more than an hour after having been notified will void the employee's right to on-call compensation. An employee need not remain at home, but must be available for telephonic notification at a location where the supervisor knows the employee can be reached.

##### Transportation Department Employees

Department Management shall determine if an employee reports to court or remains on an on-call status. If the employee is on an on-call status, the employee must be able to appear in court not more than one hour after being notified that the employee's appearance is required in court. To appear in court more than one hour

after having been notified will void the employee's right to on-call compensation. An employee need not remain at home, but must be available for telephonic notification at a location where the supervisor knows the employee can be reached.

1. An off-duty employee shall receive a minimum of two hours overtime compensation for any court day they are subpoenaed to be on call or required to appear.
2. An off-duty employee shall receive hour-for-hour overtime compensation for each additional hour of actual attendance in excess of the two hour minimum provided for in paragraph A.1. above, with the following noontime recess exceptions:

<u>Length of Recess</u>	<u>Amount of Compensation</u>
45 minutes or less	None
46 minutes or more	All time over 46 minutes (in 6 minute increments).

**Note:** An employee shall not receive court on-call overtime compensation and hour-for-hour overtime compensation for the same time period.

**B. Multiple Cases**

An off-duty employee who receives morning and afternoon subpoenas for separate cases on a court day shall receive overtime compensation as in paragraph A.1. above, for each case for a total of four hours. In addition, they shall receive hour-for-hour overtime compensation for each additional hour of actual court attendance in excess of two hours.

**C. Exceptions to the Two Hour Minimum**

Management will attempt to adjust an employee's shift to accommodate court appearances or on-call status commencing two hours or less before or after the employee's regularly assigned shift begins or ends. If an employee's shift cannot be adjusted, the employee will be compensated as follows:

1. Court appearances or on-call status commencing two hours or less before the employee's regularly assigned shift begins: Compensation will be for the actual time between the commencement of the court appearance or on-call and the beginning of the employee's assigned shift with the same noon recess provisions as outlined in paragraph A.2. above.
2. Court appearances commencing two hours or less after the employee's regularly assigned shift ends: Compensation will be for the actual time between the end of the employee's assigned shift and the termination of the



court appearance with the same noon recess provisions as outlined in paragraph A.2. above.

3. Court appearances or on-call that begin during an employee's regularly assigned shift. Compensation will be for the actual time between the end of the employee's assigned shift and the termination of the appearance or on-call status with the same noon recess provisions as outlined in paragraph A.2. above.

## **ARTICLE 6.7      CIVIC DUTY**

Whenever an employee is served with a subpoena by a court of competent jurisdiction which compels their presence as a witness during their normal working period, unless they are a party to the litigation or an expert witness, such employee shall be granted time off with pay in the amount of the difference between the employee's regular earnings and any amount they receive for such appearance. This Article is not applicable to appearances for which the employee receives compensation in excess of their regular earnings.

A court of competent jurisdiction is defined as a court within the County in which the employee resides or if outside the county of residence, the place of appearance must be within 150 miles of the employee's residence.

## **ARTICLE 6.8      JURY SERVICE**

- A. An employee duly summoned to attend any court for the purpose of performing jury service shall, for those days during which jury service is actually performed and those days necessary to qualify for jury service, receive their regular salary. The absence of the employee for the purpose of performing jury service shall be deemed to be an authorized absence with pay within the meaning of LAAC Section 4.75.
- B. During the time the employee is actually reporting for jury service, the head of the department, office, or bureau, or their designee will convert the employee's usual shift to a regular five-day, Monday through Friday day shift. However, employees may choose to remain on an alternative work schedule (9/80, 4/10, or 3/12) or on an off-watch schedule during jury service with the understanding that jury service on a regularly scheduled day off (RDO) will not be compensated. Employees must report for work on any day of their converted shift that they are not required by the Court to perform jury service.
- C. Compensation for mileage paid by the courts for jury service shall be retained by the employee.

- D. Employees performing jury service on a designated City holiday shall be compensated for the designated City holiday; additional time off for that holiday shall not be provided.
- E. An employee duly summoned to attend any court of competent jurisdiction for the purpose of performing jury service shall, for those days during which jury service is actually performed and those days necessary to qualify for jury service, receive their regular salary.

## **ARTICLE 6.9        MILITARY LEAVE**

Every employee who qualifies for and is granted a military leave, whether temporary or otherwise, pursuant to the provisions of the Military and Veterans Code of the State of California, shall, before they are paid their salary or compensation during such leave, or any part thereof, as provided in said Code, furnish to their appointing authority two certified copies of their orders, one copy to be filed in the department in which they are employed and the other with the Controller. In lieu of the orders, the employee shall furnish to the appointing authority, upon forms provided by the Controller, certified evidence of their entry into active service in the armed forces of the United States and the date thereof. Any certification required by this Article may be made by any commissioned officer of such armed forces. The City Controller shall have power at any time to require such additional satisfactory evidence of the entry of such employee into active service in such armed forces and of the actual performance by the employee of ordered military duty during all or any part of such leave.

In determining whether an employee has been in the service of the City for a period of not less than one year immediately prior to the date on which the absence begins, continuous service shall be required.

Employees called into active military service (other than temporary military leave) shall accrue vacation time, and be entitled to the cash-out of accrued, but unused vacation time, in accordance with Article 7.6, Vacation, Section II of this MOU.

## **ARTICLE 6.10        MILEAGE**

Each employee that is authorized to use their own vehicle, pursuant to LAAC Division 4, Chapter 5, Article 2, in the performance of their duties shall be reimbursed for transportation expenses at the Internal Revenue Service rate established on January 1<sup>st</sup> of each calendar year or at subsequent times during the calendar year for all miles traveled in any biweekly period, in addition to any and all salaries and other compensation otherwise provided for by law.

Notwithstanding LAAC Section 4.231, employees authorized to use their personal vehicles pursuant to LAAC Section 4.229 who are required by Management to bring the vehicle to work each day shall receive a minimum payment of 10 miles per day, regardless of whether the vehicle is driven for City business. If an employee is not authorized or

required to bring a vehicle to work for use in the course of their work assignment, they will no longer be provided a minimum payment of 10 miles per day.

During the term of this MOU, the cents per mile reimbursement shall be adjusted to an amount equal to the annual standard car mileage allowance as determined by the Internal Revenue Service (IRS). The CAO shall certify to the Controller appropriate changes, if required, to become effective the beginning of the pay period in which the IRS change is effective.

## **ARTICLE 6.11      CALL BACK PAY**

### Section I

Whenever an employee is ordered by the administrative head of the department, office or bureau, or a designee, to return to duty following the termination of the work shift and departure from the work location, the employee shall receive minimum compensation equivalent to four hours at the employee's appropriate overtime rate. Call Back time contiguous to and continuing into a normal work shift will not be treated as Call Back for purposes of this Article, but will instead be compensated as hour for hour overtime.

### Section II

Whenever an employee in the Police Department is ordered by a designated representative of the Chief of Police to return to duty following the termination of the employee's normal work shift and departure from the work location, the employee shall receive the sum of ten dollars (\$10.00) if the call is canceled prior to the time the employee reports to the telephonically/electronically assigned work location. The employee shall be entitled to only one such payment in each 24 hour period commencing with the termination of the employee's normal work shift. The following class titles/series (all paygrades) are expressly eligible for Call Back Pay under this provision:

<u>Class Code</u>	<u>Class Title</u>
1793	Photographer
2200	Forensic Print Specialist
2240	Polygraph Examiner

### Section III

If an employee is called out, under the provisions of Section I, within four hours of the first call out, the employee shall receive a second four hours pay for a total of eight hours pay at the employee's appropriate overtime rate.

## **ARTICLE 6.12      DISTURBANCE CALLS**

The following provisions apply to the compensation for disturbance calls outside of normal duty hours for FLSA non-exempt employees:

- A. Whenever an employee in this bargaining unit is contacted while on off-duty status, by the Department head or designee, to furnish information needed to maintain the continuity of City business, without the necessity of having to report for duty personally, such employees shall receive a minimum of one hour of compensation, subject to the following limitations:
1. Only the first disturbance call made in any one calendar day shall qualify for the minimum one hour of compensation described above. The time actually spent on such disturbance call will be considered hours worked for that workweek. Thereafter, compensation for all other qualifying disturbance calls totaling an aggregate of 10 minutes or more in that same calendar day shall be for actual time worked. Disturbance call compensation shall be used to offset any overtime owed.
  2. Any employee receiving On Call/Standby Compensation for the same day shall not be eligible to receive compensation under this Article for that day;
  3. The Department head or designee may determine the method of compensation;
  4. An employee contacted while off-duty concerning subsequent work scheduling shall not be eligible to receive compensation under this Article.
- B. Assignment of an electronic communication device does not constitute worked time. If an hourly employee is contacted, they shall only be compensated according to the Disturbance Call article of the MOU.

### **ARTICLE 6.13 ON CALL/STANDBY COMPENSATION**

Any employee in this bargaining unit shall receive standby compensation at the rates specified below when assigned by management to standby during their off hours.

- A. Employees assigned to standby on weekends and holidays shall receive \$60.00 for each day of such assignment.
- B. Employees assigned to standby at all other non-work schedule hours shall receive \$40.00 for each day of such assignment.
- C. Management is responsible for reviewing and monitoring the need for an assignment of on-call/standby designations.

Whenever an employee on standby is required, as part of their on-call/standby assignment to remotely or off-site troubleshoot or participate in job-related tasks, the employee shall receive compensation of no less than one hour at the appropriate hourly

rate. If the remote task(s) exceed one hour in duration, the employee shall be compensated in six minute increments at the appropriate hourly rate.

Persons employed in the Police Department in the Photographer, Polygraph Examiner, Firearms Examiner, and Forensic Print Specialist series (for all paygrades), when required to be on-call/standby by a designated representative of the Chief of Police, shall receive, in addition to any other compensation provided for herein, one hour straight time compensation for each eight hours that they are required to be on-call/standby, except for standby assignments on Saturdays, Sundays or City Holidays as listed in Article 7.5 – A of this MOU, for which they shall receive one hour straight time compensation for each six hours that they are required to be on standby.

Assignment of an electronic communication device does not constitute worked time. If an hourly employee is contacted, they shall only be compensated according to the On-Call/Standby article of the MOU.

## **ARTICLE 6.14      TEMPORARY SUPERVISORY PAY/LEAD PAY**

### **Section I – Temporary Supervisory Pay**

- A. Whenever Management assigns an employee to perform the full duties of a higher level supervisory position in situations where the incumbent of the higher level position is temporarily absent, such employee shall become eligible for additional compensation upon completion of a qualifying period of 10 consecutive working days in such assignment at their regular rate of compensation. Paid leave time taken during a qualifying period shall extend the 10 day qualifying period by the length of the absence. All other absences shall constitute a disqualifying break in the 10 day qualifying period requirement, necessitating the initiation and completion of a new qualifying period. Pay shall begin on the 11<sup>th</sup> day of the assignment.

Each temporary supervisory assignment shall require completion of a new qualifying period each fiscal year, except when such assignment is continuous and in the same work location.

- B. Whenever Management assigns an employee on a temporary basis to perform the full duties of a vacant higher level supervisory position, such employee shall become eligible for additional compensation on the first day of such assignment.
- C. A qualifying employee as stated above shall receive compensation at two (2) premium levels (approximately 5.5%) of their hourly base rate in the form of a non-pensionable “adds to pay” bonus, paid for all hours worked.
- D. Management retains the right to determine whether a position is vacant or to be filled due to a temporary absence.

## Section II – Lead Pay

- A. Non-supervisory employees (employees whose classification or pay grade description does not include supervisory duties) who are designated and assigned by Management to act as lead workers over other employees, either on a regularly assigned or on a daily basis, shall receive compensation at two (2) premium levels (approximately 5.5%) pensionable when regularly assigned; non-pensionable bonus when assigned on a daily basis.
- B. The designation, re-designation or removal of a lead assignment shall be a Management prerogative and may occur any time Management deems it appropriate.
- C. Such Management decisions shall be final and conclusive and shall not be subject to the grievance procedure herein. Nothing in this Section, however, is intended to deny the premium payment specified herein to an employee who has been assigned, has qualified and has performed the lead assignment in accordance with the provisions of this Article.

### **ARTICLE 6.15 SUPERVISION DIFFERENTIAL**

A Unit member shall be eligible for a pensionable “adds to rate” supervision differential whereby the Unit member who supervises another employee is reassigned to a salary range where the top step of the range is 5.5% greater than the top step of the subordinate’s salary range (and, in which case the supervising employee remains on their assigned salary step) when all of the following conditions apply:

- A. The Unit member is required to supervise one or more employees.
- B. Supervision by a civilian of a sworn employee shall not be considered in determining a supervision differential.
- C. The supervisor’s and highest paid subordinate’s salaries are set by a salary range rather than a flat amount.
- D. The difference between the top step of the subordinate’s and supervisor’s salary range is less than 5.5%.
- E. The employee required to supervise is assigned to a bona fide supervisory position, meaning a full-time, regularly assigned supervisor with full administrative and technical authority to assign, review, and approve work of his or her subordinates, excluding either the general manager of any department, bureau, or office of the City or their chief assistant. In the case where the civil service class title of the chief assistant is not representative of their assignment, the CAO or their designee may consider working titles and tables of organization to determine whether an employee is a chief assistant.

F. Supervision differential requests must be approved by the CAO.

**ARTICLE 6.16 SALARY STEP ADVANCEMENT**

Salary step advancement procedures shall be in accordance with the LAAC Section 4.92.

**ARTICLE 7.0 BENEFITS**

**ARTICLE 7.1 CIVILIAN EMPLOYEE BENEFITS PROGRAM**

During the term of this MOU, the City will provide benefits in accordance with the Civilian Employee Benefits Program and any modifications thereto as specified in this MOU or as recommended by the Joint Labor-Management Benefits (JLMBC) Committee and approved by the City Council.

During the term of this MOU, the City agrees that it will not unilaterally impose a reduction in plan design or benefits for any benefit plan applicable to employees covered by this MOU. Nothing in this MOU, however, shall prevent the parties from jointly reaching agreement on plan design or benefits applicable to employees covered by this MOU. Additionally, nothing in this MOU constitutes a waiver by the Union or the City with respect to making changes to plan design or benefits.

If there are any discrepancies between the benefits described herein and the Civilian Employee Benefits Program approved by the JLMBC, the Civilian Employee Benefits Program benefits will take precedence.

Section I – Health Plans

The health plans offered and benefits provided by those plans shall be those approved by the City's JLMBC as modified by this MOU and administered by the Personnel Department in accordance with LAAC Section 4.303.

- A. Management agrees to contribute a monthly sum not to exceed the Kaiser Permanente family rate (“maximum monthly health care subsidy”) per full-time employee toward the cost of a City-sponsored health plan for employees who are members of the Los Angeles City Employees' Retirement System (LACERS). During the term of this MOU, Management’s monthly health care subsidy for full-time employees shall increase by the increase in the Kaiser Permanente family rate. Increases in this monthly health care subsidy shall be effective at the beginning of the pay period in which the Kaiser Permanente yearly premium rate change is implemented.
- B. Management will apply this sum first to the employee's coverage. Any remaining balance will be applied toward the coverage of the employee's dependents under the plan.

- C. Management agrees to contribute for each half-time employee, as defined by Section 4.110 of the LAAC, who became a member of LACERS following July 1, 1990, and for each employee who transfers from full-time to half-time status following July 1, 1990, a monthly subsidy not to exceed the Kaiser employee-only rate, toward the cost of their Civilian Employee Benefits Program medical plan. Half-time employees who, prior to July 1, 1990, were receiving the same subsidy as full-time employees shall continue to receive that subsidy and shall be eligible to receive any increases applied to that subsidy as provided in this Article. During the term of this MOU, Management's monthly health care subsidy for half-time employees shall increase by the increase in the Kaiser Permanente single party rate. Increases in this monthly subsidy shall be effective at the beginning of the pay period in which the Kaiser Permanente yearly premium rate change is implemented.
- D. Any employee who was receiving a full health subsidy as of July 1, 1990, in accordance with this Article, who transfers to half-time status following that date shall continue to be eligible for the full subsidy and shall be subject to any adjustments applied to that subsidy as provided in this Article. This provision shall apply providing that such employee does not have a break in service subsequent to July 24, 1989. Any half-time employee with a break in service after July 24, 1989, shall be subject to the partial subsidy provisions in this Article.
- E. Full-time employees who work a temporary reduced schedule under the provisions of Article 7.9, Family and Medical Leave, shall continue to receive the full-time employee subsidy and shall be subject to any adjustments applied to that subsidy as provided in this Article.
- F. Further, any half-time employee receiving either a full or partial subsidy in accordance with this Article who, subsequent to July 1, 1990, becomes an intermittent employee shall not be eligible for such subsidy, notwithstanding their status as a member of LACERS.
- G. During the term of this MOU, the JLMBC will review all rate changes and their impact on the Health Plans.

## Section II – Dental Plans

- A. The dental plans offered and benefits provided by those plans shall be those recommended by the City's JLMBC, approved by the City Council and administered by the Personnel Department in accordance with LAAC 4.303.
- B. Management will expend for full-time employees in the classifications listed in this Unit, who are members of LACERS, the monthly sum necessary to cover the cost of employee only coverage under the City-sponsored Dental Plan Program.



Coverage for dependents of eligible employees may be obtained in a City-sponsored plan at the employee's expense, provided that such sufficient enrollment is maintained to continue to make such coverage available.

- C. For each half-time employee, as defined by LAAC Section 4.110, who becomes a member of LACERS and for each employee who transfers from full-time to half-time status after July 1, 1990, Management will expend an amount equivalent to one-half of the cost of the employee only coverage of the most expensive plan under the City-sponsored Dental Program. Half-time employees who, prior to July 1, 1990, were receiving the full employee only subsidy shall continue to receive the full employee only subsidy.
- D. Any employee who was receiving a full employee-only dental subsidy as of July 1, 1990, in accordance with this Article, who transfers to half-time status following that date shall continue to be eligible for the full subsidy. This provision shall apply providing that such employee does not have a break in service subsequent to July 1, 1990. Any half-time employee with a break in service after July 1, 1990 shall be subject to the partial subsidy provisions in this Article.
- E. Further, any half-time employee receiving either a full or partial subsidy in accordance with this Article who, subsequent to July 1, 1990, becomes an intermittent employee shall not be eligible for such subsidy, notwithstanding their status as a member of LACERS.
- F. During the term of this MOU, the JLMBC will review all rate changes and their impact on the Dental Plans.

### Section III – Association-Sponsored Dental Insurance

Employees may elect to be covered by one of the Association-sponsored dental insurance programs instead of by the City-sponsored dental insurance plan. The amount to be remitted for each employee covered by an Association sponsored plan shall not exceed forty-nine dollars and eighty-four cents (\$49.84) monthly. Enrollment in the Association plans shall be available to all employees regardless of Association membership or affiliation. Employees may not receive a subsidy for more than one of the City-sponsored or Association-sponsored dental plans.

The parties mutually understand that the City will expend the above noted funds only for those employees who enroll in these plans and remain on active payroll status with the City, and that the City retains all rights to any unused funds which may be allocated for the purpose of implementing this Article.

The parties mutually understand that the City will provide to the separate EAA dental carrier(s) an aggregate amount equal to the sum of the subsidy paid for those employees enrolled in the Association-sponsored programs who are on the payroll during each payroll period for which the subsidy is paid, together with a list of those employees for

whom the subsidy was paid during said payroll period. Remittance of this aggregate amount will be made within 30 working days after the conclusion of the payroll period in which the subsidy was paid.

The parties further understand that for those employees enrolled in an Association-sponsored program, who authorized the City Controller to make a payroll deduction to cover any additional costs of said dental insurance plan, the City will remit to the carrier a separate amount and appropriate deduction list.

The parties mutually agree that the City is not responsible for, nor expected to provide, any additional accounting, administrative, bookkeeping, clerical or other services except as provided for in the above paragraphs, and that the Association assumes all responsibility for any services which may arise out of the administration of the Association-sponsored programs.

The Association shall indemnify, defend and hold the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or result from any action taken by the City for purposes of complying with this Article, or by failure of the Association or its dental insurance carrier to provide the coverage and services agreed to between the Association and the carrier.

Management will retain all duties and responsibilities it has had for the administration of the City's Dental Plan.

#### Section IV – Definition of Dependents

The definition of a dependent for health and dental plan coverage shall include the domestic partner of an employee and the dependents of such domestic partner. Any employee claiming a domestic partner and/or the dependents of such domestic partner for purposes of this Article shall have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee's domestic partner.

#### Section V – General Provisions

- A. An open enrollment period of at least 30 days shall be declared by the Personnel Department each year. During this open period, employees may enroll themselves and, at their option, their dependents in the City-sponsored plan. Employees who fail to enroll during this open period will be ineligible to participate in City-sponsored plan unless another open enrollment period is subsequently declared by the Personnel Department. However, employees may enroll in Association-sponsored programs in accordance with the procedures of those programs.
- B. Management will retain all duties and responsibilities it has had for the administration of the City's Health and Dental Plans.

## Section VI – Subsidy During Family or Medical Leave

For an employee who is on Family or Medical Leave under the provisions of Article 7.8 herein, Management shall continue the City's medical and dental plan subsidies for employees who are enrolled in a City health and/or dental plan prior to the beginning of said leave. Employees shall be eligible for such continued subsidies while on a Family or Medical Leave in accordance with Article 7.9 herein. However, for any unpaid portion of Family or Medical Leave, health and/or dental plan subsidies shall be continued for a maximum of nine pay periods, except while an employee is on a Pregnancy Disability Leave absence (up to four months), Management shall continue the City's subsidy for her pregnancy health coverage (medical plan subsidy) in compliance with the provisions of Government Code Section 12945 enacted in 2011.

## Section VII – Benefit Protection Plan

For employees who have approved disability claims under the City's Civilian Employee Benefits Program disability insurance carrier, management shall continue the City's medical, dental, and basic life insurance plan subsidies for a maximum of two years or at the close of claim, whichever is less. Employees must have been enrolled in a Civilian Employee Benefits Program medical, dental and/or basic life plan prior to the beginning of the disability leave. Coverage in this program will end if the employee retires (service or disability) or leaves City service for any reason.

## **ARTICLE 7.2      RETIREMENT BENEFITS**

### A.      Benefits

1.      Effective July 1, 2011, for all Tier I employees regardless of their date of hire, the Tier I retirement formula and a flat-rated employee retirement contribution of seven percent (7%) was implemented and shall be continued. The employee retirement contribution rate shall return to six percent (6%) in accordance with LAAC Section 4.1033, which provides that this seven percent (7%) employee retirement contribution will continue until June 30, 2026 or until the ERIP cost obligation is fully paid, whichever comes first.
2.      For employees hired on or after February 21, 2016 (in accordance with Ordinance 184134 implementing LACERS Tier 3), the retirement formula for LACERS Tier 3 is a flat-rated employee retirement contribution of seven percent (7%) and shall be continued during the term of the MOU.

### B.      Retiree Health Benefits

1.      There is currently in effect a retiree health benefit program for retired members of LACERS under LAAC Division 4, Chapter 11. All covered

employees who are members of LACERS, regardless of retirement tier, shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits as provided by this program. The retiree health benefit available under this program is a vested benefit for all covered employees who make this contribution, including employees enrolled in LACERS Tier 3.

2. With regard to LACERS Tier 1, as provided by LAAC Section 4.1111, the monthly Maximum Medical Plan Premium Subsidy, which represents the Kaiser 2-party non-Medicare Part A and Part B premium, is vested for all members who made the additional contributions authorized by LAAC Section 4.1003(c).
3. Additionally, with regard to Tier 1 members who made the additional contribution authorized by LAAC Section 4.1003(c), the maximum amount of the annual increase authorized in LAAC Section 4.1111(b) is a vested benefit that shall be granted by the LACERS Board.
4. With regard to LACERS Tier 3, the Implementing Ordinance shall provide that all Tier 3 members shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits, and shall amend LAAC Division 4, Chapter 11 to provide the same vested benefits to all Tier 3 members as currently are provided to Tier 1 members who make the same four percent (4%) contribution to LACERS under the retiree health benefit program.
5. The entitlement to retiree health benefits under this provision shall be subject to the rules under LAAC Division 4, Chapter 11 in effect as of the effective date of this provision, and the rules that shall be placed into LAAC Division 4, Chapters 10 and 11, with regard to Tier 3, by the Implementing Ordinance.
6. As further provided herein, the amount of employee contributions is subject to bargaining in future MOU negotiations.
7. The vesting schedule for the Maximum Medical Plan Premium Subsidy for employees enrolled in LACERS Tier 1 and LACERS Tier 3 shall be the same.
8. Employees whose Health Service Credit, as defined in LAAC Division 4, Chapter 11, is based on periods of part-time and less than full-time employment, shall receive full, rather than prorated, Health Service Credit for periods of service. The monthly retiree medical subsidy amount to which these employees are entitled shall be prorated based on the extent to which their service credit is prorated due to their less than full time status.

C. Procedure for Benefits Modifications

1. Proposals for major retirement benefit modifications will be negotiated in joint meetings with the certified employee organizations whose memberships will be directly affected. Agreements reached between Management and organizations whereby a majority of the members in LACERS are affected shall be recommended to the City Council by the CAO as affecting the membership of all employees in LACERS. Such modifications need not be included in the MOU in order to be considered appropriately negotiated.
2. Proposals for minor benefit modifications and technical changes will be considered and reported on as appropriate, but no more than once a year, in a report from the CAO to the City Council. Affected organizations shall be given the opportunity to review the proposed minor changes prior to the release of the report, and their views shall be included in the report.
3. If agreement is not reached between Management and the organizations representing a majority of the members in LACERS as to whether a particular proposal constitutes either a major or a minor modification, the proposal shall be treated as a major modification.

**ARTICLE 7.3 SICK LEAVE BENEFITS**

Management's practices with regard to sick leave benefits will be in accordance with Los Angeles Administrative Code Sections 4.126, 4.126.2, and 4.128, except as noted below.

Sick leave may be used for the following purposes: diagnosis, care, or treatment of a health condition, or preventive care, of an employee, or an employee's designated person, as defined in this Article, or an employee's immediate family member, as provided in Article 7.4 (Family Illness) of this MOU.

For purposes of this Article, "designated person" means a person identified by the employee at the time the employee requests paid sick leave. Employees are limited to only one designated person per 12-month period.

A. Sick Leave Accrual and Usage

1. Full-Time Employees
  - a. Full-time employees shall begin accruing sick leave on the first day of employment. Employees shall accrue a total of one (1) day (8 hours) of sick leave at the end of the first month (30 calendar days) of employment and shall accrue one (1) additional day at the end of each subsequent month (30-calendar day period) worked until

January 1. Beginning January 1, employees shall accrue sick leave as provided in Subsection A(1)(b) of this Article. Employees may use their accrued sick leave beginning on the 90<sup>th</sup> day of City employment (90 calendar days from the date of hire).

- b. Beginning the January 1 subsequent to the date of their initial City employment, full-time employees shall be provided 96 hours at 100% of full pay and 40 hours at 75% of full pay each calendar year for sick leave, plus the hours of sick leave accrued and accumulated as provided in this Article.
- c. Any unused balance of sick leave at 100% of full pay at the end of any calendar year shall be carried over and accumulated from one (1) calendar year to the next up to a maximum of 800 hours. However, any unused sick leave at 100% of full pay remaining at the end of any calendar year, which, if added to an employee's accumulated sick leave at 100% of full pay, will exceed 800 hours, shall be compensated by a cash payment of 50% of the employee's salary rate current at the date of payment as soon as practicable after the end of each calendar year.

Effective January 1, 2024, at the end of calendar years 2023\*, 2024, 2025, 2026, and 2027, any unused balance of sick leave at 100% of full pay remaining at the end of each of those calendar years, which, if added to an employee's accumulated sick leave at 100% of full pay, will exceed 800 hours, shall, as soon as practicable after the end of each of those calendar years, be compensated by a cash payment of 100% of the salary rate current at the end of the pay period containing the date of December 31.

\*Any employee who was compensated in January 2024 for accumulated sick leave in excess of eight hundred (800) hours, at 50% of full pay, shall be paid an additional amount equal to the original amount received in January 2024, as soon as practicable following Council adoption and implementation of this 2024-2027 MOU.

Upon expiration of this provision following the cash payment of the 2027 accumulated unused sick leave at 100% full pay, the provision in the first paragraph of (c) above, which provides for cash payment of 50% of the salary rate current at the date of payment, shall be applicable.

Any unused balance of sick leave at 75% of full pay at the end of any calendar year shall be carried over and accumulated from one (1) calendar year to the next up to a maximum of 800 hours at 75% of

full pay. No payment of sick leave accrual in excess of the maximum amount shall occur.

- d. Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 100% of full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.

Effective January 1, 2024, through December 25, 2027, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 100% of full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 100% of the employee's salary rate on the date of retirement or death.

Upon expiration of this provision on December 25, 2027, the provision in the first paragraph of (d) above, which provides for cash payment of 50% of the salary rate current on the date of retirement or death, shall be applicable.

- e. As of January 1, 1998, any unused balance of sick leave at 50% of full pay shall be frozen with no further credits or withdrawals permitted.

Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 25% of the employee's salary rate on the date of retirement or death.

Effective January 1, 2024, through December 25, 2027, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to

the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.

Upon expiration of this provision on December 25, 2027, the provision in the second paragraph of (e) above, which provides for cash payment of 25% of the salary rate current on the date of retirement or death, shall be applicable.

- f. If a full-time employee separates from City service and is rehired by the City within one (1) year from the date of separation, previously accrued and unused sick leave shall be reinstated.

## 2. Half-Time Employees

- a. Half-time employees, as defined by Section 4.110(a) of the LAAC, shall begin accruing prorated sick leave on the first day of employment. Sick leave for a half-time employee shall be prorated on the basis of total number of hours scheduled in relationship to the total number of hours required for full-time employment. Employees may use their accrued sick leave beginning on the 90<sup>th</sup> day of City employment (90 calendar days from the date of hire).
- b. Beginning the January 1 subsequent to the completion of 12 calendar months of employment following their date of hire, half-time employees shall be provided prorated sick leave hours based on the calendar year sick leave allotment for full-time employees of 96 hours at 100% of full pay and 40 hours at 75% of full pay, plus the hours of sick leave accrued and accumulated as provided in this Article. The prorated amount of 100% and 75% sick leave hours for half-time employees will be calculated on the basis of the total number of hours compensated in the previous 12-month calendar period (January 1 through December 31) in relationship to the total number of hours required for full-time employment.
- c. Any unused balance of sick leave at 100% of full pay at the end of any calendar year shall be carried over and accumulated from one (1) calendar year to the next up to a maximum of 800 hours. However, any unused sick leave at 100% of full pay remaining at the end of any calendar year, which, if added to an employee's accumulated sick leave at 100% of full pay, will exceed 800 hours, shall be compensated by a cash payment of 50% of the employee's salary rate current at the date of payment as soon as practicable after the end of each calendar year.



Effective January 1, 2024, at the end of calendar years 2023\*, 2024, 2025, 2026, and 2027, any unused sick leave at 100% of full pay remaining at the end of each of those calendar years, which, if added to an employee's accumulated sick leave at 100% of full pay, will exceed 800 hours, shall, as soon as practicable after the end of each of those calendar years, be compensated by a cash payment of 100% of the salary rate current at the end of the pay period containing the date of December 31.

\*Any employee who was compensated in January 2024 for accumulated sick leave in excess of eight hundred (800) hours, at 50% of full pay, shall be paid an additional amount equal to the original amount received in January 2024, as soon as practicable following Council adoption and implementation of this 2024-2027 MOU.

Upon expiration of this provision following the cash payment of the 2027 accumulated unused sick leave at 100% full pay, the provision in the first paragraph of (c) above, which provides for a cash payment of 50% of the salary rate current at the date of payment, shall be applicable.

- d. Effective January 1, 1997, if a half-time employee retires from City service or, if a half-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 100% of full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.

Effective January 1, 2024, through December 25, 2027, if a half-time employee retires from City service or, if a half-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 100% of full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 100% of the employee's salary rate on the date of retirement or death.

Upon expiration of this provision on December 25, 2027, the provision in the first paragraph of (d) above, which provides for cash payment of 50% of the salary rate current on the date of retirement or death, shall be applicable.

- e. If a half-time employee separates from City service and is rehired by the City within one (1) year from the date of separation, previously accrued and unused sick leave shall be reinstated.

3. Intermittent Employees

- a. Intermittent employees, as defined by Section 4.110(b) of the LAAC, shall begin accruing sick leave on the first day of employment. Employees shall accrue at a rate of one (1) hour for every 29 hours worked. Employees may use their accrued sick leave beginning on the 90<sup>th</sup> day of City employment (90 calendar days from the date of hire) up to a maximum of 48 hours each calendar year.
- b. Sick leave may be accumulated up to a maximum of 48 hours each calendar year. Any accrued, unused sick leave remaining at the end of the calendar year shall carry over to the following year. Any sick leave accumulated in excess of the maximum amount shall be deemed waived and lost.
- c. Intermittent employees with accrued CPTO and/or 100% sick leave hours, who become full-time or half-time employees, shall be allowed to carry over into their 100% sick leave bank a maximum of 48 hours of unused CPTO, 100% sick leave, or any combination of such unused time. Any unused CPTO and/or sick leave in excess of the 48 hours carried over shall be deemed waived and lost. Employees shall be eligible immediately as a full-time or half-time employee to accrue and use sick leave at the appropriate rate.
- d. If an intermittent employee separates from City service and is rehired by the City within one (1) year from the date of separation, previously accrued and unused sick leave shall be reinstated.
- e. Employees who hold more than one (1) intermittent position concurrently shall be eligible to accrue sick leave in only one (1) position.

B. Preventive Medical Treatment

Upon approval of the appointing authority, an employee may be allowed sick leave with full pay not to exceed an aggregate of 48 hours in any one calendar year, but no less than one-half ( $\frac{1}{2}$ ) hour increments at any one time which shall be included in the allowance of sick leave at full pay under this Article for the purpose of securing preventive medical, dental, optical or other like treatment or examination for the employee, the employee's designated person, and for the members of the employees immediate family, as defined in Article 7.4.

C. Doctor's Certificate Requirement

Payment for sick leave at full pay for any period of 48 working hours or less shall be allowed by the appointing authority. Payment, however, for sick leave in excess of 48 working hours may require a doctor's certificate or other suitable and satisfactory proof showing the fact of the illness and the necessity for the absence, together with such other satisfactory proof of the probity of the claim as may be required has been received, accepted and approved by the employee's appointing authority and reported to the Controller. Nothing in this Article shall prevent the appointing authority from requiring a doctor's certificate or proof of illness at any time where there is objective information suggesting possible employee abuse.

**ARTICLE 7.4      FAMILY ILLNESS**

Any employee who is absent from work by reason of the illness or injury of a member of their immediate family, and who has accrued unused sick leave, shall, upon the approval of the appointing authority be allowed leave of absence with pay for a maximum of 15 working days in any one calendar year. Effective January 1, 2020, employees who have exhausted all their 100% sick time, may use their 75% sick time. The appointing authority may require that the employee furnish a doctor's certificate or other suitable proof showing the nature and extent of the injury or illness to justify such absence.

"Immediate family" shall include the father, mother, brother, sister, spouse, child, grandparents, great grandparents, grandchildren, great grandchildren, father-in-law, mother-in-law, step-parents, step-children, foster child, foster parent a household member (any person residing in the immediate household of the employee at the time of the illness or injury) the domestic partner of an employee, or an employee's designated person (as defined and limited in Article 7.9) and the following relatives of an employee's domestic partner: child, grandchild, mother, and father.

An employee claiming a domestic partner for purposes of this Article shall have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee's domestic partner.

Leave under this Article may be used for the adoption of a child.

## **ARTICLE 7.5            HOLIDAYS AND HOLIDAY PAY**

- A.     The following days shall be treated as holidays:
1.     New Year's Day (January 1)
  2.     Martin Luther King, Jr.'s Birthday (the third Monday in January)
  3.     President's Day (the third Monday in February)
  4.     Cesar E. Chavez Birthday (the last Monday in March)
  5.     Memorial Day (the last Monday in May)
  6.     Juneteenth (June 19)
  7.     Independence Day (July 4)
  8.     Labor Day (the first Monday in September)
  9.     Indigenous Peoples Day (the second Monday in October)
  10.    Veteran's Day (November 11)
  11.    Thanksgiving Day (the fourth Thursday in November)
  12.    The Friday after Thanksgiving Day
  13.    Christmas Day (December 25)
  14.    Any day or portion thereof declared to be a holiday by proclamation of the Mayor with the concurrence of the City Council by resolution
  15.    Two unspecified holidays (per calendar year)
- B.     When any holiday from 1 through 13 above falls on a Sunday, it shall be observed on the following Monday.
- C.     When any holiday from 1 through 13 above falls on a Saturday, it shall be observed on the preceding Friday.
- D.     Any holiday declared by proclamation of the Mayor, shall not be deemed to advance the last scheduled working day before a holiday for purposes of computing any additional time off.
- E.     Whenever an employee's 9/80 or modified day off falls on a holiday, the employee shall take an alternative 9/80 day off within the same workweek and calendar week as the holiday.
- F.     An employee who works: (1) in excess of eight hours on any holiday listed from 1 through 13 above; or (2) in excess of any day or portion thereof declared to be a holiday by proclamation of the Mayor, shall be paid at the appropriate holiday premium pay rate for their class. Employees shall not receive both overtime and holiday premium (as defined herein) pay for the same hours. This section shall not apply to employees who are salaried.
- G.     Holiday Premium Pay – Any FLSA non-exempt full-time employee who works on any holiday listed above will receive eight hours (or portion thereof as specified above in A.14) of holiday pay and one and one-half (1½) the hourly rate for all hours worked on the observed holiday; provided, however, that the employee

has: (1) worked their assigned shift immediately before, and their assigned shift immediately after the holiday; or (2) prior to such holiday Management has authorized the employee to take paid leave time off in lieu of the requirement to work said shifts. Any employee who fails to meet these requirements will be paid at the rate of one hour for each hour worked. Employees shall not receive both overtime and holiday premium pay (as defined above) for the same hours.

- H. For each holiday listed above which results in time off with pay for employees working a Monday through Friday work week, employees who are scheduled to work other than the Monday through Friday work week shall be entitled to such day off with pay or shall be compensated in accordance with all pertinent provisions (B through G above). If such holiday falls on the employee's scheduled day off, an alternative day off in-lieu shall be scheduled within the same workweek and calendar week as the holiday.
- I. Management shall have the sole authority and responsibility to determine whether the compensation for any holiday worked shall be in cash or paid leave time off.
- J. The unspecified holiday(s) shall be taken in accordance with the following requirements:
  - 1. The holiday(s) must be taken in one full normal working day increment of eight hours during the calendar year in which it is credited or it will be forfeited. The request for such time off, if timely submitted by the employee, will be promptly approved by Management subject to the operating needs of the employee's department, office or bureau. If an unforeseen operating requirement prevents the employee from taking such previously approved holiday, Management will reschedule the holiday so that it may be taken on some other reasonably satisfactory date within the calendar year.
  - 2. Any break in service (i.e., resignation, discharge, retirement) prior to taking the holiday(s) shall forfeit any right thereto.
  - 3. The holiday(s) shall not be utilized to extend the date of any layoff.
  - 4. No employee shall be entitled to an unspecified holiday(s) until they have completed six months of satisfactory service.
  - 5. Employees who work in intermittent, on call, vacation relief, or seasonal positions shall not be entitled to an unspecified holiday.
  - 6. Notwithstanding the Hourly Unspecified Holiday time provided in Article 7.10.A, no employee shall receive than two unspecified holidays each calendar year. Thus, (a) an employee transferring from the Department of Water and Power (DWP) to any other City department, office or bureau will not receive an unspecified holiday after taking such holiday

prior to leaving the DWP, and (b) employees who resign or are terminated and then rehired during the same calendar year, will not receive an additional unspecified holiday when rehired.

- K. Holiday benefits as they apply to half-time and intermittent employees shall be in accordance with LAAC Section 4.119(n).

**ARTICLE 7.6 VACATION**

Section I – Vacation Accrual

Each employee shall be entitled to the following number of vacation days with full pay, based on the number of years of City service completed, accrued and credited at the rates indicated, subject to deductions for absences as provided in LAAC Section 4.246:

<b>Years of Service Completed</b>	<b>Number of Vacation Days</b>	<b>Monthly Accrual Rate In Hours/Minutes</b>
1	11	7.20
5	17	11.20
13	18	11.20
14	19	11.20
15	20	11.20
16	21	11.20
17	22	14.40
18	23	14.40
19	24	16.00
25	25	16.40

Section II – Accumulation of Vacation Time

Effective September 1, 2019, notwithstanding LAAC, Section 4.254, employees shall be permitted to accumulate vacation time not to exceed three (3) annual vacation allotment periods and no vacation hours shall be permitted to accrue in excess of the maximum three (3) annual vacation allotment periods.

Utilization of vacation time must have the approval of the appointing authority.

Section III – Active Military Service: Vacation Accrual during Leave and Cash-Out of Accrued Vacation at Commencement of Leave

Employees called into active military service (other than temporary military service) shall, following their qualifying year of service for vacation, continue to accrue vacation during

their military service, subject to the same maximum accrual requirements as active City employees. To avoid reaching maximum accrual during an extended leave, employees may request cash payment of accrued, but unused vacation time as of the date of the commencement of their military leave. Such request may be for all accrued time or a portion of their accrued time. The request for any cash payment must be made prior to the employee's first day of their leave of absence. Military orders or other evidence of call-up into the armed forces of the United States must be submitted with the request.

## **ARTICLE 7.7           BEREAVEMENT LEAVE**

An employee who is absent from work by reason of the death of a member of their immediate family shall, upon the approval of the appointing authority or the agent thereof designated to determine such matters, be allowed a leave of absence with full pay for a maximum of three working days for each occurrence of a death in the employee's immediate family. Such employees shall furnish a death certificate or other satisfactory proof of the death to justify the absence.

"Immediate family" shall include the father, mother, brother, sister, spouse, child, grandparents, grandchildren, step-parents, father-in-law, mother-in-law, step-children, foster child, foster parent, the domestic partner of an employee, and the child of a domestic partner or a household member (any person residing in the immediate household of the employee at the time of the illness or injury).

For the purpose of this Article, simultaneous, multiple family deaths will be considered as one occurrence.

Bereavement Leave may be taken during a period of up to 370 calendar days after the occurrence.

Any employee claiming a domestic partner for purposes of this Section shall complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the City employee only, declaring the existence of a domestic partnership with a named domestic partner. No affidavit is required to secure bereavement leave benefits arising from the death of a household member (any person residing in the immediate household of the employee at the time of death). By extending to an employee the specific benefits defined by this Section, the City does not intend to confer or imply any other unspecified benefits to such employee, or to the employee's domestic partner, or to the employee's household members, or to any other person.

In addition to the bereavement leave granted under this Article, any employee shall be allowed to use accrued unused sick leave, vacation, personal leave, or other compensatory time off, or unpaid leave not to exceed two working days per occurrence for the purpose of additional bereavement leave. Use of sick leave hours for bereavement leave shall not be counted as sick leave in any department Sick Leave Use Monitoring Program.

## ARTICLE 7.8 LEAVE FOR REPRODUCTIVE LOSS

A. Effective January 1, 2024, in compliance with California Government Code Section 12945.6, employees who have been employed for at least 30 calendar days may take up to five (5) days of leave for reproductive loss within three (3) months following a reproductive loss event, as defined below. Said leave shall be taken on assigned work days using the number of hours the employee is usually scheduled to work on those days. Employees shall be allowed to take consecutive or non-consecutive days off. Employees may use unpaid leave, accrued unused sick leave, accrued unused vacation time, or accrued compensatory time off, accrued unspecified holiday time, hourly unspecified holiday time, or any combination thereof for their reproductive loss leave. In the event of an employee experiencing multiple reproductive loss events, the amount of aggregate time off granted shall not exceed twenty (20) days within a 12-month period.

1. “Reproductive loss event” means the day or, for a multiple-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction, defined as follows:
  - a. “Failed adoption” – the dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party. This event applies to an employee who would have been a parent of the adoptee if the adoption had been completed.
  - b. “Failed surrogacy” – the dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate. This event applies to an employee who would have been a parent of a child or children born as a result of the surrogacy.
  - c. “Miscarriage” – a miscarriage by an employee, by the employee’s current spouse or domestic partner, or by another individual if the employee would have been a parent of a child or children born as a result of the pregnancy that ended in miscarriage.
  - d. “Stillbirth” – a stillbirth resulting from an employee’s pregnancy, the pregnancy of the employee’s current spouse or domestic partner, or another individual, if the employee would have been a parent of a child or children born as a result of the pregnancy that ended in stillbirth.
  - e. “Unsuccessful assisted reproduction” – an unsuccessful round of intrauterine insemination or embryo transfer, which includes gamete and embryo donation, or of an assisted reproductive technology procedure. This event applies to an employee, the employee’s current spouse or domestic partner, or another individual, if the



employee would have been a parent of a child or children born as a result of the pregnancy that was unsuccessful.

- B. Notwithstanding Subsection (A) above, when employees are on Family and Medical Leave, or any other leave entitlement under State or federal law, either prior to or immediately following a reproductive loss event, employees shall complete their reproductive loss leave within three months after the end date of the other leave.

## **ARTICLE 7.9      FAMILY AND MEDICAL LEAVE**

### **A.      Authorization for Leave**

During the term of this MOU, up to four (4) months (nine [9] pay periods) of family or medical leave shall be provided for the purpose of childbirth, adoption, foster care of a child, or serious health condition of an immediate family member (as defined in Article 7.4), or designated person (as defined and limited in this Article), upon the request of the employee, or the designation of Management in accordance with applicable Federal or State law, notwithstanding any other provisions of this MOU or the LAAC to the contrary.

An employee may take leave under the provisions of this Article if they have a serious health condition that makes them unable to perform the functions of their position.

Leave under the provisions of this Article shall be limited to four months (nine [9] pay periods) during a twelve month period, regardless of the number of incidents. A twelve month period shall begin on the first day of leave for each individual taking such leave. The succeeding twelve month period will begin the first day of leave taken under the provisions of this Article after completion of the previous twelve month period.

**Exception:** Under the provisions of this Article, a pregnant employee may be eligible for up to four months (nine pay periods) for childbirth disability and up to an additional four months (nine pay periods) for purposes of bonding. (See Sections D.1 and D.6 of this Article.)

### **B.      Definitions**

1. Spouse means a husband or wife as defined or recognized under State law for purposes of marriage in this State.
2. Domestic partner means a named domestic partner in a confidential affidavit declaring the existence of said domestic partner and signed by the City employee, which is on file in the Employee Benefits Office, Personnel Department.

3. Parent means a biological, step, adoptive, or foster parent, an individual who stands or stood *in loco parentis* to an employee, or a legal guardian. This term does not mean parents-in-law. Persons who are *in loco parentis* include those with day-to-day responsibilities to care for or financially support a child, or in the case of a parent of an employee who had such responsibility for the employee when the employee was a child. A biological or legal relationship is not necessary.
4. Child (son or daughter) means a biological, adopted, or foster child, a stepchild, a legal ward or a child of a person standing *in loco parentis*, who is either under age 18 or age 18 or older and incapable of self-care because of a mental or a physical disability.
5. Designated person means any individual related by blood or whose association with the employee is the equivalent of family relationship. Employees are limited to only one designated person per 12-month period.

C. Eligibility

1. The provisions of this Article shall apply to all employees in this Unit in all City departments who have been employed by the City for at least 12 months and who have worked at least 1,040 hours during the 12 months immediately preceding the beginning of the leave.

**Exception:** In accordance with Pregnancy Disability Leave under the California Fair Employment and Housing Act (FEHA), on the first day of employment with the City pregnant employees are eligible for up to four months (nine [9] pay periods) of leave if disabled due to pregnancy.

2. Parents (including those who are domestic partners) who both work for the City may each individually take leave under the provisions of this Article at the same time to care for a new child by birth or adoption or foster care of a child.

Spouses or domestic partners who both work for the City may take leave under the provisions of this Article at the same time to care for a sick parent, however, the aggregate period of time to which both are entitled is limited to the time allowed for only one employee.

Each employee must notify their employing department at the time the leave is requested of the name and department of the other City employee who is requesting leave for the same incident. Such notification must include the starting and ending dates of the time period for which each employee is requesting leave.

The time limitation described above does not apply to leave taken by one spouse or domestic partner to care for the other who is seriously ill, or to care for a child with a serious health condition.

D. Conditions

1. **Pregnancy** – The start of a leave for a pregnant employee shall be at the beginning of the employee’s pregnancy-related disability that a doctor certifies as necessary. Leave for the non-disability portion of childbirth may be taken before or after delivery.

In accordance with Pregnancy Disability Leave under the California FEHA, pregnant employees who are disabled due to pregnancy, child birth, or related medical conditions are eligible for up to four months (nine [9] pay periods) of leave with medical certification certifying the employee as unable to work due to a pregnancy-related condition. Pregnancy Disability Leave under the FEHA may be taken before or after the birth of the child, which shall run concurrently with pregnancy leave under the federal Family and Medical Leave Act of 1993, and must be concluded within one year of the child’s birth.

Employees (each parent individually) are also eligible for family leave (bonding) under the California Family Rights Act, which shall be limited to four months (nine [9] pay periods) and must be concluded within one year of the child’s birth. Whereas bonding leave for the pregnant employee may be taken before or after delivery, bonding leave for the non-pregnant employee shall be taken on or after the anticipated delivery or placement date of the child except as may be necessary under Subsection D.2. “Adoption”, (The administration of such leave shall be in accordance with Section C.2. and D.6. of this Article.)

2. **Adoption** – The start of a family leave for adoption or foster care shall begin on a date reasonably close to the date the child is placed in the custody of the employee. Leave may also be granted prior to placement if an absence from work is required.
3. **Family Illness** – The start of a family leave for a serious health condition of a family member or designated person shall begin on the date requested by the employee or designated by Management.
4. **Employee’s Own Illness** – The start of a leave for the employee's own serious health condition shall begin on the date requested by the employee or designated by Management.
5. A **serious health condition** is defined as an illness, injury, impairment, or physical or mental condition that involves any period of:

- a. Incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility; or
  - b. Incapacity requiring an absence of greater than three days involving continuing treatment by or under the supervision of a health care provider; or
  - c. Incapacity (or treatment resulting therefrom) due to a chronic or serious health condition; or
  - d. Incapacity that is permanent or long-term due to a condition for which treatment may not be effective; or
  - e. Absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a health care provider for a condition that likely would result in incapacity or more than three consecutive days if left untreated; or
  - f. Incapacity due to pregnancy or for prenatal care.
6. **Continuous, Intermittent, and Reduced Work Schedule Leave** – All leave granted under this Article shall normally be for a continuous period of time for each incident.

An employee shall be permitted to take intermittent leave or work on a reduced schedule to take care of a family member or designated person with a serious health condition or for their own serious health condition when it is medically necessary. Management may require the employee to transfer temporarily to an available alternative position with equivalent compensation for which the employee is qualified that accommodates recurring periods of leave better than the employee's regular position. Employees who elect a part-time schedule shall receive prorated compensated time off benefits in accordance with LAAC Section 4.110 during the duration of their part-time schedule.

In accordance with the California Family Rights Act (CFRA), leave for the birth, adoption or foster care placement of a child of an employee ("bonding" leave) does not have to be taken in one continuous period of time. Under CFRA, the basic minimum duration of bonding leave is two weeks, and on any two occasions an employee is entitled to such bonding leave for a time period of less than two weeks' duration. Any other form of intermittent leave, or work on a reduced schedule, for the purpose of bonding leave shall only be permitted at the discretion of Management. Bonding leave must be concluded within one year of the birth or placement of the child.

7. If any employee requires another leave for a separate incident under the provisions of this Article during the same 12 month period, a new request must be submitted.
8. A personal leave beyond the four month (nine [9] pay periods) leave provided in this Article may be requested, subject to the approval of the appointing authority and, if required, the Personnel Department, as provided under other City leave provisions.
9. An employee receiving temporary workers' compensation benefits (either IOD or the rate provided in Division IV of the California Labor Code) who meets the eligibility requirements in C.1. of this Article shall automatically be considered to be on family and medical leave, effective the first day of the employee's absence.
10. Management has the right to request and verify the medical certification of a serious health condition by a health care provider for a leave under the provisions of this Article. Management shall allow the employee at least 15 calendar days to obtain the medical certification.
11. Upon return from family or medical leave, an employee shall be returned to their original job or to an equivalent job.

E. Notice Requirements

1. Employee

When an employee requests family or medical leave, they must state the reason for the requested leave (e.g., childbirth, to care for an immediate family member with a serious health condition, etc.). When the necessity for a leave is foreseeable, the employee must provide at least 30 days notice. However, if the leave must begin in less than 30 days, the employee must provide as much advance notice as is practicable.

2. Management

In response to an employee's request for family or medical leave, Management shall indicate whether or not the employee is eligible for such leave, if such leave will be counted against the employee's annual family or medical leave entitlement, and any requirement for the employee to furnish medical certification. Management shall notify an employee if it designates paid or unpaid leave as qualifying time taken by an employee as family or medical leave-qualifying regardless of whether or not the employee initiates a request to take family or medical leave,

F. Applicable Time Off

Employees who are granted leave in accordance with this Article shall take time off in the following order:

1. **Childbirth (Mother)**

- a. Accrued sick leave (one hundred percent [100%] or seventy-five percent [75%]) or vacation for the entire period of disability that a health care provider certifies is necessary (including prenatal care or the mother's inability to work prior to the birth) may be taken at the employee's discretion.
- b. For the non-disability portion of childbirth leave (before delivery or after [bonding]) accrued vacation available at the start of the leave shall be used prior to the use of time under c., d., e., and f. below.
- c. Accrued one hundred percent (100%) sick leave. The use of sick leave under this subsection is at the employee's discretion.
- d. Accrued seventy-five percent (75%) sick leave, following use of all one hundred percent (100%) sick leave. The use of sick leave under this subsection is at the employee's discretion.
- e. Unpaid leave.
- f. Accrued compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of one hundred percent (100%) sick leave (c. above). In accordance with the final Department of Labor Regulations, which became effective January 16, 2009, and govern the federal Family and Medical Leave Act, any use of accrued compensatory time off under this Section shall be counted against the employee's annual family and medical leave entitlement.

2. **Childbirth (Father or Domestic Partner), Adoption, Foster Care, or Family Illness**

- a. Annual family illness sick leave up to 15 days may be used at the employee's discretion. Such leave may be taken before or after the vacation described in b. below.
- b. Accrued vacation available at the start of the leave shall be taken. Such time must be used prior to the use of time under c., d., e., and f. below.

- c. Accrued one hundred percent (100%) sick leave. The use of sick leave under this subsection is at the employee's discretion.
- d. Accrued seventy-five percent (75%) sick leave following use of all one hundred percent (100%) sick leave. The Use of sick leave under this subsection is at the employee's discretion.
- e. Unpaid leave.
- f. Accrued compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of one hundred percent (100%) sick leave (c. above). In accordance with the final Department of Labor Regulations, which became effective January 16, 2009, and govern the federal Family and Medical Leave Act, any use of accrued compensatory time off under this Section shall be counted against the employee's annual family and medical leave entitlement.

**3. Personal Medical Leave**

- a. Accrued one hundred percent (100%) sick leave may be used at the employee's discretion. Such leave may be taken before or after the vacation described in c. below.
- b. Accrued seventy-five percent (75%) sick leave may be used following use of all one hundred percent (100%) sick leave at the employee's discretion. Such leave may be taken before or after the vacation described in c. below.
- c. Accrued vacation time.
- d. Unpaid leave.
- e. Accrued compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of one hundred percent (100%) sick leave (a. above). In accordance with the final Department of Labor Regulations, which became effective January 16, 2009, and govern the federal Family and Medical Leave Act, any use of accrued compensatory time off under this Section shall be counted against the employee's annual family and medical leave entitlement.

**G. Sick Leave Rate of Pay**

Payment for sick leave usage under F.1., 2., and 3. shall be at the regular accrued rate of one hundred percent (100%) or seventy-five percent (75%), as appropriate.

H. Monitoring

Management shall maintain such records as are required to monitor the usage of leave as defined in this Article. Such records are to be made available to the Association upon request.

I. Paid Parental Time

1. Effective March 24, 2024, the Paid Parental Time (PPT) Pilot Program for the period of January 1, 2021, through June 30, 2025, shall become permanent, and the Letter of Agreement will no longer be in effect. The permanent PPT benefit shall be increased from up to six (6) weeks (240 hours) under the Pilot Program up to twelve (12) weeks (480 hours). Any bargaining unit member may use up to the maximum amount of time allotted for pregnancy disability and/or to bond with their new child or children during Family and Medical Leave (FML). Use of PPT shall be limited to twelve (12) weeks (480 hours) as part of the employee's FML entitlement during each of the employee's 12-month FML anniversary period.
2. PPT shall be available to eligible employees who have experienced one of the following qualifying events:
  - a. Birth of a child or children;
  - b. Disability due to pregnancy;
  - c. Long-term placement of a child or children for foster care;
  - d. Placement of a child or children for adoption; or
  - e. Placement of a child or children for legal guardianship.
3. PPT may be used at the employee's discretion without regard to any other available paid time off balance. All eligible employees with a qualifying event shall receive up to twelve (12) weeks (480 hours) of PPT regardless of any other paid time off balances (e.g., sick leave, vacation, compensatory time off, etc.). PPT may be used at the employee's discretion at any time during pregnancy or bonding FML and taken on a continuous or intermittent basis in no less than one (1) hour increments. Employees must conclude PPT within one (1) year of the child's birth or placement. PPT will be administered in the same manner as all other paid time off balances. PPT does not accrue, carry over, or pay out upon retirement or separation from City service.



It is the intent of the parties that the provisions and administration of this Article be in compliance with the Family and Medical Leave Act of 1993, the California Family Rights Act of 1993, and the Pregnancy Disability Leave provisions of the California Fair Employment and Housing Act.

#### **ARTICLE 7.10 PERSONAL LEAVE**

Effective February 28, 2021, each full-time unit member shall, in addition to all other compensatory time, receive 40 hours per calendar year as personal leave. Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall not be used as a proxy for vacation or sick leave. Personal leave shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost. Personal leave may be taken in one (1) hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of service (180 days from the date of hire). Under no circumstances shall such time be compensated in cash upon separating from City service, retirement, transfer to another bargaining unit, or any other reason.

On January 1<sup>st</sup> of each year, each part-time unit member shall, in addition to all other compensatory time, accrue personal leave based on hours worked in the prior calendar year not to exceed 40 hours in a calendar year. All other terms and conditions as provided for full-time employees are applicable.

#### **ARTICLE 7.10.A PERSONAL LEAVE AND HOURLY UNSPECIFIED HOLIDAY PILOT PROGRAM**

Effective March 24, 2024, the following pilot program shall be in effect for the term of this 2024-2027 MOU and will expire on December 25, 2027.

Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall not be used as a proxy for vacation leave or sick leave. Personal leave shall only be taken in the calendar year in which it is credited. Personal leave may be taken in one-hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of City service (180 calendar days from the date of hire). Such time shall not be compensated in cash upon separating from City service, retirement, transfer to another bargaining unit, or for any other reason, except as described below.

#### **A. PERSONAL LEAVE AND HOURLY UNSPECIFIED HOLIDAY TIME FOR CALENDAR YEAR 2024**

The bank of unused Personal Leave time that was credited to an employee in calendar year 2024 shall be treated as follows.

1. For full-time employees:
  - a. A maximum of 24 hours remaining unused in an employee's Personal Leave bank shall remain as Personal Leave time.
  - b. Any remaining hours in excess of the 24 hours cited above shall be converted to Hourly Unspecified Holiday time.
  - c. Hourly Unspecified Holiday time is distinguished from time granted pursuant to Los Angeles Administrative Code Section 4.119 or similar unspecified holiday/floating holiday time provided for in MOUs in that Hourly Unspecified Holiday time may be taken in one hour increments. Employees shall request Hourly Unspecified Holiday Time off in the same manner that they would request vacation or other similar compensated time off. Hourly Unspecified Holiday time shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost.
  - d. Employees on active payroll status as of December 31, 2024 who have any unused balance of hours as referenced in Subsection A.1.a. shall be compensated by cash payment at 100% of the employee's salary rate as of December 31, 2024. The payment shall be issued as soon as practicable after the end of calendar year 2024.
  
2. For part-time employees:
  - a. A maximum of 60% of the hours remaining unused in an employee's Personal Leave bank shall remain as Personal Leave time.
  - b. Any remaining hours in excess of 60% of the hours credited as cited above shall be converted to Hourly Unspecified Holiday time.
  - c. Hourly Unspecified Holiday time is distinguished from time granted pursuant to Los Angeles Administrative Code Section 4.119 or similar unspecified holiday/floating holiday time provided for in MOUs whereas Hourly Unspecified Holiday time may be taken in one hour increments. Employees shall request Hourly Unspecified Holiday Time off in the same manner that they would request vacation or other similar compensated time off. Hourly Unspecified Holiday time shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost.
  - d. Employees on active payroll as of December 31, 2024 who have any unused balance of hours as referenced in Subsection A.2.a. shall be compensated by cash payment at the employee's salary rate as of

December 31, 2024. The payment shall be issued as soon as practicable after the end of calendar year 2024.

**B. PERSONAL LEAVE AND HOURLY UNSPECIFIED HOLIDAY TIME FOR CALENDAR YEARS 2025-2027**

The bank of Personal Leave time credited to an employee in calendar years 2025, 2026, and 2027 only shall be treated as follows.

1. For full-time employees:
  - a. On January 1st of each year listed above, each full-time unit member shall, in addition to all other compensatory time, receive 24 hours of Personal Leave in each calendar year.
  - b. On January 1st of each year listed above, each full-time unit member shall, in addition to all other compensatory time, receive 16 hours of Hourly Unspecified Holiday time in each calendar year.
  - c. Hourly Unspecified Holiday time is distinguished from time granted pursuant to Los Angeles Administrative Code Section 4.119 or similar unspecified holiday/floating holiday time provided for in MOUs whereas Hourly Unspecified Holiday time may be taken in hourly increments. Employees shall request Hourly Unspecified Holiday Time off in the same manner that they would request vacation or other similar compensated time off. Hourly Unspecified Holiday time shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost.
  - d. Employees on active payroll status as of December 31 of each calendar year who have any unused balance of hours as referenced in Subsection B.1.a. shall be compensated by cash payment at the employee's salary rate as of December 31, of each calendar year. The payment shall be issued as soon as practicable after the end of each calendar year.
2. For part-time employees:
  - a. On January 1st of each year, each part-time unit member shall, in addition to all other compensatory time, receive up to 24 hours of Personal Leave time based on a proration of 0.0192 hours for each hour compensated during the prior calendar year.
  - b. On January 1st of each year listed above, each part-time unit member shall, in addition to all other compensatory time, receive up to 16 hours of Hourly Unspecified Holiday time based on a proration

of 0.0192 hours for each hour compensated during the prior calendar year.

- c. Hourly Unspecified Holiday time is distinguished from time granted pursuant to Los Angeles Administrative Code Section 4.119 or similar unspecified holiday/floating holiday time provided for in MOUs whereas Hourly Unspecified Holiday time may be taken in one hour increments. Employees shall request Hourly Unspecified Holiday Time off in the same manner that they would request vacation or other similar compensated time off. Hourly Unspecified Holiday time shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost.
- d. Employees on active payroll status as of December 31 of each calendar year who have any unused balance of hours as referenced in Subsection B.2.a. shall be compensated by cash payment at the employee's salary rate as of December 31, of each calendar year. The payment shall be issued as soon as practicable after the end of each calendar year.

Upon expiration of this provision on December 25, 2027, unless mutually agreed to, the terms of this article shall revert to the previous terms in Article 7.10 – PERSONAL LEAVE. The remainder of any unused Personal Leave time credited to an employee as of December 25, 2027 shall be frozen and compensated by cash payment at the employee's salary rate as of December 31, 2027. The payment shall be issued as soon as practicable in 2028. The Hourly Unspecified Holiday time remaining as of December 25, 2027 shall be available for use through December 31, 2027. If the Hourly Unspecified Holiday time is not taken, such time shall be deemed waived and lost.

## **ARTICLE 7.11      PARKING**

The provisions of the Special MOU regarding City Employee Parking and Commute Options, including all existing and future amendments, shall apply to employees represented by the Engineers and Architects Association. All City-wide parking and transportation policies promulgated by the Commute Options and Parking Section of the Personnel Department and/or the Joint Labor-Management Committee on Commute Options and Parking shall also apply, including the policies regarding appeals of employee parking issues. Such appeals shall not be grievable.

### Temporary Parking – Occasional Mileage Assignment

Employees who are assigned to receive mileage on an occasional basis, and are not otherwise assigned a mileage parking permit may apply to Parking Services for a temporary parking pass (for one or more days), upon certification by a supervisor in advance that the employee will be assigned to mileage on a specific date(s). Such

temporary pass may be requested in lieu of receiving reimbursement for parking on the date of the mileage assignment.

Such permits shall be available only for City owned lots for which temporary permits are normally available.

#### Temporary Parking – Office Relocation

It is the understanding of the parties that temporary transition parking for a function relocated to the civic center area may be provided under the condition that such temporary parking shall not exceed 30 days and no more than 10 permits shall be available at any time to any group of City employees.

The purpose of such transition parking is to provide affected employees with the opportunity to arrange carpools, vanpools or public transportation at their new work location.

Application for such permits shall be submitted by the General Manager of the relocated department on behalf of the group of affected employees. Such permits shall be made available to employees who do not immediately qualify for regular parking permits or a transportation subsidy. If the number of relocated employees exceeds 10, then it shall be the responsibility of the requesting department to determine eligibility, and such determination shall not be subject to grievance or appeal to Parking Services.

Such permits shall be available only for City-owned lots for which temporary permits are normally available. They will not be available to individual employees who transfer or promote between locations.

### **ARTICLE 7.12      DISABILITY INSURANCE PLAN**

Management shall expend for active employees of this unit who are members of LACERS the sum necessary to cover the cost of a basic disability insurance plan. Management shall also maintain a Supplemental Disability Insurance Plan, enrollment in which is at the discretion of each employee. The full cost of the Supplemental Disability Insurance Plan premiums shall be paid by the individual employees who enroll in the plan. The City's Joint Labor-Management Benefits Committee shall determine the benefits and provider of the plan.

### **ARTICLE 7.13      EMPLOYEE AND FAMILY ASSISTANCE PROGRAM**

Management will expend for active employees who are members LACERS, and their eligible dependents, the sum necessary to cover the cost of an Employee Assistance Program (EAP). The benefits and services of the EAP and the EAP provider shall be determined by the City's Joint Labor-Management Benefits Committee.

## **ARTICLE 7.14      TEMPORARY DISABILITY: WORKERS' COMPENSATION (IOD)**

Management agrees to adhere to the City's policies with regard to the Citywide Temporary Modified Duty (Return to Work) Program.

### Section I

During the term of this MOU, Management agrees to continue providing Workers' Compensation benefits in accordance with LAAC Section 4.104, except that salary continuation payments during absences for temporary disabilities arising from job-related injuries or illnesses (injury on duty [IOD]) shall be in an amount equal to the employee's regular biweekly, take-home pay at the time of incurring the disability condition. For the purposes of this Article, take-home pay is defined as an employee's biweekly gross salary rate less the mandatory deductions for Federal and State income tax withholding, and employee retirement contributions.

### Section II

Section I of this Article shall not apply to employees who are certified off duty for temporary total disability resulting from a "sudden severe traumatic injury." Such an employee shall receive ninety percent (90%) of their regular salary at the salary rate in effect at the time of incurring the disability condition.

"Sudden severe traumatic injury" shall mean an on-duty injury received as a result of a sudden and unexpected physical trauma which results in hospitalization or immediate medical care. Examples of such an injury would include a gunshot wound, an injury from a blow or fall, an automobile accident, or an accident involving equipment failure. Examples of injuries which would not meet this definition would include communicable illnesses (except for illnesses contracted as the result of a sudden severe traumatic injury) or job stress. The Occupational Health and Safety Division of the Personnel Department shall certify a "sudden severe traumatic injury" to the Controller.

### Section III

When an employee is placed off-duty as the result of a reoccurrence of a previously certified injury on duty, the employee's disability pay will be based on the employee's salary as of the date of the reoccurrence.

### Section IV

Notwithstanding LAAC Section 4.246, employees who are certified off duty for temporary total disability shall continue to accrue vacation credit during the period of disability.

## **ARTICLE 7.15      COMPENSATED PERSONAL TIME OFF – INTERMITTENT EMPLOYEES**

Effective July 25, 2005, intermittent employees, as defined by LAAC Section 4.110(b), shall be eligible to accrue compensated personal time off (CPTO) at a rate of 2.75 minutes for every hour compensated. Employees must complete a period of six consecutive months of City service and must have been compensated for at least 500 hours before qualifying to use the CPTO. This benefit may be used in no less than one-hour increments for the following:

1.      Personal business, subject to approval of the supervisor;
2.      Holidays assigned off.

When a holiday falls on an employee's assigned schedule and the employee is not required to work on that holiday, an employee may request to use CPTO. If the qualifying employee chooses not to use CPTO for the holiday, the employee may be allowed, subject to the approval of the supervisor, to adjust their work schedule and make up the time in full not later than the next succeeding payroll period.

CPTO may be accumulated for up to a maximum of 48 hours. Any time accumulated in excess of such amount shall be deemed waived and lost. Intermittent employees with accrued CPTO and/or 100% sick leave hours, who become full-time or half-time employees, shall be allowed to carry over into their 100% sick leave bank a maximum of 48 hours of unused CPTO, 100% sick leave, or any combination of such unused time. Any unused CPTO and/or sick leave in excess of the 48 hours carried over shall be deemed waived and lost. There shall be no payment of any form for unused personal time upon separation from City service for any reason.

Employees who hold more than one intermittent position concurrently shall be eligible to accrue CPTO in only one position. Employees should designate a primary employing department in writing with their primary and secondary employing departments and with the Controller's Office. If an employee fails to designate a primary employing department, the Controller's Office will designate the first department to hire the employee as the primary employing department. Employees may change their designated primary department during the Open Enrollment period of October 1–31. If an employee changes departments outside the Open Enrollment period, the Controller's Office will designate the first department to hire the employee as the primary employing department, unless the employee notifies the Controller's Office otherwise within 30 calendar days of the effective date of the change. Employees who are paid per diem or by the session shall not be eligible to accrue CPTO.

## **ARTICLE 7.16      PART-TIME EMPLOYMENT**

The definition of a part-time employee covered by this MOU shall be in accordance with LAAC Section 4.110 LAAC.





Except for the Articles, Appendices, Letter of Agreement added or amended herein, all other Articles, provisions, Appendices, Letters of Intent, and Letters of Agreement of the 2024-2027 MOU No. 21 shall remain in full force and effect during the new term of January 1, 2024 through December 25, 2027, of this MOU.

**IN WITNESS WHEREOF**, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first above written.

**FOR THE ASSOCIATION:**



\_\_\_\_\_  
Marleen Fonseca, Executive Director  
Engineers and Architects Association

4/9/2024  
Date

**FOR THE CITY:**



\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**



\_\_\_\_\_  
Travis Hall  
Office of the City Attorney

4/10/2024  
Date

MOU 21

Appendix A

Operative on January 1, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	3800	2	\$ 81,536	--	12	\$ 119,183
7922-0	Architectural Drafting Technician	2783	2	\$ 59,716	--	12	\$ 87,320
7922-H	Architectural Drafting Technician - Harbor	3033	2	\$ 65,062	--	12	\$ 95,150
4288-0	Assistant Environmental Compliance Inspector	2867	2	\$ 61,512	--	12	\$ 89,930
7224-0	Calligrapher	2948	9	\$ 85,232	--	12	\$ 92,477
7204-0	Cartographer	2783	9	\$ 80,492	--	12	\$ 87,320
1803-0	Channel Traffic and Information Coordinator	2969	2	\$ 63,704	--	12	\$ 93,145
7941-0	City Planning Associate	4069	2	\$ 87,299	--	12	\$ 127,660
7232-0	Civil Engineering Drafting Technician	2783	2	\$ 59,716	--	12	\$ 87,320
7232-A	Civil Engineering Drafting Technician - Airport	3033	2	\$ 65,062	--	12	\$ 95,150
7232-H	Civil Engineering Drafting Technician - Harbor	3033	2	\$ 65,062	--	12	\$ 95,150
1660-1	Computer Graphic Artist I	2563	2	\$ 54,977	--	12	\$ 80,388
1660-2	Computer Graphic Artist II	3101	2	\$ 66,523	--	12	\$ 97,321
1427-1	Computer Operator I	2450	2	\$ 52,554	--	12	\$ 76,859
1427-2	Computer Operator II	2657	2	\$ 57,002	--	12	\$ 83,311
3341-0	Construction Estimator	3951	2	\$ 84,772	--	12	\$ 123,943
2378-0	Critical Incident Stress Management Program Coordin	3194	2	\$ 68,528	--	12	\$ 100,182
1470-0	Data Base Architect	5247	2	\$ 112,564	--	12	\$ 164,576
1136-1	Data Processing Technician I	2450	2	\$ 52,554	--	12	\$ 76,859
1136-2	Data Processing Technician II	2657	2	\$ 57,002	--	12	\$ 83,311
1135-1	Documentation Technician I	2485	2	\$ 53,306	--	12	\$ 77,945
1135-2	Documentation Technician II	2700	2	\$ 57,921	--	12	\$ 84,689
7229-0	Drafting Aide	2358	2	\$ 50,592	--	12	\$ 73,956
3337-0	Electrical Construction Estimator	3951	2	\$ 84,772	--	12	\$ 123,943
7532-0	Electrical Engineering Drafting Technician	2783	2	\$ 59,716	--	12	\$ 87,320
7532-H	Electrical Engineering Drafting Technician - Harbor	3033	2	\$ 65,062	--	12	\$ 95,150
7217-A	Engineering Designer - Airport	3762	2	\$ 80,701	--	12	\$ 117,992
7217-1	Engineering Designer I	3310	2	\$ 71,012	--	12	\$ 103,836
7217-2	Engineering Designer II	3645	2	\$ 78,195	--	12	\$ 114,380
4292-0	Environmental Compliance Inspector	3517	2	\$ 75,460	--	12	\$ 110,329
3734-1	Equipment Specialist I	3440	2	\$ 73,810	--	12	\$ 107,928
3734-2	Equipment Specialist II	3816	2	\$ 81,870	--	12	\$ 119,684
3229-1	Examiner Of Questioned Documents I	2678	2	\$ 57,461	--	12	\$ 84,021
3229-2	Examiner Of Questioned Documents II	4724	2	\$ 101,351	--	12	\$ 148,164
2444-0	Exhibit Preparator	2390	2	\$ 51,281	--	12	\$ 75,000

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Appendix A

Operative on January 1, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7228-0	Field Engineering Aide	3347	6	\$ 84,501	--	12	\$ 105,005	
7284-0	Field Engineering Aide Assistant	3347	0	#N/A	--	12	\$ 105,005	
7281-0	Field Engineering Aide Trainee	3347	0	#N/A	--	12	\$ 105,005	
1571-1	Financial Development Officer I	4806	2	\$ 103,105	--	12	\$ 150,732	
1571-2	Financial Development Officer II	5157	2	\$ 110,643	--	12	\$ 161,757	
2233-0	Firearms Examiner	4724	2	\$ 101,351	--	12	\$ 148,164	
2200-1	Forensic Print Specialist I	3165	2	\$ 67,901	--	12	\$ 99,242	
2200-2	Forensic Print Specialist II	3491	2	\$ 74,896	--	12	\$ 109,515	
2200-3	Forensic Print Specialist III	4092	2	\$ 87,800	--	12	\$ 128,307	
2200-4	Forensic Print Specialist IV	4352	2	\$ 93,375	--	12	\$ 136,492	
7213-0	Geographic Information Systems Specialist	3835	2	\$ 82,267	--	12	\$ 120,310	
1670-1	Graphics Designer I	2563	2	\$ 54,977	--	12	\$ 80,388	
1670-2	Graphics Designer II	3101	2	\$ 66,523	--	12	\$ 97,321	
1670-A	Graphics Designer II - Airport	3212	2	\$ 68,904	--	12	\$ 100,766	
1670-3	Graphics Designer III	3474	2	\$ 74,541	--	12	\$ 108,993	
1562-0	Improvement Assessor	3101	2	\$ 66,523	--	12	\$ 97,321	
7199-1	Improvement Bond Coordinator I	3212	2	\$ 68,904	--	12	\$ 100,766	
7199-2	Improvement Bond Coordinator II	3564	2	\$ 76,462	--	12	\$ 111,812	
9191-1	Industrial Commercial Finance Officer I	5067	2	\$ 108,701	--	12	\$ 158,938	
9191-2	Industrial Commercial Finance Officer II	5436	2	\$ 116,614	--	12	\$ 170,547	
1456-0	Information Services Specialist	3274	2	\$ 70,240	--	12	\$ 102,750	
0190-0	Interpreter						\$ 39 /HR	
1429-0	IT Specialist	3165	2	\$ 67,901	--	12	\$ 99,242	
7854-1	Laboratory Technician I	2420	2	\$ 51,928	--	12	\$ 75,898	
7854-2	Laboratory Technician II	2867	2	\$ 61,512	--	12	\$ 89,930	
7854-3	Laboratory Technician III	3026	2	\$ 64,915	--	12	\$ 94,941	
7283-0	Land Surveying Assistant	3645	2	\$ 78,195	--	12	\$ 114,380	
7968-1	Materials Testing Technician I	2719	2	\$ 58,338	--	12	\$ 85,273	
7968-2	Materials Testing Technician II	3033	2	\$ 65,062	--	12	\$ 95,150	
3342-0	Mechanical Construction Estimator	3951	2	\$ 84,772	--	12	\$ 123,943	
7551-0	Mechanical Engineering Drafting Technician	2781	2	\$ 59,654	--	12	\$ 87,236	
2310-0	Medical Assistant	2181	2	\$ 46,792	--	12	\$ 68,423	
7212-1	Office Engineering Technician I	2420	2	\$ 51,928	--	12	\$ 75,898	
7212-2	Office Engineering Technician II	2719	7	\$ 72,474	--	12	\$ 85,273	
7212-3	Office Engineering Technician III	3033	2	\$ 65,062	--	12	\$ 95,150	

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Appendix A

Operative on January 1, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1793-1	Photographer I	2781	2	\$ 59,654	--	12	\$ 87,236
1793-2	Photographer II	3196	2	\$ 68,569	--	12	\$ 100,265
1793-3	Photographer III	3372	2	\$ 72,349	--	12	\$ 105,778
2309-1	Physical Therapist I	3116	2	\$ 66,857	--	12	\$ 97,739
2309-2	Physical Therapist II	3277	2	\$ 70,302	--	12	\$ 102,813
7943-1	Planning Aide I	2420	2	\$ 51,928	--	12	\$ 75,898
7943-2	Planning Aide II	2783	2	\$ 59,716	--	12	\$ 87,320
7939-0	Planning Assistant	3383	2	\$ 72,578	--	12	\$ 106,091
6146-0	Playback Operator	2563	2	\$ 54,977	--	12	\$ 80,388
1650-0	Police Composite Artist	3033	2	\$ 65,062	--	12	\$ 95,150
2240-1	Polygraph Examiner I	3453	8	\$ 97,196	--	12	\$ 108,346
2240-2	Polygraph Examiner II	4373	8	\$ 123,066	--	12	\$ 137,181
2240-3	Polygraph Examiner III	4599	2	\$ 98,658	--	12	\$ 144,259
2240-4	Polygraph Examiner IV	5285	2	\$ 113,378	--	12	\$ 165,766
1941-1	Real Estate Associate I	2719	2	\$ 58,338	--	12	\$ 85,273
1941-2	Real Estate Associate II	3212	2	\$ 68,904	--	12	\$ 100,766
1960-0	Real Estate Officer	4205	2	\$ 90,222	--	12	\$ 131,878
1960-A	Real Estate Officer - Airport	4205	2	\$ 90,222	--	12	\$ 131,878
1960-H	Real Estate Officer - Harbor	4205	2	\$ 90,222	--	12	\$ 131,878
1937-0	Real Estate Trainee	2563	2	\$ 54,977	--	12	\$ 80,388
7208-0	Senior Architectural Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321
7205-0	Senior Cartographer	3101	2	\$ 66,523	--	12	\$ 97,321
7207-0	Senior Civil Engineering Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321
1428-1	Senior Computer Operator I	2867	2	\$ 61,512	--	12	\$ 89,930
1428-2	Senior Computer Operator II	3297	2	\$ 70,741	--	12	\$ 103,418
7209-0	Senior Electrical Engineering Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321
7210-0	Senior Mechanical Engineering Drafting Technician	3383	2	\$ 72,578	--	12	\$ 106,091
1947-0	Senior Title Examiner	3383	2	\$ 72,578	--	12	\$ 106,091
4273-0	Senior Transportation Investigator	4039	2	\$ 86,652	--	12	\$ 126,678
7286-1	Survey Party Chief I	4069	2	\$ 87,299	--	12	\$ 127,660
7286-2	Survey Party Chief II	4385	7	\$ 116,865	--	12	\$ 137,536
1455-1	Systems Administrator I	4671	7	\$ 124,486	--	12	\$ 146,494
1455-2	Systems Administrator II	5024	2	\$ 107,782	--	12	\$ 157,581
1455-3	Systems Administrator III	5444	2	\$ 116,802	--	12	\$ 170,735
7615-0	Television Engineer	4069	2	\$ 87,299	--	12	\$ 127,660

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Appendix A

Operative on January 1, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1943-0	Title Examiner	3033	3	\$ 66,857	--	12	\$ 95,150
7285-1	Transportation Engineering Aide I	2867	2	\$ 61,512	--	12	\$ 89,930
7285-2	Transportation Engineering Aide II	3212	2	\$ 68,904	--	12	\$ 100,766
4271-0	Transportation Investigator	3631	2	\$ 77,903	--	12	\$ 113,900
2480-1	Transportation Planning Associate I	3383	2	\$ 72,578	--	12	\$ 106,091
2480-2	Transportation Planning Associate II	4069	6	\$ 102,750	--	12	\$ 127,660
2369-0	Veterinary Technician	2767	2	\$ 59,361	--	12	\$ 86,798
1802-0	Video Production Coordinator	2969	2	\$ 63,704	--	12	\$ 93,145
6145-1	Video Technician I	2969	2	\$ 63,704	--	12	\$ 93,145
6145-2	Video Technician II	3292	2	\$ 70,637	--	12	\$ 103,272
6149-0	Videotape Librarian	2724	2	\$ 58,443	--	12	\$ 85,440
2358-1	X-Ray and Laboratory Technician I	3040	2	\$ 65,229	--	12	\$ 95,338
2358-2	X-Ray and Laboratory Technician II	3212	2	\$ 68,904	--	12	\$ 100,766

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Appendix A

Operative on January 1, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
2181	HR	\$ 21.81	\$ 22.41	\$ 23.03	\$ 23.66	\$ 24.98	\$ 26.38	\$ 27.85	\$ 29.40	\$ 30.21	\$ 31.04	\$ 31.89	\$ 32.77
	BW	\$ 1,744.80	\$ 1,792.80	\$ 1,842.40	\$ 1,892.80	\$ 1,998.40	\$ 2,110.40	\$ 2,228.00	\$ 2,352.00	\$ 2,416.80	\$ 2,483.20	\$ 2,551.20	\$ 2,621.60
	YR	\$ 45,539	\$ 46,792	\$ 48,086	\$ 49,402	\$ 52,158	\$ 55,081	\$ 58,150	\$ 61,387	\$ 63,078	\$ 64,811	\$ 66,586	\$ 68,423
2358	HR	\$ 23.58	\$ 24.23	\$ 24.89	\$ 25.57	\$ 27.00	\$ 28.51	\$ 30.11	\$ 31.78	\$ 32.65	\$ 33.55	\$ 34.47	\$ 35.42
	BW	\$ 1,886.40	\$ 1,938.40	\$ 1,991.20	\$ 2,045.60	\$ 2,160.00	\$ 2,280.80	\$ 2,408.80	\$ 2,542.40	\$ 2,612.00	\$ 2,684.00	\$ 2,757.60	\$ 2,833.60
	YR	\$ 49,235	\$ 50,592	\$ 51,970	\$ 53,390	\$ 56,376	\$ 59,528	\$ 62,869	\$ 66,356	\$ 68,173	\$ 70,052	\$ 71,973	\$ 73,956
2390	HR	\$ 23.90	\$ 24.56	\$ 25.23	\$ 25.92	\$ 27.37	\$ 28.90	\$ 30.52	\$ 32.22	\$ 33.11	\$ 34.02	\$ 34.96	\$ 35.92
	BW	\$ 1,912.00	\$ 1,964.80	\$ 2,018.40	\$ 2,073.60	\$ 2,189.60	\$ 2,312.00	\$ 2,441.60	\$ 2,577.60	\$ 2,648.80	\$ 2,721.60	\$ 2,796.80	\$ 2,873.60
	YR	\$ 49,903	\$ 51,281	\$ 52,680	\$ 54,120	\$ 57,148	\$ 60,343	\$ 63,725	\$ 67,275	\$ 69,133	\$ 71,033	\$ 72,996	\$ 75,000
2420	HR	\$ 24.20	\$ 24.87	\$ 25.55	\$ 26.25	\$ 27.71	\$ 29.25	\$ 30.89	\$ 32.61	\$ 33.51	\$ 34.43	\$ 35.38	\$ 36.35
	BW	\$ 1,936.00	\$ 1,989.60	\$ 2,044.00	\$ 2,100.00	\$ 2,216.80	\$ 2,340.00	\$ 2,471.20	\$ 2,608.80	\$ 2,680.80	\$ 2,754.40	\$ 2,830.40	\$ 2,908.00
	YR	\$ 50,529	\$ 51,928	\$ 53,348	\$ 54,810	\$ 57,858	\$ 61,074	\$ 64,498	\$ 68,089	\$ 69,968	\$ 71,889	\$ 73,873	\$ 75,898
2450	HR	\$ 24.50	\$ 25.17	\$ 25.87	\$ 26.58	\$ 28.06	\$ 29.62	\$ 31.28	\$ 33.02	\$ 33.93	\$ 34.86	\$ 35.82	\$ 36.81
	BW	\$ 1,960.00	\$ 2,013.60	\$ 2,069.60	\$ 2,126.40	\$ 2,244.80	\$ 2,369.60	\$ 2,502.40	\$ 2,641.60	\$ 2,714.40	\$ 2,788.80	\$ 2,865.60	\$ 2,944.80
	YR	\$ 51,156	\$ 52,554	\$ 54,016	\$ 55,499	\$ 58,589	\$ 61,846	\$ 65,312	\$ 68,945	\$ 70,845	\$ 72,787	\$ 74,792	\$ 76,859
2485	HR	\$ 24.85	\$ 25.53	\$ 26.24	\$ 26.96	\$ 28.46	\$ 30.04	\$ 31.72	\$ 33.49	\$ 34.41	\$ 35.36	\$ 36.33	\$ 37.33
	BW	\$ 1,988.00	\$ 2,042.40	\$ 2,099.20	\$ 2,156.80	\$ 2,276.80	\$ 2,403.20	\$ 2,537.60	\$ 2,679.20	\$ 2,752.80	\$ 2,828.80	\$ 2,906.40	\$ 2,986.40
	YR	\$ 51,886	\$ 53,306	\$ 54,789	\$ 56,292	\$ 59,424	\$ 62,723	\$ 66,231	\$ 69,927	\$ 71,848	\$ 73,831	\$ 75,857	\$ 77,945
2563	HR	\$ 25.63	\$ 26.33	\$ 27.06	\$ 27.80	\$ 29.36	\$ 30.99	\$ 32.72	\$ 34.54	\$ 35.49	\$ 36.47	\$ 37.47	\$ 38.50
	BW	\$ 2,050.40	\$ 2,106.40	\$ 2,164.80	\$ 2,224.00	\$ 2,348.80	\$ 2,479.20	\$ 2,617.60	\$ 2,763.20	\$ 2,839.20	\$ 2,917.60	\$ 2,997.60	\$ 3,080.00
	YR	\$ 53,515	\$ 54,977	\$ 56,501	\$ 58,046	\$ 61,303	\$ 64,707	\$ 68,319	\$ 72,119	\$ 74,103	\$ 76,149	\$ 78,237	\$ 80,388
2657	HR	\$ 26.57	\$ 27.30	\$ 28.05	\$ 28.82	\$ 30.42	\$ 32.12	\$ 33.91	\$ 35.80	\$ 36.78	\$ 37.79	\$ 38.83	\$ 39.90
	BW	\$ 2,125.60	\$ 2,184.00	\$ 2,244.00	\$ 2,305.60	\$ 2,433.60	\$ 2,569.60	\$ 2,712.80	\$ 2,864.00	\$ 2,942.40	\$ 3,023.20	\$ 3,106.40	\$ 3,192.00
	YR	\$ 55,478	\$ 57,002	\$ 58,568	\$ 60,176	\$ 63,516	\$ 67,066	\$ 70,804	\$ 74,750	\$ 76,796	\$ 78,905	\$ 81,077	\$ 83,311
2678	HR	\$ 26.78	\$ 27.52	\$ 28.27	\$ 29.05	\$ 30.67	\$ 32.38	\$ 34.18	\$ 36.10	\$ 37.09	\$ 38.11	\$ 39.16	\$ 40.24
	BW	\$ 2,142.40	\$ 2,201.60	\$ 2,261.60	\$ 2,324.00	\$ 2,453.60	\$ 2,590.40	\$ 2,734.40	\$ 2,888.00	\$ 2,967.20	\$ 3,048.80	\$ 3,132.80	\$ 3,219.20
	YR	\$ 55,916	\$ 57,461	\$ 59,027	\$ 60,656	\$ 64,038	\$ 67,609	\$ 71,367	\$ 75,376	\$ 77,443	\$ 79,573	\$ 81,766	\$ 84,021
2700	HR	\$ 27.00	\$ 27.74	\$ 28.51	\$ 29.29	\$ 30.93	\$ 32.65	\$ 34.47	\$ 36.39	\$ 37.39	\$ 38.42	\$ 39.47	\$ 40.56
	BW	\$ 2,160.00	\$ 2,219.20	\$ 2,280.80	\$ 2,343.20	\$ 2,474.40	\$ 2,612.00	\$ 2,757.60	\$ 2,911.20	\$ 2,991.20	\$ 3,073.60	\$ 3,157.60	\$ 3,244.80
	YR	\$ 56,376	\$ 57,921	\$ 59,528	\$ 61,157	\$ 64,581	\$ 68,173	\$ 71,973	\$ 75,982	\$ 78,070	\$ 80,220	\$ 82,413	\$ 84,689
2719	HR	\$ 27.19	\$ 27.94	\$ 28.71	\$ 29.50	\$ 31.14	\$ 32.88	\$ 34.71	\$ 36.64	\$ 37.65	\$ 38.69	\$ 39.75	\$ 40.84
	BW	\$ 2,175.20	\$ 2,235.20	\$ 2,296.80	\$ 2,360.00	\$ 2,491.20	\$ 2,630.40	\$ 2,776.80	\$ 2,931.20	\$ 3,012.00	\$ 3,095.20	\$ 3,180.00	\$ 3,267.20
	YR	\$ 56,772	\$ 58,338	\$ 59,946	\$ 61,596	\$ 65,020	\$ 68,653	\$ 72,474	\$ 76,504	\$ 78,613	\$ 80,784	\$ 82,998	\$ 85,273
2724	HR	\$ 27.24	\$ 27.99	\$ 28.76	\$ 29.55	\$ 31.19	\$ 32.93	\$ 34.77	\$ 36.71	\$ 37.72	\$ 38.76	\$ 39.82	\$ 40.92
	BW	\$ 2,179.20	\$ 2,239.20	\$ 2,300.80	\$ 2,364.00	\$ 2,495.20	\$ 2,634.40	\$ 2,781.60	\$ 2,936.80	\$ 3,017.60	\$ 3,100.80	\$ 3,185.60	\$ 3,273.60
	YR	\$ 56,877	\$ 58,443	\$ 60,050	\$ 61,700	\$ 65,124	\$ 68,757	\$ 72,599	\$ 76,650	\$ 78,759	\$ 80,930	\$ 83,144	\$ 85,440

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**Appendix A**

**Operative on January 1, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2767	HR	\$ 27.67	\$ 28.43	\$ 29.21	\$ 30.01	\$ 31.69	\$ 33.46	\$ 35.33	\$ 37.30	\$ 38.32	\$ 39.37	\$ 40.46	\$ 41.57
	BW	\$ 2,213.60	\$ 2,274.40	\$ 2,336.80	\$ 2,400.80	\$ 2,535.20	\$ 2,676.80	\$ 2,826.40	\$ 2,984.00	\$ 3,065.60	\$ 3,149.60	\$ 3,236.80	\$ 3,325.60
	YR	\$ 57,774	\$ 59,361	\$ 60,990	\$ 62,660	\$ 66,168	\$ 69,864	\$ 73,769	\$ 77,882	\$ 80,012	\$ 82,204	\$ 84,480	\$ 86,798
2781	HR	\$ 27.81	\$ 28.57	\$ 29.36	\$ 30.17	\$ 31.85	\$ 33.63	\$ 35.50	\$ 37.48	\$ 38.51	\$ 39.57	\$ 40.66	\$ 41.78
	BW	\$ 2,224.80	\$ 2,285.60	\$ 2,348.80	\$ 2,413.60	\$ 2,548.00	\$ 2,690.40	\$ 2,840.00	\$ 2,998.40	\$ 3,080.80	\$ 3,165.60	\$ 3,252.80	\$ 3,342.40
	YR	\$ 58,067	\$ 59,654	\$ 61,303	\$ 62,994	\$ 66,502	\$ 70,219	\$ 74,124	\$ 78,258	\$ 80,408	\$ 82,622	\$ 84,898	\$ 87,236
2783	HR	\$ 27.83	\$ 28.60	\$ 29.38	\$ 30.19	\$ 31.87	\$ 33.65	\$ 35.53	\$ 37.51	\$ 38.55	\$ 39.61	\$ 40.70	\$ 41.82
	BW	\$ 2,226.40	\$ 2,288.00	\$ 2,350.40	\$ 2,415.20	\$ 2,549.60	\$ 2,692.00	\$ 2,842.40	\$ 3,000.80	\$ 3,084.00	\$ 3,168.80	\$ 3,256.00	\$ 3,345.60
	YR	\$ 58,109	\$ 59,716	\$ 61,345	\$ 63,036	\$ 66,544	\$ 70,261	\$ 74,186	\$ 78,320	\$ 80,492	\$ 82,705	\$ 84,981	\$ 87,320
2867	HR	\$ 28.67	\$ 29.46	\$ 30.27	\$ 31.10	\$ 32.84	\$ 34.67	\$ 36.60	\$ 38.64	\$ 39.71	\$ 40.80	\$ 41.92	\$ 43.07
	BW	\$ 2,293.60	\$ 2,356.80	\$ 2,421.60	\$ 2,488.00	\$ 2,627.20	\$ 2,773.60	\$ 2,928.00	\$ 3,091.20	\$ 3,176.80	\$ 3,264.00	\$ 3,353.60	\$ 3,445.60
	YR	\$ 59,862	\$ 61,512	\$ 63,203	\$ 64,936	\$ 68,569	\$ 72,390	\$ 76,420	\$ 80,680	\$ 82,914	\$ 85,190	\$ 87,528	\$ 89,930
2948	HR	\$ 29.48	\$ 30.29	\$ 31.12	\$ 31.98	\$ 33.76	\$ 35.64	\$ 37.63	\$ 39.72	\$ 40.82	\$ 41.94	\$ 43.10	\$ 44.29
	BW	\$ 2,358.40	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,700.80	\$ 2,851.20	\$ 3,010.40	\$ 3,177.60	\$ 3,265.60	\$ 3,355.20	\$ 3,448.00	\$ 3,543.20
	YR	\$ 61,554	\$ 63,245	\$ 64,978	\$ 66,774	\$ 70,490	\$ 74,416	\$ 78,571	\$ 82,935	\$ 85,232	\$ 87,570	\$ 89,992	\$ 92,477
2969	HR	\$ 29.69	\$ 30.51	\$ 31.35	\$ 32.21	\$ 34.01	\$ 35.91	\$ 37.91	\$ 40.03	\$ 41.13	\$ 42.26	\$ 43.42	\$ 44.61
	BW	\$ 2,375.20	\$ 2,440.80	\$ 2,508.00	\$ 2,576.80	\$ 2,720.80	\$ 2,872.80	\$ 3,032.80	\$ 3,202.40	\$ 3,290.40	\$ 3,380.80	\$ 3,473.60	\$ 3,568.80
	YR	\$ 61,992	\$ 63,704	\$ 65,458	\$ 67,254	\$ 71,012	\$ 74,980	\$ 79,156	\$ 83,582	\$ 85,879	\$ 88,238	\$ 90,660	\$ 93,145
3026	HR	\$ 30.26	\$ 31.09	\$ 31.95	\$ 32.83	\$ 34.66	\$ 36.59	\$ 38.63	\$ 40.79	\$ 41.91	\$ 43.06	\$ 44.25	\$ 45.47
	BW	\$ 2,420.80	\$ 2,487.20	\$ 2,556.00	\$ 2,626.40	\$ 2,772.80	\$ 2,927.20	\$ 3,090.40	\$ 3,263.20	\$ 3,352.80	\$ 3,444.80	\$ 3,540.00	\$ 3,637.60
	YR	\$ 63,182	\$ 64,915	\$ 66,711	\$ 68,549	\$ 72,370	\$ 76,399	\$ 80,659	\$ 85,169	\$ 87,508	\$ 89,909	\$ 92,394	\$ 94,941
3033	HR	\$ 30.33	\$ 31.16	\$ 32.02	\$ 32.90	\$ 34.74	\$ 36.68	\$ 38.73	\$ 40.88	\$ 42.01	\$ 43.17	\$ 44.35	\$ 45.57
	BW	\$ 2,426.40	\$ 2,492.80	\$ 2,561.60	\$ 2,632.00	\$ 2,779.20	\$ 2,934.40	\$ 3,098.40	\$ 3,270.40	\$ 3,360.80	\$ 3,453.60	\$ 3,548.00	\$ 3,645.60
	YR	\$ 63,329	\$ 65,062	\$ 66,857	\$ 68,695	\$ 72,537	\$ 76,587	\$ 80,868	\$ 85,357	\$ 87,716	\$ 90,138	\$ 92,602	\$ 95,150
3040	HR	\$ 30.40	\$ 31.24	\$ 32.09	\$ 32.97	\$ 34.81	\$ 36.75	\$ 38.80	\$ 40.97	\$ 42.09	\$ 43.25	\$ 44.44	\$ 45.66
	BW	\$ 2,432.00	\$ 2,499.20	\$ 2,567.20	\$ 2,637.60	\$ 2,784.80	\$ 2,940.00	\$ 3,104.00	\$ 3,277.60	\$ 3,367.20	\$ 3,460.00	\$ 3,555.20	\$ 3,652.80
	YR	\$ 63,475	\$ 65,229	\$ 67,003	\$ 68,841	\$ 72,683	\$ 76,734	\$ 81,014	\$ 85,545	\$ 87,883	\$ 90,306	\$ 92,790	\$ 95,338
3101	HR	\$ 31.01	\$ 31.86	\$ 32.74	\$ 33.64	\$ 35.52	\$ 37.50	\$ 39.60	\$ 41.81	\$ 42.96	\$ 44.14	\$ 45.36	\$ 46.61
	BW	\$ 2,480.80	\$ 2,548.80	\$ 2,619.20	\$ 2,691.20	\$ 2,841.60	\$ 3,000.00	\$ 3,168.00	\$ 3,344.80	\$ 3,436.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80
	YR	\$ 64,748	\$ 66,523	\$ 68,361	\$ 70,240	\$ 74,165	\$ 78,300	\$ 82,684	\$ 87,299	\$ 89,700	\$ 92,164	\$ 94,711	\$ 97,321
3116	HR	\$ 31.16	\$ 32.02	\$ 32.90	\$ 33.80	\$ 35.69	\$ 37.68	\$ 39.77	\$ 41.99	\$ 43.15	\$ 44.34	\$ 45.56	\$ 46.81
	BW	\$ 2,492.80	\$ 2,561.60	\$ 2,632.00	\$ 2,704.00	\$ 2,855.20	\$ 3,014.40	\$ 3,181.60	\$ 3,359.20	\$ 3,452.00	\$ 3,547.20	\$ 3,644.80	\$ 3,744.80
	YR	\$ 65,062	\$ 66,857	\$ 68,695	\$ 70,574	\$ 74,520	\$ 78,675	\$ 83,039	\$ 87,675	\$ 90,097	\$ 92,581	\$ 95,129	\$ 97,739
3165	HR	\$ 31.65	\$ 32.52	\$ 33.41	\$ 34.33	\$ 36.24	\$ 38.26	\$ 40.40	\$ 42.65	\$ 43.82	\$ 45.03	\$ 46.26	\$ 47.53
	BW	\$ 2,532.00	\$ 2,601.60	\$ 2,672.80	\$ 2,746.40	\$ 2,899.20	\$ 3,060.80	\$ 3,232.00	\$ 3,412.00	\$ 3,505.60	\$ 3,602.40	\$ 3,700.80	\$ 3,802.40
	YR	\$ 66,085	\$ 67,901	\$ 69,760	\$ 71,681	\$ 75,669	\$ 79,886	\$ 84,355	\$ 89,053	\$ 91,496	\$ 94,022	\$ 96,590	\$ 99,242

**MOU 21**

**Appendix A**

**Operative on January 1, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3194	HR	\$ 31.94	\$ 32.82	\$ 33.72	\$ 34.65	\$ 36.58	\$ 38.61	\$ 40.77	\$ 43.04	\$ 44.23	\$ 45.45	\$ 46.70	\$ 47.98
	BW	\$ 2,555.20	\$ 2,625.60	\$ 2,697.60	\$ 2,772.00	\$ 2,926.40	\$ 3,088.80	\$ 3,261.60	\$ 3,443.20	\$ 3,538.40	\$ 3,636.00	\$ 3,736.00	\$ 3,838.40
	YR	\$ 66,690	\$ 68,528	\$ 70,407	\$ 72,349	\$ 76,379	\$ 80,617	\$ 85,127	\$ 89,867	\$ 92,352	\$ 94,899	\$ 97,509	\$ 100,182
3196	HR	\$ 31.96	\$ 32.84	\$ 33.74	\$ 34.67	\$ 36.60	\$ 38.64	\$ 40.80	\$ 43.07	\$ 44.26	\$ 45.48	\$ 46.73	\$ 48.02
	BW	\$ 2,556.80	\$ 2,627.20	\$ 2,699.20	\$ 2,773.60	\$ 2,928.00	\$ 3,091.20	\$ 3,264.00	\$ 3,445.60	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60
	YR	\$ 66,732	\$ 68,569	\$ 70,449	\$ 72,390	\$ 76,420	\$ 80,680	\$ 85,190	\$ 89,930	\$ 92,414	\$ 94,962	\$ 97,572	\$ 100,265
3212	HR	\$ 32.12	\$ 33.00	\$ 33.91	\$ 34.84	\$ 36.78	\$ 38.84	\$ 41.01	\$ 43.30	\$ 44.49	\$ 45.71	\$ 46.97	\$ 48.26
	BW	\$ 2,569.60	\$ 2,640.00	\$ 2,712.80	\$ 2,787.20	\$ 2,942.40	\$ 3,107.20	\$ 3,280.80	\$ 3,464.00	\$ 3,559.20	\$ 3,656.80	\$ 3,757.60	\$ 3,860.80
	YR	\$ 67,066	\$ 68,904	\$ 70,804	\$ 72,745	\$ 76,796	\$ 81,097	\$ 85,628	\$ 90,410	\$ 92,895	\$ 95,442	\$ 98,073	\$ 100,766
3274	HR	\$ 32.74	\$ 33.64	\$ 34.57	\$ 35.52	\$ 37.50	\$ 39.60	\$ 41.81	\$ 44.14	\$ 45.36	\$ 46.61	\$ 47.89	\$ 49.21
	BW	\$ 2,619.20	\$ 2,691.20	\$ 2,765.60	\$ 2,841.60	\$ 3,000.00	\$ 3,168.00	\$ 3,344.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80	\$ 3,831.20	\$ 3,936.80
	YR	\$ 68,361	\$ 70,240	\$ 72,182	\$ 74,165	\$ 78,300	\$ 82,684	\$ 87,299	\$ 92,164	\$ 94,711	\$ 97,321	\$ 99,994	\$ 102,750
3277	HR	\$ 32.77	\$ 33.67	\$ 34.60	\$ 35.55	\$ 37.53	\$ 39.63	\$ 41.84	\$ 44.17	\$ 45.39	\$ 46.64	\$ 47.92	\$ 49.24
	BW	\$ 2,621.60	\$ 2,693.60	\$ 2,768.00	\$ 2,844.00	\$ 3,002.40	\$ 3,170.40	\$ 3,347.20	\$ 3,533.60	\$ 3,631.20	\$ 3,731.20	\$ 3,833.60	\$ 3,939.20
	YR	\$ 68,423	\$ 70,302	\$ 72,244	\$ 74,228	\$ 78,362	\$ 82,747	\$ 87,361	\$ 92,226	\$ 94,774	\$ 97,384	\$ 100,056	\$ 102,813
3292	HR	\$ 32.92	\$ 33.83	\$ 34.76	\$ 35.72	\$ 37.71	\$ 39.82	\$ 42.04	\$ 44.38	\$ 45.60	\$ 46.85	\$ 48.14	\$ 49.46
	BW	\$ 2,633.60	\$ 2,706.40	\$ 2,780.80	\$ 2,857.60	\$ 3,016.80	\$ 3,185.60	\$ 3,363.20	\$ 3,550.40	\$ 3,648.00	\$ 3,748.00	\$ 3,851.20	\$ 3,956.80
	YR	\$ 68,736	\$ 70,637	\$ 72,578	\$ 74,583	\$ 78,738	\$ 83,144	\$ 87,779	\$ 92,665	\$ 95,212	\$ 97,822	\$ 100,516	\$ 103,272
3297	HR	\$ 32.97	\$ 33.88	\$ 34.81	\$ 35.77	\$ 37.76	\$ 39.87	\$ 42.09	\$ 44.43	\$ 45.65	\$ 46.91	\$ 48.20	\$ 49.53
	BW	\$ 2,637.60	\$ 2,710.40	\$ 2,784.80	\$ 2,861.60	\$ 3,020.80	\$ 3,189.60	\$ 3,367.20	\$ 3,554.40	\$ 3,652.00	\$ 3,752.80	\$ 3,856.00	\$ 3,962.40
	YR	\$ 68,841	\$ 70,741	\$ 72,683	\$ 74,687	\$ 78,842	\$ 83,248	\$ 87,883	\$ 92,769	\$ 95,317	\$ 97,948	\$ 100,641	\$ 103,418
3310	HR	\$ 33.10	\$ 34.01	\$ 34.95	\$ 35.91	\$ 37.91	\$ 40.03	\$ 42.26	\$ 44.61	\$ 45.84	\$ 47.10	\$ 48.40	\$ 49.73
	BW	\$ 2,648.00	\$ 2,720.80	\$ 2,796.00	\$ 2,872.80	\$ 3,032.80	\$ 3,202.40	\$ 3,380.80	\$ 3,568.80	\$ 3,667.20	\$ 3,768.00	\$ 3,872.00	\$ 3,978.40
	YR	\$ 69,112	\$ 71,012	\$ 72,975	\$ 74,980	\$ 79,156	\$ 83,582	\$ 88,238	\$ 93,145	\$ 95,713	\$ 98,344	\$ 101,059	\$ 103,836
3347	HR	\$ 33.47	\$ 34.39	\$ 35.34	\$ 36.31	\$ 38.34	\$ 40.47	\$ 42.73	\$ 45.12	\$ 46.36	\$ 47.63	\$ 48.94	\$ 50.29
	BW	\$ 2,677.60	\$ 2,751.20	\$ 2,827.20	\$ 2,904.80	\$ 3,067.20	\$ 3,237.60	\$ 3,418.40	\$ 3,609.60	\$ 3,708.80	\$ 3,810.40	\$ 3,915.20	\$ 4,023.20
	YR	\$ 69,885	\$ 71,806	\$ 73,789	\$ 75,815	\$ 80,053	\$ 84,501	\$ 89,220	\$ 94,210	\$ 96,799	\$ 99,451	\$ 102,186	\$ 105,005
3372	HR	\$ 33.72	\$ 34.65	\$ 35.60	\$ 36.58	\$ 38.61	\$ 40.77	\$ 43.04	\$ 45.45	\$ 46.70	\$ 47.98	\$ 49.30	\$ 50.66
	BW	\$ 2,697.60	\$ 2,772.00	\$ 2,848.00	\$ 2,926.40	\$ 3,088.80	\$ 3,261.60	\$ 3,443.20	\$ 3,636.00	\$ 3,736.00	\$ 3,838.40	\$ 3,944.00	\$ 4,052.80
	YR	\$ 70,407	\$ 72,349	\$ 74,332	\$ 76,379	\$ 80,617	\$ 85,127	\$ 89,867	\$ 94,899	\$ 97,509	\$ 100,182	\$ 102,938	\$ 105,778
3383	HR	\$ 33.83	\$ 34.76	\$ 35.72	\$ 36.70	\$ 38.75	\$ 40.90	\$ 43.19	\$ 45.59	\$ 46.84	\$ 48.13	\$ 49.45	\$ 50.81
	BW	\$ 2,706.40	\$ 2,780.80	\$ 2,857.60	\$ 2,936.00	\$ 3,100.00	\$ 3,272.00	\$ 3,455.20	\$ 3,647.20	\$ 3,747.20	\$ 3,850.40	\$ 3,956.00	\$ 4,064.80
	YR	\$ 70,637	\$ 72,578	\$ 74,583	\$ 76,629	\$ 80,910	\$ 85,399	\$ 90,180	\$ 95,191	\$ 97,801	\$ 100,495	\$ 103,251	\$ 106,091
3440	HR	\$ 34.40	\$ 35.35	\$ 36.32	\$ 37.32	\$ 39.40	\$ 41.60	\$ 43.93	\$ 46.37	\$ 47.65	\$ 48.96	\$ 50.31	\$ 51.69
	BW	\$ 2,752.00	\$ 2,828.00	\$ 2,905.60	\$ 2,985.60	\$ 3,152.00	\$ 3,328.00	\$ 3,514.40	\$ 3,709.60	\$ 3,812.00	\$ 3,916.80	\$ 4,024.80	\$ 4,135.20
	YR	\$ 71,827	\$ 73,810	\$ 75,836	\$ 77,924	\$ 82,267	\$ 86,860	\$ 91,725	\$ 96,820	\$ 99,493	\$ 102,228	\$ 105,047	\$ 107,928



**MOU 21**

**Appendix A**

**Operative on January 1, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3453	HR	\$ 34.53	\$ 35.48	\$ 36.46	\$ 37.46	\$ 39.55	\$ 41.76	\$ 44.09	\$ 46.55	\$ 47.83	\$ 49.15	\$ 50.50	\$ 51.89
	BW	\$ 2,762.40	\$ 2,838.40	\$ 2,916.80	\$ 2,996.80	\$ 3,164.00	\$ 3,340.80	\$ 3,527.20	\$ 3,724.00	\$ 3,826.40	\$ 3,932.00	\$ 4,040.00	\$ 4,151.20
	YR	\$ 72,098	\$ 74,082	\$ 76,128	\$ 78,216	\$ 82,580	\$ 87,194	\$ 92,059	\$ 97,196	\$ 99,869	\$ 102,625	\$ 105,444	\$ 108,346
3474	HR	\$ 34.74	\$ 35.70	\$ 36.68	\$ 37.69	\$ 39.80	\$ 42.01	\$ 44.36	\$ 46.83	\$ 48.12	\$ 49.44	\$ 50.80	\$ 52.20
	BW	\$ 2,779.20	\$ 2,856.00	\$ 2,934.40	\$ 3,015.20	\$ 3,184.00	\$ 3,360.80	\$ 3,548.80	\$ 3,746.40	\$ 3,849.60	\$ 3,955.20	\$ 4,064.00	\$ 4,176.00
	YR	\$ 72,537	\$ 74,541	\$ 76,587	\$ 78,696	\$ 83,102	\$ 87,716	\$ 92,623	\$ 97,781	\$ 100,474	\$ 103,230	\$ 106,070	\$ 108,993
3491	HR	\$ 34.91	\$ 35.87	\$ 36.86	\$ 37.87	\$ 39.99	\$ 42.22	\$ 44.57	\$ 47.06	\$ 48.35	\$ 49.68	\$ 51.05	\$ 52.45
	BW	\$ 2,792.80	\$ 2,869.60	\$ 2,948.80	\$ 3,029.60	\$ 3,199.20	\$ 3,377.60	\$ 3,565.60	\$ 3,764.80	\$ 3,868.00	\$ 3,974.40	\$ 4,084.00	\$ 4,196.00
	YR	\$ 72,892	\$ 74,896	\$ 76,963	\$ 79,072	\$ 83,499	\$ 88,155	\$ 93,062	\$ 98,261	\$ 100,954	\$ 103,731	\$ 106,592	\$ 109,515
3517	HR	\$ 35.17	\$ 36.14	\$ 37.13	\$ 38.15	\$ 40.28	\$ 42.53	\$ 44.90	\$ 47.41	\$ 48.71	\$ 50.05	\$ 51.43	\$ 52.84
	BW	\$ 2,813.60	\$ 2,891.20	\$ 2,970.40	\$ 3,052.00	\$ 3,222.40	\$ 3,402.40	\$ 3,592.00	\$ 3,792.80	\$ 3,896.80	\$ 4,004.00	\$ 4,114.40	\$ 4,227.20
	YR	\$ 73,434	\$ 75,460	\$ 77,527	\$ 79,657	\$ 84,104	\$ 88,802	\$ 93,751	\$ 98,992	\$ 101,706	\$ 104,504	\$ 107,385	\$ 110,329
3564	HR	\$ 35.64	\$ 36.62	\$ 37.63	\$ 38.66	\$ 40.82	\$ 43.10	\$ 45.51	\$ 48.05	\$ 49.37	\$ 50.73	\$ 52.12	\$ 53.55
	BW	\$ 2,851.20	\$ 2,929.60	\$ 3,010.40	\$ 3,092.80	\$ 3,265.60	\$ 3,448.00	\$ 3,640.80	\$ 3,844.00	\$ 3,949.60	\$ 4,058.40	\$ 4,169.60	\$ 4,284.00
	YR	\$ 74,416	\$ 76,462	\$ 78,571	\$ 80,722	\$ 85,232	\$ 89,992	\$ 95,024	\$ 100,328	\$ 103,084	\$ 105,924	\$ 108,826	\$ 111,812
3631	HR	\$ 36.31	\$ 37.31	\$ 38.33	\$ 39.38	\$ 41.58	\$ 43.91	\$ 46.35	\$ 48.94	\$ 50.29	\$ 51.67	\$ 53.09	\$ 54.55
	BW	\$ 2,904.80	\$ 2,984.80	\$ 3,066.40	\$ 3,150.40	\$ 3,326.40	\$ 3,512.80	\$ 3,708.00	\$ 3,915.20	\$ 4,023.20	\$ 4,133.60	\$ 4,247.20	\$ 4,364.00
	YR	\$ 75,815	\$ 77,903	\$ 80,033	\$ 82,225	\$ 86,819	\$ 91,684	\$ 96,778	\$ 102,186	\$ 105,005	\$ 107,886	\$ 110,851	\$ 113,900
3645	HR	\$ 36.45	\$ 37.45	\$ 38.48	\$ 39.54	\$ 41.75	\$ 44.08	\$ 46.54	\$ 49.14	\$ 50.49	\$ 51.88	\$ 53.31	\$ 54.78
	BW	\$ 2,916.00	\$ 2,996.00	\$ 3,078.40	\$ 3,163.20	\$ 3,340.00	\$ 3,526.40	\$ 3,723.20	\$ 3,931.20	\$ 4,039.20	\$ 4,150.40	\$ 4,264.80	\$ 4,382.40
	YR	\$ 76,107	\$ 78,195	\$ 80,346	\$ 82,559	\$ 87,174	\$ 92,039	\$ 97,175	\$ 102,604	\$ 105,423	\$ 108,325	\$ 111,311	\$ 114,380
3762	HR	\$ 37.62	\$ 38.65	\$ 39.72	\$ 40.81	\$ 43.08	\$ 45.49	\$ 48.03	\$ 50.71	\$ 52.10	\$ 53.53	\$ 55.00	\$ 56.51
	BW	\$ 3,009.60	\$ 3,092.00	\$ 3,177.60	\$ 3,264.80	\$ 3,446.40	\$ 3,639.20	\$ 3,842.40	\$ 4,056.80	\$ 4,168.00	\$ 4,282.40	\$ 4,400.00	\$ 4,520.80
	YR	\$ 78,550	\$ 80,701	\$ 82,935	\$ 85,211	\$ 89,951	\$ 94,983	\$ 100,286	\$ 105,882	\$ 108,784	\$ 111,770	\$ 114,840	\$ 117,992
3800	HR	\$ 38.00	\$ 39.05	\$ 40.12	\$ 41.22	\$ 43.52	\$ 45.95	\$ 48.51	\$ 51.21	\$ 52.62	\$ 54.07	\$ 55.55	\$ 57.08
	BW	\$ 3,040.00	\$ 3,124.00	\$ 3,209.60	\$ 3,297.60	\$ 3,481.60	\$ 3,676.00	\$ 3,880.80	\$ 4,096.80	\$ 4,209.60	\$ 4,325.60	\$ 4,444.00	\$ 4,566.40
	YR	\$ 79,344	\$ 81,536	\$ 83,770	\$ 86,067	\$ 90,869	\$ 95,943	\$ 101,288	\$ 106,926	\$ 109,870	\$ 112,898	\$ 115,988	\$ 119,183
3816	HR	\$ 38.16	\$ 39.21	\$ 40.29	\$ 41.40	\$ 43.71	\$ 46.15	\$ 48.71	\$ 51.43	\$ 52.84	\$ 54.29	\$ 55.79	\$ 57.32
	BW	\$ 3,052.80	\$ 3,136.80	\$ 3,223.20	\$ 3,312.00	\$ 3,496.80	\$ 3,692.00	\$ 3,896.80	\$ 4,114.40	\$ 4,227.20	\$ 4,343.20	\$ 4,463.20	\$ 4,585.60
	YR	\$ 79,678	\$ 81,870	\$ 84,125	\$ 86,443	\$ 91,266	\$ 96,361	\$ 101,706	\$ 107,385	\$ 110,329	\$ 113,357	\$ 116,489	\$ 119,684
3835	HR	\$ 38.35	\$ 39.40	\$ 40.49	\$ 41.60	\$ 43.93	\$ 46.37	\$ 48.96	\$ 51.69	\$ 53.12	\$ 54.58	\$ 56.08	\$ 57.62
	BW	\$ 3,068.00	\$ 3,152.00	\$ 3,239.20	\$ 3,328.00	\$ 3,514.40	\$ 3,709.60	\$ 3,916.80	\$ 4,135.20	\$ 4,249.60	\$ 4,366.40	\$ 4,486.40	\$ 4,609.60
	YR	\$ 80,074	\$ 82,267	\$ 84,543	\$ 86,860	\$ 91,725	\$ 96,820	\$ 102,228	\$ 107,928	\$ 110,914	\$ 113,963	\$ 117,095	\$ 120,310
3951	HR	\$ 39.51	\$ 40.60	\$ 41.71	\$ 42.86	\$ 45.25	\$ 47.78	\$ 50.44	\$ 53.26	\$ 54.72	\$ 56.22	\$ 57.77	\$ 59.36
	BW	\$ 3,160.80	\$ 3,248.00	\$ 3,336.80	\$ 3,428.80	\$ 3,620.00	\$ 3,822.40	\$ 4,035.20	\$ 4,260.80	\$ 4,377.60	\$ 4,497.60	\$ 4,621.60	\$ 4,748.80
	YR	\$ 82,496	\$ 84,772	\$ 87,090	\$ 89,491	\$ 94,482	\$ 99,764	\$ 105,318	\$ 111,206	\$ 114,255	\$ 117,387	\$ 120,623	\$ 123,943

**MOU 21**

**Appendix A**

**Operative on January 1, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4039	HR	\$ 40.39	\$ 41.50	\$ 42.64	\$ 43.81	\$ 46.26	\$ 48.84	\$ 51.56	\$ 54.44	\$ 55.93	\$ 57.47	\$ 59.05	\$ 60.67
	BW	\$ 3,231.20	\$ 3,320.00	\$ 3,411.20	\$ 3,504.80	\$ 3,700.80	\$ 3,907.20	\$ 4,124.80	\$ 4,355.20	\$ 4,474.40	\$ 4,597.60	\$ 4,724.00	\$ 4,853.60
	YR	\$ 84,334	\$ 86,652	\$ 89,032	\$ 91,475	\$ 96,590	\$ 101,977	\$ 107,657	\$ 113,670	\$ 116,781	\$ 119,997	\$ 123,296	\$ 126,678
4069	HR	\$ 40.69	\$ 41.81	\$ 42.96	\$ 44.14	\$ 46.61	\$ 49.21	\$ 51.95	\$ 54.85	\$ 56.36	\$ 57.91	\$ 59.50	\$ 61.14
	BW	\$ 3,255.20	\$ 3,344.80	\$ 3,436.80	\$ 3,531.20	\$ 3,728.80	\$ 3,936.80	\$ 4,156.00	\$ 4,388.00	\$ 4,508.80	\$ 4,632.80	\$ 4,760.00	\$ 4,891.20
	YR	\$ 84,960	\$ 87,299	\$ 89,700	\$ 92,164	\$ 97,321	\$ 102,750	\$ 108,471	\$ 114,526	\$ 117,679	\$ 120,916	\$ 124,236	\$ 127,660
4092	HR	\$ 40.92	\$ 42.05	\$ 43.20	\$ 44.39	\$ 46.86	\$ 49.47	\$ 52.23	\$ 55.14	\$ 56.65	\$ 58.21	\$ 59.81	\$ 61.45
	BW	\$ 3,273.60	\$ 3,364.00	\$ 3,456.00	\$ 3,551.20	\$ 3,748.80	\$ 3,957.60	\$ 4,178.40	\$ 4,411.20	\$ 4,532.00	\$ 4,656.80	\$ 4,784.80	\$ 4,916.00
	YR	\$ 85,440	\$ 87,800	\$ 90,201	\$ 92,686	\$ 97,843	\$ 103,293	\$ 109,056	\$ 115,132	\$ 118,285	\$ 121,542	\$ 124,883	\$ 128,307
4205	HR	\$ 42.05	\$ 43.21	\$ 44.39	\$ 45.61	\$ 48.16	\$ 50.84	\$ 53.68	\$ 56.67	\$ 58.22	\$ 59.82	\$ 61.47	\$ 63.16
	BW	\$ 3,364.00	\$ 3,456.80	\$ 3,551.20	\$ 3,648.80	\$ 3,852.80	\$ 4,067.20	\$ 4,294.40	\$ 4,533.60	\$ 4,657.60	\$ 4,785.60	\$ 4,917.60	\$ 5,052.80
	YR	\$ 87,800	\$ 90,222	\$ 92,686	\$ 95,233	\$ 100,558	\$ 106,153	\$ 112,083	\$ 118,326	\$ 121,563	\$ 124,904	\$ 128,349	\$ 131,878
4352	HR	\$ 43.52	\$ 44.72	\$ 45.95	\$ 47.21	\$ 49.84	\$ 52.62	\$ 55.56	\$ 58.65	\$ 60.26	\$ 61.92	\$ 63.62	\$ 65.37
	BW	\$ 3,481.60	\$ 3,577.60	\$ 3,676.00	\$ 3,776.80	\$ 3,987.20	\$ 4,209.60	\$ 4,444.80	\$ 4,692.00	\$ 4,820.80	\$ 4,953.60	\$ 5,089.60	\$ 5,229.60
	YR	\$ 90,869	\$ 93,375	\$ 95,943	\$ 98,574	\$ 104,065	\$ 109,870	\$ 116,009	\$ 122,461	\$ 125,822	\$ 129,288	\$ 132,838	\$ 136,492
4373	HR	\$ 43.73	\$ 44.93	\$ 46.17	\$ 47.44	\$ 50.08	\$ 52.88	\$ 55.82	\$ 58.94	\$ 60.56	\$ 62.23	\$ 63.94	\$ 65.70
	BW	\$ 3,498.40	\$ 3,594.40	\$ 3,693.60	\$ 3,795.20	\$ 4,006.40	\$ 4,230.40	\$ 4,465.60	\$ 4,715.20	\$ 4,844.80	\$ 4,978.40	\$ 5,115.20	\$ 5,256.00
	YR	\$ 91,308	\$ 93,813	\$ 96,402	\$ 99,054	\$ 104,567	\$ 110,413	\$ 116,552	\$ 123,066	\$ 126,449	\$ 129,936	\$ 133,506	\$ 137,181
4385	HR	\$ 43.85	\$ 45.06	\$ 46.29	\$ 47.56	\$ 50.21	\$ 53.01	\$ 55.97	\$ 59.09	\$ 60.72	\$ 62.39	\$ 64.11	\$ 65.87
	BW	\$ 3,508.00	\$ 3,604.80	\$ 3,703.20	\$ 3,804.80	\$ 4,016.80	\$ 4,240.80	\$ 4,477.60	\$ 4,727.20	\$ 4,857.60	\$ 4,991.20	\$ 5,128.80	\$ 5,269.60
	YR	\$ 91,558	\$ 94,085	\$ 96,653	\$ 99,305	\$ 104,838	\$ 110,684	\$ 116,865	\$ 123,379	\$ 126,783	\$ 130,270	\$ 133,861	\$ 137,536
4599	HR	\$ 45.99	\$ 47.25	\$ 48.55	\$ 49.89	\$ 52.67	\$ 55.61	\$ 58.71	\$ 61.99	\$ 63.69	\$ 65.44	\$ 67.24	\$ 69.09
	BW	\$ 3,679.20	\$ 3,780.00	\$ 3,884.00	\$ 3,991.20	\$ 4,213.60	\$ 4,448.80	\$ 4,696.80	\$ 4,959.20	\$ 5,095.20	\$ 5,235.20	\$ 5,379.20	\$ 5,527.20
	YR	\$ 96,027	\$ 98,658	\$ 101,372	\$ 104,170	\$ 109,974	\$ 116,113	\$ 122,586	\$ 129,435	\$ 132,984	\$ 136,638	\$ 140,397	\$ 144,259
4671	HR	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 53.49	\$ 56.47	\$ 59.62	\$ 62.93	\$ 64.67	\$ 66.45	\$ 68.28	\$ 70.16
	BW	\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,279.20	\$ 4,517.60	\$ 4,769.60	\$ 5,034.40	\$ 5,173.60	\$ 5,316.00	\$ 5,462.40	\$ 5,612.80
	YR	\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,798	\$ 111,687	\$ 117,909	\$ 124,486	\$ 131,397	\$ 135,030	\$ 138,747	\$ 142,568	\$ 146,494
4724	HR	\$ 47.24	\$ 48.54	\$ 49.87	\$ 51.24	\$ 54.10	\$ 57.12	\$ 60.30	\$ 63.66	\$ 65.41	\$ 67.21	\$ 69.06	\$ 70.96
	BW	\$ 3,779.20	\$ 3,883.20	\$ 3,989.60	\$ 4,099.20	\$ 4,328.00	\$ 4,569.60	\$ 4,824.00	\$ 5,092.80	\$ 5,232.80	\$ 5,376.80	\$ 5,524.80	\$ 5,676.80
	YR	\$ 98,637	\$ 101,351	\$ 104,128	\$ 106,989	\$ 112,960	\$ 119,266	\$ 125,906	\$ 132,922	\$ 136,576	\$ 140,334	\$ 144,197	\$ 148,164
4806	HR	\$ 48.06	\$ 49.38	\$ 50.74	\$ 52.14	\$ 55.04	\$ 58.12	\$ 61.35	\$ 64.77	\$ 66.55	\$ 68.38	\$ 70.26	\$ 72.19
	BW	\$ 3,844.80	\$ 3,950.40	\$ 4,059.20	\$ 4,171.20	\$ 4,403.20	\$ 4,649.60	\$ 4,908.00	\$ 5,181.60	\$ 5,324.00	\$ 5,470.40	\$ 5,620.80	\$ 5,775.20
	YR	\$ 100,349	\$ 103,105	\$ 105,945	\$ 108,868	\$ 114,923	\$ 121,354	\$ 128,098	\$ 135,239	\$ 138,956	\$ 142,777	\$ 146,702	\$ 150,732
5024	HR	\$ 50.24	\$ 51.62	\$ 53.04	\$ 54.50	\$ 57.54	\$ 60.75	\$ 64.14	\$ 67.71	\$ 69.57	\$ 71.48	\$ 73.45	\$ 75.47
	BW	\$ 4,019.20	\$ 4,129.60	\$ 4,243.20	\$ 4,360.00	\$ 4,603.20	\$ 4,860.00	\$ 5,131.20	\$ 5,416.80	\$ 5,565.60	\$ 5,718.40	\$ 5,876.00	\$ 6,037.60
	YR	\$ 104,901	\$ 107,782	\$ 110,747	\$ 113,796	\$ 120,143	\$ 126,846	\$ 133,924	\$ 141,378	\$ 145,262	\$ 149,250	\$ 153,363	\$ 157,581

**MOU 21**

**Appendix A**

**Operative on January 1, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5067	HR	\$ 50.67	\$ 52.06	\$ 53.50	\$ 54.97	\$ 58.03	\$ 61.27	\$ 64.68	\$ 68.29	\$ 70.17	\$ 72.10	\$ 74.08	\$ 76.12
	BW	\$ 4,053.60	\$ 4,164.80	\$ 4,280.00	\$ 4,397.60	\$ 4,642.40	\$ 4,901.60	\$ 5,174.40	\$ 5,463.20	\$ 5,613.60	\$ 5,768.00	\$ 5,926.40	\$ 6,089.60
	YR	\$ 105,798	\$ 108,701	\$ 111,708	\$ 114,777	\$ 121,166	\$ 127,931	\$ 135,051	\$ 142,589	\$ 146,514	\$ 150,544	\$ 154,679	\$ 158,938
5157	HR	\$ 51.57	\$ 52.99	\$ 54.45	\$ 55.95	\$ 59.07	\$ 62.37	\$ 65.84	\$ 69.51	\$ 71.42	\$ 73.38	\$ 75.40	\$ 77.47
	BW	\$ 4,125.60	\$ 4,239.20	\$ 4,356.00	\$ 4,476.00	\$ 4,725.60	\$ 4,989.60	\$ 5,267.20	\$ 5,560.80	\$ 5,713.60	\$ 5,870.40	\$ 6,032.00	\$ 6,197.60
	YR	\$ 107,678	\$ 110,643	\$ 113,691	\$ 116,823	\$ 123,338	\$ 130,228	\$ 137,473	\$ 145,136	\$ 149,124	\$ 153,217	\$ 157,435	\$ 161,757
5247	HR	\$ 52.47	\$ 53.91	\$ 55.40	\$ 56.92	\$ 60.10	\$ 63.45	\$ 66.98	\$ 70.71	\$ 72.66	\$ 74.66	\$ 76.71	\$ 78.82
	BW	\$ 4,197.60	\$ 4,312.80	\$ 4,432.00	\$ 4,553.60	\$ 4,808.00	\$ 5,076.00	\$ 5,358.40	\$ 5,656.80	\$ 5,812.80	\$ 5,972.80	\$ 6,136.80	\$ 6,305.60
	YR	\$ 109,557	\$ 112,564	\$ 115,675	\$ 118,848	\$ 125,488	\$ 132,483	\$ 139,854	\$ 147,642	\$ 151,714	\$ 155,890	\$ 160,170	\$ 164,576
5285	HR	\$ 52.85	\$ 54.30	\$ 55.80	\$ 57.33	\$ 60.53	\$ 63.90	\$ 67.47	\$ 71.23	\$ 73.19	\$ 75.20	\$ 77.27	\$ 79.39
	BW	\$ 4,228.00	\$ 4,344.00	\$ 4,464.00	\$ 4,586.40	\$ 4,842.40	\$ 5,112.00	\$ 5,397.60	\$ 5,698.40	\$ 5,855.20	\$ 6,016.00	\$ 6,181.60	\$ 6,351.20
	YR	\$ 110,350	\$ 113,378	\$ 116,510	\$ 119,705	\$ 126,386	\$ 133,423	\$ 140,877	\$ 148,728	\$ 152,820	\$ 157,017	\$ 161,339	\$ 165,766
5436	HR	\$ 54.36	\$ 55.85	\$ 57.39	\$ 58.97	\$ 62.26	\$ 65.73	\$ 69.40	\$ 73.27	\$ 75.29	\$ 77.36	\$ 79.49	\$ 81.68
	BW	\$ 4,348.80	\$ 4,468.00	\$ 4,591.20	\$ 4,717.60	\$ 4,980.80	\$ 5,258.40	\$ 5,552.00	\$ 5,861.60	\$ 6,023.20	\$ 6,188.80	\$ 6,359.20	\$ 6,534.40
	YR	\$ 113,503	\$ 116,614	\$ 119,830	\$ 123,129	\$ 129,998	\$ 137,244	\$ 144,907	\$ 152,987	\$ 157,205	\$ 161,527	\$ 165,975	\$ 170,547
5444	HR	\$ 54.44	\$ 55.94	\$ 57.48	\$ 59.06	\$ 62.35	\$ 65.82	\$ 69.49	\$ 73.36	\$ 75.38	\$ 77.45	\$ 79.58	\$ 81.77
	BW	\$ 4,355.20	\$ 4,475.20	\$ 4,598.40	\$ 4,724.80	\$ 4,988.00	\$ 5,265.60	\$ 5,559.20	\$ 5,868.80	\$ 6,030.40	\$ 6,196.00	\$ 6,366.40	\$ 6,541.60
	YR	\$ 113,670	\$ 116,802	\$ 120,018	\$ 123,317	\$ 130,186	\$ 137,432	\$ 145,095	\$ 153,175	\$ 157,393	\$ 161,715	\$ 166,163	\$ 170,735

MOU 21

Appendix B

Operative on January 28, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	3915	2	\$ 84,000	--	12	\$ 122,753
7922-0	Architectural Drafting Technician	3011	2	\$ 64,602	--	12	\$ 94,461
7922-H	Architectural Drafting Technician - Harbor	3283	2	\$ 70,428	--	12	\$ 102,938
4288-0	Assistant Environmental Compliance Inspector	2952	2	\$ 63,329	--	12	\$ 92,623
7224-0	Calligrapher	3038	9	\$ 87,821	--	12	\$ 95,275
7204-0	Cartographer	2867	9	\$ 82,914	--	12	\$ 89,930
1803-0	Channel Traffic and Information Coordinator	3058	2	\$ 65,604	--	12	\$ 95,943
7941-0	City Planning Associate	4192	2	\$ 89,930	--	12	\$ 131,523
7232-0	Civil Engineering Drafting Technician	3011	2	\$ 64,602	--	12	\$ 94,461
7232-A	Civil Engineering Drafting Technician - Airport	3283	2	\$ 70,428	--	12	\$ 102,938
7232-H	Civil Engineering Drafting Technician - Harbor	3283	2	\$ 70,428	--	12	\$ 102,938
1660-1	Computer Graphic Artist I	2641	2	\$ 56,668	--	12	\$ 82,810
1660-2	Computer Graphic Artist II	3196	2	\$ 68,569	--	12	\$ 100,265
1427-1	Computer Operator I	2523	2	\$ 54,120	--	12	\$ 79,197
1427-2	Computer Operator II	2736	2	\$ 58,693	--	12	\$ 85,837
3341-0	Construction Estimator	4069	2	\$ 87,299	--	12	\$ 127,660
2378-0	Critical Incident Stress Management Program Coordin	3290	2	\$ 70,574	--	12	\$ 103,188
1470-0	Data Base Architect	5405	2	\$ 115,967	--	12	\$ 169,503
1136-1	Data Processing Technician I	2523	2	\$ 54,120	--	12	\$ 79,197
1136-2	Data Processing Technician II	2736	2	\$ 58,693	--	12	\$ 85,837
1135-1	Documentation Technician I	2559	2	\$ 54,893	--	12	\$ 80,283
1135-2	Documentation Technician II	2781	2	\$ 59,654	--	12	\$ 87,236
7229-0	Drafting Aide	2429	2	\$ 52,116	--	12	\$ 76,191
3337-0	Electrical Construction Estimator	4069	2	\$ 87,299	--	12	\$ 127,660
7532-0	Electrical Engineering Drafting Technician	3011	2	\$ 64,602	--	12	\$ 94,461
7532-H	Electrical Engineering Drafting Technician - Harbor	3283	2	\$ 70,428	--	12	\$ 102,938
7217-A	Engineering Designer - Airport	3876	2	\$ 83,165	--	12	\$ 121,542
7217-1	Engineering Designer I	3410	2	\$ 73,163	--	12	\$ 106,947
7217-2	Engineering Designer II	3757	2	\$ 80,596	--	12	\$ 117,804
4292-0	Environmental Compliance Inspector	3825	4	\$ 86,631	--	12	\$ 119,976
3734-1	Equipment Specialist I	3544	2	\$ 76,024	--	12	\$ 111,206
3734-2	Equipment Specialist II	3932	2	\$ 84,355	--	12	\$ 123,275
3229-1	Examiner Of Questioned Documents I	2760	2	\$ 59,215	--	12	\$ 86,568
3229-2	Examiner Of Questioned Documents II	4866	2	\$ 104,400	--	12	\$ 152,611
2444-0	Exhibit Preparator	2463	2	\$ 52,847	--	12	\$ 77,256

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Appendix B

Operative on January 28, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7228-0	Field Engineering Aide	3449	6	\$ 87,069	--	12	\$ 108,158	
7284-0	Field Engineering Aide Assistant	3449		#N/A	--	12	\$ 108,158	
7281-0	Field Engineering Aide Trainee	3449		#N/A	--	12	\$ 108,158	
1571-1	Financial Development Officer I	4999	2	\$ 107,239	--	12	\$ 156,808	
1571-2	Financial Development Officer II	5364	2	\$ 115,090	--	12	\$ 168,251	
2233-0	Firearms Examiner	4866	2	\$ 104,400	--	12	\$ 152,611	
2200-1	Forensic Print Specialist I	3258	2	\$ 69,906	--	12	\$ 102,228	
2200-2	Forensic Print Specialist II	3596	2	\$ 77,151	--	12	\$ 112,793	
2200-3	Forensic Print Specialist III	4214	2	\$ 90,410	--	12	\$ 132,149	
2200-4	Forensic Print Specialist IV	4482	2	\$ 96,152	--	12	\$ 140,605	
7213-0	Geographic Information Systems Specialist	3951	2	\$ 84,772	--	12	\$ 123,943	
1670-1	Graphics Designer I	2641	2	\$ 56,668	--	12	\$ 82,810	
1670-2	Graphics Designer II	3196	2	\$ 68,569	--	12	\$ 100,265	
1670-A	Graphics Designer II - Airport	3310	2	\$ 71,012	--	12	\$ 103,836	
1670-3	Graphics Designer III	3579	2	\$ 76,775	--	12	\$ 112,271	
1562-0	Improvement Assessor	3196	2	\$ 68,569	--	12	\$ 100,265	
7199-1	Improvement Bond Coordinator I	3310	2	\$ 71,012	--	12	\$ 103,836	
7199-2	Improvement Bond Coordinator II	3672	2	\$ 78,780	--	12	\$ 115,194	
9191-1	Industrial Commercial Finance Officer I	5220	2	\$ 112,000	--	12	\$ 163,720	
9191-2	Industrial Commercial Finance Officer II	5601	2	\$ 120,164	--	12	\$ 175,663	
1456-0	Information Services Specialist	3374	2	\$ 72,390	--	12	\$ 105,861	
0190-0	Interpreter						\$ 40 /HR	
1429-0	IT Specialist	3258	2	\$ 69,906	--	12	\$ 102,228	
7854-1	Laboratory Technician I	2492	2	\$ 53,473	--	12	\$ 78,174	
7854-2	Laboratory Technician II	2952	2	\$ 63,329	--	12	\$ 92,623	
7854-3	Laboratory Technician III	3117	2	\$ 66,878	--	12	\$ 97,781	
7283-0	Land Surveying Assistant	3757	6	\$ 94,836	--	12	\$ 117,804	
7968-1	Materials Testing Technician I	2800	2	\$ 60,071	--	12	\$ 87,842	
7968-2	Materials Testing Technician II	3126	2	\$ 67,066	--	12	\$ 98,052	
3342-0	Mechanical Construction Estimator	4069	2	\$ 87,299	--	12	\$ 127,660	
7551-0	Mechanical Engineering Drafting Technician	3008	2	\$ 64,540	--	12	\$ 94,335	
2310-0	Medical Assistant	2248	2	\$ 48,232	--	12	\$ 70,490	
7212-1	Office Engineering Technician I	2492	2	\$ 53,473	--	12	\$ 78,174	
7212-2	Office Engineering Technician II	2800	7	\$ 74,646	--	12	\$ 87,842	
7212-3	Office Engineering Technician III	3126	2	\$ 67,066	--	12	\$ 98,052	

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Appendix B

Operative on January 28, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1793-1	Photographer I	2865	2	\$ 61,470	--	12	\$ 89,867
1793-2	Photographer II	3292	2	\$ 70,637	--	12	\$ 103,272
1793-3	Photographer III	3578	2	\$ 76,754	--	12	\$ 112,230
2309-1	Physical Therapist I	3209	2	\$ 68,841	--	12	\$ 100,662
2309-2	Physical Therapist II	3376	2	\$ 72,432	--	12	\$ 105,924
7943-1	Planning Aide I	2492	2	\$ 53,473	--	12	\$ 78,174
7943-2	Planning Aide II	2867	2	\$ 61,512	--	12	\$ 89,930
7939-0	Planning Assistant	3484	2	\$ 74,750	--	12	\$ 109,285
6146-0	Playback Operator	2641	2	\$ 56,668	--	12	\$ 82,810
1650-0	Police Composite Artist	3126	2	\$ 67,066	--	12	\$ 98,052
2240-1	Polygraph Examiner I	3738	8	\$ 105,172	--	12	\$ 117,220
2240-2	Polygraph Examiner II	4730	8	\$ 133,110	--	12	\$ 148,352
2240-3	Polygraph Examiner III	4974	2	\$ 106,717	--	12	\$ 156,015
2240-4	Polygraph Examiner IV	5716	2	\$ 122,628	--	12	\$ 179,275
1941-1	Real Estate Associate I	2800	2	\$ 60,071	--	12	\$ 87,842
1941-2	Real Estate Associate II	3310	2	\$ 71,012	--	12	\$ 103,836
1960-0	Real Estate Officer	4331	2	\$ 92,916	--	12	\$ 135,824
1960-A	Real Estate Officer - Airport	4331	2	\$ 92,916	--	12	\$ 135,824
1960-H	Real Estate Officer - Harbor	4331	2	\$ 92,916	--	12	\$ 135,824
1937-0	Real Estate Trainee	2641	2	\$ 56,668	--	12	\$ 82,810
7208-0	Senior Architectural Drafting Technician	3356	2	\$ 71,994	--	12	\$ 105,276
7205-0	Senior Cartographer	3196	2	\$ 68,569	--	12	\$ 100,265
7207-0	Senior Civil Engineering Drafting Technician	3356	2	\$ 71,994	--	12	\$ 105,276
1428-1	Senior Computer Operator I	2952	2	\$ 63,329	--	12	\$ 92,623
1428-2	Senior Computer Operator II	3397	2	\$ 72,871	--	12	\$ 106,529
7209-0	Senior Electrical Engineering Drafting Technician	3356	2	\$ 71,994	--	12	\$ 105,276
7210-0	Senior Mechanical Engineering Drafting Technician	3484	2	\$ 74,750	--	12	\$ 109,285
1947-0	Senior Title Examiner	3484	2	\$ 74,750	--	12	\$ 109,285
4273-0	Senior Transportation Investigator	4208	2	\$ 90,285	--	12	\$ 132,024
7286-1	Survey Party Chief I	4192	2	\$ 89,930	--	12	\$ 131,523
7286-2	Survey Party Chief II	4516	7	\$ 120,373	--	12	\$ 141,670
1455-1	Systems Administrator I	4811	7	\$ 128,224	--	12	\$ 150,878
1455-2	Systems Administrator II	5175	2	\$ 111,018	--	12	\$ 162,383
1455-3	Systems Administrator III	5607	2	\$ 120,289	--	12	\$ 175,851
7615-0	Television Engineer	4192	2	\$ 89,930	--	12	\$ 131,523

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Appendix B

Operative on January 28, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1943-0	Title Examiner	3126	3	\$ 68,904	--	12	\$ 98,052
7285-1	Transportation Engineering Aide I	2952	2	\$ 63,329	--	12	\$ 92,623
7285-2	Transportation Engineering Aide II	3310	2	\$ 71,012	--	12	\$ 103,836
4271-0	Transportation Investigator	3788	2	\$ 81,264	--	12	\$ 118,786
2480-1	Transportation Planning Associate I	3484	2	\$ 74,750	--	12	\$ 109,285
2480-2	Transportation Planning Associate II	4192	6	\$ 105,861	--	12	\$ 131,523
2369-0	Veterinary Technician	3422	2	\$ 73,414	--	12	\$ 107,344
1802-0	Video Production Coordinator	3058	2	\$ 65,604	--	12	\$ 95,943
6145-1	Video Technician I	3058	2	\$ 65,604	--	12	\$ 95,943
6145-2	Video Technician II	3391	2	\$ 72,745	--	12	\$ 106,383
6149-0	Videotape Librarian	2807	2	\$ 60,217	--	12	\$ 88,030
2358-1	X-Ray and Laboratory Technician I	3130	2	\$ 67,150	--	12	\$ 98,198
2358-2	X-Ray and Laboratory Technician II	3310	2	\$ 71,012	--	12	\$ 103,836

**MOU 21**

**Appendix B**

**Operative on January 28, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2248	HR	\$ 22.48	\$ 23.10	\$ 23.73	\$ 24.38	\$ 25.74	\$ 27.18	\$ 28.69	\$ 30.29	\$ 31.12	\$ 31.98	\$ 32.86	\$ 33.76
	BW	\$ 1,798.40	\$ 1,848.00	\$ 1,898.40	\$ 1,950.40	\$ 2,059.20	\$ 2,174.40	\$ 2,295.20	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,628.80	\$ 2,700.80
	YR	\$ 46,938	\$ 48,232	\$ 49,548	\$ 50,905	\$ 53,745	\$ 56,751	\$ 59,904	\$ 63,245	\$ 64,978	\$ 66,774	\$ 68,611	\$ 70,490
2429	HR	\$ 24.29	\$ 24.96	\$ 25.64	\$ 26.35	\$ 27.81	\$ 29.37	\$ 31.00	\$ 32.73	\$ 33.63	\$ 34.55	\$ 35.51	\$ 36.49
	BW	\$ 1,943.20	\$ 1,996.80	\$ 2,051.20	\$ 2,108.00	\$ 2,224.80	\$ 2,349.60	\$ 2,480.00	\$ 2,618.40	\$ 2,690.40	\$ 2,764.00	\$ 2,840.80	\$ 2,919.20
	YR	\$ 50,717	\$ 52,116	\$ 53,536	\$ 55,018	\$ 58,067	\$ 61,324	\$ 64,728	\$ 68,340	\$ 70,219	\$ 72,140	\$ 74,144	\$ 76,191
2463	HR	\$ 24.63	\$ 25.31	\$ 26.00	\$ 26.72	\$ 28.20	\$ 29.78	\$ 31.44	\$ 33.20	\$ 34.11	\$ 35.05	\$ 36.01	\$ 37.00
	BW	\$ 1,970.40	\$ 2,024.80	\$ 2,080.00	\$ 2,137.60	\$ 2,256.00	\$ 2,382.40	\$ 2,515.20	\$ 2,656.00	\$ 2,728.80	\$ 2,804.00	\$ 2,880.80	\$ 2,960.00
	YR	\$ 51,427	\$ 52,847	\$ 54,288	\$ 55,791	\$ 58,881	\$ 62,180	\$ 65,646	\$ 69,321	\$ 71,221	\$ 73,184	\$ 75,188	\$ 77,256
2492	HR	\$ 24.92	\$ 25.61	\$ 26.31	\$ 27.03	\$ 28.54	\$ 30.14	\$ 31.82	\$ 33.60	\$ 34.52	\$ 35.47	\$ 36.44	\$ 37.44
	BW	\$ 1,993.60	\$ 2,048.80	\$ 2,104.80	\$ 2,162.40	\$ 2,283.20	\$ 2,411.20	\$ 2,545.60	\$ 2,688.00	\$ 2,761.60	\$ 2,837.60	\$ 2,915.20	\$ 2,995.20
	YR	\$ 52,032	\$ 53,473	\$ 54,935	\$ 56,438	\$ 59,591	\$ 62,932	\$ 66,440	\$ 70,156	\$ 72,077	\$ 74,061	\$ 76,086	\$ 78,174
2523	HR	\$ 25.23	\$ 25.92	\$ 26.64	\$ 27.37	\$ 28.90	\$ 30.52	\$ 32.22	\$ 34.02	\$ 34.96	\$ 35.92	\$ 36.91	\$ 37.93
	BW	\$ 2,018.40	\$ 2,073.60	\$ 2,131.20	\$ 2,189.60	\$ 2,312.00	\$ 2,441.60	\$ 2,577.60	\$ 2,721.60	\$ 2,796.80	\$ 2,873.60	\$ 2,952.80	\$ 3,034.40
	YR	\$ 52,680	\$ 54,120	\$ 55,624	\$ 57,148	\$ 60,343	\$ 63,725	\$ 67,275	\$ 71,033	\$ 72,996	\$ 75,000	\$ 77,068	\$ 79,197
2559	HR	\$ 25.59	\$ 26.29	\$ 27.02	\$ 27.76	\$ 29.31	\$ 30.95	\$ 32.67	\$ 34.49	\$ 35.44	\$ 36.41	\$ 37.42	\$ 38.45
	BW	\$ 2,047.20	\$ 2,103.20	\$ 2,161.60	\$ 2,220.80	\$ 2,344.80	\$ 2,476.00	\$ 2,613.60	\$ 2,759.20	\$ 2,835.20	\$ 2,912.80	\$ 2,993.60	\$ 3,076.00
	YR	\$ 53,431	\$ 54,893	\$ 56,417	\$ 57,962	\$ 61,199	\$ 64,623	\$ 68,214	\$ 72,015	\$ 73,998	\$ 76,024	\$ 78,132	\$ 80,283
2641	HR	\$ 26.41	\$ 27.14	\$ 27.88	\$ 28.65	\$ 30.24	\$ 31.92	\$ 33.70	\$ 35.58	\$ 36.56	\$ 37.57	\$ 38.60	\$ 39.66
	BW	\$ 2,112.80	\$ 2,171.20	\$ 2,230.40	\$ 2,292.00	\$ 2,419.20	\$ 2,553.60	\$ 2,696.00	\$ 2,846.40	\$ 2,924.80	\$ 3,005.60	\$ 3,088.00	\$ 3,172.80
	YR	\$ 55,144	\$ 56,668	\$ 58,213	\$ 59,821	\$ 63,141	\$ 66,648	\$ 70,365	\$ 74,291	\$ 76,337	\$ 78,446	\$ 80,596	\$ 82,810
2736	HR	\$ 27.36	\$ 28.11	\$ 28.89	\$ 29.68	\$ 31.34	\$ 33.09	\$ 34.94	\$ 36.89	\$ 37.90	\$ 38.94	\$ 40.01	\$ 41.11
	BW	\$ 2,188.80	\$ 2,248.80	\$ 2,311.20	\$ 2,374.40	\$ 2,507.20	\$ 2,647.20	\$ 2,795.20	\$ 2,951.20	\$ 3,032.00	\$ 3,115.20	\$ 3,200.80	\$ 3,288.80
	YR	\$ 57,127	\$ 58,693	\$ 60,322	\$ 61,971	\$ 65,437	\$ 69,091	\$ 72,954	\$ 77,026	\$ 79,135	\$ 81,306	\$ 83,540	\$ 85,837
2760	HR	\$ 27.60	\$ 28.36	\$ 29.14	\$ 29.94	\$ 31.61	\$ 33.37	\$ 35.23	\$ 37.20	\$ 38.22	\$ 39.27	\$ 40.35	\$ 41.46
	BW	\$ 2,208.00	\$ 2,268.80	\$ 2,331.20	\$ 2,395.20	\$ 2,528.80	\$ 2,669.60	\$ 2,818.40	\$ 2,976.00	\$ 3,057.60	\$ 3,141.60	\$ 3,228.00	\$ 3,316.80
	YR	\$ 57,628	\$ 59,215	\$ 60,844	\$ 62,514	\$ 66,001	\$ 69,676	\$ 73,560	\$ 77,673	\$ 79,803	\$ 81,995	\$ 84,250	\$ 86,568
2781	HR	\$ 27.81	\$ 28.57	\$ 29.36	\$ 30.17	\$ 31.85	\$ 33.63	\$ 35.50	\$ 37.48	\$ 38.51	\$ 39.57	\$ 40.66	\$ 41.78
	BW	\$ 2,224.80	\$ 2,285.60	\$ 2,348.80	\$ 2,413.60	\$ 2,548.00	\$ 2,690.40	\$ 2,840.00	\$ 2,998.40	\$ 3,080.80	\$ 3,165.60	\$ 3,252.80	\$ 3,342.40
	YR	\$ 58,067	\$ 59,654	\$ 61,303	\$ 62,994	\$ 66,502	\$ 70,219	\$ 74,124	\$ 78,258	\$ 80,408	\$ 82,622	\$ 84,898	\$ 87,236
2800	HR	\$ 28.00	\$ 28.77	\$ 29.56	\$ 30.37	\$ 32.07	\$ 33.86	\$ 35.75	\$ 37.74	\$ 38.78	\$ 39.85	\$ 40.94	\$ 42.07
	BW	\$ 2,240.00	\$ 2,301.60	\$ 2,364.80	\$ 2,429.60	\$ 2,565.60	\$ 2,708.80	\$ 2,860.00	\$ 3,019.20	\$ 3,102.40	\$ 3,188.00	\$ 3,275.20	\$ 3,365.60
	YR	\$ 58,464	\$ 60,071	\$ 61,721	\$ 63,412	\$ 66,962	\$ 70,699	\$ 74,646	\$ 78,801	\$ 80,972	\$ 83,206	\$ 85,482	\$ 87,842
2807	HR	\$ 28.07	\$ 28.84	\$ 29.64	\$ 30.46	\$ 32.15	\$ 33.94	\$ 35.83	\$ 37.82	\$ 38.86	\$ 39.93	\$ 41.03	\$ 42.16
	BW	\$ 2,245.60	\$ 2,307.20	\$ 2,371.20	\$ 2,436.80	\$ 2,572.00	\$ 2,715.20	\$ 2,866.40	\$ 3,025.60	\$ 3,108.80	\$ 3,194.40	\$ 3,282.40	\$ 3,372.80
	YR	\$ 58,610	\$ 60,217	\$ 61,888	\$ 63,600	\$ 67,129	\$ 70,866	\$ 74,813	\$ 78,968	\$ 81,139	\$ 83,373	\$ 85,670	\$ 88,030



**MOU 21**

**Appendix B**

**Operative on January 28, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2865	HR	\$ 28.65	\$ 29.44	\$ 30.25	\$ 31.08	\$ 32.82	\$ 34.65	\$ 36.58	\$ 38.61	\$ 39.68	\$ 40.77	\$ 41.89	\$ 43.04
	BW	\$ 2,292.00	\$ 2,355.20	\$ 2,420.00	\$ 2,486.40	\$ 2,625.60	\$ 2,772.00	\$ 2,926.40	\$ 3,088.80	\$ 3,174.40	\$ 3,261.60	\$ 3,351.20	\$ 3,443.20
	YR	\$ 59,821	\$ 61,470	\$ 63,162	\$ 64,895	\$ 68,528	\$ 72,349	\$ 76,379	\$ 80,617	\$ 82,851	\$ 85,127	\$ 87,466	\$ 89,867
2867	HR	\$ 28.67	\$ 29.46	\$ 30.27	\$ 31.10	\$ 32.84	\$ 34.67	\$ 36.60	\$ 38.64	\$ 39.71	\$ 40.80	\$ 41.92	\$ 43.07
	BW	\$ 2,293.60	\$ 2,356.80	\$ 2,421.60	\$ 2,488.00	\$ 2,627.20	\$ 2,773.60	\$ 2,928.00	\$ 3,091.20	\$ 3,176.80	\$ 3,264.00	\$ 3,353.60	\$ 3,445.60
	YR	\$ 59,862	\$ 61,512	\$ 63,203	\$ 64,936	\$ 68,569	\$ 72,390	\$ 76,420	\$ 80,680	\$ 82,914	\$ 85,190	\$ 87,528	\$ 89,930
2952	HR	\$ 29.52	\$ 30.33	\$ 31.17	\$ 32.03	\$ 33.82	\$ 35.70	\$ 37.69	\$ 39.80	\$ 40.89	\$ 42.01	\$ 43.17	\$ 44.36
	BW	\$ 2,361.60	\$ 2,426.40	\$ 2,493.60	\$ 2,562.40	\$ 2,705.60	\$ 2,856.00	\$ 3,015.20	\$ 3,184.00	\$ 3,271.20	\$ 3,360.80	\$ 3,453.60	\$ 3,548.80
	YR	\$ 61,637	\$ 63,329	\$ 65,082	\$ 66,878	\$ 70,616	\$ 74,541	\$ 78,696	\$ 83,102	\$ 85,378	\$ 87,716	\$ 90,138	\$ 92,623
3008	HR	\$ 30.08	\$ 30.91	\$ 31.76	\$ 32.63	\$ 34.45	\$ 36.37	\$ 38.40	\$ 40.53	\$ 41.65	\$ 42.80	\$ 43.97	\$ 45.18
	BW	\$ 2,406.40	\$ 2,472.80	\$ 2,540.80	\$ 2,610.40	\$ 2,756.00	\$ 2,909.60	\$ 3,072.00	\$ 3,242.40	\$ 3,332.00	\$ 3,424.00	\$ 3,517.60	\$ 3,614.40
	YR	\$ 62,807	\$ 64,540	\$ 66,314	\$ 68,131	\$ 71,931	\$ 75,940	\$ 80,179	\$ 84,626	\$ 86,965	\$ 89,366	\$ 91,809	\$ 94,335
3011	HR	\$ 30.11	\$ 30.94	\$ 31.79	\$ 32.66	\$ 34.48	\$ 36.40	\$ 38.44	\$ 40.59	\$ 41.70	\$ 42.85	\$ 44.03	\$ 45.24
	BW	\$ 2,408.80	\$ 2,475.20	\$ 2,543.20	\$ 2,612.80	\$ 2,758.40	\$ 2,912.00	\$ 3,075.20	\$ 3,247.20	\$ 3,336.00	\$ 3,428.00	\$ 3,522.40	\$ 3,619.20
	YR	\$ 62,869	\$ 64,602	\$ 66,377	\$ 68,194	\$ 71,994	\$ 76,003	\$ 80,262	\$ 84,751	\$ 87,069	\$ 89,470	\$ 91,934	\$ 94,461
3038	HR	\$ 30.38	\$ 31.22	\$ 32.07	\$ 32.95	\$ 34.79	\$ 36.73	\$ 38.78	\$ 40.94	\$ 42.06	\$ 43.22	\$ 44.41	\$ 45.63
	BW	\$ 2,430.40	\$ 2,497.60	\$ 2,565.60	\$ 2,636.00	\$ 2,783.20	\$ 2,938.40	\$ 3,102.40	\$ 3,275.20	\$ 3,364.80	\$ 3,457.60	\$ 3,552.80	\$ 3,650.40
	YR	\$ 63,433	\$ 65,187	\$ 66,962	\$ 68,799	\$ 72,641	\$ 76,692	\$ 80,972	\$ 85,482	\$ 87,821	\$ 90,243	\$ 92,728	\$ 95,275
3058	HR	\$ 30.58	\$ 31.42	\$ 32.29	\$ 33.18	\$ 35.03	\$ 36.98	\$ 39.05	\$ 41.22	\$ 42.36	\$ 43.52	\$ 44.72	\$ 45.95
	BW	\$ 2,446.40	\$ 2,513.60	\$ 2,583.20	\$ 2,654.40	\$ 2,802.40	\$ 2,958.40	\$ 3,124.00	\$ 3,297.60	\$ 3,388.80	\$ 3,481.60	\$ 3,577.60	\$ 3,676.00
	YR	\$ 63,851	\$ 65,604	\$ 67,421	\$ 69,279	\$ 73,142	\$ 77,214	\$ 81,536	\$ 86,067	\$ 88,447	\$ 90,869	\$ 93,375	\$ 95,943
3117	HR	\$ 31.17	\$ 32.03	\$ 32.91	\$ 33.82	\$ 35.70	\$ 37.69	\$ 39.80	\$ 42.01	\$ 43.17	\$ 44.36	\$ 45.58	\$ 46.83
	BW	\$ 2,493.60	\$ 2,562.40	\$ 2,632.80	\$ 2,705.60	\$ 2,856.00	\$ 3,015.20	\$ 3,184.00	\$ 3,360.80	\$ 3,453.60	\$ 3,548.80	\$ 3,646.40	\$ 3,746.40
	YR	\$ 65,082	\$ 66,878	\$ 68,716	\$ 70,616	\$ 74,541	\$ 78,696	\$ 83,102	\$ 87,716	\$ 90,138	\$ 92,623	\$ 95,171	\$ 97,781
3126	HR	\$ 31.26	\$ 32.12	\$ 33.00	\$ 33.91	\$ 35.80	\$ 37.79	\$ 39.90	\$ 42.13	\$ 43.29	\$ 44.48	\$ 45.70	\$ 46.96
	BW	\$ 2,500.80	\$ 2,569.60	\$ 2,640.00	\$ 2,712.80	\$ 2,864.00	\$ 3,023.20	\$ 3,192.00	\$ 3,370.40	\$ 3,463.20	\$ 3,558.40	\$ 3,656.00	\$ 3,756.80
	YR	\$ 65,270	\$ 67,066	\$ 68,904	\$ 70,804	\$ 74,750	\$ 78,905	\$ 83,311	\$ 87,967	\$ 90,389	\$ 92,874	\$ 95,421	\$ 98,052
3130	HR	\$ 31.30	\$ 32.16	\$ 33.05	\$ 33.96	\$ 35.85	\$ 37.85	\$ 39.96	\$ 42.19	\$ 43.35	\$ 44.54	\$ 45.77	\$ 47.03
	BW	\$ 2,504.00	\$ 2,572.80	\$ 2,644.00	\$ 2,716.80	\$ 2,868.00	\$ 3,028.00	\$ 3,196.80	\$ 3,375.20	\$ 3,468.00	\$ 3,563.20	\$ 3,661.60	\$ 3,762.40
	YR	\$ 65,354	\$ 67,150	\$ 69,008	\$ 70,908	\$ 74,854	\$ 79,030	\$ 83,436	\$ 88,092	\$ 90,514	\$ 92,999	\$ 95,567	\$ 98,198
3196	HR	\$ 31.96	\$ 32.84	\$ 33.74	\$ 34.67	\$ 36.60	\$ 38.64	\$ 40.80	\$ 43.07	\$ 44.26	\$ 45.48	\$ 46.73	\$ 48.02
	BW	\$ 2,556.80	\$ 2,627.20	\$ 2,699.20	\$ 2,773.60	\$ 2,928.00	\$ 3,091.20	\$ 3,264.00	\$ 3,445.60	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60
	YR	\$ 66,732	\$ 68,569	\$ 70,449	\$ 72,390	\$ 76,420	\$ 80,680	\$ 85,190	\$ 89,930	\$ 92,414	\$ 94,962	\$ 97,572	\$ 100,265
3209	HR	\$ 32.09	\$ 32.97	\$ 33.88	\$ 34.81	\$ 36.75	\$ 38.80	\$ 40.97	\$ 43.25	\$ 44.44	\$ 45.66	\$ 46.92	\$ 48.21
	BW	\$ 2,567.20	\$ 2,637.60	\$ 2,710.40	\$ 2,784.80	\$ 2,940.00	\$ 3,104.00	\$ 3,277.60	\$ 3,460.00	\$ 3,555.20	\$ 3,652.80	\$ 3,753.60	\$ 3,856.80
	YR	\$ 67,003	\$ 68,841	\$ 70,741	\$ 72,683	\$ 76,734	\$ 81,014	\$ 85,545	\$ 90,306	\$ 92,790	\$ 95,338	\$ 97,968	\$ 100,662

**MOU 21**

**Appendix B**

**Operative on January 28, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3258	HR	\$ 32.58	\$ 33.48	\$ 34.40	\$ 35.35	\$ 37.32	\$ 39.40	\$ 41.60	\$ 43.93	\$ 45.13	\$ 46.37	\$ 47.65	\$ 48.96
	BW	\$ 2,606.40	\$ 2,678.40	\$ 2,752.00	\$ 2,828.00	\$ 2,985.60	\$ 3,152.00	\$ 3,328.00	\$ 3,514.40	\$ 3,610.40	\$ 3,709.60	\$ 3,812.00	\$ 3,916.80
	YR	\$ 68,027	\$ 69,906	\$ 71,827	\$ 73,810	\$ 77,924	\$ 82,267	\$ 86,860	\$ 91,725	\$ 94,231	\$ 96,820	\$ 99,493	\$ 102,228
3283	HR	\$ 32.83	\$ 33.73	\$ 34.66	\$ 35.61	\$ 37.60	\$ 39.69	\$ 41.90	\$ 44.23	\$ 45.45	\$ 46.70	\$ 47.98	\$ 49.30
	BW	\$ 2,626.40	\$ 2,698.40	\$ 2,772.80	\$ 2,848.80	\$ 3,008.00	\$ 3,175.20	\$ 3,352.00	\$ 3,538.40	\$ 3,636.00	\$ 3,736.00	\$ 3,838.40	\$ 3,944.00
	YR	\$ 68,549	\$ 70,428	\$ 72,370	\$ 74,353	\$ 78,508	\$ 82,872	\$ 87,487	\$ 92,352	\$ 94,899	\$ 97,509	\$ 100,182	\$ 102,938
3290	HR	\$ 32.90	\$ 33.80	\$ 34.73	\$ 35.69	\$ 37.68	\$ 39.77	\$ 41.99	\$ 44.34	\$ 45.56	\$ 46.81	\$ 48.10	\$ 49.42
	BW	\$ 2,632.00	\$ 2,704.00	\$ 2,778.40	\$ 2,855.20	\$ 3,014.40	\$ 3,181.60	\$ 3,359.20	\$ 3,547.20	\$ 3,644.80	\$ 3,744.80	\$ 3,848.00	\$ 3,953.60
	YR	\$ 68,695	\$ 70,574	\$ 72,516	\$ 74,520	\$ 78,675	\$ 83,039	\$ 87,675	\$ 92,581	\$ 95,129	\$ 97,739	\$ 100,432	\$ 103,188
3292	HR	\$ 32.92	\$ 33.83	\$ 34.76	\$ 35.72	\$ 37.71	\$ 39.82	\$ 42.04	\$ 44.38	\$ 45.60	\$ 46.85	\$ 48.14	\$ 49.46
	BW	\$ 2,633.60	\$ 2,706.40	\$ 2,780.80	\$ 2,857.60	\$ 3,016.80	\$ 3,185.60	\$ 3,363.20	\$ 3,550.40	\$ 3,648.00	\$ 3,748.00	\$ 3,851.20	\$ 3,956.80
	YR	\$ 68,736	\$ 70,637	\$ 72,578	\$ 74,583	\$ 78,738	\$ 83,144	\$ 87,779	\$ 92,665	\$ 95,212	\$ 97,822	\$ 100,516	\$ 103,272
3310	HR	\$ 33.10	\$ 34.01	\$ 34.95	\$ 35.91	\$ 37.91	\$ 40.03	\$ 42.26	\$ 44.61	\$ 45.84	\$ 47.10	\$ 48.40	\$ 49.73
	BW	\$ 2,648.00	\$ 2,720.80	\$ 2,796.00	\$ 2,872.80	\$ 3,032.80	\$ 3,202.40	\$ 3,380.80	\$ 3,568.80	\$ 3,667.20	\$ 3,768.00	\$ 3,872.00	\$ 3,978.40
	YR	\$ 69,112	\$ 71,012	\$ 72,975	\$ 74,980	\$ 79,156	\$ 83,582	\$ 88,238	\$ 93,145	\$ 95,713	\$ 98,344	\$ 101,059	\$ 103,836
3356	HR	\$ 33.56	\$ 34.48	\$ 35.43	\$ 36.40	\$ 38.44	\$ 40.59	\$ 42.85	\$ 45.24	\$ 46.48	\$ 47.76	\$ 49.07	\$ 50.42
	BW	\$ 2,684.80	\$ 2,758.40	\$ 2,834.40	\$ 2,912.00	\$ 3,075.20	\$ 3,247.20	\$ 3,428.00	\$ 3,619.20	\$ 3,718.40	\$ 3,820.80	\$ 3,925.60	\$ 4,033.60
	YR	\$ 70,073	\$ 71,994	\$ 73,977	\$ 76,003	\$ 80,262	\$ 84,751	\$ 89,470	\$ 94,461	\$ 97,050	\$ 99,722	\$ 102,458	\$ 105,276
3374	HR	\$ 33.74	\$ 34.67	\$ 35.62	\$ 36.60	\$ 38.64	\$ 40.80	\$ 43.07	\$ 45.48	\$ 46.73	\$ 48.02	\$ 49.34	\$ 50.70
	BW	\$ 2,699.20	\$ 2,773.60	\$ 2,849.60	\$ 2,928.00	\$ 3,091.20	\$ 3,264.00	\$ 3,445.60	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60	\$ 3,947.20	\$ 4,056.00
	YR	\$ 70,449	\$ 72,390	\$ 74,374	\$ 76,420	\$ 80,680	\$ 85,190	\$ 89,930	\$ 94,962	\$ 97,572	\$ 100,265	\$ 103,021	\$ 105,861
3376	HR	\$ 33.76	\$ 34.69	\$ 35.64	\$ 36.62	\$ 38.66	\$ 40.82	\$ 43.10	\$ 45.51	\$ 46.76	\$ 48.05	\$ 49.37	\$ 50.73
	BW	\$ 2,700.80	\$ 2,775.20	\$ 2,851.20	\$ 2,929.60	\$ 3,092.80	\$ 3,265.60	\$ 3,448.00	\$ 3,640.80	\$ 3,740.80	\$ 3,844.00	\$ 3,949.60	\$ 4,058.40
	YR	\$ 70,490	\$ 72,432	\$ 74,416	\$ 76,462	\$ 80,722	\$ 85,232	\$ 89,992	\$ 95,024	\$ 97,634	\$ 100,328	\$ 103,084	\$ 105,924
3391	HR	\$ 33.91	\$ 34.84	\$ 35.80	\$ 36.78	\$ 38.84	\$ 41.01	\$ 43.30	\$ 45.71	\$ 46.97	\$ 48.26	\$ 49.59	\$ 50.95
	BW	\$ 2,712.80	\$ 2,787.20	\$ 2,864.00	\$ 2,942.40	\$ 3,107.20	\$ 3,280.80	\$ 3,464.00	\$ 3,656.80	\$ 3,757.60	\$ 3,860.80	\$ 3,967.20	\$ 4,076.00
	YR	\$ 70,804	\$ 72,745	\$ 74,750	\$ 76,796	\$ 81,097	\$ 85,628	\$ 90,410	\$ 95,442	\$ 98,073	\$ 100,766	\$ 103,543	\$ 106,383
3397	HR	\$ 33.97	\$ 34.90	\$ 35.86	\$ 36.85	\$ 38.90	\$ 41.07	\$ 43.36	\$ 45.78	\$ 47.03	\$ 48.32	\$ 49.65	\$ 51.02
	BW	\$ 2,717.60	\$ 2,792.00	\$ 2,868.80	\$ 2,948.00	\$ 3,112.00	\$ 3,285.60	\$ 3,468.80	\$ 3,662.40	\$ 3,762.40	\$ 3,865.60	\$ 3,972.00	\$ 4,081.60
	YR	\$ 70,929	\$ 72,871	\$ 74,875	\$ 76,942	\$ 81,223	\$ 85,754	\$ 90,535	\$ 95,588	\$ 98,198	\$ 100,892	\$ 103,669	\$ 106,529
3410	HR	\$ 34.10	\$ 35.04	\$ 36.00	\$ 36.99	\$ 39.06	\$ 41.23	\$ 43.54	\$ 45.96	\$ 47.22	\$ 48.52	\$ 49.85	\$ 51.22
	BW	\$ 2,728.00	\$ 2,803.20	\$ 2,880.00	\$ 2,959.20	\$ 3,124.80	\$ 3,298.40	\$ 3,483.20	\$ 3,676.80	\$ 3,777.60	\$ 3,881.60	\$ 3,988.00	\$ 4,097.60
	YR	\$ 71,200	\$ 73,163	\$ 75,168	\$ 77,235	\$ 81,557	\$ 86,088	\$ 90,911	\$ 95,964	\$ 98,595	\$ 101,309	\$ 104,086	\$ 106,947
3422	HR	\$ 34.22	\$ 35.16	\$ 36.13	\$ 37.12	\$ 39.19	\$ 41.38	\$ 43.69	\$ 46.12	\$ 47.39	\$ 48.69	\$ 50.03	\$ 51.41
	BW	\$ 2,737.60	\$ 2,812.80	\$ 2,890.40	\$ 2,969.60	\$ 3,135.20	\$ 3,310.40	\$ 3,495.20	\$ 3,689.60	\$ 3,791.20	\$ 3,895.20	\$ 4,002.40	\$ 4,112.80
	YR	\$ 71,451	\$ 73,414	\$ 75,439	\$ 77,506	\$ 81,828	\$ 86,401	\$ 91,224	\$ 96,298	\$ 98,950	\$ 101,664	\$ 104,462	\$ 107,344

**MOU 21**

**Appendix B**

**Operative on January 28, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3449	HR	\$ 34.49	\$ 35.44	\$ 36.41	\$ 37.41	\$ 39.50	\$ 41.70	\$ 44.02	\$ 46.47	\$ 47.75	\$ 49.06	\$ 50.41	\$ 51.80
	BW	\$ 2,759.20	\$ 2,835.20	\$ 2,912.80	\$ 2,992.80	\$ 3,160.00	\$ 3,336.00	\$ 3,521.60	\$ 3,717.60	\$ 3,820.00	\$ 3,924.80	\$ 4,032.80	\$ 4,144.00
	YR	\$ 72,015	\$ 73,998	\$ 76,024	\$ 78,112	\$ 82,476	\$ 87,069	\$ 91,913	\$ 97,029	\$ 99,702	\$ 102,437	\$ 105,256	\$ 108,158
3484	HR	\$ 34.84	\$ 35.80	\$ 36.78	\$ 37.79	\$ 39.90	\$ 42.13	\$ 44.48	\$ 46.96	\$ 48.25	\$ 49.58	\$ 50.94	\$ 52.34
	BW	\$ 2,787.20	\$ 2,864.00	\$ 2,942.40	\$ 3,023.20	\$ 3,192.00	\$ 3,370.40	\$ 3,558.40	\$ 3,756.80	\$ 3,860.00	\$ 3,966.40	\$ 4,075.20	\$ 4,187.20
	YR	\$ 72,745	\$ 74,750	\$ 76,796	\$ 78,905	\$ 83,311	\$ 87,967	\$ 92,874	\$ 98,052	\$ 100,746	\$ 103,523	\$ 106,362	\$ 109,285
3544	HR	\$ 35.44	\$ 36.41	\$ 37.42	\$ 38.45	\$ 40.60	\$ 42.86	\$ 45.25	\$ 47.78	\$ 49.09	\$ 50.44	\$ 51.83	\$ 53.26
	BW	\$ 2,835.20	\$ 2,912.80	\$ 2,993.60	\$ 3,076.00	\$ 3,248.00	\$ 3,428.80	\$ 3,620.00	\$ 3,822.40	\$ 3,927.20	\$ 4,035.20	\$ 4,146.40	\$ 4,260.80
	YR	\$ 73,998	\$ 76,024	\$ 78,132	\$ 80,283	\$ 84,772	\$ 89,491	\$ 94,482	\$ 99,764	\$ 102,499	\$ 105,318	\$ 108,221	\$ 111,206
3578	HR	\$ 35.78	\$ 36.76	\$ 37.77	\$ 38.81	\$ 40.98	\$ 43.26	\$ 45.67	\$ 48.22	\$ 49.55	\$ 50.91	\$ 52.31	\$ 53.75
	BW	\$ 2,862.40	\$ 2,940.80	\$ 3,021.60	\$ 3,104.80	\$ 3,278.40	\$ 3,460.80	\$ 3,653.60	\$ 3,857.60	\$ 3,964.00	\$ 4,072.80	\$ 4,184.80	\$ 4,300.00
	YR	\$ 74,708	\$ 76,754	\$ 78,863	\$ 81,035	\$ 85,566	\$ 90,326	\$ 95,358	\$ 100,683	\$ 103,460	\$ 106,300	\$ 109,223	\$ 112,230
3579	HR	\$ 35.79	\$ 36.77	\$ 37.79	\$ 38.83	\$ 41.00	\$ 43.28	\$ 45.69	\$ 48.24	\$ 49.57	\$ 50.93	\$ 52.33	\$ 53.77
	BW	\$ 2,863.20	\$ 2,941.60	\$ 3,023.20	\$ 3,106.40	\$ 3,280.00	\$ 3,462.40	\$ 3,655.20	\$ 3,859.20	\$ 3,965.60	\$ 4,074.40	\$ 4,186.40	\$ 4,301.60
	YR	\$ 74,729	\$ 76,775	\$ 78,905	\$ 81,077	\$ 85,608	\$ 90,368	\$ 95,400	\$ 100,725	\$ 103,502	\$ 106,341	\$ 109,265	\$ 112,271
3596	HR	\$ 35.96	\$ 36.95	\$ 37.96	\$ 39.00	\$ 41.18	\$ 43.47	\$ 45.90	\$ 48.46	\$ 49.79	\$ 51.16	\$ 52.57	\$ 54.02
	BW	\$ 2,876.80	\$ 2,956.00	\$ 3,036.80	\$ 3,120.00	\$ 3,294.40	\$ 3,477.60	\$ 3,672.00	\$ 3,876.80	\$ 3,983.20	\$ 4,092.80	\$ 4,205.60	\$ 4,321.60
	YR	\$ 75,084	\$ 77,151	\$ 79,260	\$ 81,432	\$ 85,983	\$ 90,765	\$ 95,839	\$ 101,184	\$ 103,961	\$ 106,822	\$ 109,766	\$ 112,793
3672	HR	\$ 36.72	\$ 37.73	\$ 38.77	\$ 39.84	\$ 42.06	\$ 44.40	\$ 46.87	\$ 49.48	\$ 50.85	\$ 52.25	\$ 53.69	\$ 55.17
	BW	\$ 2,937.60	\$ 3,018.40	\$ 3,101.60	\$ 3,187.20	\$ 3,364.80	\$ 3,552.00	\$ 3,749.60	\$ 3,958.40	\$ 4,068.00	\$ 4,180.00	\$ 4,295.20	\$ 4,413.60
	YR	\$ 76,671	\$ 78,780	\$ 80,951	\$ 83,185	\$ 87,821	\$ 92,707	\$ 97,864	\$ 103,314	\$ 106,174	\$ 109,098	\$ 112,104	\$ 115,194
3738	HR	\$ 37.38	\$ 38.41	\$ 39.46	\$ 40.55	\$ 42.81	\$ 45.19	\$ 47.71	\$ 50.37	\$ 51.75	\$ 53.17	\$ 54.64	\$ 56.14
	BW	\$ 2,990.40	\$ 3,072.80	\$ 3,156.80	\$ 3,244.00	\$ 3,424.80	\$ 3,615.20	\$ 3,816.80	\$ 4,029.60	\$ 4,140.00	\$ 4,253.60	\$ 4,371.20	\$ 4,491.20
	YR	\$ 78,049	\$ 80,200	\$ 82,392	\$ 84,668	\$ 89,387	\$ 94,356	\$ 99,618	\$ 105,172	\$ 108,054	\$ 111,018	\$ 114,088	\$ 117,220
3757	HR	\$ 37.57	\$ 38.60	\$ 39.66	\$ 40.75	\$ 43.02	\$ 45.42	\$ 47.94	\$ 50.61	\$ 52.01	\$ 53.44	\$ 54.91	\$ 56.42
	BW	\$ 3,005.60	\$ 3,088.00	\$ 3,172.80	\$ 3,260.00	\$ 3,441.60	\$ 3,633.60	\$ 3,835.20	\$ 4,048.80	\$ 4,160.80	\$ 4,275.20	\$ 4,392.80	\$ 4,513.60
	YR	\$ 78,446	\$ 80,596	\$ 82,810	\$ 85,086	\$ 89,825	\$ 94,836	\$ 100,098	\$ 105,673	\$ 108,596	\$ 111,582	\$ 114,652	\$ 117,804
3788	HR	\$ 37.88	\$ 38.92	\$ 39.99	\$ 41.09	\$ 43.38	\$ 45.80	\$ 48.35	\$ 51.05	\$ 52.45	\$ 53.89	\$ 55.37	\$ 56.89
	BW	\$ 3,030.40	\$ 3,113.60	\$ 3,199.20	\$ 3,287.20	\$ 3,470.40	\$ 3,664.00	\$ 3,868.00	\$ 4,084.00	\$ 4,196.00	\$ 4,311.20	\$ 4,429.60	\$ 4,551.20
	YR	\$ 79,093	\$ 81,264	\$ 83,499	\$ 85,795	\$ 90,577	\$ 95,630	\$ 100,954	\$ 106,592	\$ 109,515	\$ 112,522	\$ 115,612	\$ 118,786
3825	HR	\$ 38.25	\$ 39.30	\$ 40.38	\$ 41.49	\$ 43.80	\$ 46.25	\$ 48.83	\$ 51.55	\$ 52.97	\$ 54.43	\$ 55.92	\$ 57.46
	BW	\$ 3,060.00	\$ 3,144.00	\$ 3,230.40	\$ 3,319.20	\$ 3,504.00	\$ 3,700.00	\$ 3,906.40	\$ 4,124.00	\$ 4,237.60	\$ 4,354.40	\$ 4,473.60	\$ 4,596.80
	YR	\$ 79,866	\$ 82,058	\$ 84,313	\$ 86,631	\$ 91,454	\$ 96,570	\$ 101,957	\$ 107,636	\$ 110,601	\$ 113,649	\$ 116,760	\$ 119,976
3876	HR	\$ 38.76	\$ 39.83	\$ 40.92	\$ 42.05	\$ 44.39	\$ 46.86	\$ 49.47	\$ 52.23	\$ 53.66	\$ 55.14	\$ 56.65	\$ 58.21
	BW	\$ 3,100.80	\$ 3,186.40	\$ 3,273.60	\$ 3,364.00	\$ 3,551.20	\$ 3,748.80	\$ 3,957.60	\$ 4,178.40	\$ 4,292.80	\$ 4,411.20	\$ 4,532.00	\$ 4,656.80
	YR	\$ 80,930	\$ 83,165	\$ 85,440	\$ 87,800	\$ 92,686	\$ 97,843	\$ 103,293	\$ 109,056	\$ 112,042	\$ 115,132	\$ 118,285	\$ 121,542

**MOU 21**

**Appendix B**

**Operative on January 28, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3915	HR	\$ 39.15	\$ 40.23	\$ 41.33	\$ 42.47	\$ 44.83	\$ 47.33	\$ 49.97	\$ 52.75	\$ 54.20	\$ 55.69	\$ 57.22	\$ 58.79
	BW	\$ 3,132.00	\$ 3,218.40	\$ 3,306.40	\$ 3,397.60	\$ 3,586.40	\$ 3,786.40	\$ 3,997.60	\$ 4,220.00	\$ 4,336.00	\$ 4,455.20	\$ 4,577.60	\$ 4,703.20
	YR	\$ 81,745	\$ 84,000	\$ 86,297	\$ 88,677	\$ 93,605	\$ 98,825	\$ 104,337	\$ 110,142	\$ 113,169	\$ 116,280	\$ 119,475	\$ 122,753
3932	HR	\$ 39.32	\$ 40.40	\$ 41.51	\$ 42.65	\$ 45.03	\$ 47.53	\$ 50.18	\$ 52.98	\$ 54.43	\$ 55.93	\$ 57.46	\$ 59.04
	BW	\$ 3,145.60	\$ 3,232.00	\$ 3,320.80	\$ 3,412.00	\$ 3,602.40	\$ 3,802.40	\$ 4,014.40	\$ 4,238.40	\$ 4,354.40	\$ 4,474.40	\$ 4,596.80	\$ 4,723.20
	YR	\$ 82,100	\$ 84,355	\$ 86,672	\$ 89,053	\$ 94,022	\$ 99,242	\$ 104,775	\$ 110,622	\$ 113,649	\$ 116,781	\$ 119,976	\$ 123,275
3951	HR	\$ 39.51	\$ 40.60	\$ 41.71	\$ 42.86	\$ 45.25	\$ 47.78	\$ 50.44	\$ 53.26	\$ 54.72	\$ 56.22	\$ 57.77	\$ 59.36
	BW	\$ 3,160.80	\$ 3,248.00	\$ 3,336.80	\$ 3,428.80	\$ 3,620.00	\$ 3,822.40	\$ 4,035.20	\$ 4,260.80	\$ 4,377.60	\$ 4,497.60	\$ 4,621.60	\$ 4,748.80
	YR	\$ 82,496	\$ 84,772	\$ 87,090	\$ 89,491	\$ 94,482	\$ 99,764	\$ 105,318	\$ 111,206	\$ 114,255	\$ 117,387	\$ 120,623	\$ 123,943
4069	HR	\$ 40.69	\$ 41.81	\$ 42.96	\$ 44.14	\$ 46.61	\$ 49.21	\$ 51.95	\$ 54.85	\$ 56.36	\$ 57.91	\$ 59.50	\$ 61.14
	BW	\$ 3,255.20	\$ 3,344.80	\$ 3,436.80	\$ 3,531.20	\$ 3,728.80	\$ 3,936.80	\$ 4,156.00	\$ 4,388.00	\$ 4,508.80	\$ 4,632.80	\$ 4,760.00	\$ 4,891.20
	YR	\$ 84,960	\$ 87,299	\$ 89,700	\$ 92,164	\$ 97,321	\$ 102,750	\$ 108,471	\$ 114,526	\$ 117,679	\$ 120,916	\$ 124,236	\$ 127,660
4192	HR	\$ 41.92	\$ 43.07	\$ 44.26	\$ 45.48	\$ 48.02	\$ 50.70	\$ 53.52	\$ 56.50	\$ 58.06	\$ 59.66	\$ 61.30	\$ 62.99
	BW	\$ 3,353.60	\$ 3,445.60	\$ 3,540.80	\$ 3,638.40	\$ 3,841.60	\$ 4,056.00	\$ 4,281.60	\$ 4,520.00	\$ 4,644.80	\$ 4,772.80	\$ 4,904.00	\$ 5,039.20
	YR	\$ 87,528	\$ 89,930	\$ 92,414	\$ 94,962	\$ 100,265	\$ 105,861	\$ 111,749	\$ 117,972	\$ 121,229	\$ 124,570	\$ 127,994	\$ 131,523
4208	HR	\$ 42.08	\$ 43.24	\$ 44.43	\$ 45.65	\$ 48.20	\$ 50.89	\$ 53.73	\$ 56.73	\$ 58.29	\$ 59.89	\$ 61.54	\$ 63.23
	BW	\$ 3,366.40	\$ 3,459.20	\$ 3,554.40	\$ 3,652.00	\$ 3,856.00	\$ 4,071.20	\$ 4,298.40	\$ 4,538.40	\$ 4,663.20	\$ 4,791.20	\$ 4,923.20	\$ 5,058.40
	YR	\$ 87,863	\$ 90,285	\$ 92,769	\$ 95,317	\$ 100,641	\$ 106,258	\$ 112,188	\$ 118,452	\$ 121,709	\$ 125,050	\$ 128,495	\$ 132,024
4214	HR	\$ 42.14	\$ 43.30	\$ 44.49	\$ 45.71	\$ 48.26	\$ 50.95	\$ 53.79	\$ 56.79	\$ 58.35	\$ 59.95	\$ 61.60	\$ 63.29
	BW	\$ 3,371.20	\$ 3,464.00	\$ 3,559.20	\$ 3,656.80	\$ 3,860.80	\$ 4,076.00	\$ 4,303.20	\$ 4,543.20	\$ 4,668.00	\$ 4,796.00	\$ 4,928.00	\$ 5,063.20
	YR	\$ 87,988	\$ 90,410	\$ 92,895	\$ 95,442	\$ 100,766	\$ 106,383	\$ 112,313	\$ 118,577	\$ 121,834	\$ 125,175	\$ 128,620	\$ 132,149
4331	HR	\$ 43.31	\$ 44.50	\$ 45.72	\$ 46.98	\$ 49.60	\$ 52.36	\$ 55.28	\$ 58.36	\$ 59.97	\$ 61.62	\$ 63.31	\$ 65.05
	BW	\$ 3,464.80	\$ 3,560.00	\$ 3,657.60	\$ 3,758.40	\$ 3,968.00	\$ 4,188.80	\$ 4,422.40	\$ 4,668.80	\$ 4,797.60	\$ 4,929.60	\$ 5,064.80	\$ 5,204.00
	YR	\$ 90,431	\$ 92,916	\$ 95,463	\$ 98,094	\$ 103,564	\$ 109,327	\$ 115,424	\$ 121,855	\$ 125,217	\$ 128,662	\$ 132,191	\$ 135,824
4482	HR	\$ 44.82	\$ 46.05	\$ 47.32	\$ 48.62	\$ 51.33	\$ 54.20	\$ 57.22	\$ 60.42	\$ 62.08	\$ 63.79	\$ 65.54	\$ 67.34
	BW	\$ 3,585.60	\$ 3,684.00	\$ 3,785.60	\$ 3,889.60	\$ 4,106.40	\$ 4,336.00	\$ 4,577.60	\$ 4,833.60	\$ 4,966.40	\$ 5,103.20	\$ 5,243.20	\$ 5,387.20
	YR	\$ 93,584	\$ 96,152	\$ 98,804	\$ 101,518	\$ 107,177	\$ 113,169	\$ 119,475	\$ 126,156	\$ 129,623	\$ 133,193	\$ 136,847	\$ 140,605
4516	HR	\$ 45.16	\$ 46.40	\$ 47.68	\$ 48.99	\$ 51.72	\$ 54.61	\$ 57.65	\$ 60.87	\$ 62.54	\$ 64.26	\$ 66.03	\$ 67.85
	BW	\$ 3,612.80	\$ 3,712.00	\$ 3,814.40	\$ 3,919.20	\$ 4,137.60	\$ 4,368.80	\$ 4,612.00	\$ 4,869.60	\$ 5,003.20	\$ 5,140.80	\$ 5,282.40	\$ 5,428.00
	YR	\$ 94,294	\$ 96,883	\$ 99,555	\$ 102,291	\$ 107,991	\$ 114,025	\$ 120,373	\$ 127,096	\$ 130,583	\$ 134,174	\$ 137,870	\$ 141,670
4730	HR	\$ 47.30	\$ 48.60	\$ 49.94	\$ 51.31	\$ 54.17	\$ 57.19	\$ 60.38	\$ 63.75	\$ 65.50	\$ 67.30	\$ 69.15	\$ 71.05
	BW	\$ 3,784.00	\$ 3,888.00	\$ 3,995.20	\$ 4,104.80	\$ 4,333.60	\$ 4,575.20	\$ 4,830.40	\$ 5,100.00	\$ 5,240.00	\$ 5,384.00	\$ 5,532.00	\$ 5,684.00
	YR	\$ 98,762	\$ 101,476	\$ 104,274	\$ 107,135	\$ 113,106	\$ 119,412	\$ 126,073	\$ 133,110	\$ 136,764	\$ 140,522	\$ 144,385	\$ 148,352
4811	HR	\$ 48.11	\$ 49.43	\$ 50.79	\$ 52.19	\$ 55.09	\$ 58.17	\$ 61.41	\$ 64.84	\$ 66.62	\$ 68.45	\$ 70.33	\$ 72.26
	BW	\$ 3,848.80	\$ 3,954.40	\$ 4,063.20	\$ 4,175.20	\$ 4,407.20	\$ 4,653.60	\$ 4,912.80	\$ 5,187.20	\$ 5,329.60	\$ 5,476.00	\$ 5,626.40	\$ 5,780.80
	YR	\$ 100,453	\$ 103,209	\$ 106,049	\$ 108,972	\$ 115,027	\$ 121,458	\$ 128,224	\$ 135,385	\$ 139,102	\$ 142,923	\$ 146,849	\$ 150,878

**MOU 21**

**Appendix B**

**Operative on January 28, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4866	HR	\$ 48.66	\$ 50.00	\$ 51.37	\$ 52.78	\$ 55.72	\$ 58.82	\$ 62.10	\$ 65.56	\$ 67.37	\$ 69.22	\$ 71.13	\$ 73.09
	BW	\$ 3,892.80	\$ 4,000.00	\$ 4,109.60	\$ 4,222.40	\$ 4,457.60	\$ 4,705.60	\$ 4,968.00	\$ 5,244.80	\$ 5,389.60	\$ 5,537.60	\$ 5,690.40	\$ 5,847.20
	YR	\$ 101,602	\$ 104,400	\$ 107,260	\$ 110,204	\$ 116,343	\$ 122,816	\$ 129,664	\$ 136,889	\$ 140,668	\$ 144,531	\$ 148,519	\$ 152,611
4974	HR	\$ 49.74	\$ 51.11	\$ 52.51	\$ 53.95	\$ 56.96	\$ 60.14	\$ 63.49	\$ 67.03	\$ 68.88	\$ 70.77	\$ 72.72	\$ 74.72
	BW	\$ 3,979.20	\$ 4,088.80	\$ 4,200.80	\$ 4,316.00	\$ 4,556.80	\$ 4,811.20	\$ 5,079.20	\$ 5,362.40	\$ 5,510.40	\$ 5,661.60	\$ 5,817.60	\$ 5,977.60
	YR	\$ 103,857	\$ 106,717	\$ 109,640	\$ 112,647	\$ 118,932	\$ 125,572	\$ 132,567	\$ 139,958	\$ 143,821	\$ 147,767	\$ 151,839	\$ 156,015
4999	HR	\$ 49.99	\$ 51.36	\$ 52.78	\$ 54.23	\$ 57.25	\$ 60.45	\$ 63.82	\$ 67.37	\$ 69.23	\$ 71.13	\$ 73.09	\$ 75.10
	BW	\$ 3,999.20	\$ 4,108.80	\$ 4,222.40	\$ 4,338.40	\$ 4,580.00	\$ 4,836.00	\$ 5,105.60	\$ 5,389.60	\$ 5,538.40	\$ 5,690.40	\$ 5,847.20	\$ 6,008.00
	YR	\$ 104,379	\$ 107,239	\$ 110,204	\$ 113,232	\$ 119,538	\$ 126,219	\$ 133,256	\$ 140,668	\$ 144,552	\$ 148,519	\$ 152,611	\$ 156,808
5175	HR	\$ 51.75	\$ 53.17	\$ 54.64	\$ 56.14	\$ 59.28	\$ 62.59	\$ 66.08	\$ 69.77	\$ 71.69	\$ 73.66	\$ 75.69	\$ 77.77
	BW	\$ 4,140.00	\$ 4,253.60	\$ 4,371.20	\$ 4,491.20	\$ 4,742.40	\$ 5,007.20	\$ 5,286.40	\$ 5,581.60	\$ 5,735.20	\$ 5,892.80	\$ 6,055.20	\$ 6,221.60
	YR	\$ 108,054	\$ 111,018	\$ 114,088	\$ 117,220	\$ 123,776	\$ 130,687	\$ 137,975	\$ 145,679	\$ 149,688	\$ 153,802	\$ 158,040	\$ 162,383
5220	HR	\$ 52.20	\$ 53.64	\$ 55.11	\$ 56.63	\$ 59.78	\$ 63.11	\$ 66.62	\$ 70.34	\$ 72.28	\$ 74.27	\$ 76.31	\$ 78.41
	BW	\$ 4,176.00	\$ 4,291.20	\$ 4,408.80	\$ 4,530.40	\$ 4,782.40	\$ 5,048.80	\$ 5,329.60	\$ 5,627.20	\$ 5,782.40	\$ 5,941.60	\$ 6,104.80	\$ 6,272.80
	YR	\$ 108,993	\$ 112,000	\$ 115,069	\$ 118,243	\$ 124,820	\$ 131,773	\$ 139,102	\$ 146,869	\$ 150,920	\$ 155,075	\$ 159,335	\$ 163,720
5364	HR	\$ 53.64	\$ 55.12	\$ 56.63	\$ 58.19	\$ 61.43	\$ 64.86	\$ 68.47	\$ 72.29	\$ 74.28	\$ 76.32	\$ 78.42	\$ 80.58
	BW	\$ 4,291.20	\$ 4,409.60	\$ 4,530.40	\$ 4,655.20	\$ 4,914.40	\$ 5,188.80	\$ 5,477.60	\$ 5,783.20	\$ 5,942.40	\$ 6,105.60	\$ 6,273.60	\$ 6,446.40
	YR	\$ 112,000	\$ 115,090	\$ 118,243	\$ 121,500	\$ 128,265	\$ 135,427	\$ 142,965	\$ 150,941	\$ 155,096	\$ 159,356	\$ 163,740	\$ 168,251
5405	HR	\$ 54.05	\$ 55.54	\$ 57.06	\$ 58.63	\$ 61.90	\$ 65.35	\$ 69.00	\$ 72.84	\$ 74.84	\$ 76.90	\$ 79.01	\$ 81.18
	BW	\$ 4,324.00	\$ 4,443.20	\$ 4,564.80	\$ 4,690.40	\$ 4,952.00	\$ 5,228.00	\$ 5,520.00	\$ 5,827.20	\$ 5,987.20	\$ 6,152.00	\$ 6,320.80	\$ 6,494.40
	YR	\$ 112,856	\$ 115,967	\$ 119,141	\$ 122,419	\$ 129,247	\$ 136,450	\$ 144,072	\$ 152,089	\$ 156,265	\$ 160,567	\$ 164,972	\$ 169,503
5601	HR	\$ 56.01	\$ 57.55	\$ 59.13	\$ 60.76	\$ 64.15	\$ 67.72	\$ 71.49	\$ 75.48	\$ 77.56	\$ 79.69	\$ 81.88	\$ 84.13
	BW	\$ 4,480.80	\$ 4,604.00	\$ 4,730.40	\$ 4,860.80	\$ 5,132.00	\$ 5,417.60	\$ 5,719.20	\$ 6,038.40	\$ 6,204.80	\$ 6,375.20	\$ 6,550.40	\$ 6,730.40
	YR	\$ 116,948	\$ 120,164	\$ 123,463	\$ 126,866	\$ 133,945	\$ 141,399	\$ 149,271	\$ 157,602	\$ 161,945	\$ 166,392	\$ 170,965	\$ 175,663
5607	HR	\$ 56.07	\$ 57.61	\$ 59.20	\$ 60.83	\$ 64.22	\$ 67.79	\$ 71.58	\$ 75.56	\$ 77.64	\$ 79.78	\$ 81.97	\$ 84.22
	BW	\$ 4,485.60	\$ 4,608.80	\$ 4,736.00	\$ 4,866.40	\$ 5,137.60	\$ 5,423.20	\$ 5,726.40	\$ 6,044.80	\$ 6,211.20	\$ 6,382.40	\$ 6,557.60	\$ 6,737.60
	YR	\$ 117,074	\$ 120,289	\$ 123,609	\$ 127,013	\$ 134,091	\$ 141,545	\$ 149,459	\$ 157,769	\$ 162,112	\$ 166,580	\$ 171,153	\$ 175,851
5716	HR	\$ 57.16	\$ 58.73	\$ 60.35	\$ 62.01	\$ 65.46	\$ 69.11	\$ 72.96	\$ 77.03	\$ 79.15	\$ 81.33	\$ 83.56	\$ 85.86
	BW	\$ 4,572.80	\$ 4,698.40	\$ 4,828.00	\$ 4,960.80	\$ 5,236.80	\$ 5,528.80	\$ 5,836.80	\$ 6,162.40	\$ 6,332.00	\$ 6,506.40	\$ 6,684.80	\$ 6,868.80
	YR	\$ 119,350	\$ 122,628	\$ 126,010	\$ 129,476	\$ 136,680	\$ 144,301	\$ 152,340	\$ 160,838	\$ 165,265	\$ 169,817	\$ 174,473	\$ 179,275

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Appendix C

Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	4031	2	\$ 86,484	--	12	\$ 126,449
7922-0	Architectural Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321
7922-H	Architectural Drafting Technician - Harbor	3381	2	\$ 72,537	--	12	\$ 106,049
4288-0	Assistant Environmental Compliance Inspector	3041	2	\$ 65,250	--	12	\$ 95,400
7224-0	Calligrapher	3129	9	\$ 90,452	--	12	\$ 98,136
7204-0	Cartographer	2952	9	\$ 85,378	--	12	\$ 92,623
1803-0	Channel Traffic and Information Coordinator	3151	2	\$ 67,609	--	12	\$ 98,845
7941-0	City Planning Associate	4320	2	\$ 92,686	--	12	\$ 135,469
7232-0	Civil Engineering Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321
7232-A	Civil Engineering Drafting Technician - Airport	3381	2	\$ 72,537	--	12	\$ 106,049
7232-H	Civil Engineering Drafting Technician - Harbor	3381	2	\$ 72,537	--	12	\$ 106,049
1660-1	Computer Graphic Artist I	2720	2	\$ 58,359	--	12	\$ 85,294
1660-2	Computer Graphic Artist II	3292	2	\$ 70,637	--	12	\$ 103,272
1427-1	Computer Operator I	2600	2	\$ 55,791	--	12	\$ 81,578
1427-2	Computer Operator II	2819	2	\$ 60,489	--	12	\$ 88,405
3341-0	Construction Estimator	4192	2	\$ 89,930	--	12	\$ 131,523
2378-0	Critical Incident Stress Management Program Coordin	3388	2	\$ 72,683	--	12	\$ 106,279
1470-0	Data Base Architect	5566	2	\$ 119,412	--	12	\$ 174,598
1136-1	Data Processing Technician I	2600	2	\$ 55,791	--	12	\$ 81,578
1136-2	Data Processing Technician II	2819	2	\$ 60,489	--	12	\$ 88,405
1135-1	Documentation Technician I	2635	2	\$ 56,522	--	12	\$ 82,684
1135-2	Documentation Technician II	2865	2	\$ 61,470	--	12	\$ 89,867
7229-0	Drafting Aide	2502	2	\$ 53,682	--	12	\$ 78,487
3337-0	Electrical Construction Estimator	4192	2	\$ 89,930	--	12	\$ 131,523
7532-0	Electrical Engineering Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321
7532-H	Electrical Engineering Drafting Technician - Harbor	3381	2	\$ 72,537	--	12	\$ 106,049
7217-A	Engineering Designer - Airport	3992	2	\$ 85,649	--	12	\$ 125,238
7217-1	Engineering Designer I	3513	2	\$ 75,376	--	12	\$ 110,162
7217-2	Engineering Designer II	3867	2	\$ 82,956	--	12	\$ 121,333
4292-0	Environmental Compliance Inspector	3940	4	\$ 89,241	--	12	\$ 123,588
3734-1	Equipment Specialist I	3651	2	\$ 78,320	--	12	\$ 114,547
3734-2	Equipment Specialist II	4047	2	\$ 86,819	--	12	\$ 126,971
3229-1	Examiner Of Questioned Documents I	2843	2	\$ 60,990	--	12	\$ 89,199
3229-2	Examiner Of Questioned Documents II	5013	2	\$ 107,552	--	12	\$ 157,268
2444-0	Exhibit Preparator	2537	2	\$ 54,434	--	12	\$ 79,573

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Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7228-0	Field Engineering Aide	3551	6	\$ 89,658	--	12	\$ 111,394	
7284-0	Field Engineering Aide Assistant	3551		#N/A	--	12	\$ 111,394	
7281-0	Field Engineering Aide Trainee	3551		#N/A	--	12	\$ 111,394	
1571-1	Financial Development Officer I	5148	2	\$ 110,455	--	12	\$ 161,506	
1571-2	Financial Development Officer II	5526	2	\$ 118,556	--	12	\$ 173,324	
2233-0	Firearms Examiner	5013	2	\$ 107,552	--	12	\$ 157,268	
2200-1	Forensic Print Specialist I	3357	2	\$ 72,015	--	12	\$ 105,318	
2200-2	Forensic Print Specialist II	3704	2	\$ 79,469	--	12	\$ 116,197	
2200-3	Forensic Print Specialist III	4340	2	\$ 93,103	--	12	\$ 136,116	
2200-4	Forensic Print Specialist IV	4617	2	\$ 99,054	--	12	\$ 144,844	
7213-0	Geographic Information Systems Specialist	4069	2	\$ 87,299	--	12	\$ 127,660	
1670-1	Graphics Designer I	2720	2	\$ 58,359	--	12	\$ 85,294	
1670-2	Graphics Designer II	3292	2	\$ 70,637	--	12	\$ 103,272	
1670-A	Graphics Designer II - Airport	3410	2	\$ 73,163	--	12	\$ 106,947	
1670-3	Graphics Designer III	3686	2	\$ 79,072	--	12	\$ 115,633	
1562-0	Improvement Assessor	3292	2	\$ 70,637	--	12	\$ 103,272	
7199-1	Improvement Bond Coordinator I	3410	2	\$ 73,163	--	12	\$ 106,947	
7199-2	Improvement Bond Coordinator II	3783	2	\$ 81,160	--	12	\$ 118,661	
9191-1	Industrial Commercial Finance Officer I	5377	2	\$ 115,362	--	12	\$ 168,668	
9191-2	Industrial Commercial Finance Officer II	5768	2	\$ 123,755	--	12	\$ 180,966	
1456-0	Information Services Specialist	3476	2	\$ 74,583	--	12	\$ 109,035	
0190-0	Interpreter						\$ 41 /HR	
1429-0	IT Specialist	3357	2	\$ 72,015	--	12	\$ 105,318	
7854-1	Laboratory Technician I	2567	2	\$ 55,081	--	12	\$ 80,513	
7854-2	Laboratory Technician II	3041	2	\$ 65,250	--	12	\$ 95,400	
7854-3	Laboratory Technician III	3211	2	\$ 68,883	--	12	\$ 100,725	
7283-0	Land Surveying Assistant	3867	6	\$ 97,634	--	12	\$ 121,333	
7968-1	Materials Testing Technician I	2884	2	\$ 61,867	--	12	\$ 90,473	
7968-2	Materials Testing Technician II	3220	2	\$ 69,091	--	12	\$ 101,017	
3342-0	Mechanical Construction Estimator	4192	2	\$ 89,930	--	12	\$ 131,523	
7551-0	Mechanical Engineering Drafting Technician	3098	2	\$ 66,461	--	12	\$ 97,196	
2310-0	Medical Assistant	2315	2	\$ 49,673	--	12	\$ 72,599	
7212-1	Office Engineering Technician I	2567	2	\$ 55,081	--	12	\$ 80,513	
7212-2	Office Engineering Technician II	2884	7	\$ 76,880	--	12	\$ 90,473	
7212-3	Office Engineering Technician III	3220	2	\$ 69,091	--	12	\$ 101,017	

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Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1793-1	Photographer I	2951	2	\$ 63,308	--	12	\$ 92,581
1793-2	Photographer II	3391	2	\$ 72,745	--	12	\$ 106,383
1793-3	Photographer III	3797	2	\$ 81,452	--	12	\$ 119,120
2309-1	Physical Therapist I	3306	2	\$ 70,929	--	12	\$ 103,690
2309-2	Physical Therapist II	3478	2	\$ 74,625	--	12	\$ 109,098
7943-1	Planning Aide I	2567	2	\$ 55,081	--	12	\$ 80,513
7943-2	Planning Aide II	2952	2	\$ 63,329	--	12	\$ 92,623
7939-0	Planning Assistant	3590	2	\$ 77,026	--	12	\$ 112,605
6146-0	Playback Operator	2720	2	\$ 58,359	--	12	\$ 85,294
1650-0	Police Composite Artist	3220	2	\$ 69,091	--	12	\$ 101,017
2240-1	Polygraph Examiner I	3848	8	\$ 108,325	--	12	\$ 120,749
2240-2	Polygraph Examiner II	4871	8	\$ 137,098	--	12	\$ 152,799
2240-3	Polygraph Examiner III	5122	2	\$ 109,891	--	12	\$ 160,692
2240-4	Polygraph Examiner IV	5887	2	\$ 126,303	--	12	\$ 184,683
1941-1	Real Estate Associate I	2884	2	\$ 61,867	--	12	\$ 90,473
1941-2	Real Estate Associate II	3410	2	\$ 73,163	--	12	\$ 106,947
1960-0	Real Estate Officer	4460	2	\$ 95,693	--	12	\$ 139,896
1960-A	Real Estate Officer - Airport	4460	2	\$ 95,693	--	12	\$ 139,896
1960-H	Real Estate Officer - Harbor	4460	2	\$ 95,693	--	12	\$ 139,896
1937-0	Real Estate Trainee	2720	2	\$ 58,359	--	12	\$ 85,294
7208-0	Senior Architectural Drafting Technician	3457	2	\$ 74,165	--	12	\$ 108,471
7205-0	Senior Cartographer	3292	2	\$ 70,637	--	12	\$ 103,272
7207-0	Senior Civil Engineering Drafting Technician	3457	2	\$ 74,165	--	12	\$ 108,471
1428-1	Senior Computer Operator I	3041	2	\$ 65,250	--	12	\$ 95,400
1428-2	Senior Computer Operator II	3499	2	\$ 75,063	--	12	\$ 109,745
7209-0	Senior Electrical Engineering Drafting Technician	3457	2	\$ 74,165	--	12	\$ 108,471
7210-0	Senior Mechanical Engineering Drafting Technician	3590	2	\$ 77,026	--	12	\$ 112,605
1947-0	Senior Title Examiner	3590	2	\$ 77,026	--	12	\$ 112,605
4273-0	Senior Transportation Investigator	4337	2	\$ 93,041	--	12	\$ 136,033
7286-1	Survey Party Chief I	4320	2	\$ 92,686	--	12	\$ 135,469
7286-2	Survey Party Chief II	4654	7	\$ 124,027	--	12	\$ 145,930
1455-1	Systems Administrator I	4955	7	\$ 132,066	--	12	\$ 155,409
1455-2	Systems Administrator II	5333	2	\$ 114,422	--	12	\$ 167,248
1455-3	Systems Administrator III	5775	2	\$ 123,901	--	12	\$ 181,134
7615-0	Television Engineer	4320	2	\$ 92,686	--	12	\$ 135,469



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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1943-0	Title Examiner	3220	3	\$ 70,992	--	12	\$ 101,017
7285-1	Transportation Engineering Aide I	3041	2	\$ 65,250	--	12	\$ 95,400
7285-2	Transportation Engineering Aide II	3410	2	\$ 73,163	--	12	\$ 106,947
4271-0	Transportation Investigator	3901	2	\$ 83,687	--	12	\$ 122,356
2480-1	Transportation Planning Associate I	3590	2	\$ 77,026	--	12	\$ 112,605
2480-2	Transportation Planning Associate II	4320	6	\$ 109,056	--	12	\$ 135,469
2369-0	Veterinary Technician	3525	2	\$ 75,627	--	12	\$ 110,580
1802-0	Video Production Coordinator	3151	2	\$ 67,609	--	12	\$ 98,845
6145-1	Video Technician I	3151	2	\$ 67,609	--	12	\$ 98,845
6145-2	Video Technician II	3494	2	\$ 74,959	--	12	\$ 109,599
6149-0	Videotape Librarian	2891	2	\$ 62,034	--	12	\$ 90,660
2358-1	X-Ray and Laboratory Technician I	3224	2	\$ 69,175	--	12	\$ 101,142
2358-2	X-Ray and Laboratory Technician II	3410	2	\$ 73,163	--	12	\$ 106,947

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**Operative on September 22, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2315	HR	\$ 23.15	\$ 23.79	\$ 24.44	\$ 25.11	\$ 26.51	\$ 27.99	\$ 29.55	\$ 31.19	\$ 32.05	\$ 32.93	\$ 33.84	\$ 34.77
	BW	\$ 1,852.00	\$ 1,903.20	\$ 1,955.20	\$ 2,008.80	\$ 2,120.80	\$ 2,239.20	\$ 2,364.00	\$ 2,495.20	\$ 2,564.00	\$ 2,634.40	\$ 2,707.20	\$ 2,781.60
	YR	\$ 48,337	\$ 49,673	\$ 51,030	\$ 52,429	\$ 55,352	\$ 58,443	\$ 61,700	\$ 65,124	\$ 66,920	\$ 68,757	\$ 70,657	\$ 72,599
2502	HR	\$ 25.02	\$ 25.71	\$ 26.42	\$ 27.15	\$ 28.66	\$ 30.26	\$ 31.94	\$ 33.72	\$ 34.65	\$ 35.60	\$ 36.58	\$ 37.59
	BW	\$ 2,001.60	\$ 2,056.80	\$ 2,113.60	\$ 2,172.00	\$ 2,292.80	\$ 2,420.80	\$ 2,555.20	\$ 2,697.60	\$ 2,772.00	\$ 2,848.00	\$ 2,926.40	\$ 3,007.20
	YR	\$ 52,241	\$ 53,682	\$ 55,164	\$ 56,689	\$ 59,842	\$ 63,182	\$ 66,690	\$ 70,407	\$ 72,349	\$ 74,332	\$ 76,379	\$ 78,487
2537	HR	\$ 25.37	\$ 26.07	\$ 26.78	\$ 27.52	\$ 29.05	\$ 30.67	\$ 32.38	\$ 34.18	\$ 35.13	\$ 36.10	\$ 37.09	\$ 38.11
	BW	\$ 2,029.60	\$ 2,085.60	\$ 2,142.40	\$ 2,201.60	\$ 2,324.00	\$ 2,453.60	\$ 2,590.40	\$ 2,734.40	\$ 2,810.40	\$ 2,888.00	\$ 2,967.20	\$ 3,048.80
	YR	\$ 52,972	\$ 54,434	\$ 55,916	\$ 57,461	\$ 60,656	\$ 64,038	\$ 67,609	\$ 71,367	\$ 73,351	\$ 75,376	\$ 77,443	\$ 79,573
2567	HR	\$ 25.67	\$ 26.38	\$ 27.10	\$ 27.85	\$ 29.40	\$ 31.04	\$ 32.77	\$ 34.60	\$ 35.55	\$ 36.53	\$ 37.53	\$ 38.56
	BW	\$ 2,053.60	\$ 2,110.40	\$ 2,168.00	\$ 2,228.00	\$ 2,352.00	\$ 2,483.20	\$ 2,621.60	\$ 2,768.00	\$ 2,844.00	\$ 2,922.40	\$ 3,002.40	\$ 3,084.80
	YR	\$ 53,598	\$ 55,081	\$ 56,584	\$ 58,150	\$ 61,387	\$ 64,811	\$ 68,423	\$ 72,244	\$ 74,228	\$ 76,274	\$ 78,362	\$ 80,513
2600	HR	\$ 26.00	\$ 26.72	\$ 27.45	\$ 28.20	\$ 29.78	\$ 31.44	\$ 33.20	\$ 35.05	\$ 36.01	\$ 37.00	\$ 38.02	\$ 39.07
	BW	\$ 2,080.00	\$ 2,137.60	\$ 2,196.00	\$ 2,256.00	\$ 2,382.40	\$ 2,515.20	\$ 2,656.00	\$ 2,804.00	\$ 2,880.80	\$ 2,960.00	\$ 3,041.60	\$ 3,125.60
	YR	\$ 54,288	\$ 55,791	\$ 57,315	\$ 58,881	\$ 62,180	\$ 65,646	\$ 69,321	\$ 73,184	\$ 75,188	\$ 77,256	\$ 79,385	\$ 81,578
2635	HR	\$ 26.35	\$ 27.07	\$ 27.82	\$ 28.59	\$ 30.18	\$ 31.86	\$ 33.64	\$ 35.52	\$ 36.50	\$ 37.50	\$ 38.54	\$ 39.60
	BW	\$ 2,108.00	\$ 2,165.60	\$ 2,225.60	\$ 2,287.20	\$ 2,414.40	\$ 2,548.80	\$ 2,691.20	\$ 2,841.60	\$ 2,920.00	\$ 3,000.00	\$ 3,083.20	\$ 3,168.00
	YR	\$ 55,018	\$ 56,522	\$ 58,088	\$ 59,695	\$ 63,015	\$ 66,523	\$ 70,240	\$ 74,165	\$ 76,212	\$ 78,300	\$ 80,471	\$ 82,684
2720	HR	\$ 27.20	\$ 27.95	\$ 28.72	\$ 29.51	\$ 31.15	\$ 32.89	\$ 34.72	\$ 36.65	\$ 37.66	\$ 38.70	\$ 39.76	\$ 40.85
	BW	\$ 2,176.00	\$ 2,236.00	\$ 2,297.60	\$ 2,360.80	\$ 2,492.00	\$ 2,631.20	\$ 2,777.60	\$ 2,932.00	\$ 3,012.80	\$ 3,096.00	\$ 3,180.80	\$ 3,268.00
	YR	\$ 56,793	\$ 58,359	\$ 59,967	\$ 61,616	\$ 65,041	\$ 68,674	\$ 72,495	\$ 76,525	\$ 78,634	\$ 80,805	\$ 83,018	\$ 85,294
2819	HR	\$ 28.19	\$ 28.97	\$ 29.76	\$ 30.58	\$ 32.28	\$ 34.08	\$ 35.98	\$ 37.99	\$ 39.03	\$ 40.10	\$ 41.21	\$ 42.34
	BW	\$ 2,255.20	\$ 2,317.60	\$ 2,380.80	\$ 2,446.40	\$ 2,582.40	\$ 2,726.40	\$ 2,878.40	\$ 3,039.20	\$ 3,122.40	\$ 3,208.00	\$ 3,296.80	\$ 3,387.20
	YR	\$ 58,860	\$ 60,489	\$ 62,138	\$ 63,851	\$ 67,400	\$ 71,159	\$ 75,126	\$ 79,323	\$ 81,494	\$ 83,728	\$ 86,046	\$ 88,405
2843	HR	\$ 28.43	\$ 29.21	\$ 30.02	\$ 30.85	\$ 32.56	\$ 34.38	\$ 36.30	\$ 38.33	\$ 39.38	\$ 40.46	\$ 41.58	\$ 42.72
	BW	\$ 2,274.40	\$ 2,336.80	\$ 2,401.60	\$ 2,468.00	\$ 2,604.80	\$ 2,750.40	\$ 2,904.00	\$ 3,066.40	\$ 3,150.40	\$ 3,236.80	\$ 3,326.40	\$ 3,417.60
	YR	\$ 59,361	\$ 60,990	\$ 62,681	\$ 64,414	\$ 67,985	\$ 71,785	\$ 75,794	\$ 80,033	\$ 82,225	\$ 84,480	\$ 86,819	\$ 89,199
2865	HR	\$ 28.65	\$ 29.44	\$ 30.25	\$ 31.08	\$ 32.82	\$ 34.65	\$ 36.58	\$ 38.61	\$ 39.68	\$ 40.77	\$ 41.89	\$ 43.04
	BW	\$ 2,292.00	\$ 2,355.20	\$ 2,420.00	\$ 2,486.40	\$ 2,625.60	\$ 2,772.00	\$ 2,926.40	\$ 3,088.80	\$ 3,174.40	\$ 3,261.60	\$ 3,351.20	\$ 3,443.20
	YR	\$ 59,821	\$ 61,470	\$ 63,162	\$ 64,895	\$ 68,528	\$ 72,349	\$ 76,379	\$ 80,617	\$ 82,851	\$ 85,127	\$ 87,466	\$ 89,867
2884	HR	\$ 28.84	\$ 29.63	\$ 30.45	\$ 31.29	\$ 33.03	\$ 34.87	\$ 36.82	\$ 38.87	\$ 39.94	\$ 41.04	\$ 42.17	\$ 43.33
	BW	\$ 2,307.20	\$ 2,370.40	\$ 2,436.00	\$ 2,503.20	\$ 2,642.40	\$ 2,789.60	\$ 2,945.60	\$ 3,109.60	\$ 3,195.20	\$ 3,283.20	\$ 3,373.60	\$ 3,466.40
	YR	\$ 60,217	\$ 61,867	\$ 63,579	\$ 65,333	\$ 68,966	\$ 72,808	\$ 76,880	\$ 81,160	\$ 83,394	\$ 85,691	\$ 88,050	\$ 90,473
2891	HR	\$ 28.91	\$ 29.71	\$ 30.52	\$ 31.36	\$ 33.11	\$ 34.96	\$ 36.91	\$ 38.96	\$ 40.03	\$ 41.13	\$ 42.26	\$ 43.42
	BW	\$ 2,312.80	\$ 2,376.80	\$ 2,441.60	\$ 2,508.80	\$ 2,648.80	\$ 2,796.80	\$ 2,952.80	\$ 3,116.80	\$ 3,202.40	\$ 3,290.40	\$ 3,380.80	\$ 3,473.60
	YR	\$ 60,364	\$ 62,034	\$ 63,725	\$ 65,479	\$ 69,133	\$ 72,996	\$ 77,068	\$ 81,348	\$ 83,582	\$ 85,879	\$ 88,238	\$ 90,660

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<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2951	HR	\$ 29.51	\$ 30.32	\$ 31.16	\$ 32.02	\$ 33.80	\$ 35.69	\$ 37.68	\$ 39.77	\$ 40.87	\$ 41.99	\$ 43.15	\$ 44.34
	BW	\$ 2,360.80	\$ 2,425.60	\$ 2,492.80	\$ 2,561.60	\$ 2,704.00	\$ 2,855.20	\$ 3,014.40	\$ 3,181.60	\$ 3,269.60	\$ 3,359.20	\$ 3,452.00	\$ 3,547.20
	YR	\$ 61,616	\$ 63,308	\$ 65,062	\$ 66,857	\$ 70,574	\$ 74,520	\$ 78,675	\$ 83,039	\$ 85,336	\$ 87,675	\$ 90,097	\$ 92,581
2952	HR	\$ 29.52	\$ 30.33	\$ 31.17	\$ 32.03	\$ 33.82	\$ 35.70	\$ 37.69	\$ 39.80	\$ 40.89	\$ 42.01	\$ 43.17	\$ 44.36
	BW	\$ 2,361.60	\$ 2,426.40	\$ 2,493.60	\$ 2,562.40	\$ 2,705.60	\$ 2,856.00	\$ 3,015.20	\$ 3,184.00	\$ 3,271.20	\$ 3,360.80	\$ 3,453.60	\$ 3,548.80
	YR	\$ 61,637	\$ 63,329	\$ 65,082	\$ 66,878	\$ 70,616	\$ 74,541	\$ 78,696	\$ 83,102	\$ 85,378	\$ 87,716	\$ 90,138	\$ 92,623
3041	HR	\$ 30.41	\$ 31.25	\$ 32.11	\$ 32.99	\$ 34.83	\$ 36.77	\$ 38.83	\$ 41.00	\$ 42.12	\$ 43.28	\$ 44.47	\$ 45.69
	BW	\$ 2,432.80	\$ 2,500.00	\$ 2,568.80	\$ 2,639.20	\$ 2,786.40	\$ 2,941.60	\$ 3,106.40	\$ 3,280.00	\$ 3,369.60	\$ 3,462.40	\$ 3,557.60	\$ 3,655.20
	YR	\$ 63,496	\$ 65,250	\$ 67,045	\$ 68,883	\$ 72,725	\$ 76,775	\$ 81,077	\$ 85,608	\$ 87,946	\$ 90,368	\$ 92,853	\$ 95,400
3098	HR	\$ 30.98	\$ 31.83	\$ 32.71	\$ 33.61	\$ 35.48	\$ 37.46	\$ 39.55	\$ 41.76	\$ 42.91	\$ 44.09	\$ 45.30	\$ 46.55
	BW	\$ 2,478.40	\$ 2,546.40	\$ 2,616.80	\$ 2,688.80	\$ 2,838.40	\$ 2,996.80	\$ 3,164.00	\$ 3,340.80	\$ 3,432.80	\$ 3,527.20	\$ 3,624.00	\$ 3,724.00
	YR	\$ 64,686	\$ 66,461	\$ 68,298	\$ 70,177	\$ 74,082	\$ 78,216	\$ 82,580	\$ 87,194	\$ 89,596	\$ 92,059	\$ 94,586	\$ 97,196
3101	HR	\$ 31.01	\$ 31.86	\$ 32.74	\$ 33.64	\$ 35.52	\$ 37.50	\$ 39.60	\$ 41.81	\$ 42.96	\$ 44.14	\$ 45.36	\$ 46.61
	BW	\$ 2,480.80	\$ 2,548.80	\$ 2,619.20	\$ 2,691.20	\$ 2,841.60	\$ 3,000.00	\$ 3,168.00	\$ 3,344.80	\$ 3,436.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80
	YR	\$ 64,748	\$ 66,523	\$ 68,361	\$ 70,240	\$ 74,165	\$ 78,300	\$ 82,684	\$ 87,299	\$ 89,700	\$ 92,164	\$ 94,711	\$ 97,321
3129	HR	\$ 31.29	\$ 32.15	\$ 33.03	\$ 33.94	\$ 35.83	\$ 37.82	\$ 39.93	\$ 42.16	\$ 43.32	\$ 44.51	\$ 45.74	\$ 47.00
	BW	\$ 2,503.20	\$ 2,572.00	\$ 2,642.40	\$ 2,715.20	\$ 2,866.40	\$ 3,025.60	\$ 3,194.40	\$ 3,372.80	\$ 3,465.60	\$ 3,560.80	\$ 3,659.20	\$ 3,760.00
	YR	\$ 65,333	\$ 67,129	\$ 68,966	\$ 70,866	\$ 74,813	\$ 78,968	\$ 83,373	\$ 88,030	\$ 90,452	\$ 92,936	\$ 95,505	\$ 98,136
3151	HR	\$ 31.51	\$ 32.38	\$ 33.27	\$ 34.18	\$ 36.10	\$ 38.11	\$ 40.24	\$ 42.48	\$ 43.64	\$ 44.84	\$ 46.07	\$ 47.34
	BW	\$ 2,520.80	\$ 2,590.40	\$ 2,661.60	\$ 2,734.40	\$ 2,888.00	\$ 3,048.80	\$ 3,219.20	\$ 3,398.40	\$ 3,491.20	\$ 3,587.20	\$ 3,685.60	\$ 3,787.20
	YR	\$ 65,792	\$ 67,609	\$ 69,467	\$ 71,367	\$ 75,376	\$ 79,573	\$ 84,021	\$ 88,698	\$ 91,120	\$ 93,625	\$ 96,194	\$ 98,845
3211	HR	\$ 32.11	\$ 32.99	\$ 33.90	\$ 34.83	\$ 36.77	\$ 38.83	\$ 41.00	\$ 43.28	\$ 44.47	\$ 45.69	\$ 46.95	\$ 48.24
	BW	\$ 2,568.80	\$ 2,639.20	\$ 2,712.00	\$ 2,786.40	\$ 2,941.60	\$ 3,106.40	\$ 3,280.00	\$ 3,462.40	\$ 3,557.60	\$ 3,655.20	\$ 3,756.00	\$ 3,859.20
	YR	\$ 67,045	\$ 68,883	\$ 70,783	\$ 72,725	\$ 76,775	\$ 81,077	\$ 85,608	\$ 90,368	\$ 92,853	\$ 95,400	\$ 98,031	\$ 100,725
3220	HR	\$ 32.20	\$ 33.09	\$ 34.00	\$ 34.94	\$ 36.89	\$ 38.94	\$ 41.11	\$ 43.40	\$ 44.60	\$ 45.83	\$ 47.09	\$ 48.38
	BW	\$ 2,576.00	\$ 2,647.20	\$ 2,720.00	\$ 2,795.20	\$ 2,951.20	\$ 3,115.20	\$ 3,288.80	\$ 3,472.00	\$ 3,568.00	\$ 3,666.40	\$ 3,767.20	\$ 3,870.40
	YR	\$ 67,233	\$ 69,091	\$ 70,992	\$ 72,954	\$ 77,026	\$ 81,306	\$ 85,837	\$ 90,619	\$ 93,124	\$ 95,693	\$ 98,323	\$ 101,017
3224	HR	\$ 32.24	\$ 33.13	\$ 34.04	\$ 34.98	\$ 36.93	\$ 38.98	\$ 41.16	\$ 43.45	\$ 44.65	\$ 45.88	\$ 47.14	\$ 48.44
	BW	\$ 2,579.20	\$ 2,650.40	\$ 2,723.20	\$ 2,798.40	\$ 2,954.40	\$ 3,118.40	\$ 3,292.80	\$ 3,476.00	\$ 3,572.00	\$ 3,670.40	\$ 3,771.20	\$ 3,875.20
	YR	\$ 67,317	\$ 69,175	\$ 71,075	\$ 73,038	\$ 77,109	\$ 81,390	\$ 85,942	\$ 90,723	\$ 93,229	\$ 95,797	\$ 98,428	\$ 101,142
3292	HR	\$ 32.92	\$ 33.83	\$ 34.76	\$ 35.72	\$ 37.71	\$ 39.82	\$ 42.04	\$ 44.38	\$ 45.60	\$ 46.85	\$ 48.14	\$ 49.46
	BW	\$ 2,633.60	\$ 2,706.40	\$ 2,780.80	\$ 2,857.60	\$ 3,016.80	\$ 3,185.60	\$ 3,363.20	\$ 3,550.40	\$ 3,648.00	\$ 3,748.00	\$ 3,851.20	\$ 3,956.80
	YR	\$ 68,736	\$ 70,637	\$ 72,578	\$ 74,583	\$ 78,738	\$ 83,144	\$ 87,779	\$ 92,665	\$ 95,212	\$ 97,822	\$ 100,516	\$ 103,272
3306	HR	\$ 33.06	\$ 33.97	\$ 34.90	\$ 35.86	\$ 37.86	\$ 39.97	\$ 42.20	\$ 44.55	\$ 45.78	\$ 47.04	\$ 48.33	\$ 49.66
	BW	\$ 2,644.80	\$ 2,717.60	\$ 2,792.00	\$ 2,868.80	\$ 3,028.80	\$ 3,197.60	\$ 3,376.00	\$ 3,564.00	\$ 3,662.40	\$ 3,763.20	\$ 3,866.40	\$ 3,972.80
	YR	\$ 69,029	\$ 70,929	\$ 72,871	\$ 74,875	\$ 79,051	\$ 83,457	\$ 88,113	\$ 93,020	\$ 95,588	\$ 98,219	\$ 100,913	\$ 103,690

MOU 21

Appendix C

Operative on September 22, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
3357	HR	\$ 33.57	\$ 34.49	\$ 35.44	\$ 36.41	\$ 38.45	\$ 40.60	\$ 42.86	\$ 45.25	\$ 46.50	\$ 47.78	\$ 49.09	\$ 50.44
	BW	\$ 2,685.60	\$ 2,759.20	\$ 2,835.20	\$ 2,912.80	\$ 3,076.00	\$ 3,248.00	\$ 3,428.80	\$ 3,620.00	\$ 3,720.00	\$ 3,822.40	\$ 3,927.20	\$ 4,035.20
	YR	\$ 70,094	\$ 72,015	\$ 73,998	\$ 76,024	\$ 80,283	\$ 84,772	\$ 89,491	\$ 94,482	\$ 97,092	\$ 99,764	\$ 102,499	\$ 105,318
3381	HR	\$ 33.81	\$ 34.74	\$ 35.70	\$ 36.68	\$ 38.73	\$ 40.88	\$ 43.17	\$ 45.57	\$ 46.82	\$ 48.11	\$ 49.43	\$ 50.79
	BW	\$ 2,704.80	\$ 2,779.20	\$ 2,856.00	\$ 2,934.40	\$ 3,098.40	\$ 3,270.40	\$ 3,453.60	\$ 3,645.60	\$ 3,745.60	\$ 3,848.80	\$ 3,954.40	\$ 4,063.20
	YR	\$ 70,595	\$ 72,537	\$ 74,541	\$ 76,587	\$ 80,868	\$ 85,357	\$ 90,138	\$ 95,150	\$ 97,760	\$ 100,453	\$ 103,209	\$ 106,049
3388	HR	\$ 33.88	\$ 34.81	\$ 35.77	\$ 36.75	\$ 38.80	\$ 40.97	\$ 43.25	\$ 45.66	\$ 46.92	\$ 48.21	\$ 49.54	\$ 50.90
	BW	\$ 2,710.40	\$ 2,784.80	\$ 2,861.60	\$ 2,940.00	\$ 3,104.00	\$ 3,277.60	\$ 3,460.00	\$ 3,652.80	\$ 3,753.60	\$ 3,856.80	\$ 3,963.20	\$ 4,072.00
	YR	\$ 70,741	\$ 72,683	\$ 74,687	\$ 76,734	\$ 81,014	\$ 85,545	\$ 90,306	\$ 95,338	\$ 97,968	\$ 100,662	\$ 103,439	\$ 106,279
3391	HR	\$ 33.91	\$ 34.84	\$ 35.80	\$ 36.78	\$ 38.84	\$ 41.01	\$ 43.30	\$ 45.71	\$ 46.97	\$ 48.26	\$ 49.59	\$ 50.95
	BW	\$ 2,712.80	\$ 2,787.20	\$ 2,864.00	\$ 2,942.40	\$ 3,107.20	\$ 3,280.80	\$ 3,464.00	\$ 3,656.80	\$ 3,757.60	\$ 3,860.80	\$ 3,967.20	\$ 4,076.00
	YR	\$ 70,804	\$ 72,745	\$ 74,750	\$ 76,796	\$ 81,097	\$ 85,628	\$ 90,410	\$ 95,442	\$ 98,073	\$ 100,766	\$ 103,543	\$ 106,383
3410	HR	\$ 34.10	\$ 35.04	\$ 36.00	\$ 36.99	\$ 39.06	\$ 41.23	\$ 43.54	\$ 45.96	\$ 47.22	\$ 48.52	\$ 49.85	\$ 51.22
	BW	\$ 2,728.00	\$ 2,803.20	\$ 2,880.00	\$ 2,959.20	\$ 3,124.80	\$ 3,298.40	\$ 3,483.20	\$ 3,676.80	\$ 3,777.60	\$ 3,881.60	\$ 3,988.00	\$ 4,097.60
	YR	\$ 71,200	\$ 73,163	\$ 75,168	\$ 77,235	\$ 81,557	\$ 86,088	\$ 90,911	\$ 95,964	\$ 98,595	\$ 101,309	\$ 104,086	\$ 106,947
3457	HR	\$ 34.57	\$ 35.52	\$ 36.50	\$ 37.50	\$ 39.60	\$ 41.81	\$ 44.14	\$ 46.61	\$ 47.89	\$ 49.21	\$ 50.56	\$ 51.95
	BW	\$ 2,765.60	\$ 2,841.60	\$ 2,920.00	\$ 3,000.00	\$ 3,168.00	\$ 3,344.80	\$ 3,531.20	\$ 3,728.80	\$ 3,831.20	\$ 3,936.80	\$ 4,044.80	\$ 4,156.00
	YR	\$ 72,182	\$ 74,165	\$ 76,212	\$ 78,300	\$ 82,684	\$ 87,299	\$ 92,164	\$ 97,321	\$ 99,994	\$ 102,750	\$ 105,569	\$ 108,471
3476	HR	\$ 34.76	\$ 35.72	\$ 36.70	\$ 37.71	\$ 39.82	\$ 42.04	\$ 44.38	\$ 46.85	\$ 48.14	\$ 49.46	\$ 50.82	\$ 52.22
	BW	\$ 2,780.80	\$ 2,857.60	\$ 2,936.00	\$ 3,016.80	\$ 3,185.60	\$ 3,363.20	\$ 3,550.40	\$ 3,748.00	\$ 3,851.20	\$ 3,956.80	\$ 4,065.60	\$ 4,177.60
	YR	\$ 72,578	\$ 74,583	\$ 76,629	\$ 78,738	\$ 83,144	\$ 87,779	\$ 92,665	\$ 97,822	\$ 100,516	\$ 103,272	\$ 106,112	\$ 109,035
3478	HR	\$ 34.78	\$ 35.74	\$ 36.72	\$ 37.73	\$ 39.84	\$ 42.06	\$ 44.40	\$ 46.87	\$ 48.16	\$ 49.48	\$ 50.85	\$ 52.25
	BW	\$ 2,782.40	\$ 2,859.20	\$ 2,937.60	\$ 3,018.40	\$ 3,187.20	\$ 3,364.80	\$ 3,552.00	\$ 3,749.60	\$ 3,852.80	\$ 3,958.40	\$ 4,068.00	\$ 4,180.00
	YR	\$ 72,620	\$ 74,625	\$ 76,671	\$ 78,780	\$ 83,185	\$ 87,821	\$ 92,707	\$ 97,864	\$ 100,558	\$ 103,314	\$ 106,174	\$ 109,098
3494	HR	\$ 34.94	\$ 35.90	\$ 36.89	\$ 37.90	\$ 40.02	\$ 42.25	\$ 44.60	\$ 47.09	\$ 48.39	\$ 49.72	\$ 51.09	\$ 52.49
	BW	\$ 2,795.20	\$ 2,872.00	\$ 2,951.20	\$ 3,032.00	\$ 3,201.60	\$ 3,380.00	\$ 3,568.00	\$ 3,767.20	\$ 3,871.20	\$ 3,977.60	\$ 4,087.20	\$ 4,199.20
	YR	\$ 72,954	\$ 74,959	\$ 77,026	\$ 79,135	\$ 83,561	\$ 88,218	\$ 93,124	\$ 98,323	\$ 101,038	\$ 103,815	\$ 106,675	\$ 109,599
3499	HR	\$ 34.99	\$ 35.95	\$ 36.94	\$ 37.96	\$ 40.07	\$ 42.30	\$ 44.67	\$ 47.15	\$ 48.45	\$ 49.78	\$ 51.15	\$ 52.56
	BW	\$ 2,799.20	\$ 2,876.00	\$ 2,955.20	\$ 3,036.80	\$ 3,205.60	\$ 3,384.00	\$ 3,573.60	\$ 3,772.00	\$ 3,876.00	\$ 3,982.40	\$ 4,092.00	\$ 4,204.80
	YR	\$ 73,059	\$ 75,063	\$ 77,130	\$ 79,260	\$ 83,666	\$ 88,322	\$ 93,270	\$ 98,449	\$ 101,163	\$ 103,940	\$ 106,801	\$ 109,745
3513	HR	\$ 35.13	\$ 36.10	\$ 37.09	\$ 38.11	\$ 40.24	\$ 42.48	\$ 44.84	\$ 47.34	\$ 48.64	\$ 49.98	\$ 51.35	\$ 52.76
	BW	\$ 2,810.40	\$ 2,888.00	\$ 2,967.20	\$ 3,048.80	\$ 3,219.20	\$ 3,398.40	\$ 3,587.20	\$ 3,787.20	\$ 3,891.20	\$ 3,998.40	\$ 4,108.00	\$ 4,220.80
	YR	\$ 73,351	\$ 75,376	\$ 77,443	\$ 79,573	\$ 84,021	\$ 88,698	\$ 93,625	\$ 98,845	\$ 101,560	\$ 104,358	\$ 107,218	\$ 110,162
3525	HR	\$ 35.25	\$ 36.22	\$ 37.22	\$ 38.24	\$ 40.38	\$ 42.63	\$ 45.00	\$ 47.51	\$ 48.82	\$ 50.16	\$ 51.54	\$ 52.96
	BW	\$ 2,820.00	\$ 2,897.60	\$ 2,977.60	\$ 3,059.20	\$ 3,230.40	\$ 3,410.40	\$ 3,600.00	\$ 3,800.80	\$ 3,905.60	\$ 4,012.80	\$ 4,123.20	\$ 4,236.80
	YR	\$ 73,602	\$ 75,627	\$ 77,715	\$ 79,845	\$ 84,313	\$ 89,011	\$ 93,960	\$ 99,200	\$ 101,936	\$ 104,734	\$ 107,615	\$ 110,580

**MOU 21**

**Appendix C**

**Operative on September 22, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3551	HR	\$ 35.51	\$ 36.49	\$ 37.49	\$ 38.52	\$ 40.67	\$ 42.94	\$ 45.33	\$ 47.86	\$ 49.18	\$ 50.53	\$ 51.92	\$ 53.35
	BW	\$ 2,840.80	\$ 2,919.20	\$ 2,999.20	\$ 3,081.60	\$ 3,253.60	\$ 3,435.20	\$ 3,626.40	\$ 3,828.80	\$ 3,934.40	\$ 4,042.40	\$ 4,153.60	\$ 4,268.00
	YR	\$ 74,144	\$ 76,191	\$ 78,279	\$ 80,429	\$ 84,918	\$ 89,658	\$ 94,649	\$ 99,931	\$ 102,687	\$ 105,506	\$ 108,408	\$ 111,394
3590	HR	\$ 35.90	\$ 36.89	\$ 37.90	\$ 38.94	\$ 41.11	\$ 43.40	\$ 45.83	\$ 48.38	\$ 49.72	\$ 51.09	\$ 52.49	\$ 53.93
	BW	\$ 2,872.00	\$ 2,951.20	\$ 3,032.00	\$ 3,115.20	\$ 3,288.80	\$ 3,472.00	\$ 3,666.40	\$ 3,870.40	\$ 3,977.60	\$ 4,087.20	\$ 4,199.20	\$ 4,314.40
	YR	\$ 74,959	\$ 77,026	\$ 79,135	\$ 81,306	\$ 85,837	\$ 90,619	\$ 95,693	\$ 101,017	\$ 103,815	\$ 106,675	\$ 109,599	\$ 112,605
3651	HR	\$ 36.51	\$ 37.51	\$ 38.55	\$ 39.61	\$ 41.82	\$ 44.15	\$ 46.62	\$ 49.22	\$ 50.57	\$ 51.96	\$ 53.39	\$ 54.86
	BW	\$ 2,920.80	\$ 3,000.80	\$ 3,084.00	\$ 3,168.80	\$ 3,345.60	\$ 3,532.00	\$ 3,729.60	\$ 3,937.60	\$ 4,045.60	\$ 4,156.80	\$ 4,271.20	\$ 4,388.80
	YR	\$ 76,232	\$ 78,320	\$ 80,492	\$ 82,705	\$ 87,320	\$ 92,185	\$ 97,342	\$ 102,771	\$ 105,590	\$ 108,492	\$ 111,478	\$ 114,547
3686	HR	\$ 36.86	\$ 37.87	\$ 38.92	\$ 39.99	\$ 42.22	\$ 44.57	\$ 47.06	\$ 49.68	\$ 51.05	\$ 52.45	\$ 53.90	\$ 55.38
	BW	\$ 2,948.80	\$ 3,029.60	\$ 3,113.60	\$ 3,199.20	\$ 3,377.60	\$ 3,565.60	\$ 3,764.80	\$ 3,974.40	\$ 4,084.00	\$ 4,196.00	\$ 4,312.00	\$ 4,430.40
	YR	\$ 76,963	\$ 79,072	\$ 81,264	\$ 83,499	\$ 88,155	\$ 93,062	\$ 98,261	\$ 103,731	\$ 106,592	\$ 109,515	\$ 112,543	\$ 115,633
3704	HR	\$ 37.04	\$ 38.06	\$ 39.11	\$ 40.19	\$ 42.43	\$ 44.79	\$ 47.29	\$ 49.93	\$ 51.30	\$ 52.71	\$ 54.16	\$ 55.65
	BW	\$ 2,963.20	\$ 3,044.80	\$ 3,128.80	\$ 3,215.20	\$ 3,394.40	\$ 3,583.20	\$ 3,783.20	\$ 3,994.40	\$ 4,104.00	\$ 4,216.80	\$ 4,332.80	\$ 4,452.00
	YR	\$ 77,339	\$ 79,469	\$ 81,661	\$ 83,916	\$ 88,593	\$ 93,521	\$ 98,741	\$ 104,253	\$ 107,114	\$ 110,058	\$ 113,086	\$ 116,197
3783	HR	\$ 37.83	\$ 38.87	\$ 39.94	\$ 41.04	\$ 43.33	\$ 45.74	\$ 48.29	\$ 50.98	\$ 52.39	\$ 53.83	\$ 55.31	\$ 56.83
	BW	\$ 3,026.40	\$ 3,109.60	\$ 3,195.20	\$ 3,283.20	\$ 3,466.40	\$ 3,659.20	\$ 3,863.20	\$ 4,078.40	\$ 4,191.20	\$ 4,306.40	\$ 4,424.80	\$ 4,546.40
	YR	\$ 78,989	\$ 81,160	\$ 83,394	\$ 85,691	\$ 90,473	\$ 95,505	\$ 100,829	\$ 106,446	\$ 109,390	\$ 112,397	\$ 115,487	\$ 118,661
3797	HR	\$ 37.97	\$ 39.01	\$ 40.09	\$ 41.19	\$ 43.49	\$ 45.92	\$ 48.48	\$ 51.18	\$ 52.59	\$ 54.04	\$ 55.52	\$ 57.05
	BW	\$ 3,037.60	\$ 3,120.80	\$ 3,207.20	\$ 3,295.20	\$ 3,479.20	\$ 3,673.60	\$ 3,878.40	\$ 4,094.40	\$ 4,207.20	\$ 4,323.20	\$ 4,441.60	\$ 4,564.00
	YR	\$ 79,281	\$ 81,452	\$ 83,707	\$ 86,004	\$ 90,807	\$ 95,880	\$ 101,226	\$ 106,863	\$ 109,807	\$ 112,835	\$ 115,925	\$ 119,120
3848	HR	\$ 38.48	\$ 39.54	\$ 40.63	\$ 41.75	\$ 44.08	\$ 46.54	\$ 49.14	\$ 51.88	\$ 53.31	\$ 54.78	\$ 56.28	\$ 57.83
	BW	\$ 3,078.40	\$ 3,163.20	\$ 3,250.40	\$ 3,340.00	\$ 3,526.40	\$ 3,723.20	\$ 3,931.20	\$ 4,150.40	\$ 4,264.80	\$ 4,382.40	\$ 4,502.40	\$ 4,626.40
	YR	\$ 80,346	\$ 82,559	\$ 84,835	\$ 87,174	\$ 92,039	\$ 97,175	\$ 102,604	\$ 108,325	\$ 111,311	\$ 114,380	\$ 117,512	\$ 120,749
3867	HR	\$ 38.67	\$ 39.73	\$ 40.83	\$ 41.95	\$ 44.30	\$ 46.76	\$ 49.37	\$ 52.13	\$ 53.56	\$ 55.03	\$ 56.55	\$ 58.11
	BW	\$ 3,093.60	\$ 3,178.40	\$ 3,266.40	\$ 3,356.00	\$ 3,544.00	\$ 3,740.80	\$ 3,949.60	\$ 4,170.40	\$ 4,284.80	\$ 4,402.40	\$ 4,524.00	\$ 4,648.80
	YR	\$ 80,742	\$ 82,956	\$ 85,253	\$ 87,591	\$ 92,498	\$ 97,634	\$ 103,084	\$ 108,847	\$ 111,833	\$ 114,902	\$ 118,076	\$ 121,333
3901	HR	\$ 39.01	\$ 40.08	\$ 41.19	\$ 42.32	\$ 44.69	\$ 47.17	\$ 49.80	\$ 52.58	\$ 54.02	\$ 55.51	\$ 57.03	\$ 58.60
	BW	\$ 3,120.80	\$ 3,206.40	\$ 3,295.20	\$ 3,385.60	\$ 3,575.20	\$ 3,773.60	\$ 3,984.00	\$ 4,206.40	\$ 4,321.60	\$ 4,440.80	\$ 4,562.40	\$ 4,688.00
	YR	\$ 81,452	\$ 83,687	\$ 86,004	\$ 88,364	\$ 93,312	\$ 98,490	\$ 103,982	\$ 109,787	\$ 112,793	\$ 115,904	\$ 119,078	\$ 122,356
3940	HR	\$ 39.40	\$ 40.48	\$ 41.60	\$ 42.74	\$ 45.13	\$ 47.65	\$ 50.31	\$ 53.11	\$ 54.57	\$ 56.07	\$ 57.61	\$ 59.19
	BW	\$ 3,152.00	\$ 3,238.40	\$ 3,328.00	\$ 3,419.20	\$ 3,610.40	\$ 3,812.00	\$ 4,024.80	\$ 4,248.80	\$ 4,365.60	\$ 4,485.60	\$ 4,608.80	\$ 4,735.20
	YR	\$ 82,267	\$ 84,522	\$ 86,860	\$ 89,241	\$ 94,231	\$ 99,493	\$ 105,047	\$ 110,893	\$ 113,942	\$ 117,074	\$ 120,289	\$ 123,588
3992	HR	\$ 39.92	\$ 41.02	\$ 42.15	\$ 43.31	\$ 45.72	\$ 48.27	\$ 50.96	\$ 53.81	\$ 55.29	\$ 56.81	\$ 58.37	\$ 59.98
	BW	\$ 3,193.60	\$ 3,281.60	\$ 3,372.00	\$ 3,464.80	\$ 3,657.60	\$ 3,861.60	\$ 4,076.80	\$ 4,304.80	\$ 4,423.20	\$ 4,544.80	\$ 4,669.60	\$ 4,798.40
	YR	\$ 83,352	\$ 85,649	\$ 88,009	\$ 90,431	\$ 95,463	\$ 100,787	\$ 106,404	\$ 112,355	\$ 115,445	\$ 118,619	\$ 121,876	\$ 125,238

**MOU 21**

**Appendix C**

**Operative on September 22, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4031	HR	\$ 40.31	\$ 41.42	\$ 42.56	\$ 43.73	\$ 46.17	\$ 48.74	\$ 51.47	\$ 54.33	\$ 55.83	\$ 57.37	\$ 58.94	\$ 60.56
	BW	\$ 3,224.80	\$ 3,313.60	\$ 3,404.80	\$ 3,498.40	\$ 3,693.60	\$ 3,899.20	\$ 4,117.60	\$ 4,346.40	\$ 4,466.40	\$ 4,589.60	\$ 4,715.20	\$ 4,844.80
	YR	\$ 84,167	\$ 86,484	\$ 88,865	\$ 91,308	\$ 96,402	\$ 101,769	\$ 107,469	\$ 113,441	\$ 116,573	\$ 119,788	\$ 123,066	\$ 126,449
4047	HR	\$ 40.47	\$ 41.58	\$ 42.73	\$ 43.91	\$ 46.35	\$ 48.94	\$ 51.67	\$ 54.55	\$ 56.05	\$ 57.59	\$ 59.18	\$ 60.81
	BW	\$ 3,237.60	\$ 3,326.40	\$ 3,418.40	\$ 3,512.80	\$ 3,708.00	\$ 3,915.20	\$ 4,133.60	\$ 4,364.00	\$ 4,484.00	\$ 4,607.20	\$ 4,734.40	\$ 4,864.80
	YR	\$ 84,501	\$ 86,819	\$ 89,220	\$ 91,684	\$ 96,778	\$ 102,186	\$ 107,886	\$ 113,900	\$ 117,032	\$ 120,247	\$ 123,567	\$ 126,971
4069	HR	\$ 40.69	\$ 41.81	\$ 42.96	\$ 44.14	\$ 46.61	\$ 49.21	\$ 51.95	\$ 54.85	\$ 56.36	\$ 57.91	\$ 59.50	\$ 61.14
	BW	\$ 3,255.20	\$ 3,344.80	\$ 3,436.80	\$ 3,531.20	\$ 3,728.80	\$ 3,936.80	\$ 4,156.00	\$ 4,388.00	\$ 4,508.80	\$ 4,632.80	\$ 4,760.00	\$ 4,891.20
	YR	\$ 84,960	\$ 87,299	\$ 89,700	\$ 92,164	\$ 97,321	\$ 102,750	\$ 108,471	\$ 114,526	\$ 117,679	\$ 120,916	\$ 124,236	\$ 127,660
4192	HR	\$ 41.92	\$ 43.07	\$ 44.26	\$ 45.48	\$ 48.02	\$ 50.70	\$ 53.52	\$ 56.50	\$ 58.06	\$ 59.66	\$ 61.30	\$ 62.99
	BW	\$ 3,353.60	\$ 3,445.60	\$ 3,540.80	\$ 3,638.40	\$ 3,841.60	\$ 4,056.00	\$ 4,281.60	\$ 4,520.00	\$ 4,644.80	\$ 4,772.80	\$ 4,904.00	\$ 5,039.20
	YR	\$ 87,528	\$ 89,930	\$ 92,414	\$ 94,962	\$ 100,265	\$ 105,861	\$ 111,749	\$ 117,972	\$ 121,229	\$ 124,570	\$ 127,994	\$ 131,523
4320	HR	\$ 43.20	\$ 44.39	\$ 45.61	\$ 46.86	\$ 49.47	\$ 52.23	\$ 55.14	\$ 58.21	\$ 59.81	\$ 61.45	\$ 63.14	\$ 64.88
	BW	\$ 3,456.00	\$ 3,551.20	\$ 3,648.80	\$ 3,748.80	\$ 3,957.60	\$ 4,178.40	\$ 4,411.20	\$ 4,656.80	\$ 4,784.80	\$ 4,916.00	\$ 5,051.20	\$ 5,190.40
	YR	\$ 90,201	\$ 92,686	\$ 95,233	\$ 97,843	\$ 103,293	\$ 109,056	\$ 115,132	\$ 121,542	\$ 124,883	\$ 128,307	\$ 131,836	\$ 135,469
4337	HR	\$ 43.37	\$ 44.56	\$ 45.79	\$ 47.05	\$ 49.67	\$ 52.44	\$ 55.37	\$ 58.45	\$ 60.06	\$ 61.71	\$ 63.41	\$ 65.15
	BW	\$ 3,469.60	\$ 3,564.80	\$ 3,663.20	\$ 3,764.00	\$ 3,973.60	\$ 4,195.20	\$ 4,429.60	\$ 4,676.00	\$ 4,804.80	\$ 4,936.80	\$ 5,072.80	\$ 5,212.00
	YR	\$ 90,556	\$ 93,041	\$ 95,609	\$ 98,240	\$ 103,710	\$ 109,494	\$ 115,612	\$ 122,043	\$ 125,405	\$ 128,850	\$ 132,400	\$ 136,033
4340	HR	\$ 43.40	\$ 44.59	\$ 45.82	\$ 47.08	\$ 49.70	\$ 52.47	\$ 55.40	\$ 58.50	\$ 60.10	\$ 61.75	\$ 63.45	\$ 65.19
	BW	\$ 3,472.00	\$ 3,567.20	\$ 3,665.60	\$ 3,766.40	\$ 3,976.00	\$ 4,197.60	\$ 4,432.00	\$ 4,680.00	\$ 4,808.00	\$ 4,940.00	\$ 5,076.00	\$ 5,215.20
	YR	\$ 90,619	\$ 93,103	\$ 95,672	\$ 98,303	\$ 103,773	\$ 109,557	\$ 115,675	\$ 122,148	\$ 125,488	\$ 128,934	\$ 132,483	\$ 136,116
4460	HR	\$ 44.60	\$ 45.83	\$ 47.09	\$ 48.38	\$ 51.09	\$ 53.93	\$ 56.94	\$ 60.12	\$ 61.77	\$ 63.47	\$ 65.21	\$ 67.00
	BW	\$ 3,568.00	\$ 3,666.40	\$ 3,767.20	\$ 3,870.40	\$ 4,087.20	\$ 4,314.40	\$ 4,555.20	\$ 4,809.60	\$ 4,941.60	\$ 5,077.60	\$ 5,216.80	\$ 5,360.00
	YR	\$ 93,124	\$ 95,693	\$ 98,323	\$ 101,017	\$ 106,675	\$ 112,605	\$ 118,890	\$ 125,530	\$ 128,975	\$ 132,525	\$ 136,158	\$ 139,896
4617	HR	\$ 46.17	\$ 47.44	\$ 48.74	\$ 50.08	\$ 52.88	\$ 55.82	\$ 58.94	\$ 62.23	\$ 63.94	\$ 65.70	\$ 67.51	\$ 69.37
	BW	\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,006.40	\$ 4,230.40	\$ 4,465.60	\$ 4,715.20	\$ 4,978.40	\$ 5,115.20	\$ 5,256.00	\$ 5,400.80	\$ 5,549.60
	YR	\$ 96,402	\$ 99,054	\$ 101,769	\$ 104,567	\$ 110,413	\$ 116,552	\$ 123,066	\$ 129,936	\$ 133,506	\$ 137,181	\$ 140,960	\$ 144,844
4654	HR	\$ 46.54	\$ 47.82	\$ 49.13	\$ 50.48	\$ 53.30	\$ 56.27	\$ 59.40	\$ 62.71	\$ 64.43	\$ 66.20	\$ 68.02	\$ 69.89
	BW	\$ 3,723.20	\$ 3,825.60	\$ 3,930.40	\$ 4,038.40	\$ 4,264.00	\$ 4,501.60	\$ 4,752.00	\$ 5,016.80	\$ 5,154.40	\$ 5,296.00	\$ 5,441.60	\$ 5,591.20
	YR	\$ 97,175	\$ 99,848	\$ 102,583	\$ 105,402	\$ 111,290	\$ 117,491	\$ 124,027	\$ 130,938	\$ 134,529	\$ 138,225	\$ 142,025	\$ 145,930
4871	HR	\$ 48.71	\$ 50.05	\$ 51.43	\$ 52.84	\$ 55.79	\$ 58.91	\$ 62.19	\$ 65.66	\$ 67.46	\$ 69.32	\$ 71.22	\$ 73.18
	BW	\$ 3,896.80	\$ 4,004.00	\$ 4,114.40	\$ 4,227.20	\$ 4,463.20	\$ 4,712.80	\$ 4,975.20	\$ 5,252.80	\$ 5,396.80	\$ 5,545.60	\$ 5,697.60	\$ 5,854.40
	YR	\$ 101,706	\$ 104,504	\$ 107,385	\$ 110,329	\$ 116,489	\$ 123,004	\$ 129,852	\$ 137,098	\$ 140,856	\$ 144,740	\$ 148,707	\$ 152,799
4955	HR	\$ 49.55	\$ 50.91	\$ 52.31	\$ 53.75	\$ 56.75	\$ 59.91	\$ 63.25	\$ 66.78	\$ 68.61	\$ 70.50	\$ 72.44	\$ 74.43
	BW	\$ 3,964.00	\$ 4,072.80	\$ 4,184.80	\$ 4,300.00	\$ 4,540.00	\$ 4,792.80	\$ 5,060.00	\$ 5,342.40	\$ 5,488.80	\$ 5,640.00	\$ 5,795.20	\$ 5,954.40
	YR	\$ 103,460	\$ 106,300	\$ 109,223	\$ 112,230	\$ 118,494	\$ 125,092	\$ 132,066	\$ 139,436	\$ 143,257	\$ 147,204	\$ 151,254	\$ 155,409

**MOU 21**

**Appendix C**

**Operative on September 22, 2024**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5013	HR	\$ 50.13	\$ 51.51	\$ 52.93	\$ 54.39	\$ 57.42	\$ 60.62	\$ 64.00	\$ 67.57	\$ 69.43	\$ 71.34	\$ 73.30	\$ 75.32
	BW	\$ 4,010.40	\$ 4,120.80	\$ 4,234.40	\$ 4,351.20	\$ 4,593.60	\$ 4,849.60	\$ 5,120.00	\$ 5,405.60	\$ 5,554.40	\$ 5,707.20	\$ 5,864.00	\$ 6,025.60
	YR	\$ 104,671	\$ 107,552	\$ 110,517	\$ 113,566	\$ 119,892	\$ 126,574	\$ 133,632	\$ 141,086	\$ 144,969	\$ 148,957	\$ 153,050	\$ 157,268
5122	HR	\$ 51.22	\$ 52.63	\$ 54.08	\$ 55.57	\$ 58.67	\$ 61.94	\$ 65.39	\$ 69.04	\$ 70.94	\$ 72.89	\$ 74.90	\$ 76.96
	BW	\$ 4,097.60	\$ 4,210.40	\$ 4,326.40	\$ 4,445.60	\$ 4,693.60	\$ 4,955.20	\$ 5,231.20	\$ 5,523.20	\$ 5,675.20	\$ 5,831.20	\$ 5,992.00	\$ 6,156.80
	YR	\$ 106,947	\$ 109,891	\$ 112,919	\$ 116,030	\$ 122,502	\$ 129,330	\$ 136,534	\$ 144,155	\$ 148,122	\$ 152,194	\$ 156,391	\$ 160,692
5148	HR	\$ 51.48	\$ 52.90	\$ 54.35	\$ 55.84	\$ 58.96	\$ 62.25	\$ 65.72	\$ 69.39	\$ 71.30	\$ 73.26	\$ 75.28	\$ 77.35
	BW	\$ 4,118.40	\$ 4,232.00	\$ 4,348.00	\$ 4,467.20	\$ 4,716.80	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,704.00	\$ 5,860.80	\$ 6,022.40	\$ 6,188.00
	YR	\$ 107,490	\$ 110,455	\$ 113,482	\$ 116,593	\$ 123,108	\$ 129,978	\$ 137,223	\$ 144,886	\$ 148,874	\$ 152,966	\$ 157,184	\$ 161,506
5333	HR	\$ 53.33	\$ 54.80	\$ 56.30	\$ 57.85	\$ 61.07	\$ 64.48	\$ 68.07	\$ 71.86	\$ 73.84	\$ 75.87	\$ 77.96	\$ 80.10
	BW	\$ 4,266.40	\$ 4,384.00	\$ 4,504.00	\$ 4,628.00	\$ 4,885.60	\$ 5,158.40	\$ 5,445.60	\$ 5,748.80	\$ 5,907.20	\$ 6,069.60	\$ 6,236.80	\$ 6,408.00
	YR	\$ 111,353	\$ 114,422	\$ 117,554	\$ 120,790	\$ 127,514	\$ 134,634	\$ 142,130	\$ 150,043	\$ 154,177	\$ 158,416	\$ 162,780	\$ 167,248
5377	HR	\$ 53.77	\$ 55.25	\$ 56.77	\$ 58.33	\$ 61.59	\$ 65.02	\$ 68.65	\$ 72.48	\$ 74.47	\$ 76.52	\$ 78.62	\$ 80.78
	BW	\$ 4,301.60	\$ 4,420.00	\$ 4,541.60	\$ 4,666.40	\$ 4,927.20	\$ 5,201.60	\$ 5,492.00	\$ 5,798.40	\$ 5,957.60	\$ 6,121.60	\$ 6,289.60	\$ 6,462.40
	YR	\$ 112,271	\$ 115,362	\$ 118,535	\$ 121,793	\$ 128,599	\$ 135,761	\$ 143,341	\$ 151,338	\$ 155,493	\$ 159,773	\$ 164,158	\$ 168,668
5526	HR	\$ 55.26	\$ 56.78	\$ 58.34	\$ 59.94	\$ 63.28	\$ 66.81	\$ 70.54	\$ 74.47	\$ 76.52	\$ 78.62	\$ 80.79	\$ 83.01
	BW	\$ 4,420.80	\$ 4,542.40	\$ 4,667.20	\$ 4,795.20	\$ 5,062.40	\$ 5,344.80	\$ 5,643.20	\$ 5,957.60	\$ 6,121.60	\$ 6,289.60	\$ 6,463.20	\$ 6,640.80
	YR	\$ 115,382	\$ 118,556	\$ 121,813	\$ 125,154	\$ 132,128	\$ 139,499	\$ 147,287	\$ 155,493	\$ 159,773	\$ 164,158	\$ 168,689	\$ 173,324
5566	HR	\$ 55.66	\$ 57.19	\$ 58.76	\$ 60.38	\$ 63.75	\$ 67.30	\$ 71.05	\$ 75.02	\$ 77.08	\$ 79.20	\$ 81.38	\$ 83.62
	BW	\$ 4,452.80	\$ 4,575.20	\$ 4,700.80	\$ 4,830.40	\$ 5,100.00	\$ 5,384.00	\$ 5,684.00	\$ 6,001.60	\$ 6,166.40	\$ 6,336.00	\$ 6,510.40	\$ 6,689.60
	YR	\$ 116,218	\$ 119,412	\$ 122,690	\$ 126,073	\$ 133,110	\$ 140,522	\$ 148,352	\$ 156,641	\$ 160,943	\$ 165,369	\$ 169,921	\$ 174,598
5768	HR	\$ 57.68	\$ 59.27	\$ 60.90	\$ 62.57	\$ 66.07	\$ 69.76	\$ 73.65	\$ 77.76	\$ 79.90	\$ 82.10	\$ 84.35	\$ 86.67
	BW	\$ 4,614.40	\$ 4,741.60	\$ 4,872.00	\$ 5,005.60	\$ 5,285.60	\$ 5,580.80	\$ 5,892.00	\$ 6,220.80	\$ 6,392.00	\$ 6,568.00	\$ 6,748.00	\$ 6,933.60
	YR	\$ 120,435	\$ 123,755	\$ 127,159	\$ 130,646	\$ 137,954	\$ 145,658	\$ 153,781	\$ 162,362	\$ 166,831	\$ 171,424	\$ 176,122	\$ 180,966
5775	HR	\$ 57.75	\$ 59.34	\$ 60.97	\$ 62.65	\$ 66.14	\$ 69.83	\$ 73.72	\$ 77.83	\$ 79.97	\$ 82.17	\$ 84.43	\$ 86.75
	BW	\$ 4,620.00	\$ 4,747.20	\$ 4,877.60	\$ 5,012.00	\$ 5,291.20	\$ 5,586.40	\$ 5,897.60	\$ 6,226.40	\$ 6,397.60	\$ 6,573.60	\$ 6,754.40	\$ 6,940.00
	YR	\$ 120,582	\$ 123,901	\$ 127,305	\$ 130,813	\$ 138,100	\$ 145,805	\$ 153,927	\$ 162,509	\$ 166,977	\$ 171,570	\$ 176,289	\$ 181,134
5887	HR	\$ 58.87	\$ 60.49	\$ 62.15	\$ 63.86	\$ 67.42	\$ 71.19	\$ 75.15	\$ 79.34	\$ 81.53	\$ 83.77	\$ 86.08	\$ 88.45
	BW	\$ 4,709.60	\$ 4,839.20	\$ 4,972.00	\$ 5,108.80	\$ 5,393.60	\$ 5,695.20	\$ 6,012.00	\$ 6,347.20	\$ 6,522.40	\$ 6,701.60	\$ 6,886.40	\$ 7,076.00
	YR	\$ 122,920	\$ 126,303	\$ 129,769	\$ 133,339	\$ 140,772	\$ 148,644	\$ 156,913	\$ 165,661	\$ 170,234	\$ 174,911	\$ 179,735	\$ 184,683

MOU 21

Appendix D

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	4112	2	\$ 88,218	--	12	\$ 128,996
7922-0	Architectural Drafting Technician	3166	2	\$ 67,922	--	12	\$ 99,305
7922-H	Architectural Drafting Technician - Harbor	3450	2	\$ 74,019	--	12	\$ 108,179
4288-0	Assistant Environmental Compliance Inspector	3101	2	\$ 66,523	--	12	\$ 97,321
7224-0	Calligrapher	3193	9	\$ 92,289	--	12	\$ 100,098
7204-0	Cartographer	3012	9	\$ 87,090	--	12	\$ 94,482
1803-0	Channel Traffic and Information Coordinator	3215	2	\$ 68,966	--	12	\$ 100,829
7941-0	City Planning Associate	4406	2	\$ 94,523	--	12	\$ 138,183
7232-0	Civil Engineering Drafting Technician	3166	2	\$ 67,922	--	12	\$ 99,305
7232-A	Civil Engineering Drafting Technician - Airport	3450	2	\$ 74,019	--	12	\$ 108,179
7232-H	Civil Engineering Drafting Technician - Harbor	3450	2	\$ 74,019	--	12	\$ 108,179
1660-1	Computer Graphic Artist I	2774	2	\$ 59,508	--	12	\$ 87,006
1660-2	Computer Graphic Artist II	3358	2	\$ 72,036	--	12	\$ 105,339
1427-1	Computer Operator I	2652	2	\$ 56,898	--	12	\$ 83,206
1427-2	Computer Operator II	2875	2	\$ 61,679	--	12	\$ 90,180
3341-0	Construction Estimator	4277	2	\$ 91,767	--	12	\$ 134,154
2378-0	Critical Incident Stress Management Program Coordin	3456	2	\$ 74,144	--	12	\$ 108,408
1470-0	Data Base Architect	5678	2	\$ 121,813	--	12	\$ 178,085
1136-1	Data Processing Technician I	2652	2	\$ 56,898	--	12	\$ 83,206
1136-2	Data Processing Technician II	2875	2	\$ 61,679	--	12	\$ 90,180
1135-1	Documentation Technician I	2689	2	\$ 57,691	--	12	\$ 84,334
1135-2	Documentation Technician II	2922	2	\$ 62,681	--	12	\$ 91,684
7229-0	Drafting Aide	2552	2	\$ 54,747	--	12	\$ 80,053
3337-0	Electrical Construction Estimator	4277	2	\$ 91,767	--	12	\$ 134,154
7532-0	Electrical Engineering Drafting Technician	3166	2	\$ 67,922	--	12	\$ 99,305
7532-H	Electrical Engineering Drafting Technician - Harbor	3450	2	\$ 74,019	--	12	\$ 108,179
7217-A	Engineering Designer - Airport	4073	2	\$ 87,382	--	12	\$ 127,743
7217-1	Engineering Designer I	3582	2	\$ 76,859	--	12	\$ 112,376
7217-2	Engineering Designer II	3946	2	\$ 84,668	--	12	\$ 123,776
4292-0	Environmental Compliance Inspector	4018	4	\$ 91,015	--	12	\$ 126,052
3734-1	Equipment Specialist I	3726	2	\$ 79,928	--	12	\$ 116,865
3734-2	Equipment Specialist II	4129	2	\$ 88,593	--	12	\$ 129,518
3229-1	Examiner Of Questioned Documents I	2900	2	\$ 62,222	--	12	\$ 90,974
3229-2	Examiner Of Questioned Documents II	5114	2	\$ 109,724	--	12	\$ 160,421
2444-0	Exhibit Preparator	2588	2	\$ 55,519	--	12	\$ 81,160



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Appendix D

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7228-0	Field Engineering Aide	3622	6	\$ 91,433	--	12	\$ 113,628	
7284-0	Field Engineering Aide Assistant	3622		#N/A	--	12	\$ 113,628	
7281-0	Field Engineering Aide Trainee	3622		#N/A	--	12	\$ 113,628	
1571-1	Financial Development Officer I	5252	2	\$ 112,668	--	12	\$ 164,743	
1571-2	Financial Development Officer II	5637	2	\$ 120,936	--	12	\$ 176,790	
2233-0	Firearms Examiner	5114	2	\$ 109,724	--	12	\$ 160,421	
2200-1	Forensic Print Specialist I	3425	2	\$ 73,476	--	12	\$ 107,469	
2200-2	Forensic Print Specialist II	3778	2	\$ 81,056	--	12	\$ 118,514	
2200-3	Forensic Print Specialist III	4426	2	\$ 94,962	--	12	\$ 138,852	
2200-4	Forensic Print Specialist IV	4711	2	\$ 101,080	--	12	\$ 147,767	
7213-0	Geographic Information Systems Specialist	4152	2	\$ 89,074	--	12	\$ 130,228	
1670-1	Graphics Designer I	2774	2	\$ 59,508	--	12	\$ 87,006	
1670-2	Graphics Designer II	3358	2	\$ 72,036	--	12	\$ 105,339	
1670-A	Graphics Designer II - Airport	3478	2	\$ 74,625	--	12	\$ 109,098	
1670-3	Graphics Designer III	3761	2	\$ 80,680	--	12	\$ 117,972	
1562-0	Improvement Assessor	3358	2	\$ 72,036	--	12	\$ 105,339	
7199-1	Improvement Bond Coordinator I	3478	2	\$ 74,625	--	12	\$ 109,098	
7199-2	Improvement Bond Coordinator II	3860	2	\$ 82,810	--	12	\$ 121,041	
9191-1	Industrial Commercial Finance Officer I	5485	2	\$ 117,679	--	12	\$ 172,072	
9191-2	Industrial Commercial Finance Officer II	5885	2	\$ 126,261	--	12	\$ 184,579	
1456-0	Information Services Specialist	3544	2	\$ 76,024	--	12	\$ 111,206	
0190-0	Interpreter						\$ 42 /HR	
1429-0	IT Specialist	3425	2	\$ 73,476	--	12	\$ 107,469	
7854-1	Laboratory Technician I	2619	2	\$ 56,188	--	12	\$ 82,141	
7854-2	Laboratory Technician II	3101	2	\$ 66,523	--	12	\$ 97,321	
7854-3	Laboratory Technician III	3274	2	\$ 70,240	--	12	\$ 102,750	
7283-0	Land Surveying Assistant	3946	6	\$ 99,618	--	12	\$ 123,776	
7968-1	Materials Testing Technician I	2943	2	\$ 63,141	--	12	\$ 92,289	
7968-2	Materials Testing Technician II	3286	2	\$ 70,490	--	12	\$ 103,063	
3342-0	Mechanical Construction Estimator	4277	2	\$ 91,767	--	12	\$ 134,154	
7551-0	Mechanical Engineering Drafting Technician	3162	2	\$ 67,839	--	12	\$ 99,138	
2310-0	Medical Assistant	2360	2	\$ 50,634	--	12	\$ 74,061	
7212-1	Office Engineering Technician I	2619	2	\$ 56,188	--	12	\$ 82,141	
7212-2	Office Engineering Technician II	2943	7	\$ 78,446	--	12	\$ 92,289	
7212-3	Office Engineering Technician III	3286	2	\$ 70,490	--	12	\$ 103,063	

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Appendix D

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1793-1	Photographer I	3011	2	\$ 64,602	--	12	\$ 94,461
1793-2	Photographer II	3459	2	\$ 74,207	--	12	\$ 108,513
1793-3	Photographer III	4029	2	\$ 86,443	--	12	\$ 126,365
2309-1	Physical Therapist I	3372	2	\$ 72,349	--	12	\$ 105,778
2309-2	Physical Therapist II	3548	2	\$ 76,128	--	12	\$ 111,332
7943-1	Planning Aide I	2619	2	\$ 56,188	--	12	\$ 82,141
7943-2	Planning Aide II	3012	2	\$ 64,623	--	12	\$ 94,482
7939-0	Planning Assistant	3662	2	\$ 78,571	--	12	\$ 114,881
6146-0	Playback Operator	2774	2	\$ 59,508	--	12	\$ 87,006
1650-0	Police Composite Artist	3286	2	\$ 70,490	--	12	\$ 103,063
2240-1	Polygraph Examiner I	3927	8	\$ 110,517	--	12	\$ 123,171
2240-2	Polygraph Examiner II	4969	8	\$ 139,812	--	12	\$ 155,848
2240-3	Polygraph Examiner III	5226	2	\$ 112,125	--	12	\$ 163,928
2240-4	Polygraph Examiner IV	6006	2	\$ 128,850	--	12	\$ 188,379
1941-1	Real Estate Associate I	2943	2	\$ 63,141	--	12	\$ 92,289
1941-2	Real Estate Associate II	3478	2	\$ 74,625	--	12	\$ 109,098
1960-0	Real Estate Officer	4549	2	\$ 97,593	--	12	\$ 142,714
1960-A	Real Estate Officer - Airport	4549	2	\$ 97,593	--	12	\$ 142,714
1960-H	Real Estate Officer - Harbor	4549	2	\$ 97,593	--	12	\$ 142,714
1937-0	Real Estate Trainee	2774	2	\$ 59,508	--	12	\$ 87,006
7208-0	Senior Architectural Drafting Technician	3528	2	\$ 75,690	--	12	\$ 110,643
7205-0	Senior Cartographer	3358	2	\$ 72,036	--	12	\$ 105,339
7207-0	Senior Civil Engineering Drafting Technician	3528	2	\$ 75,690	--	12	\$ 110,643
1428-1	Senior Computer Operator I	3101	2	\$ 66,523	--	12	\$ 97,321
1428-2	Senior Computer Operator II	3569	2	\$ 76,566	--	12	\$ 111,937
7209-0	Senior Electrical Engineering Drafting Technician	3528	2	\$ 75,690	--	12	\$ 110,643
7210-0	Senior Mechanical Engineering Drafting Technician	3662	2	\$ 78,571	--	12	\$ 114,881
1947-0	Senior Title Examiner	3662	2	\$ 78,571	--	12	\$ 114,881
4273-0	Senior Transportation Investigator	4424	2	\$ 94,920	--	12	\$ 138,747
7286-1	Survey Party Chief I	4406	2	\$ 94,523	--	12	\$ 138,183
7286-2	Survey Party Chief II	4746	7	\$ 126,491	--	12	\$ 148,853
1455-1	Systems Administrator I	5054	7	\$ 134,738	--	12	\$ 158,541
1455-2	Systems Administrator II	5438	2	\$ 116,677	--	12	\$ 170,589
1455-3	Systems Administrator III	5891	2	\$ 126,386	--	12	\$ 184,788
7615-0	Television Engineer	4406	2	\$ 94,523	--	12	\$ 138,183

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Appendix D

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1943-0	Title Examiner	3286	3	\$ 72,432	--	12	\$ 103,063
7285-1	Transportation Engineering Aide I	3101	2	\$ 66,523	--	12	\$ 97,321
7285-2	Transportation Engineering Aide II	3478	2	\$ 74,625	--	12	\$ 109,098
4271-0	Transportation Investigator	3979	2	\$ 85,357	--	12	\$ 124,799
2480-1	Transportation Planning Associate I	3662	2	\$ 78,571	--	12	\$ 114,881
2480-2	Transportation Planning Associate II	4406	6	\$ 111,248	--	12	\$ 138,183
2369-0	Veterinary Technician	3596	2	\$ 77,151	--	12	\$ 112,793
1802-0	Video Production Coordinator	3215	2	\$ 68,966	--	12	\$ 100,829
6145-1	Video Technician I	3215	2	\$ 68,966	--	12	\$ 100,829
6145-2	Video Technician II	3564	2	\$ 76,462	--	12	\$ 111,812
6149-0	Videotape Librarian	2948	2	\$ 63,245	--	12	\$ 92,477
2358-1	X-Ray and Laboratory Technician I	3289	2	\$ 70,553	--	12	\$ 103,168
2358-2	X-Ray and Laboratory Technician II	3478	2	\$ 74,625	--	12	\$ 109,098

**MOU 21**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2360	HR	\$ 23.60	\$ 24.25	\$ 24.92	\$ 25.61	\$ 27.03	\$ 28.54	\$ 30.14	\$ 31.82	\$ 32.70	\$ 33.60	\$ 34.52	\$ 35.47
	BW	\$ 1,888.00	\$ 1,940.00	\$ 1,993.60	\$ 2,048.80	\$ 2,162.40	\$ 2,283.20	\$ 2,411.20	\$ 2,545.60	\$ 2,616.00	\$ 2,688.00	\$ 2,761.60	\$ 2,837.60
	YR	\$ 49,276	\$ 50,634	\$ 52,032	\$ 53,473	\$ 56,438	\$ 59,591	\$ 62,932	\$ 66,440	\$ 68,277	\$ 70,156	\$ 72,077	\$ 74,061
2552	HR	\$ 25.52	\$ 26.22	\$ 26.94	\$ 27.68	\$ 29.22	\$ 30.86	\$ 32.57	\$ 34.39	\$ 35.34	\$ 36.31	\$ 37.31	\$ 38.34
	BW	\$ 2,041.60	\$ 2,097.60	\$ 2,155.20	\$ 2,214.40	\$ 2,337.60	\$ 2,468.80	\$ 2,605.60	\$ 2,751.20	\$ 2,827.20	\$ 2,904.80	\$ 2,984.80	\$ 3,067.20
	YR	\$ 53,285	\$ 54,747	\$ 56,250	\$ 57,795	\$ 61,011	\$ 64,435	\$ 68,006	\$ 71,806	\$ 73,789	\$ 75,815	\$ 77,903	\$ 80,053
2588	HR	\$ 25.88	\$ 26.59	\$ 27.32	\$ 28.07	\$ 29.63	\$ 31.29	\$ 33.03	\$ 34.87	\$ 35.83	\$ 36.82	\$ 37.83	\$ 38.87
	BW	\$ 2,070.40	\$ 2,127.20	\$ 2,185.60	\$ 2,245.60	\$ 2,370.40	\$ 2,503.20	\$ 2,642.40	\$ 2,789.60	\$ 2,866.40	\$ 2,945.60	\$ 3,026.40	\$ 3,109.60
	YR	\$ 54,037	\$ 55,519	\$ 57,044	\$ 58,610	\$ 61,867	\$ 65,333	\$ 68,966	\$ 72,808	\$ 74,813	\$ 76,880	\$ 78,989	\$ 81,160
2619	HR	\$ 26.19	\$ 26.91	\$ 27.65	\$ 28.41	\$ 29.99	\$ 31.67	\$ 33.43	\$ 35.29	\$ 36.27	\$ 37.27	\$ 38.29	\$ 39.34
	BW	\$ 2,095.20	\$ 2,152.80	\$ 2,212.00	\$ 2,272.80	\$ 2,399.20	\$ 2,533.60	\$ 2,674.40	\$ 2,823.20	\$ 2,901.60	\$ 2,981.60	\$ 3,063.20	\$ 3,147.20
	YR	\$ 54,684	\$ 56,188	\$ 57,733	\$ 59,320	\$ 62,619	\$ 66,126	\$ 69,801	\$ 73,685	\$ 75,731	\$ 77,819	\$ 79,949	\$ 82,141
2652	HR	\$ 26.52	\$ 27.25	\$ 28.00	\$ 28.77	\$ 30.37	\$ 32.07	\$ 33.86	\$ 35.75	\$ 36.73	\$ 37.74	\$ 38.78	\$ 39.85
	BW	\$ 2,121.60	\$ 2,180.00	\$ 2,240.00	\$ 2,301.60	\$ 2,429.60	\$ 2,565.60	\$ 2,708.80	\$ 2,860.00	\$ 2,938.40	\$ 3,019.20	\$ 3,102.40	\$ 3,188.00
	YR	\$ 55,373	\$ 56,898	\$ 58,464	\$ 60,071	\$ 63,412	\$ 66,962	\$ 70,699	\$ 74,646	\$ 76,692	\$ 78,801	\$ 80,972	\$ 83,206
2689	HR	\$ 26.89	\$ 27.63	\$ 28.39	\$ 29.17	\$ 30.79	\$ 32.51	\$ 34.32	\$ 36.23	\$ 37.23	\$ 38.25	\$ 39.31	\$ 40.39
	BW	\$ 2,151.20	\$ 2,210.40	\$ 2,271.20	\$ 2,333.60	\$ 2,463.20	\$ 2,600.80	\$ 2,745.60	\$ 2,898.40	\$ 2,978.40	\$ 3,060.00	\$ 3,144.80	\$ 3,231.20
	YR	\$ 56,146	\$ 57,691	\$ 59,278	\$ 60,906	\$ 64,289	\$ 67,880	\$ 71,660	\$ 75,648	\$ 77,736	\$ 79,866	\$ 82,079	\$ 84,334
2774	HR	\$ 27.74	\$ 28.50	\$ 29.29	\$ 30.10	\$ 31.77	\$ 33.54	\$ 35.41	\$ 37.38	\$ 38.41	\$ 39.47	\$ 40.55	\$ 41.67
	BW	\$ 2,219.20	\$ 2,280.00	\$ 2,343.20	\$ 2,408.00	\$ 2,541.60	\$ 2,683.20	\$ 2,832.80	\$ 2,990.40	\$ 3,072.80	\$ 3,157.60	\$ 3,244.00	\$ 3,333.60
	YR	\$ 57,921	\$ 59,508	\$ 61,157	\$ 62,848	\$ 66,335	\$ 70,031	\$ 73,936	\$ 78,049	\$ 80,200	\$ 82,413	\$ 84,668	\$ 87,006
2875	HR	\$ 28.75	\$ 29.54	\$ 30.35	\$ 31.18	\$ 32.92	\$ 34.76	\$ 36.70	\$ 38.75	\$ 39.81	\$ 40.90	\$ 42.03	\$ 43.19
	BW	\$ 2,300.00	\$ 2,363.20	\$ 2,428.00	\$ 2,494.40	\$ 2,633.60	\$ 2,780.80	\$ 2,936.00	\$ 3,100.00	\$ 3,184.80	\$ 3,272.00	\$ 3,362.40	\$ 3,455.20
	YR	\$ 60,030	\$ 61,679	\$ 63,370	\$ 65,103	\$ 68,736	\$ 72,578	\$ 76,629	\$ 80,910	\$ 83,123	\$ 85,399	\$ 87,758	\$ 90,180
2900	HR	\$ 29.00	\$ 29.80	\$ 30.62	\$ 31.46	\$ 33.22	\$ 35.07	\$ 37.02	\$ 39.09	\$ 40.16	\$ 41.26	\$ 42.40	\$ 43.57
	BW	\$ 2,320.00	\$ 2,384.00	\$ 2,449.60	\$ 2,516.80	\$ 2,657.60	\$ 2,805.60	\$ 2,961.60	\$ 3,127.20	\$ 3,212.80	\$ 3,300.80	\$ 3,392.00	\$ 3,485.60
	YR	\$ 60,552	\$ 62,222	\$ 63,934	\$ 65,688	\$ 69,363	\$ 73,226	\$ 77,297	\$ 81,619	\$ 83,854	\$ 86,150	\$ 88,531	\$ 90,974
2922	HR	\$ 29.22	\$ 30.02	\$ 30.85	\$ 31.70	\$ 33.47	\$ 35.34	\$ 37.31	\$ 39.38	\$ 40.47	\$ 41.58	\$ 42.73	\$ 43.91
	BW	\$ 2,337.60	\$ 2,401.60	\$ 2,468.00	\$ 2,536.00	\$ 2,677.60	\$ 2,827.20	\$ 2,984.80	\$ 3,150.40	\$ 3,237.60	\$ 3,326.40	\$ 3,418.40	\$ 3,512.80
	YR	\$ 61,011	\$ 62,681	\$ 64,414	\$ 66,189	\$ 69,885	\$ 73,789	\$ 77,903	\$ 82,225	\$ 84,501	\$ 86,819	\$ 89,220	\$ 91,684
2943	HR	\$ 29.43	\$ 30.24	\$ 31.07	\$ 31.92	\$ 33.70	\$ 35.58	\$ 37.57	\$ 39.66	\$ 40.75	\$ 41.87	\$ 43.02	\$ 44.20
	BW	\$ 2,354.40	\$ 2,419.20	\$ 2,485.60	\$ 2,553.60	\$ 2,696.00	\$ 2,846.40	\$ 3,005.60	\$ 3,172.80	\$ 3,260.00	\$ 3,349.60	\$ 3,441.60	\$ 3,536.00
	YR	\$ 61,449	\$ 63,141	\$ 64,874	\$ 66,648	\$ 70,365	\$ 74,291	\$ 78,446	\$ 82,810	\$ 85,086	\$ 87,424	\$ 89,825	\$ 92,289
2948	HR	\$ 29.48	\$ 30.29	\$ 31.12	\$ 31.98	\$ 33.76	\$ 35.64	\$ 37.63	\$ 39.72	\$ 40.82	\$ 41.94	\$ 43.10	\$ 44.29
	BW	\$ 2,358.40	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,700.80	\$ 2,851.20	\$ 3,010.40	\$ 3,177.60	\$ 3,265.60	\$ 3,355.20	\$ 3,448.00	\$ 3,543.20
	YR	\$ 61,554	\$ 63,245	\$ 64,978	\$ 66,774	\$ 70,490	\$ 74,416	\$ 78,571	\$ 82,935	\$ 85,232	\$ 87,570	\$ 89,992	\$ 92,477

**MOU 21**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3011	HR	\$ 30.11	\$ 30.94	\$ 31.79	\$ 32.66	\$ 34.48	\$ 36.40	\$ 38.44	\$ 40.59	\$ 41.70	\$ 42.85	\$ 44.03	\$ 45.24
	BW	\$ 2,408.80	\$ 2,475.20	\$ 2,543.20	\$ 2,612.80	\$ 2,758.40	\$ 2,912.00	\$ 3,075.20	\$ 3,247.20	\$ 3,336.00	\$ 3,428.00	\$ 3,522.40	\$ 3,619.20
	YR	\$ 62,869	\$ 64,602	\$ 66,377	\$ 68,194	\$ 71,994	\$ 76,003	\$ 80,262	\$ 84,751	\$ 87,069	\$ 89,470	\$ 91,934	\$ 94,461
3012	HR	\$ 30.12	\$ 30.95	\$ 31.80	\$ 32.67	\$ 34.49	\$ 36.41	\$ 38.45	\$ 40.60	\$ 41.71	\$ 42.86	\$ 44.04	\$ 45.25
	BW	\$ 2,409.60	\$ 2,476.00	\$ 2,544.00	\$ 2,613.60	\$ 2,759.20	\$ 2,912.80	\$ 3,076.00	\$ 3,248.00	\$ 3,336.80	\$ 3,428.80	\$ 3,523.20	\$ 3,620.00
	YR	\$ 62,890	\$ 64,623	\$ 66,398	\$ 68,214	\$ 72,015	\$ 76,024	\$ 80,283	\$ 84,772	\$ 87,090	\$ 89,491	\$ 91,955	\$ 94,482
3101	HR	\$ 31.01	\$ 31.86	\$ 32.74	\$ 33.64	\$ 35.52	\$ 37.50	\$ 39.60	\$ 41.81	\$ 42.96	\$ 44.14	\$ 45.36	\$ 46.61
	BW	\$ 2,480.80	\$ 2,548.80	\$ 2,619.20	\$ 2,691.20	\$ 2,841.60	\$ 3,000.00	\$ 3,168.00	\$ 3,344.80	\$ 3,436.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80
	YR	\$ 64,748	\$ 66,523	\$ 68,361	\$ 70,240	\$ 74,165	\$ 78,300	\$ 82,684	\$ 87,299	\$ 89,700	\$ 92,164	\$ 94,711	\$ 97,321
3162	HR	\$ 31.62	\$ 32.49	\$ 33.38	\$ 34.30	\$ 36.21	\$ 38.22	\$ 40.35	\$ 42.60	\$ 43.77	\$ 44.97	\$ 46.21	\$ 47.48
	BW	\$ 2,529.60	\$ 2,599.20	\$ 2,670.40	\$ 2,744.00	\$ 2,896.80	\$ 3,057.60	\$ 3,228.00	\$ 3,408.00	\$ 3,501.60	\$ 3,597.60	\$ 3,696.80	\$ 3,798.40
	YR	\$ 66,022	\$ 67,839	\$ 69,697	\$ 71,618	\$ 75,606	\$ 79,803	\$ 84,250	\$ 88,948	\$ 91,391	\$ 93,897	\$ 96,486	\$ 99,138
3166	HR	\$ 31.66	\$ 32.53	\$ 33.43	\$ 34.35	\$ 36.26	\$ 38.28	\$ 40.42	\$ 42.67	\$ 43.85	\$ 45.06	\$ 46.29	\$ 47.56
	BW	\$ 2,532.80	\$ 2,602.40	\$ 2,674.40	\$ 2,748.00	\$ 2,900.80	\$ 3,062.40	\$ 3,233.60	\$ 3,413.60	\$ 3,508.00	\$ 3,604.80	\$ 3,703.20	\$ 3,804.80
	YR	\$ 66,106	\$ 67,922	\$ 69,801	\$ 71,722	\$ 75,710	\$ 79,928	\$ 84,396	\$ 89,094	\$ 91,558	\$ 94,085	\$ 96,653	\$ 99,305
3193	HR	\$ 31.93	\$ 32.81	\$ 33.71	\$ 34.64	\$ 36.57	\$ 38.60	\$ 40.75	\$ 43.02	\$ 44.20	\$ 45.42	\$ 46.66	\$ 47.94
	BW	\$ 2,554.40	\$ 2,624.80	\$ 2,696.80	\$ 2,771.20	\$ 2,925.60	\$ 3,088.00	\$ 3,260.00	\$ 3,441.60	\$ 3,536.00	\$ 3,633.60	\$ 3,732.80	\$ 3,835.20
	YR	\$ 66,669	\$ 68,507	\$ 70,386	\$ 72,328	\$ 76,358	\$ 80,596	\$ 85,086	\$ 89,825	\$ 92,289	\$ 94,836	\$ 97,426	\$ 100,098
3215	HR	\$ 32.15	\$ 33.03	\$ 33.94	\$ 34.87	\$ 36.82	\$ 38.87	\$ 41.04	\$ 43.33	\$ 44.52	\$ 45.74	\$ 47.00	\$ 48.29
	BW	\$ 2,572.00	\$ 2,642.40	\$ 2,715.20	\$ 2,789.60	\$ 2,945.60	\$ 3,109.60	\$ 3,283.20	\$ 3,466.40	\$ 3,561.60	\$ 3,659.20	\$ 3,760.00	\$ 3,863.20
	YR	\$ 67,129	\$ 68,966	\$ 70,866	\$ 72,808	\$ 76,880	\$ 81,160	\$ 85,691	\$ 90,473	\$ 92,957	\$ 95,505	\$ 98,136	\$ 100,829
3274	HR	\$ 32.74	\$ 33.64	\$ 34.57	\$ 35.52	\$ 37.50	\$ 39.60	\$ 41.81	\$ 44.14	\$ 45.36	\$ 46.61	\$ 47.89	\$ 49.21
	BW	\$ 2,619.20	\$ 2,691.20	\$ 2,765.60	\$ 2,841.60	\$ 3,000.00	\$ 3,168.00	\$ 3,344.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80	\$ 3,831.20	\$ 3,936.80
	YR	\$ 68,361	\$ 70,240	\$ 72,182	\$ 74,165	\$ 78,300	\$ 82,684	\$ 87,299	\$ 92,164	\$ 94,711	\$ 97,321	\$ 99,994	\$ 102,750
3286	HR	\$ 32.86	\$ 33.76	\$ 34.69	\$ 35.64	\$ 37.63	\$ 39.72	\$ 41.94	\$ 44.29	\$ 45.50	\$ 46.75	\$ 48.04	\$ 49.36
	BW	\$ 2,628.80	\$ 2,700.80	\$ 2,775.20	\$ 2,851.20	\$ 3,010.40	\$ 3,177.60	\$ 3,355.20	\$ 3,543.20	\$ 3,640.00	\$ 3,740.00	\$ 3,843.20	\$ 3,948.80
	YR	\$ 68,611	\$ 70,490	\$ 72,432	\$ 74,416	\$ 78,571	\$ 82,935	\$ 87,570	\$ 92,477	\$ 95,004	\$ 97,614	\$ 100,307	\$ 103,063
3289	HR	\$ 32.89	\$ 33.79	\$ 34.72	\$ 35.67	\$ 37.67	\$ 39.76	\$ 41.98	\$ 44.33	\$ 45.55	\$ 46.80	\$ 48.09	\$ 49.41
	BW	\$ 2,631.20	\$ 2,703.20	\$ 2,777.60	\$ 2,853.60	\$ 3,013.60	\$ 3,180.80	\$ 3,358.40	\$ 3,546.40	\$ 3,644.00	\$ 3,744.00	\$ 3,847.20	\$ 3,952.80
	YR	\$ 68,674	\$ 70,553	\$ 72,495	\$ 74,478	\$ 78,654	\$ 83,018	\$ 87,654	\$ 92,561	\$ 95,108	\$ 97,718	\$ 100,411	\$ 103,168
3358	HR	\$ 33.58	\$ 34.50	\$ 35.45	\$ 36.42	\$ 38.46	\$ 40.61	\$ 42.87	\$ 45.26	\$ 46.51	\$ 47.79	\$ 49.10	\$ 50.45
	BW	\$ 2,686.40	\$ 2,760.00	\$ 2,836.00	\$ 2,913.60	\$ 3,076.80	\$ 3,248.80	\$ 3,429.60	\$ 3,620.80	\$ 3,720.80	\$ 3,823.20	\$ 3,928.00	\$ 4,036.00
	YR	\$ 70,115	\$ 72,036	\$ 74,019	\$ 76,044	\$ 80,304	\$ 84,793	\$ 89,512	\$ 94,502	\$ 97,112	\$ 99,785	\$ 102,520	\$ 105,339
3372	HR	\$ 33.72	\$ 34.65	\$ 35.60	\$ 36.58	\$ 38.61	\$ 40.77	\$ 43.04	\$ 45.45	\$ 46.70	\$ 47.98	\$ 49.30	\$ 50.66
	BW	\$ 2,697.60	\$ 2,772.00	\$ 2,848.00	\$ 2,926.40	\$ 3,088.80	\$ 3,261.60	\$ 3,443.20	\$ 3,636.00	\$ 3,736.00	\$ 3,838.40	\$ 3,944.00	\$ 4,052.80
	YR	\$ 70,407	\$ 72,349	\$ 74,332	\$ 76,379	\$ 80,617	\$ 85,127	\$ 89,867	\$ 94,899	\$ 97,509	\$ 100,182	\$ 102,938	\$ 105,778

**MOU 21**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3425	HR	\$ 34.25	\$ 35.19	\$ 36.16	\$ 37.15	\$ 39.23	\$ 41.42	\$ 43.73	\$ 46.17	\$ 47.44	\$ 48.74	\$ 50.09	\$ 51.47
	BW	\$ 2,740.00	\$ 2,815.20	\$ 2,892.80	\$ 2,972.00	\$ 3,138.40	\$ 3,313.60	\$ 3,498.40	\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,007.20	\$ 4,117.60
	YR	\$ 71,514	\$ 73,476	\$ 75,502	\$ 77,569	\$ 81,912	\$ 86,484	\$ 91,308	\$ 96,402	\$ 99,054	\$ 101,769	\$ 104,587	\$ 107,469
3450	HR	\$ 34.50	\$ 35.45	\$ 36.42	\$ 37.42	\$ 39.51	\$ 41.71	\$ 44.03	\$ 46.48	\$ 47.76	\$ 49.07	\$ 50.42	\$ 51.81
	BW	\$ 2,760.00	\$ 2,836.00	\$ 2,913.60	\$ 2,993.60	\$ 3,160.80	\$ 3,336.80	\$ 3,522.40	\$ 3,718.40	\$ 3,820.80	\$ 3,925.60	\$ 4,033.60	\$ 4,144.80
	YR	\$ 72,036	\$ 74,019	\$ 76,044	\$ 78,132	\$ 82,496	\$ 87,090	\$ 91,934	\$ 97,050	\$ 99,722	\$ 102,458	\$ 105,276	\$ 108,179
3456	HR	\$ 34.56	\$ 35.51	\$ 36.49	\$ 37.49	\$ 39.58	\$ 41.79	\$ 44.12	\$ 46.58	\$ 47.86	\$ 49.18	\$ 50.53	\$ 51.92
	BW	\$ 2,764.80	\$ 2,840.80	\$ 2,919.20	\$ 2,999.20	\$ 3,166.40	\$ 3,343.20	\$ 3,529.60	\$ 3,726.40	\$ 3,828.80	\$ 3,934.40	\$ 4,042.40	\$ 4,153.60
	YR	\$ 72,161	\$ 74,144	\$ 76,191	\$ 78,279	\$ 82,643	\$ 87,257	\$ 92,122	\$ 97,259	\$ 99,931	\$ 102,687	\$ 105,506	\$ 108,408
3459	HR	\$ 34.59	\$ 35.54	\$ 36.52	\$ 37.52	\$ 39.62	\$ 41.83	\$ 44.16	\$ 46.63	\$ 47.91	\$ 49.23	\$ 50.58	\$ 51.97
	BW	\$ 2,767.20	\$ 2,843.20	\$ 2,921.60	\$ 3,001.60	\$ 3,169.60	\$ 3,346.40	\$ 3,532.80	\$ 3,730.40	\$ 3,832.80	\$ 3,938.40	\$ 4,046.40	\$ 4,157.60
	YR	\$ 72,223	\$ 74,207	\$ 76,253	\$ 78,341	\$ 82,726	\$ 87,341	\$ 92,206	\$ 97,363	\$ 100,036	\$ 102,792	\$ 105,611	\$ 108,513
3478	HR	\$ 34.78	\$ 35.74	\$ 36.72	\$ 37.73	\$ 39.84	\$ 42.06	\$ 44.40	\$ 46.87	\$ 48.16	\$ 49.48	\$ 50.85	\$ 52.25
	BW	\$ 2,782.40	\$ 2,859.20	\$ 2,937.60	\$ 3,018.40	\$ 3,187.20	\$ 3,364.80	\$ 3,552.00	\$ 3,749.60	\$ 3,852.80	\$ 3,958.40	\$ 4,068.00	\$ 4,180.00
	YR	\$ 72,620	\$ 74,625	\$ 76,671	\$ 78,780	\$ 83,185	\$ 87,821	\$ 92,707	\$ 97,864	\$ 100,558	\$ 103,314	\$ 106,174	\$ 109,098
3528	HR	\$ 35.28	\$ 36.25	\$ 37.25	\$ 38.27	\$ 40.41	\$ 42.66	\$ 45.04	\$ 47.54	\$ 48.85	\$ 50.19	\$ 51.57	\$ 52.99
	BW	\$ 2,822.40	\$ 2,900.00	\$ 2,980.00	\$ 3,061.60	\$ 3,232.80	\$ 3,412.80	\$ 3,603.20	\$ 3,803.20	\$ 3,908.00	\$ 4,015.20	\$ 4,125.60	\$ 4,239.20
	YR	\$ 73,664	\$ 75,690	\$ 77,778	\$ 79,907	\$ 84,376	\$ 89,074	\$ 94,043	\$ 99,263	\$ 101,998	\$ 104,796	\$ 107,678	\$ 110,643
3544	HR	\$ 35.44	\$ 36.41	\$ 37.42	\$ 38.45	\$ 40.60	\$ 42.86	\$ 45.25	\$ 47.78	\$ 49.09	\$ 50.44	\$ 51.83	\$ 53.26
	BW	\$ 2,835.20	\$ 2,912.80	\$ 2,993.60	\$ 3,076.00	\$ 3,248.00	\$ 3,428.80	\$ 3,620.00	\$ 3,822.40	\$ 3,927.20	\$ 4,035.20	\$ 4,146.40	\$ 4,260.80
	YR	\$ 73,998	\$ 76,024	\$ 78,132	\$ 80,283	\$ 84,772	\$ 89,491	\$ 94,482	\$ 99,764	\$ 102,499	\$ 105,318	\$ 108,221	\$ 111,206
3548	HR	\$ 35.48	\$ 36.46	\$ 37.46	\$ 38.49	\$ 40.64	\$ 42.91	\$ 45.30	\$ 47.83	\$ 49.15	\$ 50.50	\$ 51.89	\$ 53.32
	BW	\$ 2,838.40	\$ 2,916.80	\$ 2,996.80	\$ 3,079.20	\$ 3,251.20	\$ 3,432.80	\$ 3,624.00	\$ 3,826.40	\$ 3,932.00	\$ 4,040.00	\$ 4,151.20	\$ 4,265.60
	YR	\$ 74,082	\$ 76,128	\$ 78,216	\$ 80,367	\$ 84,856	\$ 89,596	\$ 94,586	\$ 99,869	\$ 102,625	\$ 105,444	\$ 108,346	\$ 111,332
3564	HR	\$ 35.64	\$ 36.62	\$ 37.63	\$ 38.66	\$ 40.82	\$ 43.10	\$ 45.51	\$ 48.05	\$ 49.37	\$ 50.73	\$ 52.12	\$ 53.55
	BW	\$ 2,851.20	\$ 2,929.60	\$ 3,010.40	\$ 3,092.80	\$ 3,265.60	\$ 3,448.00	\$ 3,640.80	\$ 3,844.00	\$ 3,949.60	\$ 4,058.40	\$ 4,169.60	\$ 4,284.00
	YR	\$ 74,416	\$ 76,462	\$ 78,571	\$ 80,722	\$ 85,232	\$ 89,992	\$ 95,024	\$ 100,328	\$ 103,084	\$ 105,924	\$ 108,826	\$ 111,812
3569	HR	\$ 35.69	\$ 36.67	\$ 37.68	\$ 38.72	\$ 40.87	\$ 43.16	\$ 45.56	\$ 48.10	\$ 49.42	\$ 50.78	\$ 52.18	\$ 53.61
	BW	\$ 2,855.20	\$ 2,933.60	\$ 3,014.40	\$ 3,097.60	\$ 3,269.60	\$ 3,452.80	\$ 3,644.80	\$ 3,848.00	\$ 3,953.60	\$ 4,062.40	\$ 4,174.40	\$ 4,288.80
	YR	\$ 74,520	\$ 76,566	\$ 78,675	\$ 80,847	\$ 85,336	\$ 90,118	\$ 95,129	\$ 100,432	\$ 103,188	\$ 106,028	\$ 108,951	\$ 111,937
3582	HR	\$ 35.82	\$ 36.81	\$ 37.82	\$ 38.86	\$ 41.03	\$ 43.32	\$ 45.73	\$ 48.28	\$ 49.61	\$ 50.97	\$ 52.38	\$ 53.82
	BW	\$ 2,865.60	\$ 2,944.80	\$ 3,025.60	\$ 3,108.80	\$ 3,282.40	\$ 3,465.60	\$ 3,658.40	\$ 3,862.40	\$ 3,968.80	\$ 4,077.60	\$ 4,190.40	\$ 4,305.60
	YR	\$ 74,792	\$ 76,859	\$ 78,968	\$ 81,139	\$ 85,670	\$ 90,452	\$ 95,484	\$ 100,808	\$ 103,585	\$ 106,425	\$ 109,369	\$ 112,376
3596	HR	\$ 35.96	\$ 36.95	\$ 37.96	\$ 39.00	\$ 41.18	\$ 43.47	\$ 45.90	\$ 48.46	\$ 49.79	\$ 51.16	\$ 52.57	\$ 54.02
	BW	\$ 2,876.80	\$ 2,956.00	\$ 3,036.80	\$ 3,120.00	\$ 3,294.40	\$ 3,477.60	\$ 3,672.00	\$ 3,876.80	\$ 3,983.20	\$ 4,092.80	\$ 4,205.60	\$ 4,321.60
	YR	\$ 75,084	\$ 77,151	\$ 79,260	\$ 81,432	\$ 85,983	\$ 90,765	\$ 95,839	\$ 101,184	\$ 103,961	\$ 106,822	\$ 109,766	\$ 112,793

**MOU 21**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3622	HR	\$ 36.22	\$ 37.22	\$ 38.24	\$ 39.29	\$ 41.48	\$ 43.79	\$ 46.24	\$ 48.82	\$ 50.16	\$ 51.54	\$ 52.96	\$ 54.42
	BW	\$ 2,897.60	\$ 2,977.60	\$ 3,059.20	\$ 3,143.20	\$ 3,318.40	\$ 3,503.20	\$ 3,699.20	\$ 3,905.60	\$ 4,012.80	\$ 4,123.20	\$ 4,236.80	\$ 4,353.60
	YR	\$ 75,627	\$ 77,715	\$ 79,845	\$ 82,037	\$ 86,610	\$ 91,433	\$ 96,549	\$ 101,936	\$ 104,734	\$ 107,615	\$ 110,580	\$ 113,628
3662	HR	\$ 36.62	\$ 37.63	\$ 38.66	\$ 39.72	\$ 41.94	\$ 44.29	\$ 46.75	\$ 49.36	\$ 50.72	\$ 52.11	\$ 53.55	\$ 55.02
	BW	\$ 2,929.60	\$ 3,010.40	\$ 3,092.80	\$ 3,177.60	\$ 3,355.20	\$ 3,543.20	\$ 3,740.00	\$ 3,948.80	\$ 4,057.60	\$ 4,168.80	\$ 4,284.00	\$ 4,401.60
	YR	\$ 76,462	\$ 78,571	\$ 80,722	\$ 82,935	\$ 87,570	\$ 92,477	\$ 97,614	\$ 103,063	\$ 105,903	\$ 108,805	\$ 111,812	\$ 114,881
3726	HR	\$ 37.26	\$ 38.28	\$ 39.34	\$ 40.42	\$ 42.67	\$ 45.06	\$ 47.56	\$ 50.21	\$ 51.59	\$ 53.01	\$ 54.47	\$ 55.97
	BW	\$ 2,980.80	\$ 3,062.40	\$ 3,147.20	\$ 3,233.60	\$ 3,413.60	\$ 3,604.80	\$ 3,804.80	\$ 4,016.80	\$ 4,127.20	\$ 4,240.80	\$ 4,357.60	\$ 4,477.60
	YR	\$ 77,798	\$ 79,928	\$ 82,141	\$ 84,396	\$ 89,094	\$ 94,085	\$ 99,305	\$ 104,838	\$ 107,719	\$ 110,684	\$ 113,733	\$ 116,865
3761	HR	\$ 37.61	\$ 38.64	\$ 39.71	\$ 40.80	\$ 43.07	\$ 45.48	\$ 48.02	\$ 50.70	\$ 52.09	\$ 53.52	\$ 54.99	\$ 56.50
	BW	\$ 3,008.80	\$ 3,091.20	\$ 3,176.80	\$ 3,264.00	\$ 3,445.60	\$ 3,638.40	\$ 3,841.60	\$ 4,056.00	\$ 4,167.20	\$ 4,281.60	\$ 4,399.20	\$ 4,520.00
	YR	\$ 78,529	\$ 80,680	\$ 82,914	\$ 85,190	\$ 89,930	\$ 94,962	\$ 100,265	\$ 105,861	\$ 108,763	\$ 111,749	\$ 114,819	\$ 117,972
3778	HR	\$ 37.78	\$ 38.82	\$ 39.89	\$ 40.99	\$ 43.27	\$ 45.68	\$ 48.23	\$ 50.92	\$ 52.32	\$ 53.76	\$ 55.24	\$ 56.76
	BW	\$ 3,022.40	\$ 3,105.60	\$ 3,191.20	\$ 3,279.20	\$ 3,461.60	\$ 3,654.40	\$ 3,858.40	\$ 4,073.60	\$ 4,185.60	\$ 4,300.80	\$ 4,419.20	\$ 4,540.80
	YR	\$ 78,884	\$ 81,056	\$ 83,290	\$ 85,587	\$ 90,347	\$ 95,379	\$ 100,704	\$ 106,320	\$ 109,244	\$ 112,250	\$ 115,341	\$ 118,514
3860	HR	\$ 38.60	\$ 39.66	\$ 40.75	\$ 41.87	\$ 44.20	\$ 46.67	\$ 49.27	\$ 52.01	\$ 53.44	\$ 54.91	\$ 56.42	\$ 57.97
	BW	\$ 3,088.00	\$ 3,172.80	\$ 3,260.00	\$ 3,349.60	\$ 3,536.00	\$ 3,733.60	\$ 3,941.60	\$ 4,160.80	\$ 4,275.20	\$ 4,392.80	\$ 4,513.60	\$ 4,637.60
	YR	\$ 80,596	\$ 82,810	\$ 85,086	\$ 87,424	\$ 92,289	\$ 97,446	\$ 102,875	\$ 108,596	\$ 111,582	\$ 114,652	\$ 117,804	\$ 121,041
4029	HR	\$ 40.29	\$ 41.40	\$ 42.54	\$ 43.71	\$ 46.15	\$ 48.71	\$ 51.43	\$ 54.29	\$ 55.79	\$ 57.32	\$ 58.90	\$ 60.52
	BW	\$ 3,223.20	\$ 3,312.00	\$ 3,403.20	\$ 3,496.80	\$ 3,692.00	\$ 3,896.80	\$ 4,114.40	\$ 4,343.20	\$ 4,463.20	\$ 4,585.60	\$ 4,712.00	\$ 4,841.60
	YR	\$ 84,125	\$ 86,443	\$ 88,823	\$ 91,266	\$ 96,361	\$ 101,706	\$ 107,385	\$ 113,357	\$ 116,489	\$ 119,684	\$ 122,983	\$ 126,365
3927	HR	\$ 39.27	\$ 40.35	\$ 41.46	\$ 42.60	\$ 44.97	\$ 47.48	\$ 50.13	\$ 52.93	\$ 54.38	\$ 55.88	\$ 57.41	\$ 58.99
	BW	\$ 3,141.60	\$ 3,228.00	\$ 3,316.80	\$ 3,408.00	\$ 3,597.60	\$ 3,798.40	\$ 4,010.40	\$ 4,234.40	\$ 4,350.40	\$ 4,470.40	\$ 4,592.80	\$ 4,719.20
	YR	\$ 81,995	\$ 84,250	\$ 86,568	\$ 88,948	\$ 93,897	\$ 99,138	\$ 104,671	\$ 110,517	\$ 113,545	\$ 116,677	\$ 119,872	\$ 123,171
3946	HR	\$ 39.46	\$ 40.55	\$ 41.66	\$ 42.81	\$ 45.19	\$ 47.71	\$ 50.37	\$ 53.17	\$ 54.64	\$ 56.14	\$ 57.69	\$ 59.28
	BW	\$ 3,156.80	\$ 3,244.00	\$ 3,332.80	\$ 3,424.80	\$ 3,615.20	\$ 3,816.80	\$ 4,029.60	\$ 4,253.60	\$ 4,371.20	\$ 4,491.20	\$ 4,615.20	\$ 4,742.40
	YR	\$ 82,392	\$ 84,668	\$ 86,986	\$ 89,387	\$ 94,356	\$ 99,618	\$ 105,172	\$ 111,018	\$ 114,088	\$ 117,220	\$ 120,456	\$ 123,776
3979	HR	\$ 39.79	\$ 40.88	\$ 42.01	\$ 43.17	\$ 45.57	\$ 48.11	\$ 50.79	\$ 53.63	\$ 55.10	\$ 56.62	\$ 58.17	\$ 59.77
	BW	\$ 3,183.20	\$ 3,270.40	\$ 3,360.80	\$ 3,453.60	\$ 3,645.60	\$ 3,848.80	\$ 4,063.20	\$ 4,290.40	\$ 4,408.00	\$ 4,529.60	\$ 4,653.60	\$ 4,781.60
	YR	\$ 83,081	\$ 85,357	\$ 87,716	\$ 90,138	\$ 95,150	\$ 100,453	\$ 106,049	\$ 111,979	\$ 115,048	\$ 118,222	\$ 121,458	\$ 124,799
4018	HR	\$ 40.18	\$ 41.28	\$ 42.42	\$ 43.59	\$ 46.02	\$ 48.59	\$ 51.30	\$ 54.16	\$ 55.65	\$ 57.18	\$ 58.75	\$ 60.37
	BW	\$ 3,214.40	\$ 3,302.40	\$ 3,393.60	\$ 3,487.20	\$ 3,681.60	\$ 3,887.20	\$ 4,104.00	\$ 4,332.80	\$ 4,452.00	\$ 4,574.40	\$ 4,700.00	\$ 4,829.60
	YR	\$ 83,895	\$ 86,192	\$ 88,572	\$ 91,015	\$ 96,089	\$ 101,455	\$ 107,114	\$ 113,086	\$ 116,197	\$ 119,391	\$ 122,670	\$ 126,052
4073	HR	\$ 40.73	\$ 41.85	\$ 43.00	\$ 44.18	\$ 46.65	\$ 49.25	\$ 51.99	\$ 54.89	\$ 56.40	\$ 57.95	\$ 59.54	\$ 61.18
	BW	\$ 3,258.40	\$ 3,348.00	\$ 3,440.00	\$ 3,534.40	\$ 3,732.00	\$ 3,940.00	\$ 4,159.20	\$ 4,391.20	\$ 4,512.00	\$ 4,636.00	\$ 4,763.20	\$ 4,894.40
	YR	\$ 85,044	\$ 87,382	\$ 89,784	\$ 92,247	\$ 97,405	\$ 102,834	\$ 108,555	\$ 114,610	\$ 117,763	\$ 120,999	\$ 124,319	\$ 127,743

**MOU 21**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4112	HR	\$ 41.12	\$ 42.25	\$ 43.41	\$ 44.60	\$ 47.09	\$ 49.72	\$ 52.49	\$ 55.42	\$ 56.95	\$ 58.52	\$ 60.13	\$ 61.78
	BW	\$ 3,289.60	\$ 3,380.00	\$ 3,472.80	\$ 3,568.00	\$ 3,767.20	\$ 3,977.60	\$ 4,199.20	\$ 4,433.60	\$ 4,556.00	\$ 4,681.60	\$ 4,810.40	\$ 4,942.40
	YR	\$ 85,858	\$ 88,218	\$ 90,640	\$ 93,124	\$ 98,323	\$ 103,815	\$ 109,599	\$ 115,716	\$ 118,911	\$ 122,189	\$ 125,551	\$ 128,996
4129	HR	\$ 41.29	\$ 42.43	\$ 43.59	\$ 44.79	\$ 47.29	\$ 49.93	\$ 52.71	\$ 55.65	\$ 57.18	\$ 58.75	\$ 60.37	\$ 62.03
	BW	\$ 3,303.20	\$ 3,394.40	\$ 3,487.20	\$ 3,583.20	\$ 3,783.20	\$ 3,994.40	\$ 4,216.80	\$ 4,452.00	\$ 4,574.40	\$ 4,700.00	\$ 4,829.60	\$ 4,962.40
	YR	\$ 86,213	\$ 88,593	\$ 91,015	\$ 93,521	\$ 98,741	\$ 104,253	\$ 110,058	\$ 116,197	\$ 119,391	\$ 122,670	\$ 126,052	\$ 129,518
4152	HR	\$ 41.52	\$ 42.66	\$ 43.83	\$ 45.04	\$ 47.54	\$ 50.19	\$ 52.99	\$ 55.95	\$ 57.49	\$ 59.07	\$ 60.70	\$ 62.37
	BW	\$ 3,321.60	\$ 3,412.80	\$ 3,506.40	\$ 3,603.20	\$ 3,803.20	\$ 4,015.20	\$ 4,239.20	\$ 4,476.00	\$ 4,599.20	\$ 4,725.60	\$ 4,856.00	\$ 4,989.60
	YR	\$ 86,693	\$ 89,074	\$ 91,517	\$ 94,043	\$ 99,263	\$ 104,796	\$ 110,643	\$ 116,823	\$ 120,039	\$ 123,338	\$ 126,741	\$ 130,228
4277	HR	\$ 42.77	\$ 43.95	\$ 45.15	\$ 46.39	\$ 48.98	\$ 51.71	\$ 54.60	\$ 57.64	\$ 59.23	\$ 60.86	\$ 62.53	\$ 64.25
	BW	\$ 3,421.60	\$ 3,516.00	\$ 3,612.00	\$ 3,711.20	\$ 3,918.40	\$ 4,136.80	\$ 4,368.00	\$ 4,611.20	\$ 4,738.40	\$ 4,868.80	\$ 5,002.40	\$ 5,140.00
	YR	\$ 89,303	\$ 91,767	\$ 94,273	\$ 96,862	\$ 102,270	\$ 107,970	\$ 114,004	\$ 120,352	\$ 123,672	\$ 127,075	\$ 130,562	\$ 134,154
4406	HR	\$ 44.06	\$ 45.27	\$ 46.52	\$ 47.80	\$ 50.46	\$ 53.28	\$ 56.25	\$ 59.38	\$ 61.01	\$ 62.69	\$ 64.41	\$ 66.18
	BW	\$ 3,524.80	\$ 3,621.60	\$ 3,721.60	\$ 3,824.00	\$ 4,036.80	\$ 4,262.40	\$ 4,500.00	\$ 4,750.40	\$ 4,880.80	\$ 5,015.20	\$ 5,152.80	\$ 5,294.40
	YR	\$ 91,997	\$ 94,523	\$ 97,133	\$ 99,806	\$ 105,360	\$ 111,248	\$ 117,450	\$ 123,985	\$ 127,388	\$ 130,896	\$ 134,488	\$ 138,183
4424	HR	\$ 44.24	\$ 45.46	\$ 46.71	\$ 47.99	\$ 50.67	\$ 53.49	\$ 56.47	\$ 59.62	\$ 61.25	\$ 62.93	\$ 64.67	\$ 66.45
	BW	\$ 3,539.20	\$ 3,636.80	\$ 3,736.80	\$ 3,839.20	\$ 4,053.60	\$ 4,279.20	\$ 4,517.60	\$ 4,769.60	\$ 4,900.00	\$ 5,034.40	\$ 5,173.60	\$ 5,316.00
	YR	\$ 92,373	\$ 94,920	\$ 97,530	\$ 100,203	\$ 105,798	\$ 111,687	\$ 117,909	\$ 124,486	\$ 127,890	\$ 131,397	\$ 135,030	\$ 138,747
4426	HR	\$ 44.26	\$ 45.48	\$ 46.73	\$ 48.02	\$ 50.70	\$ 53.52	\$ 56.50	\$ 59.66	\$ 61.30	\$ 62.99	\$ 64.72	\$ 66.50
	BW	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60	\$ 4,056.00	\$ 4,281.60	\$ 4,520.00	\$ 4,772.80	\$ 4,904.00	\$ 5,039.20	\$ 5,177.60	\$ 5,320.00
	YR	\$ 92,414	\$ 94,962	\$ 97,572	\$ 100,265	\$ 105,861	\$ 111,749	\$ 117,972	\$ 124,570	\$ 127,994	\$ 131,523	\$ 135,135	\$ 138,852
4549	HR	\$ 45.49	\$ 46.74	\$ 48.03	\$ 49.35	\$ 52.10	\$ 55.01	\$ 58.08	\$ 61.32	\$ 63.01	\$ 64.74	\$ 66.52	\$ 68.35
	BW	\$ 3,639.20	\$ 3,739.20	\$ 3,842.40	\$ 3,948.00	\$ 4,168.00	\$ 4,400.80	\$ 4,646.40	\$ 4,905.60	\$ 5,040.80	\$ 5,179.20	\$ 5,321.60	\$ 5,468.00
	YR	\$ 94,983	\$ 97,593	\$ 100,286	\$ 103,042	\$ 108,784	\$ 114,860	\$ 121,271	\$ 128,036	\$ 131,564	\$ 135,177	\$ 138,893	\$ 142,714
4711	HR	\$ 47.11	\$ 48.41	\$ 49.74	\$ 51.11	\$ 53.95	\$ 56.96	\$ 60.14	\$ 63.49	\$ 65.24	\$ 67.03	\$ 68.88	\$ 70.77
	BW	\$ 3,768.80	\$ 3,872.80	\$ 3,979.20	\$ 4,088.80	\$ 4,316.00	\$ 4,556.80	\$ 4,811.20	\$ 5,079.20	\$ 5,219.20	\$ 5,362.40	\$ 5,510.40	\$ 5,661.60
	YR	\$ 98,365	\$ 101,080	\$ 103,857	\$ 106,717	\$ 112,647	\$ 118,932	\$ 125,572	\$ 132,567	\$ 136,221	\$ 139,958	\$ 143,821	\$ 147,767
4746	HR	\$ 47.46	\$ 48.77	\$ 50.11	\$ 51.49	\$ 54.35	\$ 57.39	\$ 60.58	\$ 63.96	\$ 65.72	\$ 67.53	\$ 69.38	\$ 71.29
	BW	\$ 3,796.80	\$ 3,901.60	\$ 4,008.80	\$ 4,119.20	\$ 4,348.00	\$ 4,591.20	\$ 4,846.40	\$ 5,116.80	\$ 5,257.60	\$ 5,402.40	\$ 5,550.40	\$ 5,703.20
	YR	\$ 99,096	\$ 101,831	\$ 104,629	\$ 107,511	\$ 113,482	\$ 119,830	\$ 126,491	\$ 133,548	\$ 137,223	\$ 141,002	\$ 144,865	\$ 148,853
4969	HR	\$ 49.69	\$ 51.06	\$ 52.46	\$ 53.90	\$ 56.90	\$ 60.08	\$ 63.43	\$ 66.96	\$ 68.80	\$ 70.69	\$ 72.64	\$ 74.64
	BW	\$ 3,975.20	\$ 4,084.80	\$ 4,196.80	\$ 4,312.00	\$ 4,552.00	\$ 4,806.40	\$ 5,074.40	\$ 5,356.80	\$ 5,504.00	\$ 5,655.20	\$ 5,811.20	\$ 5,971.20
	YR	\$ 103,752	\$ 106,613	\$ 109,536	\$ 112,543	\$ 118,807	\$ 125,447	\$ 132,441	\$ 139,812	\$ 143,654	\$ 147,600	\$ 151,672	\$ 155,848
5054	HR	\$ 50.54	\$ 51.93	\$ 53.36	\$ 54.83	\$ 57.89	\$ 61.12	\$ 64.53	\$ 68.12	\$ 70.00	\$ 71.93	\$ 73.90	\$ 75.93
	BW	\$ 4,043.20	\$ 4,154.40	\$ 4,268.80	\$ 4,386.40	\$ 4,631.20	\$ 4,889.60	\$ 5,162.40	\$ 5,449.60	\$ 5,600.00	\$ 5,754.40	\$ 5,912.00	\$ 6,074.40
	YR	\$ 105,527	\$ 108,429	\$ 111,415	\$ 114,485	\$ 120,874	\$ 127,618	\$ 134,738	\$ 142,234	\$ 146,160	\$ 150,189	\$ 154,303	\$ 158,541



**MOU 21**

**Appendix D**

**Operative on June 29, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5114	HR	\$ 51.14	\$ 52.55	\$ 53.99	\$ 55.47	\$ 58.57	\$ 61.83	\$ 65.29	\$ 68.92	\$ 70.82	\$ 72.77	\$ 74.77	\$ 76.83
	BW	\$ 4,091.20	\$ 4,204.00	\$ 4,319.20	\$ 4,437.60	\$ 4,685.60	\$ 4,946.40	\$ 5,223.20	\$ 5,513.60	\$ 5,665.60	\$ 5,821.60	\$ 5,981.60	\$ 6,146.40
	YR	\$ 106,780	\$ 109,724	\$ 112,731	\$ 115,821	\$ 122,294	\$ 129,101	\$ 136,325	\$ 143,904	\$ 147,872	\$ 151,943	\$ 156,119	\$ 160,421
5226	HR	\$ 52.26	\$ 53.70	\$ 55.17	\$ 56.69	\$ 59.85	\$ 63.19	\$ 66.72	\$ 70.44	\$ 72.37	\$ 74.36	\$ 76.41	\$ 78.51
	BW	\$ 4,180.80	\$ 4,296.00	\$ 4,413.60	\$ 4,535.20	\$ 4,788.00	\$ 5,055.20	\$ 5,337.60	\$ 5,635.20	\$ 5,789.60	\$ 5,948.80	\$ 6,112.80	\$ 6,280.80
	YR	\$ 109,118	\$ 112,125	\$ 115,194	\$ 118,368	\$ 124,966	\$ 131,940	\$ 139,311	\$ 147,078	\$ 151,108	\$ 155,263	\$ 159,544	\$ 163,928
5252	HR	\$ 52.52	\$ 53.96	\$ 55.45	\$ 56.97	\$ 60.15	\$ 63.50	\$ 67.04	\$ 70.78	\$ 72.73	\$ 74.73	\$ 76.79	\$ 78.90
	BW	\$ 4,201.60	\$ 4,316.80	\$ 4,436.00	\$ 4,557.60	\$ 4,812.00	\$ 5,080.00	\$ 5,363.20	\$ 5,662.40	\$ 5,818.40	\$ 5,978.40	\$ 6,143.20	\$ 6,312.00
	YR	\$ 109,661	\$ 112,668	\$ 115,779	\$ 118,953	\$ 125,593	\$ 132,588	\$ 139,979	\$ 147,788	\$ 151,860	\$ 156,036	\$ 160,337	\$ 164,743
5438	HR	\$ 54.38	\$ 55.88	\$ 57.41	\$ 58.99	\$ 62.28	\$ 65.75	\$ 69.42	\$ 73.29	\$ 75.31	\$ 77.38	\$ 79.51	\$ 81.70
	BW	\$ 4,350.40	\$ 4,470.40	\$ 4,592.80	\$ 4,719.20	\$ 4,982.40	\$ 5,260.00	\$ 5,553.60	\$ 5,863.20	\$ 6,024.80	\$ 6,190.40	\$ 6,360.80	\$ 6,536.00
	YR	\$ 113,545	\$ 116,677	\$ 119,872	\$ 123,171	\$ 130,040	\$ 137,286	\$ 144,948	\$ 153,029	\$ 157,247	\$ 161,569	\$ 166,016	\$ 170,589
5485	HR	\$ 54.85	\$ 56.36	\$ 57.91	\$ 59.50	\$ 62.82	\$ 66.33	\$ 70.02	\$ 73.93	\$ 75.96	\$ 78.05	\$ 80.20	\$ 82.41
	BW	\$ 4,388.00	\$ 4,508.80	\$ 4,632.80	\$ 4,760.00	\$ 5,025.60	\$ 5,306.40	\$ 5,601.60	\$ 5,914.40	\$ 6,076.80	\$ 6,244.00	\$ 6,416.00	\$ 6,592.80
	YR	\$ 114,526	\$ 117,679	\$ 120,916	\$ 124,236	\$ 131,168	\$ 138,497	\$ 146,201	\$ 154,365	\$ 158,604	\$ 162,968	\$ 167,457	\$ 172,072
5637	HR	\$ 56.37	\$ 57.92	\$ 59.51	\$ 61.15	\$ 64.56	\$ 68.15	\$ 71.96	\$ 75.96	\$ 78.05	\$ 80.20	\$ 82.40	\$ 84.67
	BW	\$ 4,509.60	\$ 4,633.60	\$ 4,760.80	\$ 4,892.00	\$ 5,164.80	\$ 5,452.00	\$ 5,756.80	\$ 6,076.80	\$ 6,244.00	\$ 6,416.00	\$ 6,592.00	\$ 6,773.60
	YR	\$ 117,700	\$ 120,936	\$ 124,256	\$ 127,681	\$ 134,801	\$ 142,297	\$ 150,252	\$ 158,604	\$ 162,968	\$ 167,457	\$ 172,051	\$ 176,790
5678	HR	\$ 56.78	\$ 58.34	\$ 59.95	\$ 61.60	\$ 65.03	\$ 68.66	\$ 72.49	\$ 76.53	\$ 78.63	\$ 80.79	\$ 83.01	\$ 85.29
	BW	\$ 4,542.40	\$ 4,667.20	\$ 4,796.00	\$ 4,928.00	\$ 5,202.40	\$ 5,492.80	\$ 5,799.20	\$ 6,122.40	\$ 6,290.40	\$ 6,463.20	\$ 6,640.80	\$ 6,823.20
	YR	\$ 118,556	\$ 121,813	\$ 125,175	\$ 128,620	\$ 135,782	\$ 143,362	\$ 151,359	\$ 159,794	\$ 164,179	\$ 168,689	\$ 173,324	\$ 178,085
5885	HR	\$ 58.85	\$ 60.47	\$ 62.13	\$ 63.84	\$ 67.39	\$ 71.15	\$ 75.12	\$ 79.31	\$ 81.49	\$ 83.73	\$ 86.03	\$ 88.40
	BW	\$ 4,708.00	\$ 4,837.60	\$ 4,970.40	\$ 5,107.20	\$ 5,391.20	\$ 5,692.00	\$ 6,009.60	\$ 6,344.80	\$ 6,519.20	\$ 6,698.40	\$ 6,882.40	\$ 7,072.00
	YR	\$ 122,878	\$ 126,261	\$ 129,727	\$ 133,297	\$ 140,710	\$ 148,561	\$ 156,850	\$ 165,599	\$ 170,151	\$ 174,828	\$ 179,630	\$ 184,579
5891	HR	\$ 58.91	\$ 60.53	\$ 62.19	\$ 63.90	\$ 67.47	\$ 71.23	\$ 75.20	\$ 79.39	\$ 81.58	\$ 83.82	\$ 86.13	\$ 88.50
	BW	\$ 4,712.80	\$ 4,842.40	\$ 4,975.20	\$ 5,112.00	\$ 5,397.60	\$ 5,698.40	\$ 6,016.00	\$ 6,351.20	\$ 6,526.40	\$ 6,705.60	\$ 6,890.40	\$ 7,080.00
	YR	\$ 123,004	\$ 126,386	\$ 129,852	\$ 133,423	\$ 140,877	\$ 148,728	\$ 157,017	\$ 165,766	\$ 170,339	\$ 175,016	\$ 179,839	\$ 184,788
6006	HR	\$ 60.06	\$ 61.71	\$ 63.41	\$ 65.15	\$ 68.79	\$ 72.62	\$ 76.67	\$ 80.95	\$ 83.17	\$ 85.46	\$ 87.81	\$ 90.22
	BW	\$ 4,804.80	\$ 4,936.80	\$ 5,072.80	\$ 5,212.00	\$ 5,503.20	\$ 5,809.60	\$ 6,133.60	\$ 6,476.00	\$ 6,653.60	\$ 6,836.80	\$ 7,024.80	\$ 7,217.60
	YR	\$ 125,405	\$ 128,850	\$ 132,400	\$ 136,033	\$ 143,633	\$ 151,630	\$ 160,086	\$ 169,023	\$ 173,658	\$ 178,440	\$ 183,347	\$ 188,379

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Appendix E

Operative on December 28, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	4194	2	\$ 89,971	--	12	\$ 131,585
7922-0	Architectural Drafting Technician	3229	2	\$ 69,279	--	12	\$ 101,288
7922-H	Architectural Drafting Technician - Harbor	3518	2	\$ 75,481	--	12	\$ 110,350
4288-0	Assistant Environmental Compliance Inspector	3166	2	\$ 67,922	--	12	\$ 99,305
7224-0	Calligrapher	3256	9	\$ 94,168	--	12	\$ 102,144
7204-0	Cartographer	3072	9	\$ 88,844	--	12	\$ 96,382
1803-0	Channel Traffic and Information Coordinator	3279	2	\$ 70,344	--	12	\$ 102,854
7941-0	City Planning Associate	4493	2	\$ 96,402	--	12	\$ 140,960
7232-0	Civil Engineering Drafting Technician	3229	2	\$ 69,279	--	12	\$ 101,288
7232-A	Civil Engineering Drafting Technician - Airport	3518	2	\$ 75,481	--	12	\$ 110,350
7232-H	Civil Engineering Drafting Technician - Harbor	3518	2	\$ 75,481	--	12	\$ 110,350
1660-1	Computer Graphic Artist I	2829	2	\$ 60,698	--	12	\$ 88,781
1660-2	Computer Graphic Artist II	3425	2	\$ 73,476	--	12	\$ 107,469
1427-1	Computer Operator I	2706	2	\$ 58,046	--	12	\$ 84,877
1427-2	Computer Operator II	2933	2	\$ 62,932	--	12	\$ 91,976
3341-0	Construction Estimator	4364	2	\$ 93,625	--	12	\$ 136,847
2378-0	Critical Incident Stress Management Program Coordin	3525	2	\$ 75,627	--	12	\$ 110,580
1470-0	Data Base Architect	5791	2	\$ 124,236	--	12	\$ 181,656
1136-1	Data Processing Technician I	2706	2	\$ 58,046	--	12	\$ 84,877
1136-2	Data Processing Technician II	2933	2	\$ 62,932	--	12	\$ 91,976
1135-1	Documentation Technician I	2743	2	\$ 58,839	--	12	\$ 86,025
1135-2	Documentation Technician II	2982	2	\$ 63,976	--	12	\$ 93,542
7229-0	Drafting Aide	2604	2	\$ 55,874	--	12	\$ 81,661
3337-0	Electrical Construction Estimator	4364	2	\$ 93,625	--	12	\$ 136,847
7532-0	Electrical Engineering Drafting Technician	3229	2	\$ 69,279	--	12	\$ 101,288
7532-H	Electrical Engineering Drafting Technician - Harbor	3518	2	\$ 75,481	--	12	\$ 110,350
7217-A	Engineering Designer - Airport	4154	2	\$ 89,115	--	12	\$ 130,332
7217-1	Engineering Designer I	3655	2	\$ 78,425	--	12	\$ 114,631
7217-2	Engineering Designer II	4026	2	\$ 86,380	--	12	\$ 126,261
4292-0	Environmental Compliance Inspector	4099	4	\$ 92,853	--	12	\$ 128,599
3734-1	Equipment Specialist I	3801	2	\$ 81,557	--	12	\$ 119,203
3734-2	Equipment Specialist II	4212	2	\$ 90,368	--	12	\$ 132,107
3229-1	Examiner Of Questioned Documents I	2959	2	\$ 63,475	--	12	\$ 92,790
3229-2	Examiner Of Questioned Documents II	5218	2	\$ 111,937	--	12	\$ 163,657
2444-0	Exhibit Preparator	2640	2	\$ 56,647	--	12	\$ 82,789

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Appendix E

Operative on December 28, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7228-0	Field Engineering Aide	3695	6	\$ 93,312	--	12	\$ 115,904
7284-0	Field Engineering Aide Assistant	3695		#N/A	--	12	\$ 115,904
7281-0	Field Engineering Aide Trainee	3695		#N/A	--	12	\$ 115,904
1571-1	Financial Development Officer I	5358	2	\$ 114,944	--	12	\$ 168,063
1571-2	Financial Development Officer II	5750	2	\$ 123,359	--	12	\$ 180,319
2233-0	Firearms Examiner	5218	2	\$ 111,937	--	12	\$ 163,657
2200-1	Forensic Print Specialist I	3495	2	\$ 74,980	--	12	\$ 109,640
2200-2	Forensic Print Specialist II	3854	2	\$ 82,684	--	12	\$ 120,916
2200-3	Forensic Print Specialist III	4514	2	\$ 96,841	--	12	\$ 141,629
2200-4	Forensic Print Specialist IV	4806	2	\$ 103,105	--	12	\$ 150,732
7213-0	Geographic Information Systems Specialist	4236	2	\$ 90,869	--	12	\$ 132,838
1670-1	Graphics Designer I	2829	2	\$ 60,698	--	12	\$ 88,781
1670-2	Graphics Designer II	3425	2	\$ 73,476	--	12	\$ 107,469
1670-A	Graphics Designer II - Airport	3548	2	\$ 76,128	--	12	\$ 111,332
1670-3	Graphics Designer III	3836	2	\$ 82,288	--	12	\$ 120,331
1562-0	Improvement Assessor	3425	2	\$ 73,476	--	12	\$ 107,469
7199-1	Improvement Bond Coordinator I	3548	2	\$ 76,128	--	12	\$ 111,332
7199-2	Improvement Bond Coordinator II	3936	2	\$ 84,438	--	12	\$ 123,463
9191-1	Industrial Commercial Finance Officer I	5596	2	\$ 120,060	--	12	\$ 175,517
9191-2	Industrial Commercial Finance Officer II	6003	2	\$ 128,787	--	12	\$ 188,295
1456-0	Information Services Specialist	3616	2	\$ 77,569	--	12	\$ 113,441
0190-0	Interpreter						\$ 43 /HR
1429-0	IT Specialist	3495	2	\$ 74,980	--	12	\$ 109,640
7854-1	Laboratory Technician I	2673	2	\$ 57,357	--	12	\$ 83,791
7854-2	Laboratory Technician II	3166	2	\$ 67,922	--	12	\$ 99,305
7854-3	Laboratory Technician III	3342	2	\$ 71,701	--	12	\$ 104,796
7283-0	Land Surveying Assistant	4026	6	\$ 101,622	--	12	\$ 126,261
7968-1	Materials Testing Technician I	3001	2	\$ 64,393	--	12	\$ 94,168
7968-2	Materials Testing Technician II	3352	2	\$ 71,910	--	12	\$ 105,130
3342-0	Mechanical Construction Estimator	4364	2	\$ 93,625	--	12	\$ 136,847
7551-0	Mechanical Engineering Drafting Technician	3224	2	\$ 69,175	--	12	\$ 101,142
2310-0	Medical Assistant	2408	2	\$ 51,657	--	12	\$ 75,543
7212-1	Office Engineering Technician I	2673	2	\$ 57,357	--	12	\$ 83,791
7212-2	Office Engineering Technician II	3001	7	\$ 80,012	--	12	\$ 94,168
7212-3	Office Engineering Technician III	3352	2	\$ 71,910	--	12	\$ 105,130

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Appendix E

Operative on December 28, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1793-1	Photographer I	3071	2	\$ 65,876	--	12	\$ 96,361
1793-2	Photographer II	3529	2	\$ 75,710	--	12	\$ 110,684
1793-3	Photographer III	4109	2	\$ 88,155	--	12	\$ 128,892
2309-1	Physical Therapist I	3439	2	\$ 73,789	--	12	\$ 107,886
2309-2	Physical Therapist II	3620	2	\$ 77,673	--	12	\$ 113,587
7943-1	Planning Aide I	2673	2	\$ 57,357	--	12	\$ 83,791
7943-2	Planning Aide II	3072	2	\$ 65,897	--	12	\$ 96,382
7939-0	Planning Assistant	3737	2	\$ 80,179	--	12	\$ 117,178
6146-0	Playback Operator	2829	2	\$ 60,698	--	12	\$ 88,781
1650-0	Police Composite Artist	3352	2	\$ 71,910	--	12	\$ 105,130
2240-1	Polygraph Examiner I	4006	8	\$ 112,710	--	12	\$ 125,634
2240-2	Polygraph Examiner II	5068	8	\$ 142,631	--	12	\$ 158,980
2240-3	Polygraph Examiner III	5331	2	\$ 114,380	--	12	\$ 167,207
2240-4	Polygraph Examiner IV	6125	2	\$ 131,397	--	12	\$ 192,137
1941-1	Real Estate Associate I	3001	2	\$ 64,393	--	12	\$ 94,168
1941-2	Real Estate Associate II	3548	2	\$ 76,128	--	12	\$ 111,332
1960-0	Real Estate Officer	4642	2	\$ 99,597	--	12	\$ 145,596
1960-A	Real Estate Officer - Airport	4642	2	\$ 99,597	--	12	\$ 145,596
1960-H	Real Estate Officer - Harbor	4642	2	\$ 99,597	--	12	\$ 145,596
1937-0	Real Estate Trainee	2829	2	\$ 60,698	--	12	\$ 88,781
7208-0	Senior Architectural Drafting Technician	3597	2	\$ 77,172	--	12	\$ 112,856
7205-0	Senior Cartographer	3425	2	\$ 73,476	--	12	\$ 107,469
7207-0	Senior Civil Engineering Drafting Technician	3597	2	\$ 77,172	--	12	\$ 112,856
1428-1	Senior Computer Operator I	3166	2	\$ 67,922	--	12	\$ 99,305
1428-2	Senior Computer Operator II	3641	2	\$ 78,112	--	12	\$ 114,171
7209-0	Senior Electrical Engineering Drafting Technician	3597	2	\$ 77,172	--	12	\$ 112,856
7210-0	Senior Mechanical Engineering Drafting Technician	3737	2	\$ 80,179	--	12	\$ 117,178
1947-0	Senior Title Examiner	3737	2	\$ 80,179	--	12	\$ 117,178
4273-0	Senior Transportation Investigator	4512	2	\$ 96,799	--	12	\$ 141,524
7286-1	Survey Party Chief I	4493	2	\$ 96,402	--	12	\$ 140,960
7286-2	Survey Party Chief II	4840	7	\$ 129,017	--	12	\$ 151,839
1455-1	Systems Administrator I	5157	7	\$ 137,473	--	12	\$ 161,757
1455-2	Systems Administrator II	5547	2	\$ 119,016	--	12	\$ 173,993
1455-3	Systems Administrator III	6010	2	\$ 128,934	--	12	\$ 188,525
7615-0	Television Engineer	4493	2	\$ 96,402	--	12	\$ 140,960

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Appendix E

Operative on December 28, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1943-0	Title Examiner	3352	3	\$ 73,894	--	12	\$ 105,130
7285-1	Transportation Engineering Aide I	3166	2	\$ 67,922	--	12	\$ 99,305
7285-2	Transportation Engineering Aide II	3548	2	\$ 76,128	--	12	\$ 111,332
4271-0	Transportation Investigator	4060	2	\$ 87,111	--	12	\$ 127,305
2480-1	Transportation Planning Associate I	3737	2	\$ 80,179	--	12	\$ 117,178
2480-2	Transportation Planning Associate II	4493	6	\$ 113,441	--	12	\$ 140,960
2369-0	Veterinary Technician	3668	2	\$ 78,696	--	12	\$ 115,048
1802-0	Video Production Coordinator	3279	2	\$ 70,344	--	12	\$ 102,854
6145-1	Video Technician I	3279	2	\$ 70,344	--	12	\$ 102,854
6145-2	Video Technician II	3635	2	\$ 77,986	--	12	\$ 114,046
6149-0	Videotape Librarian	3008	2	\$ 64,540	--	12	\$ 94,335
2358-1	X-Ray and Laboratory Technician I	3356	2	\$ 71,994	--	12	\$ 105,276
2358-2	X-Ray and Laboratory Technician II	3548	2	\$ 76,128	--	12	\$ 111,332

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**Appendix E**

**Operative on December 28, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2408	HR	\$ 24.08	\$ 24.74	\$ 25.42	\$ 26.12	\$ 27.58	\$ 29.12	\$ 30.74	\$ 32.46	\$ 33.35	\$ 34.27	\$ 35.21	\$ 36.18
	BW	\$ 1,926.40	\$ 1,979.20	\$ 2,033.60	\$ 2,089.60	\$ 2,206.40	\$ 2,329.60	\$ 2,459.20	\$ 2,596.80	\$ 2,668.00	\$ 2,741.60	\$ 2,816.80	\$ 2,894.40
	YR	\$ 50,279	\$ 51,657	\$ 53,076	\$ 54,538	\$ 57,587	\$ 60,802	\$ 64,185	\$ 67,776	\$ 69,634	\$ 71,555	\$ 73,518	\$ 75,543
2604	HR	\$ 26.04	\$ 26.76	\$ 27.49	\$ 28.25	\$ 29.82	\$ 31.48	\$ 33.24	\$ 35.09	\$ 36.05	\$ 37.04	\$ 38.06	\$ 39.11
	BW	\$ 2,083.20	\$ 2,140.80	\$ 2,199.20	\$ 2,260.00	\$ 2,385.60	\$ 2,518.40	\$ 2,659.20	\$ 2,807.20	\$ 2,884.00	\$ 2,963.20	\$ 3,044.80	\$ 3,128.80
	YR	\$ 54,371	\$ 55,874	\$ 57,399	\$ 58,986	\$ 62,264	\$ 65,730	\$ 69,405	\$ 73,267	\$ 75,272	\$ 77,339	\$ 79,469	\$ 81,661
2640	HR	\$ 26.40	\$ 27.13	\$ 27.87	\$ 28.64	\$ 30.23	\$ 31.91	\$ 33.69	\$ 35.57	\$ 36.55	\$ 37.56	\$ 38.59	\$ 39.65
	BW	\$ 2,112.00	\$ 2,170.40	\$ 2,229.60	\$ 2,291.20	\$ 2,418.40	\$ 2,552.80	\$ 2,695.20	\$ 2,845.60	\$ 2,924.00	\$ 3,004.80	\$ 3,087.20	\$ 3,172.00
	YR	\$ 55,123	\$ 56,647	\$ 58,192	\$ 59,800	\$ 63,120	\$ 66,628	\$ 70,344	\$ 74,270	\$ 76,316	\$ 78,425	\$ 80,575	\$ 82,789
2673	HR	\$ 26.73	\$ 27.47	\$ 28.22	\$ 29.00	\$ 30.61	\$ 32.31	\$ 34.11	\$ 36.01	\$ 37.00	\$ 38.02	\$ 39.06	\$ 40.13
	BW	\$ 2,138.40	\$ 2,197.60	\$ 2,257.60	\$ 2,320.00	\$ 2,448.80	\$ 2,584.80	\$ 2,728.80	\$ 2,880.80	\$ 2,960.00	\$ 3,041.60	\$ 3,124.80	\$ 3,210.40
	YR	\$ 55,812	\$ 57,357	\$ 58,923	\$ 60,552	\$ 63,913	\$ 67,463	\$ 71,221	\$ 75,188	\$ 77,256	\$ 79,385	\$ 81,557	\$ 83,791
2706	HR	\$ 27.06	\$ 27.80	\$ 28.57	\$ 29.36	\$ 30.99	\$ 32.72	\$ 34.54	\$ 36.47	\$ 37.47	\$ 38.50	\$ 39.56	\$ 40.65
	BW	\$ 2,164.80	\$ 2,224.00	\$ 2,285.60	\$ 2,348.80	\$ 2,479.20	\$ 2,617.60	\$ 2,763.20	\$ 2,917.60	\$ 2,997.60	\$ 3,080.00	\$ 3,164.80	\$ 3,252.00
	YR	\$ 56,501	\$ 58,046	\$ 59,654	\$ 61,303	\$ 64,707	\$ 68,319	\$ 72,119	\$ 76,149	\$ 78,237	\$ 80,388	\$ 82,601	\$ 84,877
2743	HR	\$ 27.43	\$ 28.18	\$ 28.96	\$ 29.76	\$ 31.41	\$ 33.16	\$ 35.01	\$ 36.96	\$ 37.98	\$ 39.02	\$ 40.10	\$ 41.20
	BW	\$ 2,194.40	\$ 2,254.40	\$ 2,316.80	\$ 2,380.80	\$ 2,512.80	\$ 2,652.80	\$ 2,800.80	\$ 2,956.80	\$ 3,038.40	\$ 3,121.60	\$ 3,208.00	\$ 3,296.00
	YR	\$ 57,273	\$ 58,839	\$ 60,468	\$ 62,138	\$ 65,584	\$ 69,238	\$ 73,100	\$ 77,172	\$ 79,302	\$ 81,473	\$ 83,728	\$ 86,025
2829	HR	\$ 28.29	\$ 29.07	\$ 29.87	\$ 30.69	\$ 32.41	\$ 34.22	\$ 36.13	\$ 38.14	\$ 39.19	\$ 40.27	\$ 41.38	\$ 42.52
	BW	\$ 2,263.20	\$ 2,325.60	\$ 2,389.60	\$ 2,455.20	\$ 2,592.80	\$ 2,737.60	\$ 2,890.40	\$ 3,051.20	\$ 3,135.20	\$ 3,221.60	\$ 3,310.40	\$ 3,401.60
	YR	\$ 59,069	\$ 60,698	\$ 62,368	\$ 64,080	\$ 67,672	\$ 71,451	\$ 75,439	\$ 79,636	\$ 81,828	\$ 84,083	\$ 86,401	\$ 88,781
2933	HR	\$ 29.33	\$ 30.14	\$ 30.97	\$ 31.82	\$ 33.60	\$ 35.47	\$ 37.44	\$ 39.53	\$ 40.61	\$ 41.73	\$ 42.87	\$ 44.05
	BW	\$ 2,346.40	\$ 2,411.20	\$ 2,477.60	\$ 2,545.60	\$ 2,688.00	\$ 2,837.60	\$ 2,995.20	\$ 3,162.40	\$ 3,248.80	\$ 3,338.40	\$ 3,429.60	\$ 3,524.00
	YR	\$ 61,241	\$ 62,932	\$ 64,665	\$ 66,440	\$ 70,156	\$ 74,061	\$ 78,174	\$ 82,538	\$ 84,793	\$ 87,132	\$ 89,512	\$ 91,976
2959	HR	\$ 29.59	\$ 30.40	\$ 31.24	\$ 32.10	\$ 33.89	\$ 35.78	\$ 37.77	\$ 39.88	\$ 40.97	\$ 42.10	\$ 43.25	\$ 44.44
	BW	\$ 2,367.20	\$ 2,432.00	\$ 2,499.20	\$ 2,568.00	\$ 2,711.20	\$ 2,862.40	\$ 3,021.60	\$ 3,190.40	\$ 3,277.60	\$ 3,368.00	\$ 3,460.00	\$ 3,555.20
	YR	\$ 61,783	\$ 63,475	\$ 65,229	\$ 67,024	\$ 70,762	\$ 74,708	\$ 78,863	\$ 83,269	\$ 85,545	\$ 87,904	\$ 90,306	\$ 92,790
2982	HR	\$ 29.82	\$ 30.64	\$ 31.48	\$ 32.35	\$ 34.15	\$ 36.05	\$ 38.07	\$ 40.20	\$ 41.30	\$ 42.44	\$ 43.60	\$ 44.80
	BW	\$ 2,385.60	\$ 2,451.20	\$ 2,518.40	\$ 2,588.00	\$ 2,732.00	\$ 2,884.00	\$ 3,045.60	\$ 3,216.00	\$ 3,304.00	\$ 3,395.20	\$ 3,488.00	\$ 3,584.00
	YR	\$ 62,264	\$ 63,976	\$ 65,730	\$ 67,546	\$ 71,305	\$ 75,272	\$ 79,490	\$ 83,937	\$ 86,234	\$ 88,614	\$ 91,036	\$ 93,542
3001	HR	\$ 30.01	\$ 30.84	\$ 31.68	\$ 32.55	\$ 34.37	\$ 36.29	\$ 38.32	\$ 40.45	\$ 41.57	\$ 42.71	\$ 43.89	\$ 45.10
	BW	\$ 2,400.80	\$ 2,467.20	\$ 2,534.40	\$ 2,604.00	\$ 2,749.60	\$ 2,903.20	\$ 3,065.60	\$ 3,236.00	\$ 3,325.60	\$ 3,416.80	\$ 3,511.20	\$ 3,608.00
	YR	\$ 62,660	\$ 64,393	\$ 66,147	\$ 67,964	\$ 71,764	\$ 75,773	\$ 80,012	\$ 84,459	\$ 86,798	\$ 89,178	\$ 91,642	\$ 94,168
3008	HR	\$ 30.08	\$ 30.91	\$ 31.76	\$ 32.63	\$ 34.45	\$ 36.37	\$ 38.40	\$ 40.53	\$ 41.65	\$ 42.80	\$ 43.97	\$ 45.18
	BW	\$ 2,406.40	\$ 2,472.80	\$ 2,540.80	\$ 2,610.40	\$ 2,756.00	\$ 2,909.60	\$ 3,072.00	\$ 3,242.40	\$ 3,332.00	\$ 3,424.00	\$ 3,517.60	\$ 3,614.40
	YR	\$ 62,807	\$ 64,540	\$ 66,314	\$ 68,131	\$ 71,931	\$ 75,940	\$ 80,179	\$ 84,626	\$ 86,965	\$ 89,366	\$ 91,809	\$ 94,335

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**Appendix E**

**Operative on December 28, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3071	HR	\$ 30.71	\$ 31.55	\$ 32.42	\$ 33.31	\$ 35.17	\$ 37.13	\$ 39.21	\$ 41.40	\$ 42.54	\$ 43.71	\$ 44.91	\$ 46.15
	BW	\$ 2,456.80	\$ 2,524.00	\$ 2,593.60	\$ 2,664.80	\$ 2,813.60	\$ 2,970.40	\$ 3,136.80	\$ 3,312.00	\$ 3,403.20	\$ 3,496.80	\$ 3,592.80	\$ 3,692.00
	YR	\$ 64,122	\$ 65,876	\$ 67,692	\$ 69,551	\$ 73,434	\$ 77,527	\$ 81,870	\$ 86,443	\$ 88,823	\$ 91,266	\$ 93,772	\$ 96,361
3072	HR	\$ 30.72	\$ 31.56	\$ 32.43	\$ 33.32	\$ 35.18	\$ 37.14	\$ 39.22	\$ 41.41	\$ 42.55	\$ 43.72	\$ 44.92	\$ 46.16
	BW	\$ 2,457.60	\$ 2,524.80	\$ 2,594.40	\$ 2,665.60	\$ 2,814.40	\$ 2,971.20	\$ 3,137.60	\$ 3,312.80	\$ 3,404.00	\$ 3,497.60	\$ 3,593.60	\$ 3,692.80
	YR	\$ 64,143	\$ 65,897	\$ 67,713	\$ 69,572	\$ 73,455	\$ 77,548	\$ 81,891	\$ 86,464	\$ 88,844	\$ 91,287	\$ 93,792	\$ 96,382
3166	HR	\$ 31.66	\$ 32.53	\$ 33.43	\$ 34.35	\$ 36.26	\$ 38.28	\$ 40.42	\$ 42.67	\$ 43.85	\$ 45.06	\$ 46.29	\$ 47.56
	BW	\$ 2,532.80	\$ 2,602.40	\$ 2,674.40	\$ 2,748.00	\$ 2,900.80	\$ 3,062.40	\$ 3,233.60	\$ 3,413.60	\$ 3,508.00	\$ 3,604.80	\$ 3,703.20	\$ 3,804.80
	YR	\$ 66,106	\$ 67,922	\$ 69,801	\$ 71,722	\$ 75,710	\$ 79,928	\$ 84,396	\$ 89,094	\$ 91,558	\$ 94,085	\$ 96,653	\$ 99,305
3224	HR	\$ 32.24	\$ 33.13	\$ 34.04	\$ 34.98	\$ 36.93	\$ 38.98	\$ 41.16	\$ 43.45	\$ 44.65	\$ 45.88	\$ 47.14	\$ 48.44
	BW	\$ 2,579.20	\$ 2,650.40	\$ 2,723.20	\$ 2,798.40	\$ 2,954.40	\$ 3,118.40	\$ 3,292.80	\$ 3,476.00	\$ 3,572.00	\$ 3,670.40	\$ 3,771.20	\$ 3,875.20
	YR	\$ 67,317	\$ 69,175	\$ 71,075	\$ 73,038	\$ 77,109	\$ 81,390	\$ 85,942	\$ 90,723	\$ 93,229	\$ 95,797	\$ 98,428	\$ 101,142
3229	HR	\$ 32.29	\$ 33.18	\$ 34.09	\$ 35.03	\$ 36.98	\$ 39.05	\$ 41.22	\$ 43.52	\$ 44.72	\$ 45.95	\$ 47.21	\$ 48.51
	BW	\$ 2,583.20	\$ 2,654.40	\$ 2,727.20	\$ 2,802.40	\$ 2,958.40	\$ 3,124.00	\$ 3,297.60	\$ 3,481.60	\$ 3,577.60	\$ 3,676.00	\$ 3,776.80	\$ 3,880.80
	YR	\$ 67,421	\$ 69,279	\$ 71,179	\$ 73,142	\$ 77,214	\$ 81,536	\$ 86,067	\$ 90,869	\$ 93,375	\$ 95,943	\$ 98,574	\$ 101,288
3256	HR	\$ 32.56	\$ 33.46	\$ 34.38	\$ 35.33	\$ 37.30	\$ 39.37	\$ 41.57	\$ 43.89	\$ 45.10	\$ 46.34	\$ 47.61	\$ 48.92
	BW	\$ 2,604.80	\$ 2,676.80	\$ 2,750.40	\$ 2,826.40	\$ 2,984.00	\$ 3,149.60	\$ 3,325.60	\$ 3,511.20	\$ 3,608.00	\$ 3,707.20	\$ 3,808.80	\$ 3,913.60
	YR	\$ 67,985	\$ 69,864	\$ 71,785	\$ 73,769	\$ 77,882	\$ 82,204	\$ 86,798	\$ 91,642	\$ 94,168	\$ 96,757	\$ 99,409	\$ 102,144
3279	HR	\$ 32.79	\$ 33.69	\$ 34.62	\$ 35.57	\$ 37.56	\$ 39.65	\$ 41.86	\$ 44.19	\$ 45.41	\$ 46.66	\$ 47.94	\$ 49.26
	BW	\$ 2,623.20	\$ 2,695.20	\$ 2,769.60	\$ 2,845.60	\$ 3,004.80	\$ 3,172.00	\$ 3,348.80	\$ 3,535.20	\$ 3,632.80	\$ 3,732.80	\$ 3,835.20	\$ 3,940.80
	YR	\$ 68,465	\$ 70,344	\$ 72,286	\$ 74,270	\$ 78,425	\$ 82,789	\$ 87,403	\$ 92,268	\$ 94,816	\$ 97,426	\$ 100,098	\$ 102,854
3342	HR	\$ 33.42	\$ 34.34	\$ 35.28	\$ 36.25	\$ 38.27	\$ 40.41	\$ 42.66	\$ 45.04	\$ 46.27	\$ 47.54	\$ 48.85	\$ 50.19
	BW	\$ 2,673.60	\$ 2,747.20	\$ 2,822.40	\$ 2,900.00	\$ 3,061.60	\$ 3,232.80	\$ 3,412.80	\$ 3,603.20	\$ 3,701.60	\$ 3,803.20	\$ 3,908.00	\$ 4,015.20
	YR	\$ 69,780	\$ 71,701	\$ 73,664	\$ 75,690	\$ 79,907	\$ 84,376	\$ 89,074	\$ 94,043	\$ 96,611	\$ 99,263	\$ 101,998	\$ 104,796
3352	HR	\$ 33.52	\$ 34.44	\$ 35.39	\$ 36.36	\$ 38.39	\$ 40.52	\$ 42.79	\$ 45.17	\$ 46.41	\$ 47.69	\$ 49.00	\$ 50.35
	BW	\$ 2,681.60	\$ 2,755.20	\$ 2,831.20	\$ 2,908.80	\$ 3,071.20	\$ 3,241.60	\$ 3,423.20	\$ 3,613.60	\$ 3,712.80	\$ 3,815.20	\$ 3,920.00	\$ 4,028.00
	YR	\$ 69,989	\$ 71,910	\$ 73,894	\$ 75,919	\$ 80,158	\$ 84,605	\$ 89,345	\$ 94,314	\$ 96,904	\$ 99,576	\$ 102,312	\$ 105,130
3356	HR	\$ 33.56	\$ 34.48	\$ 35.43	\$ 36.40	\$ 38.44	\$ 40.59	\$ 42.85	\$ 45.24	\$ 46.48	\$ 47.76	\$ 49.07	\$ 50.42
	BW	\$ 2,684.80	\$ 2,758.40	\$ 2,834.40	\$ 2,912.00	\$ 3,075.20	\$ 3,247.20	\$ 3,428.00	\$ 3,619.20	\$ 3,718.40	\$ 3,820.80	\$ 3,925.60	\$ 4,033.60
	YR	\$ 70,073	\$ 71,994	\$ 73,977	\$ 76,003	\$ 80,262	\$ 84,751	\$ 89,470	\$ 94,461	\$ 97,050	\$ 99,722	\$ 102,458	\$ 105,276
3425	HR	\$ 34.25	\$ 35.19	\$ 36.16	\$ 37.15	\$ 39.23	\$ 41.42	\$ 43.73	\$ 46.17	\$ 47.44	\$ 48.74	\$ 50.09	\$ 51.47
	BW	\$ 2,740.00	\$ 2,815.20	\$ 2,892.80	\$ 2,972.00	\$ 3,138.40	\$ 3,313.60	\$ 3,498.40	\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,007.20	\$ 4,117.60
	YR	\$ 71,514	\$ 73,476	\$ 75,502	\$ 77,569	\$ 81,912	\$ 86,484	\$ 91,308	\$ 96,402	\$ 99,054	\$ 101,769	\$ 104,587	\$ 107,469
3439	HR	\$ 34.39	\$ 35.34	\$ 36.31	\$ 37.31	\$ 39.38	\$ 41.58	\$ 43.91	\$ 46.35	\$ 47.63	\$ 48.94	\$ 50.29	\$ 51.67
	BW	\$ 2,751.20	\$ 2,827.20	\$ 2,904.80	\$ 2,984.80	\$ 3,150.40	\$ 3,326.40	\$ 3,512.80	\$ 3,708.00	\$ 3,810.40	\$ 3,915.20	\$ 4,023.20	\$ 4,133.60
	YR	\$ 71,806	\$ 73,789	\$ 75,815	\$ 77,903	\$ 82,225	\$ 86,819	\$ 91,684	\$ 96,778	\$ 99,451	\$ 102,186	\$ 105,005	\$ 107,886

**MOU 21**

**Appendix E**

**Operative on December 28, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3495	HR	\$ 34.95	\$ 35.91	\$ 36.90	\$ 37.91	\$ 40.03	\$ 42.26	\$ 44.61	\$ 47.10	\$ 48.40	\$ 49.73	\$ 51.10	\$ 52.51
	BW	\$ 2,796.00	\$ 2,872.80	\$ 2,952.00	\$ 3,032.80	\$ 3,202.40	\$ 3,380.80	\$ 3,568.80	\$ 3,768.00	\$ 3,872.00	\$ 3,978.40	\$ 4,088.00	\$ 4,200.80
	YR	\$ 72,975	\$ 74,980	\$ 77,047	\$ 79,156	\$ 83,582	\$ 88,238	\$ 93,145	\$ 98,344	\$ 101,059	\$ 103,836	\$ 106,696	\$ 109,640
3518	HR	\$ 35.18	\$ 36.15	\$ 37.14	\$ 38.16	\$ 40.29	\$ 42.54	\$ 44.91	\$ 47.42	\$ 48.72	\$ 50.06	\$ 51.44	\$ 52.85
	BW	\$ 2,814.40	\$ 2,892.00	\$ 2,971.20	\$ 3,052.80	\$ 3,223.20	\$ 3,403.20	\$ 3,592.80	\$ 3,793.60	\$ 3,897.60	\$ 4,004.80	\$ 4,115.20	\$ 4,228.00
	YR	\$ 73,455	\$ 75,481	\$ 77,548	\$ 79,678	\$ 84,125	\$ 88,823	\$ 93,772	\$ 99,012	\$ 101,727	\$ 104,525	\$ 107,406	\$ 110,350
3525	HR	\$ 35.25	\$ 36.22	\$ 37.22	\$ 38.24	\$ 40.38	\$ 42.63	\$ 45.00	\$ 47.51	\$ 48.82	\$ 50.16	\$ 51.54	\$ 52.96
	BW	\$ 2,820.00	\$ 2,897.60	\$ 2,977.60	\$ 3,059.20	\$ 3,230.40	\$ 3,410.40	\$ 3,600.00	\$ 3,800.80	\$ 3,905.60	\$ 4,012.80	\$ 4,123.20	\$ 4,236.80
	YR	\$ 73,602	\$ 75,627	\$ 77,715	\$ 79,845	\$ 84,313	\$ 89,011	\$ 93,960	\$ 99,200	\$ 101,936	\$ 104,734	\$ 107,615	\$ 110,580
3529	HR	\$ 35.29	\$ 36.26	\$ 37.26	\$ 38.28	\$ 40.42	\$ 42.67	\$ 45.06	\$ 47.56	\$ 48.87	\$ 50.21	\$ 51.59	\$ 53.01
	BW	\$ 2,823.20	\$ 2,900.80	\$ 2,980.80	\$ 3,062.40	\$ 3,233.60	\$ 3,413.60	\$ 3,604.80	\$ 3,804.80	\$ 3,909.60	\$ 4,016.80	\$ 4,127.20	\$ 4,240.80
	YR	\$ 73,685	\$ 75,710	\$ 77,798	\$ 79,928	\$ 84,396	\$ 89,094	\$ 94,085	\$ 99,305	\$ 102,040	\$ 104,838	\$ 107,719	\$ 110,684
3548	HR	\$ 35.48	\$ 36.46	\$ 37.46	\$ 38.49	\$ 40.64	\$ 42.91	\$ 45.30	\$ 47.83	\$ 49.15	\$ 50.50	\$ 51.89	\$ 53.32
	BW	\$ 2,838.40	\$ 2,916.80	\$ 2,996.80	\$ 3,079.20	\$ 3,251.20	\$ 3,432.80	\$ 3,624.00	\$ 3,826.40	\$ 3,932.00	\$ 4,040.00	\$ 4,151.20	\$ 4,265.60
	YR	\$ 74,082	\$ 76,128	\$ 78,216	\$ 80,367	\$ 84,856	\$ 89,596	\$ 94,586	\$ 99,869	\$ 102,625	\$ 105,444	\$ 108,346	\$ 111,332
3597	HR	\$ 35.97	\$ 36.96	\$ 37.98	\$ 39.02	\$ 41.20	\$ 43.50	\$ 45.93	\$ 48.49	\$ 49.82	\$ 51.19	\$ 52.60	\$ 54.05
	BW	\$ 2,877.60	\$ 2,956.80	\$ 3,038.40	\$ 3,121.60	\$ 3,296.00	\$ 3,480.00	\$ 3,674.40	\$ 3,879.20	\$ 3,985.60	\$ 4,095.20	\$ 4,208.00	\$ 4,324.00
	YR	\$ 75,105	\$ 77,172	\$ 79,302	\$ 81,473	\$ 86,025	\$ 90,828	\$ 95,901	\$ 101,247	\$ 104,024	\$ 106,884	\$ 109,828	\$ 112,856
3616	HR	\$ 36.16	\$ 37.15	\$ 38.18	\$ 39.23	\$ 41.42	\$ 43.73	\$ 46.17	\$ 48.74	\$ 50.09	\$ 51.47	\$ 52.88	\$ 54.33
	BW	\$ 2,892.80	\$ 2,972.00	\$ 3,054.40	\$ 3,138.40	\$ 3,313.60	\$ 3,498.40	\$ 3,693.60	\$ 3,899.20	\$ 4,007.20	\$ 4,117.60	\$ 4,230.40	\$ 4,346.40
	YR	\$ 75,502	\$ 77,569	\$ 79,719	\$ 81,912	\$ 86,484	\$ 91,308	\$ 96,402	\$ 101,769	\$ 104,587	\$ 107,469	\$ 110,413	\$ 113,441
3620	HR	\$ 36.20	\$ 37.20	\$ 38.22	\$ 39.27	\$ 41.46	\$ 43.77	\$ 46.22	\$ 48.80	\$ 50.14	\$ 51.52	\$ 52.94	\$ 54.40
	BW	\$ 2,896.00	\$ 2,976.00	\$ 3,057.60	\$ 3,141.60	\$ 3,316.80	\$ 3,501.60	\$ 3,697.60	\$ 3,904.00	\$ 4,011.20	\$ 4,121.60	\$ 4,235.20	\$ 4,352.00
	YR	\$ 75,585	\$ 77,673	\$ 79,803	\$ 81,995	\$ 86,568	\$ 91,391	\$ 96,507	\$ 101,894	\$ 104,692	\$ 107,573	\$ 110,538	\$ 113,587
3635	HR	\$ 36.35	\$ 37.35	\$ 38.38	\$ 39.44	\$ 41.63	\$ 43.96	\$ 46.41	\$ 49.00	\$ 50.35	\$ 51.73	\$ 53.16	\$ 54.62
	BW	\$ 2,908.00	\$ 2,988.00	\$ 3,070.40	\$ 3,155.20	\$ 3,330.40	\$ 3,516.80	\$ 3,712.80	\$ 3,920.00	\$ 4,028.00	\$ 4,138.40	\$ 4,252.80	\$ 4,369.60
	YR	\$ 75,898	\$ 77,986	\$ 80,137	\$ 82,350	\$ 86,923	\$ 91,788	\$ 96,904	\$ 102,312	\$ 105,130	\$ 108,012	\$ 110,998	\$ 114,046
3641	HR	\$ 36.41	\$ 37.41	\$ 38.44	\$ 39.50	\$ 41.70	\$ 44.02	\$ 46.47	\$ 49.06	\$ 50.41	\$ 51.80	\$ 53.22	\$ 54.68
	BW	\$ 2,912.80	\$ 2,992.80	\$ 3,075.20	\$ 3,160.00	\$ 3,336.00	\$ 3,521.60	\$ 3,717.60	\$ 3,924.80	\$ 4,032.80	\$ 4,144.00	\$ 4,257.60	\$ 4,374.40
	YR	\$ 76,024	\$ 78,112	\$ 80,262	\$ 82,476	\$ 87,069	\$ 91,913	\$ 97,029	\$ 102,437	\$ 105,256	\$ 108,158	\$ 111,123	\$ 114,171
3655	HR	\$ 36.55	\$ 37.56	\$ 38.59	\$ 39.65	\$ 41.86	\$ 44.19	\$ 46.66	\$ 49.26	\$ 50.61	\$ 52.00	\$ 53.43	\$ 54.90
	BW	\$ 2,924.00	\$ 3,004.80	\$ 3,087.20	\$ 3,172.00	\$ 3,348.80	\$ 3,535.20	\$ 3,732.80	\$ 3,940.80	\$ 4,048.80	\$ 4,160.00	\$ 4,274.40	\$ 4,392.00
	YR	\$ 76,316	\$ 78,425	\$ 80,575	\$ 82,789	\$ 87,403	\$ 92,268	\$ 97,426	\$ 102,854	\$ 105,673	\$ 108,576	\$ 111,561	\$ 114,631
3668	HR	\$ 36.68	\$ 37.69	\$ 38.73	\$ 39.80	\$ 42.01	\$ 44.36	\$ 46.83	\$ 49.44	\$ 50.80	\$ 52.20	\$ 53.63	\$ 55.10
	BW	\$ 2,934.40	\$ 3,015.20	\$ 3,098.40	\$ 3,184.00	\$ 3,360.80	\$ 3,548.80	\$ 3,746.40	\$ 3,955.20	\$ 4,064.00	\$ 4,176.00	\$ 4,290.40	\$ 4,408.00
	YR	\$ 76,587	\$ 78,696	\$ 80,868	\$ 83,102	\$ 87,716	\$ 92,623	\$ 97,781	\$ 103,230	\$ 106,070	\$ 108,993	\$ 111,979	\$ 115,048



**MOU 21**

**Appendix E**

**Operative on December 28, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3695	HR	\$ 36.95	\$ 37.97	\$ 39.01	\$ 40.08	\$ 42.32	\$ 44.69	\$ 47.17	\$ 49.80	\$ 51.17	\$ 52.58	\$ 54.02	\$ 55.51
	BW	\$ 2,956.00	\$ 3,037.60	\$ 3,120.80	\$ 3,206.40	\$ 3,385.60	\$ 3,575.20	\$ 3,773.60	\$ 3,984.00	\$ 4,093.60	\$ 4,206.40	\$ 4,321.60	\$ 4,440.80
	YR	\$ 77,151	\$ 79,281	\$ 81,452	\$ 83,687	\$ 88,364	\$ 93,312	\$ 98,490	\$ 103,982	\$ 106,842	\$ 109,787	\$ 112,793	\$ 115,904
3737	HR	\$ 37.37	\$ 38.40	\$ 39.45	\$ 40.53	\$ 42.80	\$ 45.18	\$ 47.70	\$ 50.36	\$ 51.74	\$ 53.16	\$ 54.62	\$ 56.12
	BW	\$ 2,989.60	\$ 3,072.00	\$ 3,156.00	\$ 3,242.40	\$ 3,424.00	\$ 3,614.40	\$ 3,816.00	\$ 4,028.80	\$ 4,139.20	\$ 4,252.80	\$ 4,369.60	\$ 4,489.60
	YR	\$ 78,028	\$ 80,179	\$ 82,371	\$ 84,626	\$ 89,366	\$ 94,335	\$ 99,597	\$ 105,151	\$ 108,033	\$ 110,998	\$ 114,046	\$ 117,178
3801	HR	\$ 38.01	\$ 39.06	\$ 40.13	\$ 41.23	\$ 43.54	\$ 45.96	\$ 48.52	\$ 51.22	\$ 52.63	\$ 54.08	\$ 55.56	\$ 57.09
	BW	\$ 3,040.80	\$ 3,124.80	\$ 3,210.40	\$ 3,298.40	\$ 3,483.20	\$ 3,676.80	\$ 3,881.60	\$ 4,097.60	\$ 4,210.40	\$ 4,326.40	\$ 4,444.80	\$ 4,567.20
	YR	\$ 79,364	\$ 81,557	\$ 83,791	\$ 86,088	\$ 90,911	\$ 95,964	\$ 101,309	\$ 106,947	\$ 109,891	\$ 112,919	\$ 116,009	\$ 119,203
3836	HR	\$ 38.36	\$ 39.41	\$ 40.50	\$ 41.61	\$ 43.94	\$ 46.38	\$ 48.97	\$ 51.70	\$ 53.13	\$ 54.59	\$ 56.09	\$ 57.63
	BW	\$ 3,068.80	\$ 3,152.80	\$ 3,240.00	\$ 3,328.80	\$ 3,515.20	\$ 3,710.40	\$ 3,917.60	\$ 4,136.00	\$ 4,250.40	\$ 4,367.20	\$ 4,487.20	\$ 4,610.40
	YR	\$ 80,095	\$ 82,288	\$ 84,564	\$ 86,881	\$ 91,746	\$ 96,841	\$ 102,249	\$ 107,949	\$ 110,935	\$ 113,983	\$ 117,115	\$ 120,331
3854	HR	\$ 38.54	\$ 39.60	\$ 40.69	\$ 41.81	\$ 44.14	\$ 46.61	\$ 49.21	\$ 51.95	\$ 53.38	\$ 54.85	\$ 56.36	\$ 57.91
	BW	\$ 3,083.20	\$ 3,168.00	\$ 3,255.20	\$ 3,344.80	\$ 3,531.20	\$ 3,728.80	\$ 3,936.80	\$ 4,156.00	\$ 4,270.40	\$ 4,388.00	\$ 4,508.80	\$ 4,632.80
	YR	\$ 80,471	\$ 82,684	\$ 84,960	\$ 87,299	\$ 92,164	\$ 97,321	\$ 102,750	\$ 108,471	\$ 111,457	\$ 114,526	\$ 117,679	\$ 120,916
3936	HR	\$ 39.36	\$ 40.44	\$ 41.55	\$ 42.69	\$ 45.08	\$ 47.59	\$ 50.24	\$ 53.05	\$ 54.51	\$ 56.01	\$ 57.55	\$ 59.13
	BW	\$ 3,148.80	\$ 3,235.20	\$ 3,324.00	\$ 3,415.20	\$ 3,606.40	\$ 3,807.20	\$ 4,019.20	\$ 4,244.00	\$ 4,360.80	\$ 4,480.80	\$ 4,604.00	\$ 4,730.40
	YR	\$ 82,183	\$ 84,438	\$ 86,756	\$ 89,136	\$ 94,127	\$ 99,367	\$ 104,901	\$ 110,768	\$ 113,816	\$ 116,948	\$ 120,164	\$ 123,463
4109	HR	\$ 41.09	\$ 42.22	\$ 43.38	\$ 44.57	\$ 47.06	\$ 49.68	\$ 52.45	\$ 55.38	\$ 56.91	\$ 58.48	\$ 60.08	\$ 61.73
	BW	\$ 3,287.20	\$ 3,377.60	\$ 3,470.40	\$ 3,565.60	\$ 3,764.80	\$ 3,974.40	\$ 4,196.00	\$ 4,430.40	\$ 4,552.80	\$ 4,678.40	\$ 4,806.40	\$ 4,938.40
	YR	\$ 85,795	\$ 88,155	\$ 90,577	\$ 93,062	\$ 98,261	\$ 103,731	\$ 109,515	\$ 115,633	\$ 118,828	\$ 122,106	\$ 125,447	\$ 128,892
4006	HR	\$ 40.06	\$ 41.16	\$ 42.29	\$ 43.45	\$ 45.88	\$ 48.44	\$ 51.14	\$ 53.98	\$ 55.47	\$ 57.00	\$ 58.56	\$ 60.17
	BW	\$ 3,204.80	\$ 3,292.80	\$ 3,383.20	\$ 3,476.00	\$ 3,670.40	\$ 3,875.20	\$ 4,091.20	\$ 4,318.40	\$ 4,437.60	\$ 4,560.00	\$ 4,684.80	\$ 4,813.60
	YR	\$ 83,645	\$ 85,942	\$ 88,301	\$ 90,723	\$ 95,797	\$ 101,142	\$ 106,780	\$ 112,710	\$ 115,821	\$ 119,016	\$ 122,273	\$ 125,634
4026	HR	\$ 40.26	\$ 41.37	\$ 42.50	\$ 43.67	\$ 46.10	\$ 48.67	\$ 51.39	\$ 54.25	\$ 55.74	\$ 57.27	\$ 58.85	\$ 60.47
	BW	\$ 3,220.80	\$ 3,309.60	\$ 3,400.00	\$ 3,493.60	\$ 3,688.00	\$ 3,893.60	\$ 4,111.20	\$ 4,340.00	\$ 4,459.20	\$ 4,581.60	\$ 4,708.00	\$ 4,837.60
	YR	\$ 84,062	\$ 86,380	\$ 88,740	\$ 91,182	\$ 96,256	\$ 101,622	\$ 107,302	\$ 113,274	\$ 116,385	\$ 119,579	\$ 122,878	\$ 126,261
4060	HR	\$ 40.60	\$ 41.72	\$ 42.86	\$ 44.04	\$ 46.49	\$ 49.08	\$ 51.82	\$ 54.70	\$ 56.21	\$ 57.76	\$ 59.34	\$ 60.97
	BW	\$ 3,248.00	\$ 3,337.60	\$ 3,428.80	\$ 3,523.20	\$ 3,719.20	\$ 3,926.40	\$ 4,145.60	\$ 4,376.00	\$ 4,496.80	\$ 4,620.80	\$ 4,747.20	\$ 4,877.60
	YR	\$ 84,772	\$ 87,111	\$ 89,491	\$ 91,955	\$ 97,071	\$ 102,479	\$ 108,200	\$ 114,213	\$ 117,366	\$ 120,602	\$ 123,901	\$ 127,305
4099	HR	\$ 40.99	\$ 42.12	\$ 43.28	\$ 44.47	\$ 46.95	\$ 49.57	\$ 52.33	\$ 55.25	\$ 56.77	\$ 58.33	\$ 59.94	\$ 61.59
	BW	\$ 3,279.20	\$ 3,369.60	\$ 3,462.40	\$ 3,557.60	\$ 3,756.00	\$ 3,965.60	\$ 4,186.40	\$ 4,420.00	\$ 4,541.60	\$ 4,666.40	\$ 4,795.20	\$ 4,927.20
	YR	\$ 85,587	\$ 87,946	\$ 90,368	\$ 92,853	\$ 98,031	\$ 103,502	\$ 109,265	\$ 115,362	\$ 118,535	\$ 121,793	\$ 125,154	\$ 128,599
4154	HR	\$ 41.54	\$ 42.68	\$ 43.86	\$ 45.07	\$ 47.58	\$ 50.23	\$ 53.04	\$ 56.00	\$ 57.54	\$ 59.12	\$ 60.75	\$ 62.42
	BW	\$ 3,323.20	\$ 3,414.40	\$ 3,508.80	\$ 3,605.60	\$ 3,806.40	\$ 4,018.40	\$ 4,243.20	\$ 4,480.00	\$ 4,603.20	\$ 4,729.60	\$ 4,860.00	\$ 4,993.60
	YR	\$ 86,735	\$ 89,115	\$ 91,579	\$ 94,106	\$ 99,347	\$ 104,880	\$ 110,747	\$ 116,928	\$ 120,143	\$ 123,442	\$ 126,846	\$ 130,332

**MOU 21**

**Appendix E**

**Operative on December 28, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4194	HR	\$ 41.94	\$ 43.09	\$ 44.28	\$ 45.50	\$ 48.04	\$ 50.72	\$ 53.54	\$ 56.53	\$ 58.09	\$ 59.69	\$ 61.33	\$ 63.02
	BW	\$ 3,355.20	\$ 3,447.20	\$ 3,542.40	\$ 3,640.00	\$ 3,843.20	\$ 4,057.60	\$ 4,283.20	\$ 4,522.40	\$ 4,647.20	\$ 4,775.20	\$ 4,906.40	\$ 5,041.60
	YR	\$ 87,570	\$ 89,971	\$ 92,456	\$ 95,004	\$ 100,307	\$ 105,903	\$ 111,791	\$ 118,034	\$ 121,291	\$ 124,632	\$ 128,057	\$ 131,585
4212	HR	\$ 42.12	\$ 43.28	\$ 44.47	\$ 45.69	\$ 48.24	\$ 50.93	\$ 53.77	\$ 56.77	\$ 58.33	\$ 59.93	\$ 61.58	\$ 63.27
	BW	\$ 3,369.60	\$ 3,462.40	\$ 3,557.60	\$ 3,655.20	\$ 3,859.20	\$ 4,074.40	\$ 4,301.60	\$ 4,541.60	\$ 4,666.40	\$ 4,794.40	\$ 4,926.40	\$ 5,061.60
	YR	\$ 87,946	\$ 90,368	\$ 92,853	\$ 95,400	\$ 100,725	\$ 106,341	\$ 112,271	\$ 118,535	\$ 121,793	\$ 125,133	\$ 128,579	\$ 132,107
4236	HR	\$ 42.36	\$ 43.52	\$ 44.72	\$ 45.95	\$ 48.51	\$ 51.21	\$ 54.07	\$ 57.08	\$ 58.65	\$ 60.26	\$ 61.92	\$ 63.62
	BW	\$ 3,388.80	\$ 3,481.60	\$ 3,577.60	\$ 3,676.00	\$ 3,880.80	\$ 4,096.80	\$ 4,325.60	\$ 4,566.40	\$ 4,692.00	\$ 4,820.80	\$ 4,953.60	\$ 5,089.60
	YR	\$ 88,447	\$ 90,869	\$ 93,375	\$ 95,943	\$ 101,288	\$ 106,926	\$ 112,898	\$ 119,183	\$ 122,461	\$ 125,822	\$ 129,288	\$ 132,838
4364	HR	\$ 43.64	\$ 44.84	\$ 46.07	\$ 47.34	\$ 49.98	\$ 52.76	\$ 55.70	\$ 58.80	\$ 60.42	\$ 62.08	\$ 63.79	\$ 65.54
	BW	\$ 3,491.20	\$ 3,587.20	\$ 3,685.60	\$ 3,787.20	\$ 3,998.40	\$ 4,220.80	\$ 4,456.00	\$ 4,704.00	\$ 4,833.60	\$ 4,966.40	\$ 5,103.20	\$ 5,243.20
	YR	\$ 91,120	\$ 93,625	\$ 96,194	\$ 98,845	\$ 104,358	\$ 110,162	\$ 116,301	\$ 122,774	\$ 126,156	\$ 129,623	\$ 133,193	\$ 136,847
4493	HR	\$ 44.93	\$ 46.17	\$ 47.44	\$ 48.74	\$ 51.47	\$ 54.33	\$ 57.37	\$ 60.56	\$ 62.23	\$ 63.94	\$ 65.70	\$ 67.51
	BW	\$ 3,594.40	\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,117.60	\$ 4,346.40	\$ 4,589.60	\$ 4,844.80	\$ 4,978.40	\$ 5,115.20	\$ 5,256.00	\$ 5,400.80
	YR	\$ 93,813	\$ 96,402	\$ 99,054	\$ 101,769	\$ 107,469	\$ 113,441	\$ 119,788	\$ 126,449	\$ 129,936	\$ 133,506	\$ 137,181	\$ 140,960
4512	HR	\$ 45.12	\$ 46.36	\$ 47.64	\$ 48.95	\$ 51.68	\$ 54.56	\$ 57.60	\$ 60.82	\$ 62.49	\$ 64.21	\$ 65.97	\$ 67.78
	BW	\$ 3,609.60	\$ 3,708.80	\$ 3,811.20	\$ 3,916.00	\$ 4,134.40	\$ 4,364.80	\$ 4,608.00	\$ 4,865.60	\$ 4,999.20	\$ 5,136.80	\$ 5,277.60	\$ 5,422.40
	YR	\$ 94,210	\$ 96,799	\$ 99,472	\$ 102,207	\$ 107,907	\$ 113,921	\$ 120,268	\$ 126,992	\$ 130,479	\$ 134,070	\$ 137,745	\$ 141,524
4514	HR	\$ 45.14	\$ 46.38	\$ 47.66	\$ 48.97	\$ 51.70	\$ 54.59	\$ 57.63	\$ 60.85	\$ 62.52	\$ 64.24	\$ 66.01	\$ 67.83
	BW	\$ 3,611.20	\$ 3,710.40	\$ 3,812.80	\$ 3,917.60	\$ 4,136.00	\$ 4,367.20	\$ 4,610.40	\$ 4,868.00	\$ 5,001.60	\$ 5,139.20	\$ 5,280.80	\$ 5,426.40
	YR	\$ 94,252	\$ 96,841	\$ 99,514	\$ 102,249	\$ 107,949	\$ 113,983	\$ 120,331	\$ 127,054	\$ 130,541	\$ 134,133	\$ 137,828	\$ 141,629
4642	HR	\$ 46.42	\$ 47.70	\$ 49.01	\$ 50.36	\$ 53.16	\$ 56.12	\$ 59.26	\$ 62.56	\$ 64.28	\$ 66.05	\$ 67.86	\$ 69.73
	BW	\$ 3,713.60	\$ 3,816.00	\$ 3,920.80	\$ 4,028.80	\$ 4,252.80	\$ 4,489.60	\$ 4,740.80	\$ 5,004.80	\$ 5,142.40	\$ 5,284.00	\$ 5,428.80	\$ 5,578.40
	YR	\$ 96,924	\$ 99,597	\$ 102,332	\$ 105,151	\$ 110,998	\$ 117,178	\$ 123,734	\$ 130,625	\$ 134,216	\$ 137,912	\$ 141,691	\$ 145,596
4806	HR	\$ 48.06	\$ 49.38	\$ 50.74	\$ 52.14	\$ 55.04	\$ 58.12	\$ 61.35	\$ 64.77	\$ 66.55	\$ 68.38	\$ 70.26	\$ 72.19
	BW	\$ 3,844.80	\$ 3,950.40	\$ 4,059.20	\$ 4,171.20	\$ 4,403.20	\$ 4,649.60	\$ 4,908.00	\$ 5,181.60	\$ 5,324.00	\$ 5,470.40	\$ 5,620.80	\$ 5,775.20
	YR	\$ 100,349	\$ 103,105	\$ 105,945	\$ 108,868	\$ 114,923	\$ 121,354	\$ 128,098	\$ 135,239	\$ 138,956	\$ 142,777	\$ 146,702	\$ 150,732
4840	HR	\$ 48.40	\$ 49.73	\$ 51.10	\$ 52.51	\$ 55.43	\$ 58.53	\$ 61.79	\$ 65.24	\$ 67.03	\$ 68.87	\$ 70.77	\$ 72.72
	BW	\$ 3,872.00	\$ 3,978.40	\$ 4,088.00	\$ 4,200.80	\$ 4,434.40	\$ 4,682.40	\$ 4,943.20	\$ 5,219.20	\$ 5,362.40	\$ 5,509.60	\$ 5,661.60	\$ 5,817.60
	YR	\$ 101,059	\$ 103,836	\$ 106,696	\$ 109,640	\$ 115,737	\$ 122,210	\$ 129,017	\$ 136,221	\$ 139,958	\$ 143,800	\$ 147,767	\$ 151,839
5068	HR	\$ 50.68	\$ 52.07	\$ 53.51	\$ 54.98	\$ 58.04	\$ 61.28	\$ 64.70	\$ 68.31	\$ 70.19	\$ 72.12	\$ 74.10	\$ 76.14
	BW	\$ 4,054.40	\$ 4,165.60	\$ 4,280.80	\$ 4,398.40	\$ 4,643.20	\$ 4,902.40	\$ 5,176.00	\$ 5,464.80	\$ 5,615.20	\$ 5,769.60	\$ 5,928.00	\$ 6,091.20
	YR	\$ 105,819	\$ 108,722	\$ 111,728	\$ 114,798	\$ 121,187	\$ 127,952	\$ 135,093	\$ 142,631	\$ 146,556	\$ 150,586	\$ 154,720	\$ 158,980
5157	HR	\$ 51.57	\$ 52.99	\$ 54.45	\$ 55.95	\$ 59.07	\$ 62.37	\$ 65.84	\$ 69.51	\$ 71.42	\$ 73.38	\$ 75.40	\$ 77.47
	BW	\$ 4,125.60	\$ 4,239.20	\$ 4,356.00	\$ 4,476.00	\$ 4,725.60	\$ 4,989.60	\$ 5,267.20	\$ 5,560.80	\$ 5,713.60	\$ 5,870.40	\$ 6,032.00	\$ 6,197.60
	YR	\$ 107,678	\$ 110,643	\$ 113,691	\$ 116,823	\$ 123,338	\$ 130,228	\$ 137,473	\$ 145,136	\$ 149,124	\$ 153,217	\$ 157,435	\$ 161,757

**MOU 21**

**Appendix E**

**Operative on December 28, 2025**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5218	HR	\$ 52.18	\$ 53.61	\$ 55.09	\$ 56.60	\$ 59.76	\$ 63.09	\$ 66.60	\$ 70.31	\$ 72.25	\$ 74.24	\$ 76.28	\$ 78.38
	BW	\$ 4,174.40	\$ 4,288.80	\$ 4,407.20	\$ 4,528.00	\$ 4,780.80	\$ 5,047.20	\$ 5,328.00	\$ 5,624.80	\$ 5,780.00	\$ 5,939.20	\$ 6,102.40	\$ 6,270.40
	YR	\$ 108,951	\$ 111,937	\$ 115,027	\$ 118,180	\$ 124,778	\$ 131,731	\$ 139,060	\$ 146,807	\$ 150,858	\$ 155,013	\$ 159,272	\$ 163,657
5331	HR	\$ 53.31	\$ 54.78	\$ 56.28	\$ 57.83	\$ 61.05	\$ 64.46	\$ 68.05	\$ 71.84	\$ 73.82	\$ 75.85	\$ 77.94	\$ 80.08
	BW	\$ 4,264.80	\$ 4,382.40	\$ 4,502.40	\$ 4,626.40	\$ 4,884.00	\$ 5,156.80	\$ 5,444.00	\$ 5,747.20	\$ 5,905.60	\$ 6,068.00	\$ 6,235.20	\$ 6,406.40
	YR	\$ 111,311	\$ 114,380	\$ 117,512	\$ 120,749	\$ 127,472	\$ 134,592	\$ 142,088	\$ 150,001	\$ 154,136	\$ 158,374	\$ 162,738	\$ 167,207
5358	HR	\$ 53.58	\$ 55.05	\$ 56.57	\$ 58.13	\$ 61.36	\$ 64.78	\$ 68.40	\$ 72.21	\$ 74.20	\$ 76.24	\$ 78.34	\$ 80.49
	BW	\$ 4,286.40	\$ 4,404.00	\$ 4,525.60	\$ 4,650.40	\$ 4,908.80	\$ 5,182.40	\$ 5,472.00	\$ 5,776.80	\$ 5,936.00	\$ 6,099.20	\$ 6,267.20	\$ 6,439.20
	YR	\$ 111,875	\$ 114,944	\$ 118,118	\$ 121,375	\$ 128,119	\$ 135,260	\$ 142,819	\$ 150,774	\$ 154,929	\$ 159,189	\$ 163,573	\$ 168,063
5547	HR	\$ 55.47	\$ 57.00	\$ 58.56	\$ 60.17	\$ 63.53	\$ 67.08	\$ 70.82	\$ 74.76	\$ 76.82	\$ 78.93	\$ 81.10	\$ 83.33
	BW	\$ 4,437.60	\$ 4,560.00	\$ 4,684.80	\$ 4,813.60	\$ 5,082.40	\$ 5,366.40	\$ 5,665.60	\$ 5,980.80	\$ 6,145.60	\$ 6,314.40	\$ 6,488.00	\$ 6,666.40
	YR	\$ 115,821	\$ 119,016	\$ 122,273	\$ 125,634	\$ 132,650	\$ 140,063	\$ 147,872	\$ 156,098	\$ 160,400	\$ 164,805	\$ 169,336	\$ 173,993
5596	HR	\$ 55.96	\$ 57.50	\$ 59.08	\$ 60.70	\$ 64.09	\$ 67.66	\$ 71.43	\$ 75.42	\$ 77.49	\$ 79.62	\$ 81.81	\$ 84.06
	BW	\$ 4,476.80	\$ 4,600.00	\$ 4,726.40	\$ 4,856.00	\$ 5,127.20	\$ 5,412.80	\$ 5,714.40	\$ 6,033.60	\$ 6,199.20	\$ 6,369.60	\$ 6,544.80	\$ 6,724.80
	YR	\$ 116,844	\$ 120,060	\$ 123,359	\$ 126,741	\$ 133,819	\$ 141,274	\$ 149,145	\$ 157,476	\$ 161,799	\$ 166,246	\$ 170,819	\$ 175,517
5750	HR	\$ 57.50	\$ 59.08	\$ 60.71	\$ 62.38	\$ 65.85	\$ 69.52	\$ 73.39	\$ 77.48	\$ 79.61	\$ 81.80	\$ 84.05	\$ 86.36
	BW	\$ 4,600.00	\$ 4,726.40	\$ 4,856.80	\$ 4,990.40	\$ 5,268.00	\$ 5,561.60	\$ 5,871.20	\$ 6,198.40	\$ 6,368.80	\$ 6,544.00	\$ 6,724.00	\$ 6,908.80
	YR	\$ 120,060	\$ 123,359	\$ 126,762	\$ 130,249	\$ 137,494	\$ 145,157	\$ 153,238	\$ 161,778	\$ 166,225	\$ 170,798	\$ 175,496	\$ 180,319
5791	HR	\$ 57.91	\$ 59.50	\$ 61.14	\$ 62.82	\$ 66.33	\$ 70.02	\$ 73.93	\$ 78.05	\$ 80.20	\$ 82.41	\$ 84.67	\$ 87.00
	BW	\$ 4,632.80	\$ 4,760.00	\$ 4,891.20	\$ 5,025.60	\$ 5,306.40	\$ 5,601.60	\$ 5,914.40	\$ 6,244.00	\$ 6,416.00	\$ 6,592.80	\$ 6,773.60	\$ 6,960.00
	YR	\$ 120,916	\$ 124,236	\$ 127,660	\$ 131,168	\$ 138,497	\$ 146,201	\$ 154,365	\$ 162,968	\$ 167,457	\$ 172,072	\$ 176,790	\$ 181,656
6003	HR	\$ 60.03	\$ 61.68	\$ 63.38	\$ 65.12	\$ 68.75	\$ 72.58	\$ 76.63	\$ 80.91	\$ 83.13	\$ 85.42	\$ 87.77	\$ 90.18
	BW	\$ 4,802.40	\$ 4,934.40	\$ 5,070.40	\$ 5,209.60	\$ 5,500.00	\$ 5,806.40	\$ 6,130.40	\$ 6,472.80	\$ 6,650.40	\$ 6,833.60	\$ 7,021.60	\$ 7,214.40
	YR	\$ 125,342	\$ 128,787	\$ 132,337	\$ 135,970	\$ 143,550	\$ 151,547	\$ 160,003	\$ 168,940	\$ 173,575	\$ 178,356	\$ 183,263	\$ 188,295
6010	HR	\$ 60.10	\$ 61.75	\$ 63.45	\$ 65.19	\$ 68.83	\$ 72.68	\$ 76.72	\$ 81.00	\$ 83.23	\$ 85.52	\$ 87.87	\$ 90.29
	BW	\$ 4,808.00	\$ 4,940.00	\$ 5,076.00	\$ 5,215.20	\$ 5,506.40	\$ 5,814.40	\$ 6,137.60	\$ 6,480.00	\$ 6,658.40	\$ 6,841.60	\$ 7,029.60	\$ 7,223.20
	YR	\$ 125,488	\$ 128,934	\$ 132,483	\$ 136,116	\$ 143,717	\$ 151,755	\$ 160,191	\$ 169,128	\$ 173,784	\$ 178,565	\$ 183,472	\$ 188,525
6125	HR	\$ 61.25	\$ 62.93	\$ 64.67	\$ 66.45	\$ 70.16	\$ 74.07	\$ 78.20	\$ 82.56	\$ 84.83	\$ 87.16	\$ 89.56	\$ 92.02
	BW	\$ 4,900.00	\$ 5,034.40	\$ 5,173.60	\$ 5,316.00	\$ 5,612.80	\$ 5,925.60	\$ 6,256.00	\$ 6,604.80	\$ 6,786.40	\$ 6,972.80	\$ 7,164.80	\$ 7,361.60
	YR	\$ 127,890	\$ 131,397	\$ 135,030	\$ 138,747	\$ 146,494	\$ 154,658	\$ 163,281	\$ 172,385	\$ 177,125	\$ 181,990	\$ 187,001	\$ 192,137

MOU 21

Appendix F

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	4321	2	\$ 92,707	--	12	\$ 135,552
7922-0	Architectural Drafting Technician	3327	2	\$ 71,367	--	12	\$ 104,358
7922-H	Architectural Drafting Technician - Harbor	3624	2	\$ 77,757	--	12	\$ 113,670
4288-0	Assistant Environmental Compliance Inspector	3261	2	\$ 69,968	--	12	\$ 102,312
7224-0	Calligrapher	3356	9	\$ 97,050	--	12	\$ 105,276
7204-0	Cartographer	3166	9	\$ 91,558	--	12	\$ 99,305
1803-0	Channel Traffic and Information Coordinator	3377	2	\$ 72,453	--	12	\$ 105,945
7941-0	City Planning Associate	4629	2	\$ 99,305	--	12	\$ 145,199
7232-0	Civil Engineering Drafting Technician	3327	2	\$ 71,367	--	12	\$ 104,358
7232-A	Civil Engineering Drafting Technician - Airport	3624	2	\$ 77,757	--	12	\$ 113,670
7232-H	Civil Engineering Drafting Technician - Harbor	3624	2	\$ 77,757	--	12	\$ 113,670
1660-1	Computer Graphic Artist I	2916	2	\$ 62,556	--	12	\$ 91,454
1660-2	Computer Graphic Artist II	3529	2	\$ 75,710	--	12	\$ 110,684
1427-1	Computer Operator I	2788	2	\$ 59,821	--	12	\$ 87,424
1427-2	Computer Operator II	3021	2	\$ 64,811	--	12	\$ 94,732
3341-0	Construction Estimator	4493	2	\$ 96,402	--	12	\$ 140,960
2378-0	Critical Incident Stress Management Program Coordin	3631	2	\$ 77,903	--	12	\$ 113,900
1470-0	Data Base Architect	5965	2	\$ 127,973	--	12	\$ 187,105
1136-1	Data Processing Technician I	2788	2	\$ 59,821	--	12	\$ 87,424
1136-2	Data Processing Technician II	3021	2	\$ 64,811	--	12	\$ 94,732
1135-1	Documentation Technician I	2825	2	\$ 60,614	--	12	\$ 88,635
1135-2	Documentation Technician II	3071	2	\$ 65,876	--	12	\$ 96,361
7229-0	Drafting Aide	2681	2	\$ 57,524	--	12	\$ 84,104
3337-0	Electrical Construction Estimator	4493	2	\$ 96,402	--	12	\$ 140,960
7532-0	Electrical Engineering Drafting Technician	3327	2	\$ 71,367	--	12	\$ 104,358
7532-H	Electrical Engineering Drafting Technician - Harbor	3624	2	\$ 77,757	--	12	\$ 113,670
7217-A	Engineering Designer - Airport	4280	2	\$ 91,830	--	12	\$ 134,279
7217-1	Engineering Designer I	3764	2	\$ 80,763	--	12	\$ 118,076
7217-2	Engineering Designer II	4146	2	\$ 88,948	--	12	\$ 130,040
4292-0	Environmental Compliance Inspector	4224	4	\$ 95,693	--	12	\$ 132,525
3734-1	Equipment Specialist I	3916	2	\$ 84,021	--	12	\$ 122,774
3734-2	Equipment Specialist II	4338	2	\$ 93,062	--	12	\$ 136,074
3229-1	Examiner Of Questioned Documents I	3048	2	\$ 65,396	--	12	\$ 95,588
3229-2	Examiner Of Questioned Documents II	5374	2	\$ 115,299	--	12	\$ 168,564
2444-0	Exhibit Preparator	2719	2	\$ 58,338	--	12	\$ 85,273

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Appendix F

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7228-0	Field Engineering Aide	3806	6	\$ 96,089	--	12	\$ 119,391	
7284-0	Field Engineering Aide Assistant	3806		#N/A	--	12	\$ 119,391	
7281-0	Field Engineering Aide Trainee	3806		#N/A	--	12	\$ 119,391	
1571-1	Financial Development Officer I	5518	2	\$ 118,389	--	12	\$ 173,095	
1571-2	Financial Development Officer II	5921	2	\$ 127,033	--	12	\$ 185,727	
2233-0	Firearms Examiner	5374	2	\$ 115,299	--	12	\$ 168,564	
2200-1	Forensic Print Specialist I	3601	2	\$ 77,256	--	12	\$ 112,939	
2200-2	Forensic Print Specialist II	3971	2	\$ 85,190	--	12	\$ 124,570	
2200-3	Forensic Print Specialist III	4651	2	\$ 99,785	--	12	\$ 145,867	
2200-4	Forensic Print Specialist IV	4950	2	\$ 106,195	--	12	\$ 155,263	
7213-0	Geographic Information Systems Specialist	4363	2	\$ 93,605	--	12	\$ 136,826	
1670-1	Graphics Designer I	2916	2	\$ 62,556	--	12	\$ 91,454	
1670-2	Graphics Designer II	3529	2	\$ 75,710	--	12	\$ 110,684	
1670-A	Graphics Designer II - Airport	3657	2	\$ 78,467	--	12	\$ 114,672	
1670-3	Graphics Designer III	3951	2	\$ 84,772	--	12	\$ 123,943	
1562-0	Improvement Assessor	3529	2	\$ 75,710	--	12	\$ 110,684	
7199-1	Improvement Bond Coordinator I	3657	2	\$ 78,467	--	12	\$ 114,672	
7199-2	Improvement Bond Coordinator II	4054	2	\$ 86,965	--	12	\$ 127,180	
9191-1	Industrial Commercial Finance Officer I	5765	2	\$ 123,693	--	12	\$ 180,799	
9191-2	Industrial Commercial Finance Officer II	6184	2	\$ 132,671	--	12	\$ 193,954	
1456-0	Information Services Specialist	3726	2	\$ 79,928	--	12	\$ 116,865	
0190-0	Interpreter						\$ 44 /HR	
1429-0	IT Specialist	3601	2	\$ 77,256	--	12	\$ 112,939	
7854-1	Laboratory Technician I	2752	2	\$ 59,048	--	12	\$ 86,317	
7854-2	Laboratory Technician II	3261	2	\$ 69,968	--	12	\$ 102,312	
7854-3	Laboratory Technician III	3441	2	\$ 73,831	--	12	\$ 107,949	
7283-0	Land Surveying Assistant	4146	6	\$ 104,671	--	12	\$ 130,040	
7968-1	Materials Testing Technician I	3093	2	\$ 66,356	--	12	\$ 96,987	
7968-2	Materials Testing Technician II	3453	2	\$ 74,082	--	12	\$ 108,346	
3342-0	Mechanical Construction Estimator	4493	2	\$ 96,402	--	12	\$ 140,960	
7551-0	Mechanical Engineering Drafting Technician	3322	2	\$ 71,263	--	12	\$ 104,191	
2310-0	Medical Assistant	2481	2	\$ 53,223	--	12	\$ 77,819	
7212-1	Office Engineering Technician I	2752	2	\$ 59,048	--	12	\$ 86,317	
7212-2	Office Engineering Technician II	3093	7	\$ 82,434	--	12	\$ 96,987	
7212-3	Office Engineering Technician III	3453	2	\$ 74,082	--	12	\$ 108,346	

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Appendix F

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1793-1	Photographer I	3165	2	\$ 67,901	--	12	\$ 99,242
1793-2	Photographer II	3634	2	\$ 77,965	--	12	\$ 114,004
1793-3	Photographer III	4232	2	\$ 90,786	--	12	\$ 132,755
2309-1	Physical Therapist I	3543	2	\$ 76,003	--	12	\$ 111,144
2309-2	Physical Therapist II	3729	2	\$ 80,012	--	12	\$ 116,990
7943-1	Planning Aide I	2752	2	\$ 59,048	--	12	\$ 86,317
7943-2	Planning Aide II	3166	2	\$ 67,922	--	12	\$ 99,305
7939-0	Planning Assistant	3848	2	\$ 82,559	--	12	\$ 120,749
6146-0	Playback Operator	2916	2	\$ 62,556	--	12	\$ 91,454
1650-0	Police Composite Artist	3453	2	\$ 74,082	--	12	\$ 108,346
2240-1	Polygraph Examiner I	4125	8	\$ 116,092	--	12	\$ 129,414
2240-2	Polygraph Examiner II	5221	8	\$ 146,911	--	12	\$ 163,761
2240-3	Polygraph Examiner III	5491	2	\$ 117,804	--	12	\$ 172,218
2240-4	Polygraph Examiner IV	6310	2	\$ 135,385	--	12	\$ 197,900
1941-1	Real Estate Associate I	3093	2	\$ 66,356	--	12	\$ 96,987
1941-2	Real Estate Associate II	3657	2	\$ 78,467	--	12	\$ 114,672
1960-0	Real Estate Officer	4781	2	\$ 102,562	--	12	\$ 149,960
1960-A	Real Estate Officer - Airport	4781	2	\$ 102,562	--	12	\$ 149,960
1960-H	Real Estate Officer - Harbor	4781	2	\$ 102,562	--	12	\$ 149,960
1937-0	Real Estate Trainee	2916	2	\$ 62,556	--	12	\$ 91,454
7208-0	Senior Architectural Drafting Technician	3706	2	\$ 79,511	--	12	\$ 116,238
7205-0	Senior Cartographer	3529	2	\$ 75,710	--	12	\$ 110,684
7207-0	Senior Civil Engineering Drafting Technician	3706	2	\$ 79,511	--	12	\$ 116,238
1428-1	Senior Computer Operator I	3261	2	\$ 69,968	--	12	\$ 102,312
1428-2	Senior Computer Operator II	3749	2	\$ 80,429	--	12	\$ 117,596
7209-0	Senior Electrical Engineering Drafting Technician	3706	2	\$ 79,511	--	12	\$ 116,238
7210-0	Senior Mechanical Engineering Drafting Technician	3848	2	\$ 82,559	--	12	\$ 120,749
1947-0	Senior Title Examiner	3848	2	\$ 82,559	--	12	\$ 120,749
4273-0	Senior Transportation Investigator	4647	2	\$ 99,702	--	12	\$ 145,784
7286-1	Survey Party Chief I	4629	2	\$ 99,305	--	12	\$ 145,199
7286-2	Survey Party Chief II	4986	7	\$ 132,901	--	12	\$ 156,391
1455-1	Systems Administrator I	5312	7	\$ 141,608	--	12	\$ 166,643
1455-2	Systems Administrator II	5713	2	\$ 122,565	--	12	\$ 179,213
1455-3	Systems Administrator III	6191	2	\$ 132,817	--	12	\$ 194,184
7615-0	Television Engineer	4629	2	\$ 99,305	--	12	\$ 145,199

MOU 21

Appendix F

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1943-0	Title Examiner	3453	3	\$ 76,128	--	12	\$ 108,346
7285-1	Transportation Engineering Aide I	3261	2	\$ 69,968	--	12	\$ 102,312
7285-2	Transportation Engineering Aide II	3657	2	\$ 78,467	--	12	\$ 114,672
4271-0	Transportation Investigator	4180	2	\$ 89,679	--	12	\$ 131,126
2480-1	Transportation Planning Associate I	3848	2	\$ 82,559	--	12	\$ 120,749
2480-2	Transportation Planning Associate II	4629	6	\$ 116,865	--	12	\$ 145,199
2369-0	Veterinary Technician	3777	2	\$ 81,035	--	12	\$ 118,494
1802-0	Video Production Coordinator	3377	2	\$ 72,453	--	12	\$ 105,945
6145-1	Video Technician I	3377	2	\$ 72,453	--	12	\$ 105,945
6145-2	Video Technician II	3745	2	\$ 80,346	--	12	\$ 117,470
6149-0	Videotape Librarian	3098	2	\$ 66,461	--	12	\$ 97,196
2358-1	X-Ray and Laboratory Technician I	3457	2	\$ 74,165	--	12	\$ 108,471
2358-2	X-Ray and Laboratory Technician II	3657	2	\$ 78,467	--	12	\$ 114,672

**MOU 21**

**Appendix F**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2481	HR	\$ 24.81	\$ 25.49	\$ 26.19	\$ 26.91	\$ 28.41	\$ 29.99	\$ 31.67	\$ 33.43	\$ 34.35	\$ 35.29	\$ 36.27	\$ 37.27
	BW	\$ 1,984.80	\$ 2,039.20	\$ 2,095.20	\$ 2,152.80	\$ 2,272.80	\$ 2,399.20	\$ 2,533.60	\$ 2,674.40	\$ 2,748.00	\$ 2,823.20	\$ 2,901.60	\$ 2,981.60
	YR	\$ 51,803	\$ 53,223	\$ 54,684	\$ 56,188	\$ 59,320	\$ 62,619	\$ 66,126	\$ 69,801	\$ 71,722	\$ 73,685	\$ 75,731	\$ 77,819
2681	HR	\$ 26.81	\$ 27.55	\$ 28.30	\$ 29.08	\$ 30.70	\$ 32.42	\$ 34.23	\$ 36.14	\$ 37.13	\$ 38.15	\$ 39.20	\$ 40.28
	BW	\$ 2,144.80	\$ 2,204.00	\$ 2,264.00	\$ 2,326.40	\$ 2,456.00	\$ 2,593.60	\$ 2,738.40	\$ 2,891.20	\$ 2,970.40	\$ 3,052.00	\$ 3,136.00	\$ 3,222.40
	YR	\$ 55,979	\$ 57,524	\$ 59,090	\$ 60,719	\$ 64,101	\$ 67,692	\$ 71,472	\$ 75,460	\$ 77,527	\$ 79,657	\$ 81,849	\$ 84,104
2719	HR	\$ 27.19	\$ 27.94	\$ 28.71	\$ 29.50	\$ 31.14	\$ 32.88	\$ 34.71	\$ 36.64	\$ 37.65	\$ 38.69	\$ 39.75	\$ 40.84
	BW	\$ 2,175.20	\$ 2,235.20	\$ 2,296.80	\$ 2,360.00	\$ 2,491.20	\$ 2,630.40	\$ 2,776.80	\$ 2,931.20	\$ 3,012.00	\$ 3,095.20	\$ 3,180.00	\$ 3,267.20
	YR	\$ 56,772	\$ 58,338	\$ 59,946	\$ 61,596	\$ 65,020	\$ 68,653	\$ 72,474	\$ 76,504	\$ 78,613	\$ 80,784	\$ 82,998	\$ 85,273
2752	HR	\$ 27.52	\$ 28.28	\$ 29.05	\$ 29.85	\$ 31.51	\$ 33.27	\$ 35.13	\$ 37.09	\$ 38.11	\$ 39.16	\$ 40.23	\$ 41.34
	BW	\$ 2,201.60	\$ 2,262.40	\$ 2,324.00	\$ 2,388.00	\$ 2,520.80	\$ 2,661.60	\$ 2,810.40	\$ 2,967.20	\$ 3,048.80	\$ 3,132.80	\$ 3,218.40	\$ 3,307.20
	YR	\$ 57,461	\$ 59,048	\$ 60,656	\$ 62,326	\$ 65,792	\$ 69,467	\$ 73,351	\$ 77,443	\$ 79,573	\$ 81,766	\$ 84,000	\$ 86,317
2788	HR	\$ 27.88	\$ 28.65	\$ 29.43	\$ 30.24	\$ 31.92	\$ 33.70	\$ 35.58	\$ 37.57	\$ 38.60	\$ 39.66	\$ 40.75	\$ 41.87
	BW	\$ 2,230.40	\$ 2,292.00	\$ 2,354.40	\$ 2,419.20	\$ 2,553.60	\$ 2,696.00	\$ 2,846.40	\$ 3,005.60	\$ 3,088.00	\$ 3,172.80	\$ 3,260.00	\$ 3,349.60
	YR	\$ 58,213	\$ 59,821	\$ 61,449	\$ 63,141	\$ 66,648	\$ 70,365	\$ 74,291	\$ 78,446	\$ 80,596	\$ 82,810	\$ 85,086	\$ 87,424
2825	HR	\$ 28.25	\$ 29.03	\$ 29.83	\$ 30.65	\$ 32.36	\$ 34.16	\$ 36.07	\$ 38.08	\$ 39.13	\$ 40.21	\$ 41.31	\$ 42.45
	BW	\$ 2,260.00	\$ 2,322.40	\$ 2,386.40	\$ 2,452.00	\$ 2,588.80	\$ 2,732.80	\$ 2,885.60	\$ 3,046.40	\$ 3,130.40	\$ 3,216.80	\$ 3,304.80	\$ 3,396.00
	YR	\$ 58,986	\$ 60,614	\$ 62,285	\$ 63,997	\$ 67,567	\$ 71,326	\$ 75,314	\$ 79,511	\$ 81,703	\$ 83,958	\$ 86,255	\$ 88,635
2916	HR	\$ 29.16	\$ 29.96	\$ 30.79	\$ 31.64	\$ 33.40	\$ 35.26	\$ 37.23	\$ 39.30	\$ 40.38	\$ 41.49	\$ 42.63	\$ 43.80
	BW	\$ 2,332.80	\$ 2,396.80	\$ 2,463.20	\$ 2,531.20	\$ 2,672.00	\$ 2,820.80	\$ 2,978.40	\$ 3,144.00	\$ 3,230.40	\$ 3,319.20	\$ 3,410.40	\$ 3,504.00
	YR	\$ 60,886	\$ 62,556	\$ 64,289	\$ 66,064	\$ 69,739	\$ 73,622	\$ 77,736	\$ 82,058	\$ 84,313	\$ 86,631	\$ 89,011	\$ 91,454
3021	HR	\$ 30.21	\$ 31.04	\$ 31.89	\$ 32.77	\$ 34.60	\$ 36.53	\$ 38.56	\$ 40.71	\$ 41.83	\$ 42.98	\$ 44.16	\$ 45.37
	BW	\$ 2,416.80	\$ 2,483.20	\$ 2,551.20	\$ 2,621.60	\$ 2,768.00	\$ 2,922.40	\$ 3,084.80	\$ 3,256.80	\$ 3,346.40	\$ 3,438.40	\$ 3,532.80	\$ 3,629.60
	YR	\$ 63,078	\$ 64,811	\$ 66,586	\$ 68,423	\$ 72,244	\$ 76,274	\$ 80,513	\$ 85,002	\$ 87,341	\$ 89,742	\$ 92,206	\$ 94,732
3048	HR	\$ 30.48	\$ 31.32	\$ 32.18	\$ 33.06	\$ 34.90	\$ 36.85	\$ 38.90	\$ 41.07	\$ 42.20	\$ 43.36	\$ 44.55	\$ 45.78
	BW	\$ 2,438.40	\$ 2,505.60	\$ 2,574.40	\$ 2,644.80	\$ 2,792.00	\$ 2,948.00	\$ 3,112.00	\$ 3,285.60	\$ 3,376.00	\$ 3,468.80	\$ 3,564.00	\$ 3,662.40
	YR	\$ 63,642	\$ 65,396	\$ 67,191	\$ 69,029	\$ 72,871	\$ 76,942	\$ 81,223	\$ 85,754	\$ 88,113	\$ 90,535	\$ 93,020	\$ 95,588
3071	HR	\$ 30.71	\$ 31.55	\$ 32.42	\$ 33.31	\$ 35.17	\$ 37.13	\$ 39.21	\$ 41.40	\$ 42.54	\$ 43.71	\$ 44.91	\$ 46.15
	BW	\$ 2,456.80	\$ 2,524.00	\$ 2,593.60	\$ 2,664.80	\$ 2,813.60	\$ 2,970.40	\$ 3,136.80	\$ 3,312.00	\$ 3,403.20	\$ 3,496.80	\$ 3,592.80	\$ 3,692.00
	YR	\$ 64,122	\$ 65,876	\$ 67,692	\$ 69,551	\$ 73,434	\$ 77,527	\$ 81,870	\$ 86,443	\$ 88,823	\$ 91,266	\$ 93,772	\$ 96,361
3093	HR	\$ 30.93	\$ 31.78	\$ 32.65	\$ 33.55	\$ 35.42	\$ 37.39	\$ 39.48	\$ 41.68	\$ 42.82	\$ 44.00	\$ 45.21	\$ 46.45
	BW	\$ 2,474.40	\$ 2,542.40	\$ 2,612.00	\$ 2,684.00	\$ 2,833.60	\$ 2,991.20	\$ 3,158.40	\$ 3,334.40	\$ 3,425.60	\$ 3,520.00	\$ 3,616.80	\$ 3,716.00
	YR	\$ 64,581	\$ 66,356	\$ 68,173	\$ 70,052	\$ 73,956	\$ 78,070	\$ 82,434	\$ 87,027	\$ 89,408	\$ 91,872	\$ 94,398	\$ 96,987
3098	HR	\$ 30.98	\$ 31.83	\$ 32.71	\$ 33.61	\$ 35.48	\$ 37.46	\$ 39.55	\$ 41.76	\$ 42.91	\$ 44.09	\$ 45.30	\$ 46.55
	BW	\$ 2,478.40	\$ 2,546.40	\$ 2,616.80	\$ 2,688.80	\$ 2,838.40	\$ 2,996.80	\$ 3,164.00	\$ 3,340.80	\$ 3,432.80	\$ 3,527.20	\$ 3,624.00	\$ 3,724.00
	YR	\$ 64,686	\$ 66,461	\$ 68,298	\$ 70,177	\$ 74,082	\$ 78,216	\$ 82,580	\$ 87,194	\$ 89,596	\$ 92,059	\$ 94,586	\$ 97,196



MOU 21

Appendix F

Operative on June 28, 2026

Range		1	2	3	4	5	6	7	8	9	10	11	12
3165	HR	\$ 31.65	\$ 32.52	\$ 33.41	\$ 34.33	\$ 36.24	\$ 38.26	\$ 40.40	\$ 42.65	\$ 43.82	\$ 45.03	\$ 46.26	\$ 47.53
	BW	\$ 2,532.00	\$ 2,601.60	\$ 2,672.80	\$ 2,746.40	\$ 2,899.20	\$ 3,060.80	\$ 3,232.00	\$ 3,412.00	\$ 3,505.60	\$ 3,602.40	\$ 3,700.80	\$ 3,802.40
	YR	\$ 66,085	\$ 67,901	\$ 69,760	\$ 71,681	\$ 75,669	\$ 79,886	\$ 84,355	\$ 89,053	\$ 91,496	\$ 94,022	\$ 96,590	\$ 99,242
3166	HR	\$ 31.66	\$ 32.53	\$ 33.43	\$ 34.35	\$ 36.26	\$ 38.28	\$ 40.42	\$ 42.67	\$ 43.85	\$ 45.06	\$ 46.29	\$ 47.56
	BW	\$ 2,532.80	\$ 2,602.40	\$ 2,674.40	\$ 2,748.00	\$ 2,900.80	\$ 3,062.40	\$ 3,233.60	\$ 3,413.60	\$ 3,508.00	\$ 3,604.80	\$ 3,703.20	\$ 3,804.80
	YR	\$ 66,106	\$ 67,922	\$ 69,801	\$ 71,722	\$ 75,710	\$ 79,928	\$ 84,396	\$ 89,094	\$ 91,558	\$ 94,085	\$ 96,653	\$ 99,305
3261	HR	\$ 32.61	\$ 33.51	\$ 34.43	\$ 35.38	\$ 37.35	\$ 39.44	\$ 41.63	\$ 43.96	\$ 45.17	\$ 46.41	\$ 47.69	\$ 49.00
	BW	\$ 2,608.80	\$ 2,680.80	\$ 2,754.40	\$ 2,830.40	\$ 2,988.00	\$ 3,155.20	\$ 3,330.40	\$ 3,516.80	\$ 3,613.60	\$ 3,712.80	\$ 3,815.20	\$ 3,920.00
	YR	\$ 68,089	\$ 69,968	\$ 71,889	\$ 73,873	\$ 77,986	\$ 82,350	\$ 86,923	\$ 91,788	\$ 94,314	\$ 96,904	\$ 99,576	\$ 102,312
3322	HR	\$ 33.22	\$ 34.13	\$ 35.07	\$ 36.03	\$ 38.05	\$ 40.16	\$ 42.40	\$ 44.77	\$ 46.00	\$ 47.27	\$ 48.56	\$ 49.90
	BW	\$ 2,657.60	\$ 2,730.40	\$ 2,805.60	\$ 2,882.40	\$ 3,044.00	\$ 3,212.80	\$ 3,392.00	\$ 3,581.60	\$ 3,680.00	\$ 3,781.60	\$ 3,884.80	\$ 3,992.00
	YR	\$ 69,363	\$ 71,263	\$ 73,226	\$ 75,230	\$ 79,448	\$ 83,854	\$ 88,531	\$ 93,479	\$ 96,048	\$ 98,699	\$ 101,393	\$ 104,191
3327	HR	\$ 33.27	\$ 34.18	\$ 35.13	\$ 36.10	\$ 38.11	\$ 40.24	\$ 42.48	\$ 44.84	\$ 46.07	\$ 47.34	\$ 48.64	\$ 49.98
	BW	\$ 2,661.60	\$ 2,734.40	\$ 2,810.40	\$ 2,888.00	\$ 3,048.80	\$ 3,219.20	\$ 3,398.40	\$ 3,587.20	\$ 3,685.60	\$ 3,787.20	\$ 3,891.20	\$ 3,998.40
	YR	\$ 69,467	\$ 71,367	\$ 73,351	\$ 75,376	\$ 79,573	\$ 84,021	\$ 88,698	\$ 93,625	\$ 96,194	\$ 98,845	\$ 101,560	\$ 104,358
3356	HR	\$ 33.56	\$ 34.48	\$ 35.43	\$ 36.40	\$ 38.44	\$ 40.59	\$ 42.85	\$ 45.24	\$ 46.48	\$ 47.76	\$ 49.07	\$ 50.42
	BW	\$ 2,684.80	\$ 2,758.40	\$ 2,834.40	\$ 2,912.00	\$ 3,075.20	\$ 3,247.20	\$ 3,428.00	\$ 3,619.20	\$ 3,718.40	\$ 3,820.80	\$ 3,925.60	\$ 4,033.60
	YR	\$ 70,073	\$ 71,994	\$ 73,977	\$ 76,003	\$ 80,262	\$ 84,751	\$ 89,470	\$ 94,461	\$ 97,050	\$ 99,722	\$ 102,458	\$ 105,276
3377	HR	\$ 33.77	\$ 34.70	\$ 35.65	\$ 36.63	\$ 38.68	\$ 40.83	\$ 43.11	\$ 45.52	\$ 46.77	\$ 48.06	\$ 49.38	\$ 50.74
	BW	\$ 2,701.60	\$ 2,776.00	\$ 2,852.00	\$ 2,930.40	\$ 3,094.40	\$ 3,266.40	\$ 3,448.80	\$ 3,641.60	\$ 3,741.60	\$ 3,844.80	\$ 3,950.40	\$ 4,059.20
	YR	\$ 70,511	\$ 72,453	\$ 74,437	\$ 76,483	\$ 80,763	\$ 85,253	\$ 90,013	\$ 95,045	\$ 97,655	\$ 100,349	\$ 103,105	\$ 105,945
3441	HR	\$ 34.41	\$ 35.36	\$ 36.33	\$ 37.33	\$ 39.41	\$ 41.61	\$ 43.94	\$ 46.38	\$ 47.66	\$ 48.97	\$ 50.32	\$ 51.70
	BW	\$ 2,752.80	\$ 2,828.80	\$ 2,906.40	\$ 2,986.40	\$ 3,152.80	\$ 3,328.80	\$ 3,515.20	\$ 3,710.40	\$ 3,812.80	\$ 3,917.60	\$ 4,025.60	\$ 4,136.00
	YR	\$ 71,848	\$ 73,831	\$ 75,857	\$ 77,945	\$ 82,288	\$ 86,881	\$ 91,746	\$ 96,841	\$ 99,514	\$ 102,249	\$ 105,068	\$ 107,949
3453	HR	\$ 34.53	\$ 35.48	\$ 36.46	\$ 37.46	\$ 39.55	\$ 41.76	\$ 44.09	\$ 46.55	\$ 47.83	\$ 49.15	\$ 50.50	\$ 51.89
	BW	\$ 2,762.40	\$ 2,838.40	\$ 2,916.80	\$ 2,996.80	\$ 3,164.00	\$ 3,340.80	\$ 3,527.20	\$ 3,724.00	\$ 3,826.40	\$ 3,932.00	\$ 4,040.00	\$ 4,151.20
	YR	\$ 72,098	\$ 74,082	\$ 76,128	\$ 78,216	\$ 82,580	\$ 87,194	\$ 92,059	\$ 97,196	\$ 99,869	\$ 102,625	\$ 105,444	\$ 108,346
3457	HR	\$ 34.57	\$ 35.52	\$ 36.50	\$ 37.50	\$ 39.60	\$ 41.81	\$ 44.14	\$ 46.61	\$ 47.89	\$ 49.21	\$ 50.56	\$ 51.95
	BW	\$ 2,765.60	\$ 2,841.60	\$ 2,920.00	\$ 3,000.00	\$ 3,168.00	\$ 3,344.80	\$ 3,531.20	\$ 3,728.80	\$ 3,831.20	\$ 3,936.80	\$ 4,044.80	\$ 4,156.00
	YR	\$ 72,182	\$ 74,165	\$ 76,212	\$ 78,300	\$ 82,684	\$ 87,299	\$ 92,164	\$ 97,321	\$ 99,994	\$ 102,750	\$ 105,569	\$ 108,471
3529	HR	\$ 35.29	\$ 36.26	\$ 37.26	\$ 38.28	\$ 40.42	\$ 42.67	\$ 45.06	\$ 47.56	\$ 48.87	\$ 50.21	\$ 51.59	\$ 53.01
	BW	\$ 2,823.20	\$ 2,900.80	\$ 2,980.80	\$ 3,062.40	\$ 3,233.60	\$ 3,413.60	\$ 3,604.80	\$ 3,804.80	\$ 3,909.60	\$ 4,016.80	\$ 4,127.20	\$ 4,240.80
	YR	\$ 73,685	\$ 75,710	\$ 77,798	\$ 79,928	\$ 84,396	\$ 89,094	\$ 94,085	\$ 99,305	\$ 102,040	\$ 104,838	\$ 107,719	\$ 110,684
3543	HR	\$ 35.43	\$ 36.40	\$ 37.41	\$ 38.44	\$ 40.59	\$ 42.85	\$ 45.24	\$ 47.76	\$ 49.07	\$ 50.42	\$ 51.81	\$ 53.23
	BW	\$ 2,834.40	\$ 2,912.00	\$ 2,992.80	\$ 3,075.20	\$ 3,247.20	\$ 3,428.00	\$ 3,619.20	\$ 3,820.80	\$ 3,925.60	\$ 4,033.60	\$ 4,144.80	\$ 4,258.40
	YR	\$ 73,977	\$ 76,003	\$ 78,112	\$ 80,262	\$ 84,751	\$ 89,470	\$ 94,461	\$ 99,722	\$ 102,458	\$ 105,276	\$ 108,179	\$ 111,144

**MOU 21**

**Appendix F**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3601	HR	\$ 36.01	\$ 37.00	\$ 38.02	\$ 39.07	\$ 41.24	\$ 43.55	\$ 45.97	\$ 48.53	\$ 49.86	\$ 51.23	\$ 52.64	\$ 54.09
	BW	\$ 2,880.80	\$ 2,960.00	\$ 3,041.60	\$ 3,125.60	\$ 3,299.20	\$ 3,484.00	\$ 3,677.60	\$ 3,882.40	\$ 3,988.80	\$ 4,098.40	\$ 4,211.20	\$ 4,327.20
	YR	\$ 75,188	\$ 77,256	\$ 79,385	\$ 81,578	\$ 86,109	\$ 90,932	\$ 95,985	\$ 101,330	\$ 104,107	\$ 106,968	\$ 109,912	\$ 112,939
3624	HR	\$ 36.24	\$ 37.24	\$ 38.26	\$ 39.31	\$ 41.50	\$ 43.81	\$ 46.26	\$ 48.84	\$ 50.18	\$ 51.56	\$ 52.98	\$ 54.44
	BW	\$ 2,899.20	\$ 2,979.20	\$ 3,060.80	\$ 3,144.80	\$ 3,320.00	\$ 3,504.80	\$ 3,700.80	\$ 3,907.20	\$ 4,014.40	\$ 4,124.80	\$ 4,238.40	\$ 4,355.20
	YR	\$ 75,669	\$ 77,757	\$ 79,886	\$ 82,079	\$ 86,652	\$ 91,475	\$ 96,590	\$ 101,977	\$ 104,775	\$ 107,657	\$ 110,622	\$ 113,670
3631	HR	\$ 36.31	\$ 37.31	\$ 38.33	\$ 39.38	\$ 41.58	\$ 43.91	\$ 46.35	\$ 48.94	\$ 50.29	\$ 51.67	\$ 53.09	\$ 54.55
	BW	\$ 2,904.80	\$ 2,984.80	\$ 3,066.40	\$ 3,150.40	\$ 3,326.40	\$ 3,512.80	\$ 3,708.00	\$ 3,915.20	\$ 4,023.20	\$ 4,133.60	\$ 4,247.20	\$ 4,364.00
	YR	\$ 75,815	\$ 77,903	\$ 80,033	\$ 82,225	\$ 86,819	\$ 91,684	\$ 96,778	\$ 102,186	\$ 105,005	\$ 107,886	\$ 110,851	\$ 113,900
3634	HR	\$ 36.34	\$ 37.34	\$ 38.37	\$ 39.43	\$ 41.62	\$ 43.95	\$ 46.39	\$ 48.98	\$ 50.33	\$ 51.71	\$ 53.14	\$ 54.60
	BW	\$ 2,907.20	\$ 2,987.20	\$ 3,069.60	\$ 3,154.40	\$ 3,329.60	\$ 3,516.00	\$ 3,711.20	\$ 3,918.40	\$ 4,026.40	\$ 4,136.80	\$ 4,251.20	\$ 4,368.00
	YR	\$ 75,877	\$ 77,965	\$ 80,116	\$ 82,329	\$ 86,902	\$ 91,767	\$ 96,862	\$ 102,270	\$ 105,089	\$ 107,970	\$ 110,956	\$ 114,004
3657	HR	\$ 36.57	\$ 37.58	\$ 38.61	\$ 39.67	\$ 41.88	\$ 44.21	\$ 46.68	\$ 49.28	\$ 50.63	\$ 52.02	\$ 53.45	\$ 54.92
	BW	\$ 2,925.60	\$ 3,006.40	\$ 3,088.80	\$ 3,173.60	\$ 3,350.40	\$ 3,536.80	\$ 3,734.40	\$ 3,942.40	\$ 4,050.40	\$ 4,161.60	\$ 4,276.00	\$ 4,393.60
	YR	\$ 76,358	\$ 78,467	\$ 80,617	\$ 82,830	\$ 87,445	\$ 92,310	\$ 97,467	\$ 102,896	\$ 105,715	\$ 108,617	\$ 111,603	\$ 114,672
3706	HR	\$ 37.06	\$ 38.08	\$ 39.13	\$ 40.21	\$ 42.45	\$ 44.81	\$ 47.31	\$ 49.95	\$ 51.32	\$ 52.73	\$ 54.18	\$ 55.67
	BW	\$ 2,964.80	\$ 3,046.40	\$ 3,130.40	\$ 3,216.80	\$ 3,396.00	\$ 3,584.80	\$ 3,784.80	\$ 3,996.00	\$ 4,105.60	\$ 4,218.40	\$ 4,334.40	\$ 4,453.60
	YR	\$ 77,381	\$ 79,511	\$ 81,703	\$ 83,958	\$ 88,635	\$ 93,563	\$ 98,783	\$ 104,295	\$ 107,156	\$ 110,100	\$ 113,127	\$ 116,238
3726	HR	\$ 37.26	\$ 38.28	\$ 39.34	\$ 40.42	\$ 42.67	\$ 45.06	\$ 47.56	\$ 50.21	\$ 51.59	\$ 53.01	\$ 54.47	\$ 55.97
	BW	\$ 2,980.80	\$ 3,062.40	\$ 3,147.20	\$ 3,233.60	\$ 3,413.60	\$ 3,604.80	\$ 3,804.80	\$ 4,016.80	\$ 4,127.20	\$ 4,240.80	\$ 4,357.60	\$ 4,477.60
	YR	\$ 77,798	\$ 79,928	\$ 82,141	\$ 84,396	\$ 89,094	\$ 94,085	\$ 99,305	\$ 104,838	\$ 107,719	\$ 110,684	\$ 113,733	\$ 116,865
3729	HR	\$ 37.29	\$ 38.32	\$ 39.37	\$ 40.45	\$ 42.71	\$ 45.10	\$ 47.61	\$ 50.27	\$ 51.65	\$ 53.07	\$ 54.53	\$ 56.03
	BW	\$ 2,983.20	\$ 3,065.60	\$ 3,149.60	\$ 3,236.00	\$ 3,416.80	\$ 3,608.00	\$ 3,808.80	\$ 4,021.60	\$ 4,132.00	\$ 4,245.60	\$ 4,362.40	\$ 4,482.40
	YR	\$ 77,861	\$ 80,012	\$ 82,204	\$ 84,459	\$ 89,178	\$ 94,168	\$ 99,409	\$ 104,963	\$ 107,845	\$ 110,810	\$ 113,858	\$ 116,990
3745	HR	\$ 37.45	\$ 38.48	\$ 39.54	\$ 40.63	\$ 42.89	\$ 45.28	\$ 47.81	\$ 50.47	\$ 51.86	\$ 53.29	\$ 54.75	\$ 56.26
	BW	\$ 2,996.00	\$ 3,078.40	\$ 3,163.20	\$ 3,250.40	\$ 3,431.20	\$ 3,622.40	\$ 3,824.80	\$ 4,037.60	\$ 4,148.80	\$ 4,263.20	\$ 4,380.00	\$ 4,500.80
	YR	\$ 78,195	\$ 80,346	\$ 82,559	\$ 84,835	\$ 89,554	\$ 94,544	\$ 99,827	\$ 105,381	\$ 108,283	\$ 111,269	\$ 114,318	\$ 117,470
3749	HR	\$ 37.49	\$ 38.52	\$ 39.58	\$ 40.67	\$ 42.94	\$ 45.33	\$ 47.86	\$ 50.53	\$ 51.92	\$ 53.35	\$ 54.81	\$ 56.32
	BW	\$ 2,999.20	\$ 3,081.60	\$ 3,166.40	\$ 3,253.60	\$ 3,435.20	\$ 3,626.40	\$ 3,828.80	\$ 4,042.40	\$ 4,153.60	\$ 4,268.00	\$ 4,384.80	\$ 4,505.60
	YR	\$ 78,279	\$ 80,429	\$ 82,643	\$ 84,918	\$ 89,658	\$ 94,649	\$ 99,931	\$ 105,506	\$ 108,408	\$ 111,394	\$ 114,443	\$ 117,596
3764	HR	\$ 37.64	\$ 38.68	\$ 39.74	\$ 40.83	\$ 43.11	\$ 45.52	\$ 48.06	\$ 50.74	\$ 52.13	\$ 53.56	\$ 55.04	\$ 56.55
	BW	\$ 3,011.20	\$ 3,094.40	\$ 3,179.20	\$ 3,266.40	\$ 3,448.80	\$ 3,641.60	\$ 3,844.80	\$ 4,059.20	\$ 4,170.40	\$ 4,284.80	\$ 4,403.20	\$ 4,524.00
	YR	\$ 78,592	\$ 80,763	\$ 82,977	\$ 85,253	\$ 90,013	\$ 95,045	\$ 100,349	\$ 105,945	\$ 108,847	\$ 111,833	\$ 114,923	\$ 118,076
3777	HR	\$ 37.77	\$ 38.81	\$ 39.88	\$ 40.98	\$ 43.26	\$ 45.67	\$ 48.22	\$ 50.91	\$ 52.31	\$ 53.75	\$ 55.23	\$ 56.75
	BW	\$ 3,021.60	\$ 3,104.80	\$ 3,190.40	\$ 3,278.40	\$ 3,460.80	\$ 3,653.60	\$ 3,857.60	\$ 4,072.80	\$ 4,184.80	\$ 4,300.00	\$ 4,418.40	\$ 4,540.00
	YR	\$ 78,863	\$ 81,035	\$ 83,269	\$ 85,566	\$ 90,326	\$ 95,358	\$ 100,683	\$ 106,300	\$ 109,223	\$ 112,230	\$ 115,320	\$ 118,494

**MOU 21**

**Appendix F**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3806	HR	\$ 38.06	\$ 39.11	\$ 40.18	\$ 41.28	\$ 43.59	\$ 46.02	\$ 48.59	\$ 51.30	\$ 52.71	\$ 54.16	\$ 55.65	\$ 57.18
	BW	\$ 3,044.80	\$ 3,128.80	\$ 3,214.40	\$ 3,302.40	\$ 3,487.20	\$ 3,681.60	\$ 3,887.20	\$ 4,104.00	\$ 4,216.80	\$ 4,332.80	\$ 4,452.00	\$ 4,574.40
	YR	\$ 79,469	\$ 81,661	\$ 83,895	\$ 86,192	\$ 91,015	\$ 96,089	\$ 101,455	\$ 107,114	\$ 110,058	\$ 113,086	\$ 116,197	\$ 119,391
3848	HR	\$ 38.48	\$ 39.54	\$ 40.63	\$ 41.75	\$ 44.08	\$ 46.54	\$ 49.14	\$ 51.88	\$ 53.31	\$ 54.78	\$ 56.28	\$ 57.83
	BW	\$ 3,078.40	\$ 3,163.20	\$ 3,250.40	\$ 3,340.00	\$ 3,526.40	\$ 3,723.20	\$ 3,931.20	\$ 4,150.40	\$ 4,264.80	\$ 4,382.40	\$ 4,502.40	\$ 4,626.40
	YR	\$ 80,346	\$ 82,559	\$ 84,835	\$ 87,174	\$ 92,039	\$ 97,175	\$ 102,604	\$ 108,325	\$ 111,311	\$ 114,380	\$ 117,512	\$ 120,749
3916	HR	\$ 39.16	\$ 40.24	\$ 41.34	\$ 42.48	\$ 44.84	\$ 47.34	\$ 49.98	\$ 52.76	\$ 54.21	\$ 55.70	\$ 57.23	\$ 58.80
	BW	\$ 3,132.80	\$ 3,219.20	\$ 3,307.20	\$ 3,398.40	\$ 3,587.20	\$ 3,787.20	\$ 3,998.40	\$ 4,220.80	\$ 4,336.80	\$ 4,456.00	\$ 4,578.40	\$ 4,704.00
	YR	\$ 81,766	\$ 84,021	\$ 86,317	\$ 88,698	\$ 93,625	\$ 98,845	\$ 104,358	\$ 110,162	\$ 113,190	\$ 116,301	\$ 119,496	\$ 122,774
3951	HR	\$ 39.51	\$ 40.60	\$ 41.71	\$ 42.86	\$ 45.25	\$ 47.78	\$ 50.44	\$ 53.26	\$ 54.72	\$ 56.22	\$ 57.77	\$ 59.36
	BW	\$ 3,160.80	\$ 3,248.00	\$ 3,336.80	\$ 3,428.80	\$ 3,620.00	\$ 3,822.40	\$ 4,035.20	\$ 4,260.80	\$ 4,377.60	\$ 4,497.60	\$ 4,621.60	\$ 4,748.80
	YR	\$ 82,496	\$ 84,772	\$ 87,090	\$ 89,491	\$ 94,482	\$ 99,764	\$ 105,318	\$ 111,206	\$ 114,255	\$ 117,387	\$ 120,623	\$ 123,943
3971	HR	\$ 39.71	\$ 40.80	\$ 41.92	\$ 43.07	\$ 45.48	\$ 48.02	\$ 50.70	\$ 53.52	\$ 54.99	\$ 56.50	\$ 58.06	\$ 59.66
	BW	\$ 3,176.80	\$ 3,264.00	\$ 3,353.60	\$ 3,445.60	\$ 3,638.40	\$ 3,841.60	\$ 4,056.00	\$ 4,281.60	\$ 4,399.20	\$ 4,520.00	\$ 4,644.80	\$ 4,772.80
	YR	\$ 82,914	\$ 85,190	\$ 87,528	\$ 89,930	\$ 94,962	\$ 100,265	\$ 105,861	\$ 111,749	\$ 114,819	\$ 117,972	\$ 121,229	\$ 124,570
4054	HR	\$ 40.54	\$ 41.65	\$ 42.80	\$ 43.98	\$ 46.43	\$ 49.02	\$ 51.76	\$ 54.64	\$ 56.15	\$ 57.69	\$ 59.28	\$ 60.91
	BW	\$ 3,243.20	\$ 3,332.00	\$ 3,424.00	\$ 3,518.40	\$ 3,714.40	\$ 3,921.60	\$ 4,140.80	\$ 4,371.20	\$ 4,492.00	\$ 4,615.20	\$ 4,742.40	\$ 4,872.80
	YR	\$ 84,647	\$ 86,965	\$ 89,366	\$ 91,830	\$ 96,945	\$ 102,353	\$ 108,074	\$ 114,088	\$ 117,241	\$ 120,456	\$ 123,776	\$ 127,180
4125	HR	\$ 41.25	\$ 42.38	\$ 43.55	\$ 44.75	\$ 47.24	\$ 49.87	\$ 52.66	\$ 55.60	\$ 57.13	\$ 58.70	\$ 60.32	\$ 61.98
	BW	\$ 3,300.00	\$ 3,390.40	\$ 3,484.00	\$ 3,580.00	\$ 3,779.20	\$ 3,989.60	\$ 4,212.80	\$ 4,448.00	\$ 4,570.40	\$ 4,696.00	\$ 4,825.60	\$ 4,958.40
	YR	\$ 86,130	\$ 88,489	\$ 90,932	\$ 93,438	\$ 98,637	\$ 104,128	\$ 109,954	\$ 116,092	\$ 119,287	\$ 122,565	\$ 125,948	\$ 129,414
4146	HR	\$ 41.46	\$ 42.60	\$ 43.77	\$ 44.97	\$ 47.48	\$ 50.13	\$ 52.93	\$ 55.88	\$ 57.41	\$ 58.99	\$ 60.61	\$ 62.28
	BW	\$ 3,316.80	\$ 3,408.00	\$ 3,501.60	\$ 3,597.60	\$ 3,798.40	\$ 4,010.40	\$ 4,234.40	\$ 4,470.40	\$ 4,592.80	\$ 4,719.20	\$ 4,848.80	\$ 4,982.40
	YR	\$ 86,568	\$ 88,948	\$ 91,391	\$ 93,897	\$ 99,138	\$ 104,671	\$ 110,517	\$ 116,677	\$ 119,872	\$ 123,171	\$ 126,553	\$ 130,040
4180	HR	\$ 41.80	\$ 42.95	\$ 44.13	\$ 45.34	\$ 47.87	\$ 50.54	\$ 53.36	\$ 56.34	\$ 57.89	\$ 59.48	\$ 61.12	\$ 62.80
	BW	\$ 3,344.00	\$ 3,436.00	\$ 3,530.40	\$ 3,627.20	\$ 3,829.60	\$ 4,043.20	\$ 4,268.80	\$ 4,507.20	\$ 4,631.20	\$ 4,758.40	\$ 4,889.60	\$ 5,024.00
	YR	\$ 87,278	\$ 89,679	\$ 92,143	\$ 94,669	\$ 99,952	\$ 105,527	\$ 111,415	\$ 117,637	\$ 120,874	\$ 124,194	\$ 127,618	\$ 131,126
4224	HR	\$ 42.24	\$ 43.40	\$ 44.60	\$ 45.83	\$ 48.38	\$ 51.09	\$ 53.93	\$ 56.94	\$ 58.51	\$ 60.12	\$ 61.77	\$ 63.47
	BW	\$ 3,379.20	\$ 3,472.00	\$ 3,568.00	\$ 3,666.40	\$ 3,870.40	\$ 4,087.20	\$ 4,314.40	\$ 4,555.20	\$ 4,680.80	\$ 4,809.60	\$ 4,941.60	\$ 5,077.60
	YR	\$ 88,197	\$ 90,619	\$ 93,124	\$ 95,693	\$ 101,017	\$ 106,675	\$ 112,605	\$ 118,890	\$ 122,168	\$ 125,530	\$ 128,975	\$ 132,525
4232	HR	\$ 42.32	\$ 43.48	\$ 44.68	\$ 45.91	\$ 48.47	\$ 51.17	\$ 54.03	\$ 57.04	\$ 58.61	\$ 60.22	\$ 61.88	\$ 63.58
	BW	\$ 3,385.60	\$ 3,478.40	\$ 3,574.40	\$ 3,672.80	\$ 3,877.60	\$ 4,093.60	\$ 4,322.40	\$ 4,563.20	\$ 4,688.80	\$ 4,817.60	\$ 4,950.40	\$ 5,086.40
	YR	\$ 88,364	\$ 90,786	\$ 93,291	\$ 95,860	\$ 101,205	\$ 106,842	\$ 112,814	\$ 119,099	\$ 122,377	\$ 125,739	\$ 129,205	\$ 132,755
4280	HR	\$ 42.80	\$ 43.98	\$ 45.19	\$ 46.43	\$ 49.02	\$ 51.76	\$ 54.64	\$ 57.69	\$ 59.28	\$ 60.91	\$ 62.59	\$ 64.31
	BW	\$ 3,424.00	\$ 3,518.40	\$ 3,615.20	\$ 3,714.40	\$ 3,921.60	\$ 4,140.80	\$ 4,371.20	\$ 4,615.20	\$ 4,742.40	\$ 4,872.80	\$ 5,007.20	\$ 5,144.80
	YR	\$ 89,366	\$ 91,830	\$ 94,356	\$ 96,945	\$ 102,353	\$ 108,074	\$ 114,088	\$ 120,456	\$ 123,776	\$ 127,180	\$ 130,687	\$ 134,279

**MOU 21**

**Appendix F**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4321	HR	\$ 43.21	\$ 44.40	\$ 45.62	\$ 46.87	\$ 49.48	\$ 52.25	\$ 55.17	\$ 58.24	\$ 59.84	\$ 61.49	\$ 63.18	\$ 64.92
	BW	\$ 3,456.80	\$ 3,552.00	\$ 3,649.60	\$ 3,749.60	\$ 3,958.40	\$ 4,180.00	\$ 4,413.60	\$ 4,659.20	\$ 4,787.20	\$ 4,919.20	\$ 5,054.40	\$ 5,193.60
	YR	\$ 90,222	\$ 92,707	\$ 95,254	\$ 97,864	\$ 103,314	\$ 109,098	\$ 115,194	\$ 121,605	\$ 124,945	\$ 128,391	\$ 131,919	\$ 135,552
4338	HR	\$ 43.38	\$ 44.57	\$ 45.80	\$ 47.06	\$ 49.68	\$ 52.45	\$ 55.38	\$ 58.48	\$ 60.08	\$ 61.73	\$ 63.43	\$ 65.17
	BW	\$ 3,470.40	\$ 3,565.60	\$ 3,664.00	\$ 3,764.80	\$ 3,974.40	\$ 4,196.00	\$ 4,430.40	\$ 4,678.40	\$ 4,806.40	\$ 4,938.40	\$ 5,074.40	\$ 5,213.60
	YR	\$ 90,577	\$ 93,062	\$ 95,630	\$ 98,261	\$ 103,731	\$ 109,515	\$ 115,633	\$ 122,106	\$ 125,447	\$ 128,892	\$ 132,441	\$ 136,074
4363	HR	\$ 43.63	\$ 44.83	\$ 46.06	\$ 47.33	\$ 49.97	\$ 52.75	\$ 55.69	\$ 58.79	\$ 60.41	\$ 62.07	\$ 63.78	\$ 65.53
	BW	\$ 3,490.40	\$ 3,586.40	\$ 3,684.80	\$ 3,786.40	\$ 3,997.60	\$ 4,220.00	\$ 4,455.20	\$ 4,703.20	\$ 4,832.80	\$ 4,965.60	\$ 5,102.40	\$ 5,242.40
	YR	\$ 91,099	\$ 93,605	\$ 96,173	\$ 98,825	\$ 104,337	\$ 110,142	\$ 116,280	\$ 122,753	\$ 126,136	\$ 129,602	\$ 133,172	\$ 136,826
4493	HR	\$ 44.93	\$ 46.17	\$ 47.44	\$ 48.74	\$ 51.47	\$ 54.33	\$ 57.37	\$ 60.56	\$ 62.23	\$ 63.94	\$ 65.70	\$ 67.51
	BW	\$ 3,594.40	\$ 3,693.60	\$ 3,795.20	\$ 3,899.20	\$ 4,117.60	\$ 4,346.40	\$ 4,589.60	\$ 4,844.80	\$ 4,978.40	\$ 5,115.20	\$ 5,256.00	\$ 5,400.80
	YR	\$ 93,813	\$ 96,402	\$ 99,054	\$ 101,769	\$ 107,469	\$ 113,441	\$ 119,788	\$ 126,449	\$ 129,936	\$ 133,506	\$ 137,181	\$ 140,960
4629	HR	\$ 46.29	\$ 47.56	\$ 48.87	\$ 50.21	\$ 53.01	\$ 55.97	\$ 59.09	\$ 62.39	\$ 64.11	\$ 65.87	\$ 67.68	\$ 69.54
	BW	\$ 3,703.20	\$ 3,804.80	\$ 3,909.60	\$ 4,016.80	\$ 4,240.80	\$ 4,477.60	\$ 4,727.20	\$ 4,991.20	\$ 5,128.80	\$ 5,269.60	\$ 5,414.40	\$ 5,563.20
	YR	\$ 96,653	\$ 99,305	\$ 102,040	\$ 104,838	\$ 110,684	\$ 116,865	\$ 123,379	\$ 130,270	\$ 133,861	\$ 137,536	\$ 141,315	\$ 145,199
4647	HR	\$ 46.47	\$ 47.75	\$ 49.06	\$ 50.41	\$ 53.22	\$ 56.19	\$ 59.33	\$ 62.64	\$ 64.36	\$ 66.13	\$ 67.95	\$ 69.82
	BW	\$ 3,717.60	\$ 3,820.00	\$ 3,924.80	\$ 4,032.80	\$ 4,257.60	\$ 4,495.20	\$ 4,746.40	\$ 5,011.20	\$ 5,148.80	\$ 5,290.40	\$ 5,436.00	\$ 5,585.60
	YR	\$ 97,029	\$ 99,702	\$ 102,437	\$ 105,256	\$ 111,123	\$ 117,324	\$ 123,881	\$ 130,792	\$ 134,383	\$ 138,079	\$ 141,879	\$ 145,784
4651	HR	\$ 46.51	\$ 47.79	\$ 49.10	\$ 50.45	\$ 53.27	\$ 56.24	\$ 59.37	\$ 62.68	\$ 64.40	\$ 66.17	\$ 67.99	\$ 69.86
	BW	\$ 3,720.80	\$ 3,823.20	\$ 3,928.00	\$ 4,036.00	\$ 4,261.60	\$ 4,499.20	\$ 4,749.60	\$ 5,014.40	\$ 5,152.00	\$ 5,293.60	\$ 5,439.20	\$ 5,588.80
	YR	\$ 97,112	\$ 99,785	\$ 102,520	\$ 105,339	\$ 111,227	\$ 117,429	\$ 123,964	\$ 130,875	\$ 134,467	\$ 138,162	\$ 141,963	\$ 145,867
4781	HR	\$ 47.81	\$ 49.12	\$ 50.48	\$ 51.87	\$ 54.76	\$ 57.81	\$ 61.03	\$ 64.43	\$ 66.21	\$ 68.03	\$ 69.90	\$ 71.82
	BW	\$ 3,824.80	\$ 3,929.60	\$ 4,038.40	\$ 4,149.60	\$ 4,380.80	\$ 4,624.80	\$ 4,882.40	\$ 5,154.40	\$ 5,296.80	\$ 5,442.40	\$ 5,592.00	\$ 5,745.60
	YR	\$ 99,827	\$ 102,562	\$ 105,402	\$ 108,304	\$ 114,338	\$ 120,707	\$ 127,430	\$ 134,529	\$ 138,246	\$ 142,046	\$ 145,951	\$ 149,960
4950	HR	\$ 49.50	\$ 50.86	\$ 52.26	\$ 53.70	\$ 56.69	\$ 59.85	\$ 63.19	\$ 66.72	\$ 68.55	\$ 70.44	\$ 72.37	\$ 74.36
	BW	\$ 3,960.00	\$ 4,068.80	\$ 4,180.80	\$ 4,296.00	\$ 4,535.20	\$ 4,788.00	\$ 5,055.20	\$ 5,337.60	\$ 5,484.00	\$ 5,635.20	\$ 5,789.60	\$ 5,948.80
	YR	\$ 103,356	\$ 106,195	\$ 109,118	\$ 112,125	\$ 118,368	\$ 124,966	\$ 131,940	\$ 139,311	\$ 143,132	\$ 147,078	\$ 151,108	\$ 155,263
4986	HR	\$ 49.86	\$ 51.23	\$ 52.64	\$ 54.09	\$ 57.11	\$ 60.29	\$ 63.65	\$ 67.20	\$ 69.05	\$ 70.95	\$ 72.90	\$ 74.90
	BW	\$ 3,988.80	\$ 4,098.40	\$ 4,211.20	\$ 4,327.20	\$ 4,568.80	\$ 4,823.20	\$ 5,092.00	\$ 5,376.00	\$ 5,524.00	\$ 5,676.00	\$ 5,832.00	\$ 5,992.00
	YR	\$ 104,107	\$ 106,968	\$ 109,912	\$ 112,939	\$ 119,245	\$ 125,885	\$ 132,901	\$ 140,313	\$ 144,176	\$ 148,143	\$ 152,215	\$ 156,391
5221	HR	\$ 52.21	\$ 53.65	\$ 55.12	\$ 56.64	\$ 59.79	\$ 63.12	\$ 66.64	\$ 70.36	\$ 72.30	\$ 74.29	\$ 76.33	\$ 78.43
	BW	\$ 4,176.80	\$ 4,292.00	\$ 4,409.60	\$ 4,531.20	\$ 4,783.20	\$ 5,049.60	\$ 5,331.20	\$ 5,628.80	\$ 5,784.00	\$ 5,943.20	\$ 6,106.40	\$ 6,274.40
	YR	\$ 109,014	\$ 112,021	\$ 115,090	\$ 118,264	\$ 124,841	\$ 131,794	\$ 139,144	\$ 146,911	\$ 150,962	\$ 155,117	\$ 159,377	\$ 163,761
5312	HR	\$ 53.12	\$ 54.58	\$ 56.08	\$ 57.62	\$ 60.84	\$ 64.23	\$ 67.82	\$ 71.60	\$ 73.57	\$ 75.59	\$ 77.67	\$ 79.81
	BW	\$ 4,249.60	\$ 4,366.40	\$ 4,486.40	\$ 4,609.60	\$ 4,867.20	\$ 5,138.40	\$ 5,425.60	\$ 5,728.00	\$ 5,885.60	\$ 6,047.20	\$ 6,213.60	\$ 6,384.80
	YR	\$ 110,914	\$ 113,963	\$ 117,095	\$ 120,310	\$ 127,033	\$ 134,112	\$ 141,608	\$ 149,500	\$ 153,614	\$ 157,831	\$ 162,174	\$ 166,643

**MOU 21**

**Appendix F**

**Operative on June 28, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5374	HR	\$ 53.74	\$ 55.22	\$ 56.74	\$ 58.30	\$ 61.55	\$ 64.98	\$ 68.61	\$ 72.43	\$ 74.42	\$ 76.47	\$ 78.57	\$ 80.73
	BW	\$ 4,299.20	\$ 4,417.60	\$ 4,539.20	\$ 4,664.00	\$ 4,924.00	\$ 5,198.40	\$ 5,488.80	\$ 5,794.40	\$ 5,953.60	\$ 6,117.60	\$ 6,285.60	\$ 6,458.40
	YR	\$ 112,209	\$ 115,299	\$ 118,473	\$ 121,730	\$ 128,516	\$ 135,678	\$ 143,257	\$ 151,233	\$ 155,388	\$ 159,669	\$ 164,054	\$ 168,564
5491	HR	\$ 54.91	\$ 56.42	\$ 57.97	\$ 59.56	\$ 62.88	\$ 66.39	\$ 70.09	\$ 73.99	\$ 76.03	\$ 78.12	\$ 80.27	\$ 82.48
	BW	\$ 4,392.80	\$ 4,513.60	\$ 4,637.60	\$ 4,764.80	\$ 5,030.40	\$ 5,311.20	\$ 5,607.20	\$ 5,919.20	\$ 6,082.40	\$ 6,249.60	\$ 6,421.60	\$ 6,598.40
	YR	\$ 114,652	\$ 117,804	\$ 121,041	\$ 124,361	\$ 131,293	\$ 138,622	\$ 146,347	\$ 154,491	\$ 158,750	\$ 163,114	\$ 167,603	\$ 172,218
5518	HR	\$ 55.18	\$ 56.70	\$ 58.26	\$ 59.86	\$ 63.20	\$ 66.73	\$ 70.45	\$ 74.37	\$ 76.42	\$ 78.52	\$ 80.68	\$ 82.90
	BW	\$ 4,414.40	\$ 4,536.00	\$ 4,660.80	\$ 4,788.80	\$ 5,056.00	\$ 5,338.40	\$ 5,636.00	\$ 5,949.60	\$ 6,113.60	\$ 6,281.60	\$ 6,454.40	\$ 6,632.00
	YR	\$ 115,215	\$ 118,389	\$ 121,646	\$ 124,987	\$ 131,961	\$ 139,332	\$ 147,099	\$ 155,284	\$ 159,564	\$ 163,949	\$ 168,459	\$ 173,095
5713	HR	\$ 57.13	\$ 58.70	\$ 60.32	\$ 61.98	\$ 65.43	\$ 69.08	\$ 72.93	\$ 77.00	\$ 79.12	\$ 81.30	\$ 83.53	\$ 85.83
	BW	\$ 4,570.40	\$ 4,696.00	\$ 4,825.60	\$ 4,958.40	\$ 5,234.40	\$ 5,526.40	\$ 5,834.40	\$ 6,160.00	\$ 6,329.60	\$ 6,504.00	\$ 6,682.40	\$ 6,866.40
	YR	\$ 119,287	\$ 122,565	\$ 125,948	\$ 129,414	\$ 136,617	\$ 144,239	\$ 152,277	\$ 160,776	\$ 165,202	\$ 169,754	\$ 174,410	\$ 179,213
5765	HR	\$ 57.65	\$ 59.24	\$ 60.86	\$ 62.53	\$ 66.02	\$ 69.70	\$ 73.58	\$ 77.68	\$ 79.82	\$ 82.02	\$ 84.27	\$ 86.59
	BW	\$ 4,612.00	\$ 4,739.20	\$ 4,868.80	\$ 5,002.40	\$ 5,281.60	\$ 5,576.00	\$ 5,886.40	\$ 6,214.40	\$ 6,385.60	\$ 6,561.60	\$ 6,741.60	\$ 6,927.20
	YR	\$ 120,373	\$ 123,693	\$ 127,075	\$ 130,562	\$ 137,849	\$ 145,533	\$ 153,635	\$ 162,195	\$ 166,664	\$ 171,257	\$ 175,955	\$ 180,799
5921	HR	\$ 59.21	\$ 60.84	\$ 62.51	\$ 64.23	\$ 67.82	\$ 71.60	\$ 75.59	\$ 79.81	\$ 82.00	\$ 84.26	\$ 86.57	\$ 88.95
	BW	\$ 4,736.80	\$ 4,867.20	\$ 5,000.80	\$ 5,138.40	\$ 5,425.60	\$ 5,728.00	\$ 6,047.20	\$ 6,384.80	\$ 6,560.00	\$ 6,740.80	\$ 6,925.60	\$ 7,116.00
	YR	\$ 123,630	\$ 127,033	\$ 130,520	\$ 134,112	\$ 141,608	\$ 149,500	\$ 157,831	\$ 166,643	\$ 171,216	\$ 175,934	\$ 180,758	\$ 185,727
5965	HR	\$ 59.65	\$ 61.29	\$ 62.98	\$ 64.71	\$ 68.32	\$ 72.13	\$ 76.15	\$ 80.39	\$ 82.60	\$ 84.87	\$ 87.21	\$ 89.61
	BW	\$ 4,772.00	\$ 4,903.20	\$ 5,038.40	\$ 5,176.80	\$ 5,465.60	\$ 5,770.40	\$ 6,092.00	\$ 6,431.20	\$ 6,608.00	\$ 6,789.60	\$ 6,976.80	\$ 7,168.80
	YR	\$ 124,549	\$ 127,973	\$ 131,502	\$ 135,114	\$ 142,652	\$ 150,607	\$ 159,001	\$ 167,854	\$ 172,468	\$ 177,208	\$ 182,094	\$ 187,105
6184	HR	\$ 61.84	\$ 63.54	\$ 65.29	\$ 67.09	\$ 70.83	\$ 74.77	\$ 78.94	\$ 83.34	\$ 85.63	\$ 87.98	\$ 90.40	\$ 92.89
	BW	\$ 4,947.20	\$ 5,083.20	\$ 5,223.20	\$ 5,367.20	\$ 5,666.40	\$ 5,981.60	\$ 6,315.20	\$ 6,667.20	\$ 6,850.40	\$ 7,038.40	\$ 7,232.00	\$ 7,431.20
	YR	\$ 129,121	\$ 132,671	\$ 136,325	\$ 140,083	\$ 147,893	\$ 156,119	\$ 164,826	\$ 174,013	\$ 178,795	\$ 183,702	\$ 188,755	\$ 193,954
6191	HR	\$ 61.91	\$ 63.61	\$ 65.36	\$ 67.16	\$ 70.90	\$ 74.85	\$ 79.03	\$ 83.43	\$ 85.73	\$ 88.09	\$ 90.51	\$ 93.00
	BW	\$ 4,952.80	\$ 5,088.80	\$ 5,228.80	\$ 5,372.80	\$ 5,672.00	\$ 5,988.00	\$ 6,322.40	\$ 6,674.40	\$ 6,858.40	\$ 7,047.20	\$ 7,240.80	\$ 7,440.00
	YR	\$ 129,268	\$ 132,817	\$ 136,471	\$ 140,230	\$ 148,039	\$ 156,286	\$ 165,014	\$ 174,201	\$ 179,004	\$ 183,931	\$ 188,984	\$ 194,184
6310	HR	\$ 63.10	\$ 64.84	\$ 66.62	\$ 68.45	\$ 72.26	\$ 76.29	\$ 80.55	\$ 85.04	\$ 87.37	\$ 89.77	\$ 92.24	\$ 94.78
	BW	\$ 5,048.00	\$ 5,187.20	\$ 5,329.60	\$ 5,476.00	\$ 5,780.80	\$ 6,103.20	\$ 6,444.00	\$ 6,803.20	\$ 6,989.60	\$ 7,181.60	\$ 7,379.20	\$ 7,582.40
	YR	\$ 131,752	\$ 135,385	\$ 139,102	\$ 142,923	\$ 150,878	\$ 159,293	\$ 168,188	\$ 177,563	\$ 182,428	\$ 187,439	\$ 192,597	\$ 197,900

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Appendix G

Operative on December 27, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	4409	2	\$ 94,586	--	12	\$ 138,267
7922-0	Architectural Drafting Technician	3394	2	\$ 72,808	--	12	\$ 106,446
7922-H	Architectural Drafting Technician - Harbor	3696	2	\$ 79,302	--	12	\$ 115,946
4288-0	Assistant Environmental Compliance Inspector	3327	2	\$ 71,367	--	12	\$ 104,358
7224-0	Calligrapher	3423	9	\$ 98,992	--	12	\$ 107,385
7204-0	Cartographer	3229	9	\$ 93,375	--	12	\$ 101,288
1803-0	Channel Traffic and Information Coordinator	3445	2	\$ 73,915	--	12	\$ 108,074
7941-0	City Planning Associate	4722	2	\$ 101,309	--	12	\$ 148,101
7232-0	Civil Engineering Drafting Technician	3394	2	\$ 72,808	--	12	\$ 106,446
7232-A	Civil Engineering Drafting Technician - Airport	3696	2	\$ 79,302	--	12	\$ 115,946
7232-H	Civil Engineering Drafting Technician - Harbor	3696	2	\$ 79,302	--	12	\$ 115,946
1660-1	Computer Graphic Artist I	2974	2	\$ 63,809	--	12	\$ 93,312
1660-2	Computer Graphic Artist II	3599	2	\$ 77,214	--	12	\$ 112,898
1427-1	Computer Operator I	2843	2	\$ 60,990	--	12	\$ 89,199
1427-2	Computer Operator II	3082	2	\$ 66,126	--	12	\$ 96,653
3341-0	Construction Estimator	4583	2	\$ 98,323	--	12	\$ 143,779
2378-0	Critical Incident Stress Management Program Coordin	3704	2	\$ 79,469	--	12	\$ 116,197
1470-0	Data Base Architect	6085	2	\$ 130,541	--	12	\$ 190,843
1136-1	Data Processing Technician I	2843	2	\$ 60,990	--	12	\$ 89,199
1136-2	Data Processing Technician II	3082	2	\$ 66,126	--	12	\$ 96,653
1135-1	Documentation Technician I	2881	2	\$ 61,804	--	12	\$ 90,410
1135-2	Documentation Technician II	3133	2	\$ 67,212	--	12	\$ 98,282
7229-0	Drafting Aide	2736	2	\$ 58,693	--	12	\$ 85,837
3337-0	Electrical Construction Estimator	4583	2	\$ 98,323	--	12	\$ 143,779
7532-0	Electrical Engineering Drafting Technician	3394	2	\$ 72,808	--	12	\$ 106,446
7532-H	Electrical Engineering Drafting Technician - Harbor	3696	2	\$ 79,302	--	12	\$ 115,946
7217-A	Engineering Designer - Airport	4368	2	\$ 93,709	--	12	\$ 137,014
7217-1	Engineering Designer I	3840	2	\$ 82,392	--	12	\$ 120,456
7217-2	Engineering Designer II	4229	2	\$ 90,723	--	12	\$ 132,650
4292-0	Environmental Compliance Inspector	4309	4	\$ 97,593	--	12	\$ 135,177
3734-1	Equipment Specialist I	3992	2	\$ 85,649	--	12	\$ 125,238
3734-2	Equipment Specialist II	4425	2	\$ 94,941	--	12	\$ 138,789
3229-1	Examiner Of Questioned Documents I	3110	2	\$ 66,732	--	12	\$ 97,509
3229-2	Examiner Of Questioned Documents II	5480	2	\$ 117,575	--	12	\$ 171,925
2444-0	Exhibit Preparator	2774	2	\$ 59,508	--	12	\$ 87,006

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Appendix G

Operative on December 27, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7228-0	Field Engineering Aide	3883	6	\$ 98,052	--	12	\$ 121,813	
7284-0	Field Engineering Aide Assistant	3883		#N/A	--	12	\$ 121,813	
7281-0	Field Engineering Aide Trainee	3883		#N/A	--	12	\$ 121,813	
1571-1	Financial Development Officer I	5629	2	\$ 120,769	--	12	\$ 176,561	
1571-2	Financial Development Officer II	6040	2	\$ 129,581	--	12	\$ 189,444	
2233-0	Firearms Examiner	5480	2	\$ 117,575	--	12	\$ 171,925	
2200-1	Forensic Print Specialist I	3672	2	\$ 78,780	--	12	\$ 115,194	
2200-2	Forensic Print Specialist II	4050	2	\$ 86,881	--	12	\$ 127,054	
2200-3	Forensic Print Specialist III	4744	2	\$ 101,769	--	12	\$ 148,811	
2200-4	Forensic Print Specialist IV	5049	2	\$ 108,325	--	12	\$ 158,374	
7213-0	Geographic Information Systems Specialist	4450	2	\$ 95,463	--	12	\$ 139,582	
1670-1	Graphics Designer I	2974	2	\$ 63,809	--	12	\$ 93,312	
1670-2	Graphics Designer II	3599	2	\$ 77,214	--	12	\$ 112,898	
1670-A	Graphics Designer II - Airport	3729	2	\$ 80,012	--	12	\$ 116,990	
1670-3	Graphics Designer III	4031	2	\$ 86,484	--	12	\$ 126,449	
1562-0	Improvement Assessor	3599	2	\$ 77,214	--	12	\$ 112,898	
7199-1	Improvement Bond Coordinator I	3729	2	\$ 80,012	--	12	\$ 116,990	
7199-2	Improvement Bond Coordinator II	4137	2	\$ 88,760	--	12	\$ 129,769	
9191-1	Industrial Commercial Finance Officer I	5880	2	\$ 126,156	--	12	\$ 184,412	
9191-2	Industrial Commercial Finance Officer II	6307	2	\$ 135,302	--	12	\$ 197,838	
1456-0	Information Services Specialist	3801	2	\$ 81,557	--	12	\$ 119,203	
0190-0	Interpreter						\$ 45 /HR	
1429-0	IT Specialist	3672	2	\$ 78,780	--	12	\$ 115,194	
7854-1	Laboratory Technician I	2808	2	\$ 60,238	--	12	\$ 88,092	
7854-2	Laboratory Technician II	3327	2	\$ 71,367	--	12	\$ 104,358	
7854-3	Laboratory Technician III	3510	2	\$ 75,314	--	12	\$ 110,100	
7283-0	Land Surveying Assistant	4229	6	\$ 106,780	--	12	\$ 132,650	
7968-1	Materials Testing Technician I	3154	2	\$ 67,672	--	12	\$ 98,971	
7968-2	Materials Testing Technician II	3524	2	\$ 75,606	--	12	\$ 110,517	
3342-0	Mechanical Construction Estimator	4583	2	\$ 98,323	--	12	\$ 143,779	
7551-0	Mechanical Engineering Drafting Technician	3388	2	\$ 72,683	--	12	\$ 106,279	
2310-0	Medical Assistant	2532	2	\$ 54,329	--	12	\$ 79,385	
7212-1	Office Engineering Technician I	2808	2	\$ 60,238	--	12	\$ 88,092	
7212-2	Office Engineering Technician II	3154	7	\$ 84,083	--	12	\$ 98,971	
7212-3	Office Engineering Technician III	3524	2	\$ 75,606	--	12	\$ 110,517	

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Appendix G

Operative on December 27, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1793-1	Photographer I	3227	2	\$ 69,238	--	12	\$ 101,247
1793-2	Photographer II	3708	2	\$ 79,552	--	12	\$ 116,280
1793-3	Photographer III	4317	2	\$ 92,623	--	12	\$ 135,406
2309-1	Physical Therapist I	3614	2	\$ 77,527	--	12	\$ 113,357
2309-2	Physical Therapist II	3804	2	\$ 81,619	--	12	\$ 119,329
7943-1	Planning Aide I	2808	2	\$ 60,238	--	12	\$ 88,092
7943-2	Planning Aide II	3229	2	\$ 69,279	--	12	\$ 101,288
7939-0	Planning Assistant	3927	2	\$ 84,250	--	12	\$ 123,171
6146-0	Playback Operator	2974	2	\$ 63,809	--	12	\$ 93,312
1650-0	Police Composite Artist	3524	2	\$ 75,606	--	12	\$ 110,517
2240-1	Polygraph Examiner I	4208	8	\$ 118,452	--	12	\$ 132,024
2240-2	Polygraph Examiner II	5326	8	\$ 149,876	--	12	\$ 167,060
2240-3	Polygraph Examiner III	5601	2	\$ 120,164	--	12	\$ 175,663
2240-4	Polygraph Examiner IV	6435	2	\$ 138,058	--	12	\$ 201,867
1941-1	Real Estate Associate I	3154	2	\$ 67,672	--	12	\$ 98,971
1941-2	Real Estate Associate II	3729	2	\$ 80,012	--	12	\$ 116,990
1960-0	Real Estate Officer	4876	2	\$ 104,608	--	12	\$ 152,966
1960-A	Real Estate Officer - Airport	4876	2	\$ 104,608	--	12	\$ 152,966
1960-H	Real Estate Officer - Harbor	4876	2	\$ 104,608	--	12	\$ 152,966
1937-0	Real Estate Trainee	2974	2	\$ 63,809	--	12	\$ 93,312
7208-0	Senior Architectural Drafting Technician	3780	2	\$ 81,097	--	12	\$ 118,577
7205-0	Senior Cartographer	3599	2	\$ 77,214	--	12	\$ 112,898
7207-0	Senior Civil Engineering Drafting Technician	3780	2	\$ 81,097	--	12	\$ 118,577
1428-1	Senior Computer Operator I	3327	2	\$ 71,367	--	12	\$ 104,358
1428-2	Senior Computer Operator II	3824	2	\$ 82,037	--	12	\$ 119,955
7209-0	Senior Electrical Engineering Drafting Technician	3780	2	\$ 81,097	--	12	\$ 118,577
7210-0	Senior Mechanical Engineering Drafting Technician	3927	2	\$ 84,250	--	12	\$ 123,171
1947-0	Senior Title Examiner	3927	2	\$ 84,250	--	12	\$ 123,171
4273-0	Senior Transportation Investigator	4741	2	\$ 101,706	--	12	\$ 148,707
7286-1	Survey Party Chief I	4722	2	\$ 101,309	--	12	\$ 148,101
7286-2	Survey Party Chief II	5086	7	\$ 135,573	--	12	\$ 159,523
1455-1	Systems Administrator I	5420	7	\$ 144,468	--	12	\$ 169,984
1455-2	Systems Administrator II	5829	2	\$ 125,050	--	12	\$ 182,804
1455-3	Systems Administrator III	6315	2	\$ 135,490	--	12	\$ 198,067
7615-0	Television Engineer	4722	2	\$ 101,309	--	12	\$ 148,101



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Operative on December 27, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1943-0	Title Examiner	3524	3	\$ 77,673	--	12	\$ 110,517
7285-1	Transportation Engineering Aide I	3327	2	\$ 71,367	--	12	\$ 104,358
7285-2	Transportation Engineering Aide II	3729	2	\$ 80,012	--	12	\$ 116,990
4271-0	Transportation Investigator	4265	2	\$ 91,496	--	12	\$ 133,757
2480-1	Transportation Planning Associate I	3927	2	\$ 84,250	--	12	\$ 123,171
2480-2	Transportation Planning Associate II	4722	6	\$ 119,203	--	12	\$ 148,101
2369-0	Veterinary Technician	3853	2	\$ 82,663	--	12	\$ 120,874
1802-0	Video Production Coordinator	3445	2	\$ 73,915	--	12	\$ 108,074
6145-1	Video Technician I	3445	2	\$ 73,915	--	12	\$ 108,074
6145-2	Video Technician II	3820	2	\$ 81,954	--	12	\$ 119,830
6149-0	Videotape Librarian	3162	2	\$ 67,839	--	12	\$ 99,138
2358-1	X-Ray and Laboratory Technician I	3528	2	\$ 75,690	--	12	\$ 110,643
2358-2	X-Ray and Laboratory Technician II	3729	2	\$ 80,012	--	12	\$ 116,990

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**Appendix G**

**Operative on December 27, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
2532	HR	\$ 25.32	\$ 26.02	\$ 26.73	\$ 27.47	\$ 29.00	\$ 30.61	\$ 32.31	\$ 34.11	\$ 35.05	\$ 36.01	\$ 37.00	\$ 38.02
	BW	\$ 2,025.60	\$ 2,081.60	\$ 2,138.40	\$ 2,197.60	\$ 2,320.00	\$ 2,448.80	\$ 2,584.80	\$ 2,728.80	\$ 2,804.00	\$ 2,880.80	\$ 2,960.00	\$ 3,041.60
	YR	\$ 52,868	\$ 54,329	\$ 55,812	\$ 57,357	\$ 60,552	\$ 63,913	\$ 67,463	\$ 71,221	\$ 73,184	\$ 75,188	\$ 77,256	\$ 79,385
2736	HR	\$ 27.36	\$ 28.11	\$ 28.89	\$ 29.68	\$ 31.34	\$ 33.09	\$ 34.94	\$ 36.89	\$ 37.90	\$ 38.94	\$ 40.01	\$ 41.11
	BW	\$ 2,188.80	\$ 2,248.80	\$ 2,311.20	\$ 2,374.40	\$ 2,507.20	\$ 2,647.20	\$ 2,795.20	\$ 2,951.20	\$ 3,032.00	\$ 3,115.20	\$ 3,200.80	\$ 3,288.80
	YR	\$ 57,127	\$ 58,693	\$ 60,322	\$ 61,971	\$ 65,437	\$ 69,091	\$ 72,954	\$ 77,026	\$ 79,135	\$ 81,306	\$ 83,540	\$ 85,837
2774	HR	\$ 27.74	\$ 28.50	\$ 29.29	\$ 30.10	\$ 31.77	\$ 33.54	\$ 35.41	\$ 37.38	\$ 38.41	\$ 39.47	\$ 40.55	\$ 41.67
	BW	\$ 2,219.20	\$ 2,280.00	\$ 2,343.20	\$ 2,408.00	\$ 2,541.60	\$ 2,683.20	\$ 2,832.80	\$ 2,990.40	\$ 3,072.80	\$ 3,157.60	\$ 3,244.00	\$ 3,333.60
	YR	\$ 57,921	\$ 59,508	\$ 61,157	\$ 62,848	\$ 66,335	\$ 70,031	\$ 73,936	\$ 78,049	\$ 80,200	\$ 82,413	\$ 84,668	\$ 87,006
2808	HR	\$ 28.08	\$ 28.85	\$ 29.65	\$ 30.47	\$ 32.16	\$ 33.96	\$ 35.85	\$ 37.85	\$ 38.89	\$ 39.96	\$ 41.06	\$ 42.19
	BW	\$ 2,246.40	\$ 2,308.00	\$ 2,372.00	\$ 2,437.60	\$ 2,572.80	\$ 2,716.80	\$ 2,868.00	\$ 3,028.00	\$ 3,111.20	\$ 3,196.80	\$ 3,284.80	\$ 3,375.20
	YR	\$ 58,631	\$ 60,238	\$ 61,909	\$ 63,621	\$ 67,150	\$ 70,908	\$ 74,854	\$ 79,030	\$ 81,202	\$ 83,436	\$ 85,733	\$ 88,092
2843	HR	\$ 28.43	\$ 29.21	\$ 30.02	\$ 30.85	\$ 32.56	\$ 34.38	\$ 36.30	\$ 38.33	\$ 39.38	\$ 40.46	\$ 41.58	\$ 42.72
	BW	\$ 2,274.40	\$ 2,336.80	\$ 2,401.60	\$ 2,468.00	\$ 2,604.80	\$ 2,750.40	\$ 2,904.00	\$ 3,066.40	\$ 3,150.40	\$ 3,236.80	\$ 3,326.40	\$ 3,417.60
	YR	\$ 59,361	\$ 60,990	\$ 62,681	\$ 64,414	\$ 67,985	\$ 71,785	\$ 75,794	\$ 80,033	\$ 82,225	\$ 84,480	\$ 86,819	\$ 89,199
2881	HR	\$ 28.81	\$ 29.60	\$ 30.42	\$ 31.26	\$ 33.00	\$ 34.84	\$ 36.78	\$ 38.84	\$ 39.91	\$ 41.01	\$ 42.14	\$ 43.30
	BW	\$ 2,304.80	\$ 2,368.00	\$ 2,433.60	\$ 2,500.80	\$ 2,640.00	\$ 2,787.20	\$ 2,942.40	\$ 3,107.20	\$ 3,192.80	\$ 3,280.80	\$ 3,371.20	\$ 3,464.00
	YR	\$ 60,155	\$ 61,804	\$ 63,516	\$ 65,270	\$ 68,904	\$ 72,745	\$ 76,796	\$ 81,097	\$ 83,332	\$ 85,628	\$ 87,988	\$ 90,410
2974	HR	\$ 29.74	\$ 30.56	\$ 31.40	\$ 32.26	\$ 34.06	\$ 35.96	\$ 37.97	\$ 40.08	\$ 41.19	\$ 42.32	\$ 43.49	\$ 44.69
	BW	\$ 2,379.20	\$ 2,444.80	\$ 2,512.00	\$ 2,580.80	\$ 2,724.80	\$ 2,876.80	\$ 3,037.60	\$ 3,206.40	\$ 3,295.20	\$ 3,385.60	\$ 3,479.20	\$ 3,575.20
	YR	\$ 62,097	\$ 63,809	\$ 65,563	\$ 67,358	\$ 71,117	\$ 75,084	\$ 79,281	\$ 83,687	\$ 86,004	\$ 88,364	\$ 90,807	\$ 93,312
3082	HR	\$ 30.82	\$ 31.67	\$ 32.54	\$ 33.43	\$ 35.29	\$ 37.27	\$ 39.34	\$ 41.53	\$ 42.67	\$ 43.84	\$ 45.05	\$ 46.29
	BW	\$ 2,465.60	\$ 2,533.60	\$ 2,603.20	\$ 2,674.40	\$ 2,823.20	\$ 2,981.60	\$ 3,147.20	\$ 3,322.40	\$ 3,413.60	\$ 3,507.20	\$ 3,604.00	\$ 3,703.20
	YR	\$ 64,352	\$ 66,126	\$ 67,943	\$ 69,801	\$ 73,685	\$ 77,819	\$ 82,141	\$ 86,714	\$ 89,094	\$ 91,537	\$ 94,064	\$ 96,653
3110	HR	\$ 31.10	\$ 31.96	\$ 32.83	\$ 33.73	\$ 35.61	\$ 37.60	\$ 39.69	\$ 41.90	\$ 43.05	\$ 44.23	\$ 45.45	\$ 46.70
	BW	\$ 2,488.00	\$ 2,556.80	\$ 2,626.40	\$ 2,698.40	\$ 2,848.80	\$ 3,008.00	\$ 3,175.20	\$ 3,352.00	\$ 3,444.00	\$ 3,538.40	\$ 3,636.00	\$ 3,736.00
	YR	\$ 64,936	\$ 66,732	\$ 68,549	\$ 70,428	\$ 74,353	\$ 78,508	\$ 82,872	\$ 87,487	\$ 89,888	\$ 92,352	\$ 94,899	\$ 97,509
3133	HR	\$ 31.33	\$ 32.19	\$ 33.08	\$ 33.99	\$ 35.88	\$ 37.88	\$ 40.00	\$ 42.23	\$ 43.39	\$ 44.58	\$ 45.81	\$ 47.07
	BW	\$ 2,506.40	\$ 2,575.20	\$ 2,646.40	\$ 2,719.20	\$ 2,870.40	\$ 3,030.40	\$ 3,200.00	\$ 3,378.40	\$ 3,471.20	\$ 3,566.40	\$ 3,664.80	\$ 3,765.60
	YR	\$ 65,417	\$ 67,212	\$ 69,071	\$ 70,971	\$ 74,917	\$ 79,093	\$ 83,520	\$ 88,176	\$ 90,598	\$ 93,083	\$ 95,651	\$ 98,282
3154	HR	\$ 31.54	\$ 32.41	\$ 33.30	\$ 34.22	\$ 36.13	\$ 38.14	\$ 40.27	\$ 42.52	\$ 43.69	\$ 44.89	\$ 46.13	\$ 47.40
	BW	\$ 2,523.20	\$ 2,592.80	\$ 2,664.00	\$ 2,737.60	\$ 2,890.40	\$ 3,051.20	\$ 3,221.60	\$ 3,401.60	\$ 3,495.20	\$ 3,591.20	\$ 3,690.40	\$ 3,792.00
	YR	\$ 65,855	\$ 67,672	\$ 69,530	\$ 71,451	\$ 75,439	\$ 79,636	\$ 84,083	\$ 88,781	\$ 91,224	\$ 93,730	\$ 96,319	\$ 98,971
3162	HR	\$ 31.62	\$ 32.49	\$ 33.38	\$ 34.30	\$ 36.21	\$ 38.22	\$ 40.35	\$ 42.60	\$ 43.77	\$ 44.97	\$ 46.21	\$ 47.48
	BW	\$ 2,529.60	\$ 2,599.20	\$ 2,670.40	\$ 2,744.00	\$ 2,896.80	\$ 3,057.60	\$ 3,228.00	\$ 3,408.00	\$ 3,501.60	\$ 3,597.60	\$ 3,696.80	\$ 3,798.40
	YR	\$ 66,022	\$ 67,839	\$ 69,697	\$ 71,618	\$ 75,606	\$ 79,803	\$ 84,250	\$ 88,948	\$ 91,391	\$ 93,897	\$ 96,486	\$ 99,138

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**Appendix G**

**Operative on December 27, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3227	HR	\$ 32.27	\$ 33.16	\$ 34.07	\$ 35.01	\$ 36.96	\$ 39.02	\$ 41.20	\$ 43.50	\$ 44.70	\$ 45.93	\$ 47.19	\$ 48.49
	BW	\$ 2,581.60	\$ 2,652.80	\$ 2,725.60	\$ 2,800.80	\$ 2,956.80	\$ 3,121.60	\$ 3,296.00	\$ 3,480.00	\$ 3,576.00	\$ 3,674.40	\$ 3,775.20	\$ 3,879.20
	YR	\$ 67,379	\$ 69,238	\$ 71,138	\$ 73,100	\$ 77,172	\$ 81,473	\$ 86,025	\$ 90,828	\$ 93,333	\$ 95,901	\$ 98,532	\$ 101,247
3229	HR	\$ 32.29	\$ 33.18	\$ 34.09	\$ 35.03	\$ 36.98	\$ 39.05	\$ 41.22	\$ 43.52	\$ 44.72	\$ 45.95	\$ 47.21	\$ 48.51
	BW	\$ 2,583.20	\$ 2,654.40	\$ 2,727.20	\$ 2,802.40	\$ 2,958.40	\$ 3,124.00	\$ 3,297.60	\$ 3,481.60	\$ 3,577.60	\$ 3,676.00	\$ 3,776.80	\$ 3,880.80
	YR	\$ 67,421	\$ 69,279	\$ 71,179	\$ 73,142	\$ 77,214	\$ 81,536	\$ 86,067	\$ 90,869	\$ 93,375	\$ 95,943	\$ 98,574	\$ 101,288
3327	HR	\$ 33.27	\$ 34.18	\$ 35.13	\$ 36.10	\$ 38.11	\$ 40.24	\$ 42.48	\$ 44.84	\$ 46.07	\$ 47.34	\$ 48.64	\$ 49.98
	BW	\$ 2,661.60	\$ 2,734.40	\$ 2,810.40	\$ 2,888.00	\$ 3,048.80	\$ 3,219.20	\$ 3,398.40	\$ 3,587.20	\$ 3,685.60	\$ 3,787.20	\$ 3,891.20	\$ 3,998.40
	YR	\$ 69,467	\$ 71,367	\$ 73,351	\$ 75,376	\$ 79,573	\$ 84,021	\$ 88,698	\$ 93,625	\$ 96,194	\$ 98,845	\$ 101,560	\$ 104,358
3388	HR	\$ 33.88	\$ 34.81	\$ 35.77	\$ 36.75	\$ 38.80	\$ 40.97	\$ 43.25	\$ 45.66	\$ 46.92	\$ 48.21	\$ 49.54	\$ 50.90
	BW	\$ 2,710.40	\$ 2,784.80	\$ 2,861.60	\$ 2,940.00	\$ 3,104.00	\$ 3,277.60	\$ 3,460.00	\$ 3,652.80	\$ 3,753.60	\$ 3,856.80	\$ 3,963.20	\$ 4,072.00
	YR	\$ 70,741	\$ 72,683	\$ 74,687	\$ 76,734	\$ 81,014	\$ 85,545	\$ 90,306	\$ 95,338	\$ 97,968	\$ 100,662	\$ 103,439	\$ 106,279
3394	HR	\$ 33.94	\$ 34.87	\$ 35.83	\$ 36.82	\$ 38.87	\$ 41.04	\$ 43.33	\$ 45.74	\$ 47.00	\$ 48.29	\$ 49.62	\$ 50.98
	BW	\$ 2,715.20	\$ 2,789.60	\$ 2,866.40	\$ 2,945.60	\$ 3,109.60	\$ 3,283.20	\$ 3,466.40	\$ 3,659.20	\$ 3,760.00	\$ 3,863.20	\$ 3,969.60	\$ 4,078.40
	YR	\$ 70,866	\$ 72,808	\$ 74,813	\$ 76,880	\$ 81,160	\$ 85,691	\$ 90,473	\$ 95,505	\$ 98,136	\$ 100,829	\$ 103,606	\$ 106,446
3423	HR	\$ 34.23	\$ 35.17	\$ 36.14	\$ 37.13	\$ 39.21	\$ 41.40	\$ 43.71	\$ 46.15	\$ 47.41	\$ 48.71	\$ 50.05	\$ 51.43
	BW	\$ 2,738.40	\$ 2,813.60	\$ 2,891.20	\$ 2,970.40	\$ 3,136.80	\$ 3,312.00	\$ 3,496.80	\$ 3,692.00	\$ 3,792.80	\$ 3,896.80	\$ 4,004.00	\$ 4,114.40
	YR	\$ 71,472	\$ 73,434	\$ 75,460	\$ 77,527	\$ 81,870	\$ 86,443	\$ 91,266	\$ 96,361	\$ 98,992	\$ 101,706	\$ 104,504	\$ 107,385
3445	HR	\$ 34.45	\$ 35.40	\$ 36.37	\$ 37.37	\$ 39.46	\$ 41.65	\$ 43.98	\$ 46.43	\$ 47.71	\$ 49.02	\$ 50.37	\$ 51.76
	BW	\$ 2,756.00	\$ 2,832.00	\$ 2,909.60	\$ 2,989.60	\$ 3,156.80	\$ 3,332.00	\$ 3,518.40	\$ 3,714.40	\$ 3,816.80	\$ 3,921.60	\$ 4,029.60	\$ 4,140.80
	YR	\$ 71,931	\$ 73,915	\$ 75,940	\$ 78,028	\$ 82,392	\$ 86,965	\$ 91,830	\$ 96,945	\$ 99,618	\$ 102,353	\$ 105,172	\$ 108,074
3510	HR	\$ 35.10	\$ 36.07	\$ 37.06	\$ 38.08	\$ 40.21	\$ 42.45	\$ 44.81	\$ 47.31	\$ 48.61	\$ 49.95	\$ 51.32	\$ 52.73
	BW	\$ 2,808.00	\$ 2,885.60	\$ 2,964.80	\$ 3,046.40	\$ 3,216.80	\$ 3,396.00	\$ 3,584.80	\$ 3,784.80	\$ 3,888.80	\$ 3,996.00	\$ 4,105.60	\$ 4,218.40
	YR	\$ 73,288	\$ 75,314	\$ 77,381	\$ 79,511	\$ 83,958	\$ 88,635	\$ 93,563	\$ 98,783	\$ 101,497	\$ 104,295	\$ 107,156	\$ 110,100
3524	HR	\$ 35.24	\$ 36.21	\$ 37.20	\$ 38.22	\$ 40.35	\$ 42.60	\$ 44.97	\$ 47.48	\$ 48.79	\$ 50.13	\$ 51.51	\$ 52.93
	BW	\$ 2,819.20	\$ 2,896.80	\$ 2,976.00	\$ 3,057.60	\$ 3,228.00	\$ 3,408.00	\$ 3,597.60	\$ 3,798.40	\$ 3,903.20	\$ 4,010.40	\$ 4,120.80	\$ 4,234.40
	YR	\$ 73,581	\$ 75,606	\$ 77,673	\$ 79,803	\$ 84,250	\$ 88,948	\$ 93,897	\$ 99,138	\$ 101,873	\$ 104,671	\$ 107,552	\$ 110,517
3528	HR	\$ 35.28	\$ 36.25	\$ 37.25	\$ 38.27	\$ 40.41	\$ 42.66	\$ 45.04	\$ 47.54	\$ 48.85	\$ 50.19	\$ 51.57	\$ 52.99
	BW	\$ 2,822.40	\$ 2,900.00	\$ 2,980.00	\$ 3,061.60	\$ 3,232.80	\$ 3,412.80	\$ 3,603.20	\$ 3,803.20	\$ 3,908.00	\$ 4,015.20	\$ 4,125.60	\$ 4,239.20
	YR	\$ 73,664	\$ 75,690	\$ 77,778	\$ 79,907	\$ 84,376	\$ 89,074	\$ 94,043	\$ 99,263	\$ 101,998	\$ 104,796	\$ 107,678	\$ 110,643
3599	HR	\$ 35.99	\$ 36.98	\$ 38.00	\$ 39.05	\$ 41.22	\$ 43.52	\$ 45.95	\$ 48.51	\$ 49.84	\$ 51.21	\$ 52.62	\$ 54.07
	BW	\$ 2,879.20	\$ 2,958.40	\$ 3,040.00	\$ 3,124.00	\$ 3,297.60	\$ 3,481.60	\$ 3,676.00	\$ 3,880.80	\$ 3,987.20	\$ 4,096.80	\$ 4,209.60	\$ 4,325.60
	YR	\$ 75,147	\$ 77,214	\$ 79,344	\$ 81,536	\$ 86,067	\$ 90,869	\$ 95,943	\$ 101,288	\$ 104,065	\$ 106,926	\$ 109,870	\$ 112,898
3614	HR	\$ 36.14	\$ 37.13	\$ 38.16	\$ 39.21	\$ 41.40	\$ 43.71	\$ 46.15	\$ 48.71	\$ 50.05	\$ 51.43	\$ 52.84	\$ 54.29
	BW	\$ 2,891.20	\$ 2,970.40	\$ 3,052.80	\$ 3,136.80	\$ 3,312.00	\$ 3,496.80	\$ 3,692.00	\$ 3,896.80	\$ 4,004.00	\$ 4,114.40	\$ 4,227.20	\$ 4,343.20
	YR	\$ 75,460	\$ 77,527	\$ 79,678	\$ 81,870	\$ 86,443	\$ 91,266	\$ 96,361	\$ 101,706	\$ 104,504	\$ 107,385	\$ 110,329	\$ 113,357

**MOU 21**

**Appendix G**

**Operative on December 27, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3672	HR	\$ 36.72	\$ 37.73	\$ 38.77	\$ 39.84	\$ 42.06	\$ 44.40	\$ 46.87	\$ 49.48	\$ 50.85	\$ 52.25	\$ 53.69	\$ 55.17
	BW	\$ 2,937.60	\$ 3,018.40	\$ 3,101.60	\$ 3,187.20	\$ 3,364.80	\$ 3,552.00	\$ 3,749.60	\$ 3,958.40	\$ 4,068.00	\$ 4,180.00	\$ 4,295.20	\$ 4,413.60
	YR	\$ 76,671	\$ 78,780	\$ 80,951	\$ 83,185	\$ 87,821	\$ 92,707	\$ 97,864	\$ 103,314	\$ 106,174	\$ 109,098	\$ 112,104	\$ 115,194
3696	HR	\$ 36.96	\$ 37.98	\$ 39.02	\$ 40.09	\$ 42.33	\$ 44.70	\$ 47.19	\$ 49.82	\$ 51.19	\$ 52.60	\$ 54.04	\$ 55.53
	BW	\$ 2,956.80	\$ 3,038.40	\$ 3,121.60	\$ 3,207.20	\$ 3,386.40	\$ 3,576.00	\$ 3,775.20	\$ 3,985.60	\$ 4,095.20	\$ 4,208.00	\$ 4,323.20	\$ 4,442.40
	YR	\$ 77,172	\$ 79,302	\$ 81,473	\$ 83,707	\$ 88,385	\$ 93,333	\$ 98,532	\$ 104,024	\$ 106,884	\$ 109,828	\$ 112,835	\$ 115,946
3704	HR	\$ 37.04	\$ 38.06	\$ 39.11	\$ 40.19	\$ 42.43	\$ 44.79	\$ 47.29	\$ 49.93	\$ 51.30	\$ 52.71	\$ 54.16	\$ 55.65
	BW	\$ 2,963.20	\$ 3,044.80	\$ 3,128.80	\$ 3,215.20	\$ 3,394.40	\$ 3,583.20	\$ 3,783.20	\$ 3,994.40	\$ 4,104.00	\$ 4,216.80	\$ 4,332.80	\$ 4,452.00
	YR	\$ 77,339	\$ 79,469	\$ 81,661	\$ 83,916	\$ 88,593	\$ 93,521	\$ 98,741	\$ 104,253	\$ 107,114	\$ 110,058	\$ 113,086	\$ 116,197
3708	HR	\$ 37.08	\$ 38.10	\$ 39.15	\$ 40.23	\$ 42.47	\$ 44.83	\$ 47.33	\$ 49.97	\$ 51.34	\$ 52.75	\$ 54.20	\$ 55.69
	BW	\$ 2,966.40	\$ 3,048.00	\$ 3,132.00	\$ 3,218.40	\$ 3,397.60	\$ 3,586.40	\$ 3,786.40	\$ 3,997.60	\$ 4,107.20	\$ 4,220.00	\$ 4,336.00	\$ 4,455.20
	YR	\$ 77,423	\$ 79,552	\$ 81,745	\$ 84,000	\$ 88,677	\$ 93,605	\$ 98,825	\$ 104,337	\$ 107,197	\$ 110,142	\$ 113,169	\$ 116,280
3729	HR	\$ 37.29	\$ 38.32	\$ 39.37	\$ 40.45	\$ 42.71	\$ 45.10	\$ 47.61	\$ 50.27	\$ 51.65	\$ 53.07	\$ 54.53	\$ 56.03
	BW	\$ 2,983.20	\$ 3,065.60	\$ 3,149.60	\$ 3,236.00	\$ 3,416.80	\$ 3,608.00	\$ 3,808.80	\$ 4,021.60	\$ 4,132.00	\$ 4,245.60	\$ 4,362.40	\$ 4,482.40
	YR	\$ 77,861	\$ 80,012	\$ 82,204	\$ 84,459	\$ 89,178	\$ 94,168	\$ 99,409	\$ 104,963	\$ 107,845	\$ 110,810	\$ 113,858	\$ 116,990
3780	HR	\$ 37.80	\$ 38.84	\$ 39.91	\$ 41.01	\$ 43.30	\$ 45.71	\$ 48.26	\$ 50.95	\$ 52.35	\$ 53.79	\$ 55.27	\$ 56.79
	BW	\$ 3,024.00	\$ 3,107.20	\$ 3,192.80	\$ 3,280.80	\$ 3,464.00	\$ 3,656.80	\$ 3,860.80	\$ 4,076.00	\$ 4,188.00	\$ 4,303.20	\$ 4,421.60	\$ 4,543.20
	YR	\$ 78,926	\$ 81,097	\$ 83,332	\$ 85,628	\$ 90,410	\$ 95,442	\$ 100,766	\$ 106,383	\$ 109,306	\$ 112,313	\$ 115,403	\$ 118,577
3801	HR	\$ 38.01	\$ 39.06	\$ 40.13	\$ 41.23	\$ 43.54	\$ 45.96	\$ 48.52	\$ 51.22	\$ 52.63	\$ 54.08	\$ 55.56	\$ 57.09
	BW	\$ 3,040.80	\$ 3,124.80	\$ 3,210.40	\$ 3,298.40	\$ 3,483.20	\$ 3,676.80	\$ 3,881.60	\$ 4,097.60	\$ 4,210.40	\$ 4,326.40	\$ 4,444.80	\$ 4,567.20
	YR	\$ 79,364	\$ 81,557	\$ 83,791	\$ 86,088	\$ 90,911	\$ 95,964	\$ 101,309	\$ 106,947	\$ 109,891	\$ 112,919	\$ 116,009	\$ 119,203
3804	HR	\$ 38.04	\$ 39.09	\$ 40.16	\$ 41.26	\$ 43.57	\$ 45.99	\$ 48.56	\$ 51.27	\$ 52.68	\$ 54.13	\$ 55.62	\$ 57.15
	BW	\$ 3,043.20	\$ 3,127.20	\$ 3,212.80	\$ 3,300.80	\$ 3,485.60	\$ 3,679.20	\$ 3,884.80	\$ 4,101.60	\$ 4,214.40	\$ 4,330.40	\$ 4,449.60	\$ 4,572.00
	YR	\$ 79,427	\$ 81,619	\$ 83,854	\$ 86,150	\$ 90,974	\$ 96,027	\$ 101,393	\$ 107,051	\$ 109,995	\$ 113,023	\$ 116,134	\$ 119,329
3820	HR	\$ 38.20	\$ 39.25	\$ 40.33	\$ 41.44	\$ 43.75	\$ 46.19	\$ 48.77	\$ 51.49	\$ 52.90	\$ 54.35	\$ 55.85	\$ 57.39
	BW	\$ 3,056.00	\$ 3,140.00	\$ 3,226.40	\$ 3,315.20	\$ 3,500.00	\$ 3,695.20	\$ 3,901.60	\$ 4,119.20	\$ 4,232.00	\$ 4,348.00	\$ 4,468.00	\$ 4,591.20
	YR	\$ 79,761	\$ 81,954	\$ 84,209	\$ 86,526	\$ 91,350	\$ 96,444	\$ 101,831	\$ 107,511	\$ 110,455	\$ 113,482	\$ 116,614	\$ 119,830
3824	HR	\$ 38.24	\$ 39.29	\$ 40.37	\$ 41.48	\$ 43.79	\$ 46.24	\$ 48.82	\$ 51.54	\$ 52.96	\$ 54.42	\$ 55.91	\$ 57.45
	BW	\$ 3,059.20	\$ 3,143.20	\$ 3,229.60	\$ 3,318.40	\$ 3,503.20	\$ 3,699.20	\$ 3,905.60	\$ 4,123.20	\$ 4,236.80	\$ 4,353.60	\$ 4,472.80	\$ 4,596.00
	YR	\$ 79,845	\$ 82,037	\$ 84,292	\$ 86,610	\$ 91,433	\$ 96,549	\$ 101,936	\$ 107,615	\$ 110,580	\$ 113,628	\$ 116,740	\$ 119,955
3840	HR	\$ 38.40	\$ 39.46	\$ 40.54	\$ 41.65	\$ 43.98	\$ 46.43	\$ 49.02	\$ 51.76	\$ 53.18	\$ 54.64	\$ 56.15	\$ 57.69
	BW	\$ 3,072.00	\$ 3,156.80	\$ 3,243.20	\$ 3,332.00	\$ 3,518.40	\$ 3,714.40	\$ 3,921.60	\$ 4,140.80	\$ 4,254.40	\$ 4,371.20	\$ 4,492.00	\$ 4,615.20
	YR	\$ 80,179	\$ 82,392	\$ 84,647	\$ 86,965	\$ 91,830	\$ 96,945	\$ 102,353	\$ 108,074	\$ 111,039	\$ 114,088	\$ 117,241	\$ 120,456
3853	HR	\$ 38.53	\$ 39.59	\$ 40.68	\$ 41.80	\$ 44.13	\$ 46.59	\$ 49.19	\$ 51.93	\$ 53.36	\$ 54.83	\$ 56.34	\$ 57.89
	BW	\$ 3,082.40	\$ 3,167.20	\$ 3,254.40	\$ 3,344.00	\$ 3,530.40	\$ 3,727.20	\$ 3,935.20	\$ 4,154.40	\$ 4,268.80	\$ 4,386.40	\$ 4,507.20	\$ 4,631.20
	YR	\$ 80,450	\$ 82,663	\$ 84,939	\$ 87,278	\$ 92,143	\$ 97,279	\$ 102,708	\$ 108,429	\$ 111,415	\$ 114,485	\$ 117,637	\$ 120,874

**MOU 21**

**Appendix G**

**Operative on December 27, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3883	HR	\$ 38.83	\$ 39.90	\$ 41.00	\$ 42.13	\$ 44.48	\$ 46.96	\$ 49.58	\$ 52.34	\$ 53.78	\$ 55.26	\$ 56.78	\$ 58.34
	BW	\$ 3,106.40	\$ 3,192.00	\$ 3,280.00	\$ 3,370.40	\$ 3,558.40	\$ 3,756.80	\$ 3,966.40	\$ 4,187.20	\$ 4,302.40	\$ 4,420.80	\$ 4,542.40	\$ 4,667.20
	YR	\$ 81,077	\$ 83,311	\$ 85,608	\$ 87,967	\$ 92,874	\$ 98,052	\$ 103,523	\$ 109,285	\$ 112,292	\$ 115,382	\$ 118,556	\$ 121,813
3927	HR	\$ 39.27	\$ 40.35	\$ 41.46	\$ 42.60	\$ 44.97	\$ 47.48	\$ 50.13	\$ 52.93	\$ 54.38	\$ 55.88	\$ 57.41	\$ 58.99
	BW	\$ 3,141.60	\$ 3,228.00	\$ 3,316.80	\$ 3,408.00	\$ 3,597.60	\$ 3,798.40	\$ 4,010.40	\$ 4,234.40	\$ 4,350.40	\$ 4,470.40	\$ 4,592.80	\$ 4,719.20
	YR	\$ 81,995	\$ 84,250	\$ 86,568	\$ 88,948	\$ 93,897	\$ 99,138	\$ 104,671	\$ 110,517	\$ 113,545	\$ 116,677	\$ 119,872	\$ 123,171
3992	HR	\$ 39.92	\$ 41.02	\$ 42.15	\$ 43.31	\$ 45.72	\$ 48.27	\$ 50.96	\$ 53.81	\$ 55.29	\$ 56.81	\$ 58.37	\$ 59.98
	BW	\$ 3,193.60	\$ 3,281.60	\$ 3,372.00	\$ 3,464.80	\$ 3,657.60	\$ 3,861.60	\$ 4,076.80	\$ 4,304.80	\$ 4,423.20	\$ 4,544.80	\$ 4,669.60	\$ 4,798.40
	YR	\$ 83,352	\$ 85,649	\$ 88,009	\$ 90,431	\$ 95,463	\$ 100,787	\$ 106,404	\$ 112,355	\$ 115,445	\$ 118,619	\$ 121,876	\$ 125,238
4031	HR	\$ 40.31	\$ 41.42	\$ 42.56	\$ 43.73	\$ 46.17	\$ 48.74	\$ 51.47	\$ 54.33	\$ 55.83	\$ 57.37	\$ 58.94	\$ 60.56
	BW	\$ 3,224.80	\$ 3,313.60	\$ 3,404.80	\$ 3,498.40	\$ 3,693.60	\$ 3,899.20	\$ 4,117.60	\$ 4,346.40	\$ 4,466.40	\$ 4,589.60	\$ 4,715.20	\$ 4,844.80
	YR	\$ 84,167	\$ 86,484	\$ 88,865	\$ 91,308	\$ 96,402	\$ 101,769	\$ 107,469	\$ 113,441	\$ 116,573	\$ 119,788	\$ 123,066	\$ 126,449
4050	HR	\$ 40.50	\$ 41.61	\$ 42.76	\$ 43.94	\$ 46.38	\$ 48.97	\$ 51.70	\$ 54.59	\$ 56.09	\$ 57.63	\$ 59.22	\$ 60.85
	BW	\$ 3,240.00	\$ 3,328.80	\$ 3,420.80	\$ 3,515.20	\$ 3,710.40	\$ 3,917.60	\$ 4,136.00	\$ 4,367.20	\$ 4,487.20	\$ 4,610.40	\$ 4,737.60	\$ 4,868.00
	YR	\$ 84,564	\$ 86,881	\$ 89,282	\$ 91,746	\$ 96,841	\$ 102,249	\$ 107,949	\$ 113,983	\$ 117,115	\$ 120,331	\$ 123,651	\$ 127,054
4137	HR	\$ 41.37	\$ 42.51	\$ 43.68	\$ 44.88	\$ 47.39	\$ 50.03	\$ 52.81	\$ 55.76	\$ 57.30	\$ 58.88	\$ 60.49	\$ 62.15
	BW	\$ 3,309.60	\$ 3,400.80	\$ 3,494.40	\$ 3,590.40	\$ 3,791.20	\$ 4,002.40	\$ 4,224.80	\$ 4,460.80	\$ 4,584.00	\$ 4,710.40	\$ 4,839.20	\$ 4,972.00
	YR	\$ 86,380	\$ 88,760	\$ 91,203	\$ 93,709	\$ 98,950	\$ 104,462	\$ 110,267	\$ 116,426	\$ 119,642	\$ 122,941	\$ 126,303	\$ 129,769
4208	HR	\$ 42.08	\$ 43.24	\$ 44.43	\$ 45.65	\$ 48.20	\$ 50.89	\$ 53.73	\$ 56.73	\$ 58.29	\$ 59.89	\$ 61.54	\$ 63.23
	BW	\$ 3,366.40	\$ 3,459.20	\$ 3,554.40	\$ 3,652.00	\$ 3,856.00	\$ 4,071.20	\$ 4,298.40	\$ 4,538.40	\$ 4,663.20	\$ 4,791.20	\$ 4,923.20	\$ 5,058.40
	YR	\$ 87,863	\$ 90,285	\$ 92,769	\$ 95,317	\$ 100,641	\$ 106,258	\$ 112,188	\$ 118,452	\$ 121,709	\$ 125,050	\$ 128,495	\$ 132,024
4229	HR	\$ 42.29	\$ 43.45	\$ 44.65	\$ 45.88	\$ 48.44	\$ 51.14	\$ 53.98	\$ 57.00	\$ 58.56	\$ 60.17	\$ 61.83	\$ 63.53
	BW	\$ 3,383.20	\$ 3,476.00	\$ 3,572.00	\$ 3,670.40	\$ 3,875.20	\$ 4,091.20	\$ 4,318.40	\$ 4,560.00	\$ 4,684.80	\$ 4,813.60	\$ 4,946.40	\$ 5,082.40
	YR	\$ 88,301	\$ 90,723	\$ 93,229	\$ 95,797	\$ 101,142	\$ 106,780	\$ 112,710	\$ 119,016	\$ 122,273	\$ 125,634	\$ 129,101	\$ 132,650
4265	HR	\$ 42.65	\$ 43.82	\$ 45.03	\$ 46.27	\$ 48.85	\$ 51.57	\$ 54.45	\$ 57.48	\$ 59.06	\$ 60.68	\$ 62.35	\$ 64.06
	BW	\$ 3,412.00	\$ 3,505.60	\$ 3,602.40	\$ 3,701.60	\$ 3,908.00	\$ 4,125.60	\$ 4,356.00	\$ 4,598.40	\$ 4,724.80	\$ 4,854.40	\$ 4,988.00	\$ 5,124.80
	YR	\$ 89,053	\$ 91,496	\$ 94,022	\$ 96,611	\$ 101,998	\$ 107,678	\$ 113,691	\$ 120,018	\$ 123,317	\$ 126,699	\$ 130,186	\$ 133,757
4309	HR	\$ 43.09	\$ 44.27	\$ 45.49	\$ 46.74	\$ 49.35	\$ 52.10	\$ 55.01	\$ 58.08	\$ 59.68	\$ 61.32	\$ 63.01	\$ 64.74
	BW	\$ 3,447.20	\$ 3,541.60	\$ 3,639.20	\$ 3,739.20	\$ 3,948.00	\$ 4,168.00	\$ 4,400.80	\$ 4,646.40	\$ 4,774.40	\$ 4,905.60	\$ 5,040.80	\$ 5,179.20
	YR	\$ 89,971	\$ 92,435	\$ 94,983	\$ 97,593	\$ 103,042	\$ 108,784	\$ 114,860	\$ 121,271	\$ 124,611	\$ 128,036	\$ 131,564	\$ 135,177
4317	HR	\$ 43.17	\$ 44.36	\$ 45.58	\$ 46.83	\$ 49.44	\$ 52.20	\$ 55.10	\$ 58.18	\$ 59.78	\$ 61.42	\$ 63.11	\$ 64.85
	BW	\$ 3,453.60	\$ 3,548.80	\$ 3,646.40	\$ 3,746.40	\$ 3,955.20	\$ 4,176.00	\$ 4,408.00	\$ 4,654.40	\$ 4,782.40	\$ 4,913.60	\$ 5,048.80	\$ 5,188.00
	YR	\$ 90,138	\$ 92,623	\$ 95,171	\$ 97,781	\$ 103,230	\$ 108,993	\$ 115,048	\$ 121,479	\$ 124,820	\$ 128,244	\$ 131,773	\$ 135,406
4368	HR	\$ 43.68	\$ 44.88	\$ 46.12	\$ 47.39	\$ 50.03	\$ 52.81	\$ 55.76	\$ 58.88	\$ 60.49	\$ 62.15	\$ 63.86	\$ 65.62
	BW	\$ 3,494.40	\$ 3,590.40	\$ 3,689.60	\$ 3,791.20	\$ 4,002.40	\$ 4,224.80	\$ 4,460.80	\$ 4,710.40	\$ 4,839.20	\$ 4,972.00	\$ 5,108.80	\$ 5,249.60
	YR	\$ 91,203	\$ 93,709	\$ 96,298	\$ 98,950	\$ 104,462	\$ 110,267	\$ 116,426	\$ 122,941	\$ 126,303	\$ 129,769	\$ 133,339	\$ 137,014

**MOU 21**

**Appendix G**

**Operative on December 27, 2026**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4409	HR	\$ 44.09	\$ 45.30	\$ 46.55	\$ 47.83	\$ 50.50	\$ 53.32	\$ 56.29	\$ 59.42	\$ 61.05	\$ 62.73	\$ 64.45	\$ 66.22
	BW	\$ 3,527.20	\$ 3,624.00	\$ 3,724.00	\$ 3,826.40	\$ 4,040.00	\$ 4,265.60	\$ 4,503.20	\$ 4,753.60	\$ 4,884.00	\$ 5,018.40	\$ 5,156.00	\$ 5,297.60
	YR	\$ 92,059	\$ 94,586	\$ 97,196	\$ 99,869	\$ 105,444	\$ 111,332	\$ 117,533	\$ 124,068	\$ 127,472	\$ 130,980	\$ 134,571	\$ 138,267
4425	HR	\$ 44.25	\$ 45.47	\$ 46.72	\$ 48.00	\$ 50.68	\$ 53.50	\$ 56.48	\$ 59.63	\$ 61.27	\$ 62.95	\$ 64.69	\$ 66.47
	BW	\$ 3,540.00	\$ 3,637.60	\$ 3,737.60	\$ 3,840.00	\$ 4,054.40	\$ 4,280.00	\$ 4,518.40	\$ 4,770.40	\$ 4,901.60	\$ 5,036.00	\$ 5,175.20	\$ 5,317.60
	YR	\$ 92,394	\$ 94,941	\$ 97,551	\$ 100,224	\$ 105,819	\$ 111,708	\$ 117,930	\$ 124,507	\$ 127,931	\$ 131,439	\$ 135,072	\$ 138,789
4450	HR	\$ 44.50	\$ 45.72	\$ 46.98	\$ 48.27	\$ 50.96	\$ 53.81	\$ 56.81	\$ 59.98	\$ 61.62	\$ 63.31	\$ 65.06	\$ 66.85
	BW	\$ 3,560.00	\$ 3,657.60	\$ 3,758.40	\$ 3,861.60	\$ 4,076.80	\$ 4,304.80	\$ 4,544.80	\$ 4,798.40	\$ 4,929.60	\$ 5,064.80	\$ 5,204.80	\$ 5,348.00
	YR	\$ 92,916	\$ 95,463	\$ 98,094	\$ 100,787	\$ 106,404	\$ 112,355	\$ 118,619	\$ 125,238	\$ 128,662	\$ 132,191	\$ 135,845	\$ 139,582
4583	HR	\$ 45.83	\$ 47.09	\$ 48.39	\$ 49.72	\$ 52.49	\$ 55.42	\$ 58.52	\$ 61.78	\$ 63.48	\$ 65.23	\$ 67.02	\$ 68.86
	BW	\$ 3,666.40	\$ 3,767.20	\$ 3,871.20	\$ 3,977.60	\$ 4,199.20	\$ 4,433.60	\$ 4,681.60	\$ 4,942.40	\$ 5,078.40	\$ 5,218.40	\$ 5,361.60	\$ 5,508.80
	YR	\$ 95,693	\$ 98,323	\$ 101,038	\$ 103,815	\$ 109,599	\$ 115,716	\$ 122,189	\$ 128,996	\$ 132,546	\$ 136,200	\$ 139,937	\$ 143,779
4722	HR	\$ 47.22	\$ 48.52	\$ 49.85	\$ 51.22	\$ 54.08	\$ 57.09	\$ 60.27	\$ 63.63	\$ 65.38	\$ 67.18	\$ 69.03	\$ 70.93
	BW	\$ 3,777.60	\$ 3,881.60	\$ 3,988.00	\$ 4,097.60	\$ 4,326.40	\$ 4,567.20	\$ 4,821.60	\$ 5,090.40	\$ 5,230.40	\$ 5,374.40	\$ 5,522.40	\$ 5,674.40
	YR	\$ 98,595	\$ 101,309	\$ 104,086	\$ 106,947	\$ 112,919	\$ 119,203	\$ 125,843	\$ 132,859	\$ 136,513	\$ 140,271	\$ 144,134	\$ 148,101
4741	HR	\$ 47.41	\$ 48.71	\$ 50.05	\$ 51.43	\$ 54.29	\$ 57.32	\$ 60.52	\$ 63.89	\$ 65.65	\$ 67.46	\$ 69.31	\$ 71.22
	BW	\$ 3,792.80	\$ 3,896.80	\$ 4,004.00	\$ 4,114.40	\$ 4,343.20	\$ 4,585.60	\$ 4,841.60	\$ 5,111.20	\$ 5,252.00	\$ 5,396.80	\$ 5,544.80	\$ 5,697.60
	YR	\$ 98,992	\$ 101,706	\$ 104,504	\$ 107,385	\$ 113,357	\$ 119,684	\$ 126,365	\$ 133,402	\$ 137,077	\$ 140,856	\$ 144,719	\$ 148,707
4744	HR	\$ 47.44	\$ 48.74	\$ 50.09	\$ 51.47	\$ 54.33	\$ 57.37	\$ 60.56	\$ 63.94	\$ 65.70	\$ 67.51	\$ 69.36	\$ 71.27
	BW	\$ 3,795.20	\$ 3,899.20	\$ 4,007.20	\$ 4,117.60	\$ 4,346.40	\$ 4,589.60	\$ 4,844.80	\$ 5,115.20	\$ 5,256.00	\$ 5,400.80	\$ 5,548.80	\$ 5,701.60
	YR	\$ 99,054	\$ 101,769	\$ 104,587	\$ 107,469	\$ 113,441	\$ 119,788	\$ 126,449	\$ 133,506	\$ 137,181	\$ 140,960	\$ 144,823	\$ 148,811
4876	HR	\$ 48.76	\$ 50.10	\$ 51.48	\$ 52.90	\$ 55.84	\$ 58.96	\$ 62.25	\$ 65.72	\$ 67.53	\$ 69.39	\$ 71.30	\$ 73.26
	BW	\$ 3,900.80	\$ 4,008.00	\$ 4,118.40	\$ 4,232.00	\$ 4,467.20	\$ 4,716.80	\$ 4,980.00	\$ 5,257.60	\$ 5,402.40	\$ 5,551.20	\$ 5,704.00	\$ 5,860.80
	YR	\$ 101,810	\$ 104,608	\$ 107,490	\$ 110,455	\$ 116,593	\$ 123,108	\$ 129,978	\$ 137,223	\$ 141,002	\$ 144,886	\$ 148,874	\$ 152,966
5049	HR	\$ 50.49	\$ 51.88	\$ 53.31	\$ 54.78	\$ 57.83	\$ 61.05	\$ 64.46	\$ 68.05	\$ 69.92	\$ 71.84	\$ 73.82	\$ 75.85
	BW	\$ 4,039.20	\$ 4,150.40	\$ 4,264.80	\$ 4,382.40	\$ 4,626.40	\$ 4,884.00	\$ 5,156.80	\$ 5,444.00	\$ 5,593.60	\$ 5,747.20	\$ 5,905.60	\$ 6,068.00
	YR	\$ 105,423	\$ 108,325	\$ 111,311	\$ 114,380	\$ 120,749	\$ 127,472	\$ 134,592	\$ 142,088	\$ 145,992	\$ 150,001	\$ 154,136	\$ 158,374
5086	HR	\$ 50.86	\$ 52.26	\$ 53.70	\$ 55.18	\$ 58.25	\$ 61.50	\$ 64.93	\$ 68.54	\$ 70.43	\$ 72.37	\$ 74.36	\$ 76.40
	BW	\$ 4,068.80	\$ 4,180.80	\$ 4,296.00	\$ 4,414.40	\$ 4,660.00	\$ 4,920.00	\$ 5,194.40	\$ 5,483.20	\$ 5,634.40	\$ 5,789.60	\$ 5,948.80	\$ 6,112.00
	YR	\$ 106,195	\$ 109,118	\$ 112,125	\$ 115,215	\$ 121,626	\$ 128,412	\$ 135,573	\$ 143,111	\$ 147,057	\$ 151,108	\$ 155,263	\$ 159,523
5326	HR	\$ 53.26	\$ 54.72	\$ 56.23	\$ 57.78	\$ 61.00	\$ 64.40	\$ 67.99	\$ 71.78	\$ 73.76	\$ 75.79	\$ 77.87	\$ 80.01
	BW	\$ 4,260.80	\$ 4,377.60	\$ 4,498.40	\$ 4,622.40	\$ 4,880.00	\$ 5,152.00	\$ 5,439.20	\$ 5,742.40	\$ 5,900.80	\$ 6,063.20	\$ 6,229.60	\$ 6,400.80
	YR	\$ 111,206	\$ 114,255	\$ 117,408	\$ 120,644	\$ 127,368	\$ 134,467	\$ 141,963	\$ 149,876	\$ 154,010	\$ 158,249	\$ 162,592	\$ 167,060
5420	HR	\$ 54.20	\$ 55.69	\$ 57.22	\$ 58.79	\$ 62.07	\$ 65.53	\$ 69.19	\$ 73.04	\$ 75.05	\$ 77.11	\$ 79.23	\$ 81.41
	BW	\$ 4,336.00	\$ 4,455.20	\$ 4,577.60	\$ 4,703.20	\$ 4,965.60	\$ 5,242.40	\$ 5,535.20	\$ 5,843.20	\$ 6,004.00	\$ 6,168.80	\$ 6,338.40	\$ 6,512.80
	YR	\$ 113,169	\$ 116,280	\$ 119,475	\$ 122,753	\$ 129,602	\$ 136,826	\$ 144,468	\$ 152,507	\$ 156,704	\$ 161,005	\$ 165,432	\$ 169,984

MOU 21

Appendix G

Operative on December 27, 2026

Range		1	2	3	4	5	6	7	8	9	10	11	12
5480	HR	\$ 54.80	\$ 56.31	\$ 57.86	\$ 59.45	\$ 62.77	\$ 66.27	\$ 69.97	\$ 73.88	\$ 75.91	\$ 78.00	\$ 80.14	\$ 82.34
	BW	\$ 4,384.00	\$ 4,504.80	\$ 4,628.80	\$ 4,756.00	\$ 5,021.60	\$ 5,301.60	\$ 5,597.60	\$ 5,910.40	\$ 6,072.80	\$ 6,240.00	\$ 6,411.20	\$ 6,587.20
	YR	\$ 114,422	\$ 117,575	\$ 120,811	\$ 124,131	\$ 131,063	\$ 138,371	\$ 146,097	\$ 154,261	\$ 158,500	\$ 162,864	\$ 167,332	\$ 171,925
5601	HR	\$ 56.01	\$ 57.55	\$ 59.13	\$ 60.76	\$ 64.15	\$ 67.72	\$ 71.49	\$ 75.48	\$ 77.56	\$ 79.69	\$ 81.88	\$ 84.13
	BW	\$ 4,480.80	\$ 4,604.00	\$ 4,730.40	\$ 4,860.80	\$ 5,132.00	\$ 5,417.60	\$ 5,719.20	\$ 6,038.40	\$ 6,204.80	\$ 6,375.20	\$ 6,550.40	\$ 6,730.40
	YR	\$ 116,948	\$ 120,164	\$ 123,463	\$ 126,866	\$ 133,945	\$ 141,399	\$ 149,271	\$ 157,602	\$ 161,945	\$ 166,392	\$ 170,965	\$ 175,663
5629	HR	\$ 56.29	\$ 57.84	\$ 59.43	\$ 61.06	\$ 64.47	\$ 68.06	\$ 71.85	\$ 75.86	\$ 77.95	\$ 80.09	\$ 82.30	\$ 84.56
	BW	\$ 4,503.20	\$ 4,627.20	\$ 4,754.40	\$ 4,884.80	\$ 5,157.60	\$ 5,444.80	\$ 5,748.00	\$ 6,068.80	\$ 6,236.00	\$ 6,407.20	\$ 6,584.00	\$ 6,764.80
	YR	\$ 117,533	\$ 120,769	\$ 124,089	\$ 127,493	\$ 134,613	\$ 142,109	\$ 150,022	\$ 158,395	\$ 162,759	\$ 167,227	\$ 171,842	\$ 176,561
5829	HR	\$ 58.29	\$ 59.89	\$ 61.54	\$ 63.23	\$ 66.76	\$ 70.48	\$ 74.40	\$ 78.55	\$ 80.71	\$ 82.93	\$ 85.21	\$ 87.55
	BW	\$ 4,663.20	\$ 4,791.20	\$ 4,923.20	\$ 5,058.40	\$ 5,340.80	\$ 5,638.40	\$ 5,952.00	\$ 6,284.00	\$ 6,456.80	\$ 6,634.40	\$ 6,816.80	\$ 7,004.00
	YR	\$ 121,709	\$ 125,050	\$ 128,495	\$ 132,024	\$ 139,394	\$ 147,162	\$ 155,347	\$ 164,012	\$ 168,522	\$ 173,157	\$ 177,918	\$ 182,804
5880	HR	\$ 58.80	\$ 60.42	\$ 62.08	\$ 63.79	\$ 67.34	\$ 71.09	\$ 75.06	\$ 79.24	\$ 81.42	\$ 83.66	\$ 85.96	\$ 88.32
	BW	\$ 4,704.00	\$ 4,833.60	\$ 4,966.40	\$ 5,103.20	\$ 5,387.20	\$ 5,687.20	\$ 6,004.80	\$ 6,339.20	\$ 6,513.60	\$ 6,692.80	\$ 6,876.80	\$ 7,065.60
	YR	\$ 122,774	\$ 126,156	\$ 129,623	\$ 133,193	\$ 140,605	\$ 148,435	\$ 156,725	\$ 165,453	\$ 170,004	\$ 174,682	\$ 179,484	\$ 184,412
6040	HR	\$ 60.40	\$ 62.06	\$ 63.77	\$ 65.52	\$ 69.18	\$ 73.03	\$ 77.10	\$ 81.40	\$ 83.64	\$ 85.94	\$ 88.30	\$ 90.73
	BW	\$ 4,832.00	\$ 4,964.80	\$ 5,101.60	\$ 5,241.60	\$ 5,534.40	\$ 5,842.40	\$ 6,168.00	\$ 6,512.00	\$ 6,691.20	\$ 6,875.20	\$ 7,064.00	\$ 7,258.40
	YR	\$ 126,115	\$ 129,581	\$ 133,151	\$ 136,805	\$ 144,447	\$ 152,486	\$ 160,984	\$ 169,963	\$ 174,640	\$ 179,442	\$ 184,370	\$ 189,444
6085	HR	\$ 60.85	\$ 62.52	\$ 64.24	\$ 66.01	\$ 69.69	\$ 73.57	\$ 77.67	\$ 81.99	\$ 84.25	\$ 86.57	\$ 88.95	\$ 91.40
	BW	\$ 4,868.00	\$ 5,001.60	\$ 5,139.20	\$ 5,280.80	\$ 5,575.20	\$ 5,885.60	\$ 6,213.60	\$ 6,559.20	\$ 6,740.00	\$ 6,925.60	\$ 7,116.00	\$ 7,312.00
	YR	\$ 127,054	\$ 130,541	\$ 134,133	\$ 137,828	\$ 145,512	\$ 153,614	\$ 162,174	\$ 171,195	\$ 175,914	\$ 180,758	\$ 185,727	\$ 190,843
6307	HR	\$ 63.07	\$ 64.80	\$ 66.59	\$ 68.42	\$ 72.23	\$ 76.26	\$ 80.51	\$ 85.01	\$ 87.34	\$ 89.74	\$ 92.21	\$ 94.75
	BW	\$ 5,045.60	\$ 5,184.00	\$ 5,327.20	\$ 5,473.60	\$ 5,778.40	\$ 6,100.80	\$ 6,440.80	\$ 6,800.80	\$ 6,987.20	\$ 7,179.20	\$ 7,376.80	\$ 7,580.00
	YR	\$ 131,690	\$ 135,302	\$ 139,039	\$ 142,860	\$ 150,816	\$ 159,230	\$ 168,104	\$ 177,500	\$ 182,365	\$ 187,377	\$ 192,534	\$ 197,838
6315	HR	\$ 63.15	\$ 64.89	\$ 66.67	\$ 68.50	\$ 72.33	\$ 76.35	\$ 80.61	\$ 85.10	\$ 87.44	\$ 89.84	\$ 92.32	\$ 94.86
	BW	\$ 5,052.00	\$ 5,191.20	\$ 5,333.60	\$ 5,480.00	\$ 5,786.40	\$ 6,108.00	\$ 6,448.80	\$ 6,808.00	\$ 6,995.20	\$ 7,187.20	\$ 7,385.60	\$ 7,588.80
	YR	\$ 131,857	\$ 135,490	\$ 139,206	\$ 143,028	\$ 151,025	\$ 159,418	\$ 168,313	\$ 177,688	\$ 182,574	\$ 187,585	\$ 192,764	\$ 198,067
6435	HR	\$ 64.35	\$ 66.12	\$ 67.94	\$ 69.81	\$ 73.70	\$ 77.81	\$ 82.15	\$ 86.73	\$ 89.12	\$ 91.57	\$ 94.09	\$ 96.68
	BW	\$ 5,148.00	\$ 5,289.60	\$ 5,435.20	\$ 5,584.80	\$ 5,896.00	\$ 6,224.80	\$ 6,572.00	\$ 6,938.40	\$ 7,129.60	\$ 7,325.60	\$ 7,527.20	\$ 7,734.40
	YR	\$ 134,362	\$ 138,058	\$ 141,858	\$ 145,763	\$ 153,885	\$ 162,467	\$ 171,529	\$ 181,092	\$ 186,082	\$ 191,198	\$ 196,459	\$ 201,867

MOU 21

Appendix H

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	4496	2	\$ 96,465	--	12	\$ 141,023
7922-0	Architectural Drafting Technician	3462	2	\$ 74,270	--	12	\$ 108,576
7922-H	Architectural Drafting Technician - Harbor	3771	2	\$ 80,910	--	12	\$ 118,264
4288-0	Assistant Environmental Compliance Inspector	3394	2	\$ 72,808	--	12	\$ 106,446
7224-0	Calligrapher	3492	9	\$ 100,975	--	12	\$ 109,536
7204-0	Cartographer	3294	9	\$ 95,254	--	12	\$ 103,314
1803-0	Channel Traffic and Information Coordinator	3516	2	\$ 75,439	--	12	\$ 110,309
7941-0	City Planning Associate	4816	2	\$ 103,314	--	12	\$ 151,087
7232-0	Civil Engineering Drafting Technician	3462	2	\$ 74,270	--	12	\$ 108,576
7232-A	Civil Engineering Drafting Technician - Airport	3771	2	\$ 80,910	--	12	\$ 118,264
7232-H	Civil Engineering Drafting Technician - Harbor	3771	2	\$ 80,910	--	12	\$ 118,264
1660-1	Computer Graphic Artist I	3034	2	\$ 65,082	--	12	\$ 95,171
1660-2	Computer Graphic Artist II	3672	2	\$ 78,780	--	12	\$ 115,194
1427-1	Computer Operator I	2900	2	\$ 62,222	--	12	\$ 90,974
1427-2	Computer Operator II	3144	2	\$ 67,442	--	12	\$ 98,595
3341-0	Construction Estimator	4675	2	\$ 100,307	--	12	\$ 146,661
2378-0	Critical Incident Stress Management Program Coordin	3778	2	\$ 81,056	--	12	\$ 118,514
1470-0	Data Base Architect	6206	2	\$ 133,151	--	12	\$ 194,664
1136-1	Data Processing Technician I	2900	2	\$ 62,222	--	12	\$ 90,974
1136-2	Data Processing Technician II	3144	2	\$ 67,442	--	12	\$ 98,595
1135-1	Documentation Technician I	2940	2	\$ 63,078	--	12	\$ 92,226
1135-2	Documentation Technician II	3196	2	\$ 68,569	--	12	\$ 100,265
7229-0	Drafting Aide	2792	2	\$ 59,904	--	12	\$ 87,570
3337-0	Electrical Construction Estimator	4675	2	\$ 100,307	--	12	\$ 146,661
7532-0	Electrical Engineering Drafting Technician	3462	2	\$ 74,270	--	12	\$ 108,576
7532-H	Electrical Engineering Drafting Technician - Harbor	3771	2	\$ 80,910	--	12	\$ 118,264
7217-A	Engineering Designer - Airport	4456	2	\$ 95,609	--	12	\$ 139,749
7217-1	Engineering Designer I	3919	2	\$ 84,083	--	12	\$ 122,983
7217-2	Engineering Designer II	4314	2	\$ 92,561	--	12	\$ 135,323
4292-0	Environmental Compliance Inspector	4397	4	\$ 99,597	--	12	\$ 137,912
3734-1	Equipment Specialist I	4073	2	\$ 87,382	--	12	\$ 127,743
3734-2	Equipment Specialist II	4513	2	\$ 96,820	--	12	\$ 141,608
3229-1	Examiner Of Questioned Documents I	3170	2	\$ 68,006	--	12	\$ 99,451
3229-2	Examiner Of Questioned Documents II	5591	2	\$ 119,955	--	12	\$ 175,371
2444-0	Exhibit Preparator	2829	2	\$ 60,698	--	12	\$ 88,781



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Appendix H

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7228-0	Field Engineering Aide	3962	6	\$ 100,015	--	12	\$ 124,256	
7284-0	Field Engineering Aide Assistant	3962		#N/A	--	12	\$ 124,256	
7281-0	Field Engineering Aide Trainee	3962		#N/A	--	12	\$ 124,256	
1571-1	Financial Development Officer I	5741	2	\$ 123,171	--	12	\$ 180,090	
1571-2	Financial Development Officer II	6160	2	\$ 132,149	--	12	\$ 193,244	
2233-0	Firearms Examiner	5591	2	\$ 119,955	--	12	\$ 175,371	
2200-1	Forensic Print Specialist I	3746	2	\$ 80,367	--	12	\$ 117,533	
2200-2	Forensic Print Specialist II	4133	2	\$ 88,677	--	12	\$ 129,602	
2200-3	Forensic Print Specialist III	4839	2	\$ 103,815	--	12	\$ 151,818	
2200-4	Forensic Print Specialist IV	5150	2	\$ 110,496	--	12	\$ 161,548	
7213-0	Geographic Information Systems Specialist	4541	2	\$ 97,426	--	12	\$ 142,443	
1670-1	Graphics Designer I	3034	2	\$ 65,082	--	12	\$ 95,171	
1670-2	Graphics Designer II	3672	2	\$ 78,780	--	12	\$ 115,194	
1670-A	Graphics Designer II - Airport	3804	2	\$ 81,619	--	12	\$ 119,329	
1670-3	Graphics Designer III	4112	2	\$ 88,218	--	12	\$ 128,996	
1562-0	Improvement Assessor	3672	2	\$ 78,780	--	12	\$ 115,194	
7199-1	Improvement Bond Coordinator I	3804	2	\$ 81,619	--	12	\$ 119,329	
7199-2	Improvement Bond Coordinator II	4220	2	\$ 90,535	--	12	\$ 132,358	
9191-1	Industrial Commercial Finance Officer I	5998	2	\$ 128,683	--	12	\$ 188,128	
9191-2	Industrial Commercial Finance Officer II	6433	2	\$ 138,016	--	12	\$ 201,826	
1456-0	Information Services Specialist	3877	2	\$ 83,185	--	12	\$ 121,605	
0190-0	Interpreter						\$ 46 /HR	
1429-0	IT Specialist	3746	2	\$ 80,367	--	12	\$ 117,533	
7854-1	Laboratory Technician I	2865	2	\$ 61,470	--	12	\$ 89,867	
7854-2	Laboratory Technician II	3394	2	\$ 72,808	--	12	\$ 106,446	
7854-3	Laboratory Technician III	3580	2	\$ 76,796	--	12	\$ 112,313	
7283-0	Land Surveying Assistant	4314	6	\$ 108,930	--	12	\$ 135,323	
7968-1	Materials Testing Technician I	3220	2	\$ 69,091	--	12	\$ 101,017	
7968-2	Materials Testing Technician II	3595	2	\$ 77,130	--	12	\$ 112,772	
3342-0	Mechanical Construction Estimator	4675	2	\$ 100,307	--	12	\$ 146,661	
7551-0	Mechanical Engineering Drafting Technician	3456	2	\$ 74,144	--	12	\$ 108,408	
2310-0	Medical Assistant	2582	2	\$ 55,394	--	12	\$ 80,972	
7212-1	Office Engineering Technician I	2865	2	\$ 61,470	--	12	\$ 89,867	
7212-2	Office Engineering Technician II	3220	7	\$ 85,837	--	12	\$ 101,017	
7212-3	Office Engineering Technician III	3595	2	\$ 77,130	--	12	\$ 112,772	

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Appendix H

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1793-1	Photographer I	3292	2	\$ 70,637	--	12	\$ 103,272
1793-2	Photographer II	3781	2	\$ 81,118	--	12	\$ 118,619
1793-3	Photographer III	4404	2	\$ 94,482	--	12	\$ 138,142
2309-1	Physical Therapist I	3686	2	\$ 79,072	--	12	\$ 115,633
2309-2	Physical Therapist II	3880	2	\$ 83,248	--	12	\$ 121,709
7943-1	Planning Aide I	2865	2	\$ 61,470	--	12	\$ 89,867
7943-2	Planning Aide II	3294	2	\$ 70,678	--	12	\$ 103,314
7939-0	Planning Assistant	4006	2	\$ 85,942	--	12	\$ 125,634
6146-0	Playback Operator	3034	2	\$ 65,082	--	12	\$ 95,171
1650-0	Police Composite Artist	3595	2	\$ 77,130	--	12	\$ 112,772
2240-1	Polygraph Examiner I	4293	8	\$ 120,811	--	12	\$ 134,655
2240-2	Polygraph Examiner II	5433	8	\$ 152,904	--	12	\$ 170,422
2240-3	Polygraph Examiner III	5712	2	\$ 122,544	--	12	\$ 179,171
2240-4	Polygraph Examiner IV	6564	2	\$ 140,835	--	12	\$ 205,897
1941-1	Real Estate Associate I	3220	2	\$ 69,091	--	12	\$ 101,017
1941-2	Real Estate Associate II	3804	2	\$ 81,619	--	12	\$ 119,329
1960-0	Real Estate Officer	4975	2	\$ 106,738	--	12	\$ 156,036
1960-A	Real Estate Officer - Airport	4975	2	\$ 106,738	--	12	\$ 156,036
1960-H	Real Estate Officer - Harbor	4975	2	\$ 106,738	--	12	\$ 156,036
1937-0	Real Estate Trainee	3034	2	\$ 65,082	--	12	\$ 95,171
7208-0	Senior Architectural Drafting Technician	3856	2	\$ 82,726	--	12	\$ 120,957
7205-0	Senior Cartographer	3672	2	\$ 78,780	--	12	\$ 115,194
7207-0	Senior Civil Engineering Drafting Technician	3856	2	\$ 82,726	--	12	\$ 120,957
1428-1	Senior Computer Operator I	3394	2	\$ 72,808	--	12	\$ 106,446
1428-2	Senior Computer Operator II	3901	2	\$ 83,687	--	12	\$ 122,356
7209-0	Senior Electrical Engineering Drafting Technician	3856	2	\$ 82,726	--	12	\$ 120,957
7210-0	Senior Mechanical Engineering Drafting Technician	4006	2	\$ 85,942	--	12	\$ 125,634
1947-0	Senior Title Examiner	4006	2	\$ 85,942	--	12	\$ 125,634
4273-0	Senior Transportation Investigator	4835	2	\$ 103,731	--	12	\$ 151,672
7286-1	Survey Party Chief I	4816	2	\$ 103,314	--	12	\$ 151,087
7286-2	Survey Party Chief II	5190	7	\$ 138,288	--	12	\$ 162,738
1455-1	Systems Administrator I	5528	7	\$ 147,350	--	12	\$ 173,387
1455-2	Systems Administrator II	5945	2	\$ 127,535	--	12	\$ 186,458
1455-3	Systems Administrator III	6442	2	\$ 138,204	--	12	\$ 202,034
7615-0	Television Engineer	4816	2	\$ 103,314	--	12	\$ 151,087

MOU 21

Appendix H

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1943-0	Title Examiner	3595	3	\$ 79,239	--	12	\$ 112,772
7285-1	Transportation Engineering Aide I	3394	2	\$ 72,808	--	12	\$ 106,446
7285-2	Transportation Engineering Aide II	3804	2	\$ 81,619	--	12	\$ 119,329
4271-0	Transportation Investigator	4350	2	\$ 93,333	--	12	\$ 136,429
2480-1	Transportation Planning Associate I	4006	2	\$ 85,942	--	12	\$ 125,634
2480-2	Transportation Planning Associate II	4816	6	\$ 121,605	--	12	\$ 151,087
2369-0	Veterinary Technician	3933	2	\$ 84,376	--	12	\$ 123,338
1802-0	Video Production Coordinator	3516	2	\$ 75,439	--	12	\$ 110,309
6145-1	Video Technician I	3516	2	\$ 75,439	--	12	\$ 110,309
6145-2	Video Technician II	3897	2	\$ 83,603	--	12	\$ 122,231
6149-0	Videotape Librarian	3224	2	\$ 69,175	--	12	\$ 101,142
2358-1	X-Ray and Laboratory Technician I	3597	2	\$ 77,172	--	12	\$ 112,856
2358-2	X-Ray and Laboratory Technician II	3804	2	\$ 81,619	--	12	\$ 119,329

MOU 21

Appendix H

Operative on June 27, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
2582	HR	\$ 25.82	\$ 26.53	\$ 27.26	\$ 28.01	\$ 29.57	\$ 31.22	\$ 32.95	\$ 34.79	\$ 35.75	\$ 36.73	\$ 37.74	\$ 38.78
	BW	\$ 2,065.60	\$ 2,122.40	\$ 2,180.80	\$ 2,240.80	\$ 2,365.60	\$ 2,497.60	\$ 2,636.00	\$ 2,783.20	\$ 2,860.00	\$ 2,938.40	\$ 3,019.20	\$ 3,102.40
	YR	\$ 53,912	\$ 55,394	\$ 56,918	\$ 58,484	\$ 61,742	\$ 65,187	\$ 68,799	\$ 72,641	\$ 74,646	\$ 76,692	\$ 78,801	\$ 80,972
2792	HR	\$ 27.92	\$ 28.69	\$ 29.48	\$ 30.29	\$ 31.98	\$ 33.76	\$ 35.64	\$ 37.63	\$ 38.66	\$ 39.72	\$ 40.82	\$ 41.94
	BW	\$ 2,233.60	\$ 2,295.20	\$ 2,358.40	\$ 2,423.20	\$ 2,558.40	\$ 2,700.80	\$ 2,851.20	\$ 3,010.40	\$ 3,092.80	\$ 3,177.60	\$ 3,265.60	\$ 3,355.20
	YR	\$ 58,296	\$ 59,904	\$ 61,554	\$ 63,245	\$ 66,774	\$ 70,490	\$ 74,416	\$ 78,571	\$ 80,722	\$ 82,935	\$ 85,232	\$ 87,570
2829	HR	\$ 28.29	\$ 29.07	\$ 29.87	\$ 30.69	\$ 32.41	\$ 34.22	\$ 36.13	\$ 38.14	\$ 39.19	\$ 40.27	\$ 41.38	\$ 42.52
	BW	\$ 2,263.20	\$ 2,325.60	\$ 2,389.60	\$ 2,455.20	\$ 2,592.80	\$ 2,737.60	\$ 2,890.40	\$ 3,051.20	\$ 3,135.20	\$ 3,221.60	\$ 3,310.40	\$ 3,401.60
	YR	\$ 59,069	\$ 60,698	\$ 62,368	\$ 64,080	\$ 67,672	\$ 71,451	\$ 75,439	\$ 79,636	\$ 81,828	\$ 84,083	\$ 86,401	\$ 88,781
2865	HR	\$ 28.65	\$ 29.44	\$ 30.25	\$ 31.08	\$ 32.82	\$ 34.65	\$ 36.58	\$ 38.61	\$ 39.68	\$ 40.77	\$ 41.89	\$ 43.04
	BW	\$ 2,292.00	\$ 2,355.20	\$ 2,420.00	\$ 2,486.40	\$ 2,625.60	\$ 2,772.00	\$ 2,926.40	\$ 3,088.80	\$ 3,174.40	\$ 3,261.60	\$ 3,351.20	\$ 3,443.20
	YR	\$ 59,821	\$ 61,470	\$ 63,162	\$ 64,895	\$ 68,528	\$ 72,349	\$ 76,379	\$ 80,617	\$ 82,851	\$ 85,127	\$ 87,466	\$ 89,867
2900	HR	\$ 29.00	\$ 29.80	\$ 30.62	\$ 31.46	\$ 33.22	\$ 35.07	\$ 37.02	\$ 39.09	\$ 40.16	\$ 41.26	\$ 42.40	\$ 43.57
	BW	\$ 2,320.00	\$ 2,384.00	\$ 2,449.60	\$ 2,516.80	\$ 2,657.60	\$ 2,805.60	\$ 2,961.60	\$ 3,127.20	\$ 3,212.80	\$ 3,300.80	\$ 3,392.00	\$ 3,485.60
	YR	\$ 60,552	\$ 62,222	\$ 63,934	\$ 65,688	\$ 69,363	\$ 73,226	\$ 77,297	\$ 81,619	\$ 83,854	\$ 86,150	\$ 88,531	\$ 90,974
2940	HR	\$ 29.40	\$ 30.21	\$ 31.04	\$ 31.89	\$ 33.67	\$ 35.55	\$ 37.53	\$ 39.63	\$ 40.72	\$ 41.84	\$ 42.99	\$ 44.17
	BW	\$ 2,352.00	\$ 2,416.80	\$ 2,483.20	\$ 2,551.20	\$ 2,693.60	\$ 2,844.00	\$ 3,002.40	\$ 3,170.40	\$ 3,257.60	\$ 3,347.20	\$ 3,439.20	\$ 3,533.60
	YR	\$ 61,387	\$ 63,078	\$ 64,811	\$ 66,586	\$ 70,302	\$ 74,228	\$ 78,362	\$ 82,747	\$ 85,023	\$ 87,361	\$ 89,763	\$ 92,226
3034	HR	\$ 30.34	\$ 31.17	\$ 32.03	\$ 32.91	\$ 34.75	\$ 36.69	\$ 38.74	\$ 40.89	\$ 42.02	\$ 43.18	\$ 44.36	\$ 45.58
	BW	\$ 2,427.20	\$ 2,493.60	\$ 2,562.40	\$ 2,632.80	\$ 2,780.00	\$ 2,935.20	\$ 3,099.20	\$ 3,271.20	\$ 3,361.60	\$ 3,454.40	\$ 3,548.80	\$ 3,646.40
	YR	\$ 63,349	\$ 65,082	\$ 66,878	\$ 68,716	\$ 72,558	\$ 76,608	\$ 80,889	\$ 85,378	\$ 87,737	\$ 90,159	\$ 92,623	\$ 95,171
3144	HR	\$ 31.44	\$ 32.30	\$ 33.19	\$ 34.10	\$ 36.00	\$ 38.01	\$ 40.12	\$ 42.36	\$ 43.53	\$ 44.73	\$ 45.96	\$ 47.22
	BW	\$ 2,515.20	\$ 2,584.00	\$ 2,655.20	\$ 2,728.00	\$ 2,880.00	\$ 3,040.80	\$ 3,209.60	\$ 3,388.80	\$ 3,482.40	\$ 3,578.40	\$ 3,676.80	\$ 3,777.60
	YR	\$ 65,646	\$ 67,442	\$ 69,300	\$ 71,200	\$ 75,168	\$ 79,364	\$ 83,770	\$ 88,447	\$ 90,890	\$ 93,396	\$ 95,964	\$ 98,595
3170	HR	\$ 31.70	\$ 32.57	\$ 33.47	\$ 34.39	\$ 36.31	\$ 38.34	\$ 40.47	\$ 42.73	\$ 43.91	\$ 45.12	\$ 46.36	\$ 47.63
	BW	\$ 2,536.00	\$ 2,605.60	\$ 2,677.60	\$ 2,751.20	\$ 2,904.80	\$ 3,067.20	\$ 3,237.60	\$ 3,418.40	\$ 3,512.80	\$ 3,609.60	\$ 3,708.80	\$ 3,810.40
	YR	\$ 66,189	\$ 68,006	\$ 69,885	\$ 71,806	\$ 75,815	\$ 80,053	\$ 84,501	\$ 89,220	\$ 91,684	\$ 94,210	\$ 96,799	\$ 99,451
3196	HR	\$ 31.96	\$ 32.84	\$ 33.74	\$ 34.67	\$ 36.60	\$ 38.64	\$ 40.80	\$ 43.07	\$ 44.26	\$ 45.48	\$ 46.73	\$ 48.02
	BW	\$ 2,556.80	\$ 2,627.20	\$ 2,699.20	\$ 2,773.60	\$ 2,928.00	\$ 3,091.20	\$ 3,264.00	\$ 3,445.60	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60
	YR	\$ 66,732	\$ 68,569	\$ 70,449	\$ 72,390	\$ 76,420	\$ 80,680	\$ 85,190	\$ 89,930	\$ 92,414	\$ 94,962	\$ 97,572	\$ 100,265
3220	HR	\$ 32.20	\$ 33.09	\$ 34.00	\$ 34.94	\$ 36.89	\$ 38.94	\$ 41.11	\$ 43.40	\$ 44.60	\$ 45.83	\$ 47.09	\$ 48.38
	BW	\$ 2,576.00	\$ 2,647.20	\$ 2,720.00	\$ 2,795.20	\$ 2,951.20	\$ 3,115.20	\$ 3,288.80	\$ 3,472.00	\$ 3,568.00	\$ 3,666.40	\$ 3,767.20	\$ 3,870.40
	YR	\$ 67,233	\$ 69,091	\$ 70,992	\$ 72,954	\$ 77,026	\$ 81,306	\$ 85,837	\$ 90,619	\$ 93,124	\$ 95,693	\$ 98,323	\$ 101,017
3224	HR	\$ 32.24	\$ 33.13	\$ 34.04	\$ 34.98	\$ 36.93	\$ 38.98	\$ 41.16	\$ 43.45	\$ 44.65	\$ 45.88	\$ 47.14	\$ 48.44
	BW	\$ 2,579.20	\$ 2,650.40	\$ 2,723.20	\$ 2,798.40	\$ 2,954.40	\$ 3,118.40	\$ 3,292.80	\$ 3,476.00	\$ 3,572.00	\$ 3,670.40	\$ 3,771.20	\$ 3,875.20
	YR	\$ 67,317	\$ 69,175	\$ 71,075	\$ 73,038	\$ 77,109	\$ 81,390	\$ 85,942	\$ 90,723	\$ 93,229	\$ 95,797	\$ 98,428	\$ 101,142

**MOU 21**

**Appendix H**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3292	HR	\$ 32.92	\$ 33.83	\$ 34.76	\$ 35.72	\$ 37.71	\$ 39.82	\$ 42.04	\$ 44.38	\$ 45.60	\$ 46.85	\$ 48.14	\$ 49.46
	BW	\$ 2,633.60	\$ 2,706.40	\$ 2,780.80	\$ 2,857.60	\$ 3,016.80	\$ 3,185.60	\$ 3,363.20	\$ 3,550.40	\$ 3,648.00	\$ 3,748.00	\$ 3,851.20	\$ 3,956.80
	YR	\$ 68,736	\$ 70,637	\$ 72,578	\$ 74,583	\$ 78,738	\$ 83,144	\$ 87,779	\$ 92,665	\$ 95,212	\$ 97,822	\$ 100,516	\$ 103,272
3294	HR	\$ 32.94	\$ 33.85	\$ 34.78	\$ 35.74	\$ 37.73	\$ 39.84	\$ 42.06	\$ 44.40	\$ 45.62	\$ 46.87	\$ 48.16	\$ 49.48
	BW	\$ 2,635.20	\$ 2,708.00	\$ 2,782.40	\$ 2,859.20	\$ 3,018.40	\$ 3,187.20	\$ 3,364.80	\$ 3,552.00	\$ 3,649.60	\$ 3,749.60	\$ 3,852.80	\$ 3,958.40
	YR	\$ 68,778	\$ 70,678	\$ 72,620	\$ 74,625	\$ 78,780	\$ 83,185	\$ 87,821	\$ 92,707	\$ 95,254	\$ 97,864	\$ 100,558	\$ 103,314
3394	HR	\$ 33.94	\$ 34.87	\$ 35.83	\$ 36.82	\$ 38.87	\$ 41.04	\$ 43.33	\$ 45.74	\$ 47.00	\$ 48.29	\$ 49.62	\$ 50.98
	BW	\$ 2,715.20	\$ 2,789.60	\$ 2,866.40	\$ 2,945.60	\$ 3,109.60	\$ 3,283.20	\$ 3,466.40	\$ 3,659.20	\$ 3,760.00	\$ 3,863.20	\$ 3,969.60	\$ 4,078.40
	YR	\$ 70,866	\$ 72,808	\$ 74,813	\$ 76,880	\$ 81,160	\$ 85,691	\$ 90,473	\$ 95,505	\$ 98,136	\$ 100,829	\$ 103,606	\$ 106,446
3456	HR	\$ 34.56	\$ 35.51	\$ 36.49	\$ 37.49	\$ 39.58	\$ 41.79	\$ 44.12	\$ 46.58	\$ 47.86	\$ 49.18	\$ 50.53	\$ 51.92
	BW	\$ 2,764.80	\$ 2,840.80	\$ 2,919.20	\$ 2,999.20	\$ 3,166.40	\$ 3,343.20	\$ 3,529.60	\$ 3,726.40	\$ 3,828.80	\$ 3,934.40	\$ 4,042.40	\$ 4,153.60
	YR	\$ 72,161	\$ 74,144	\$ 76,191	\$ 78,279	\$ 82,643	\$ 87,257	\$ 92,122	\$ 97,259	\$ 99,931	\$ 102,687	\$ 105,506	\$ 108,408
3462	HR	\$ 34.62	\$ 35.57	\$ 36.55	\$ 37.56	\$ 39.65	\$ 41.86	\$ 44.19	\$ 46.66	\$ 47.94	\$ 49.26	\$ 50.61	\$ 52.00
	BW	\$ 2,769.60	\$ 2,845.60	\$ 2,924.00	\$ 3,004.80	\$ 3,172.00	\$ 3,348.80	\$ 3,535.20	\$ 3,732.80	\$ 3,835.20	\$ 3,940.80	\$ 4,048.80	\$ 4,160.00
	YR	\$ 72,286	\$ 74,270	\$ 76,316	\$ 78,425	\$ 82,789	\$ 87,403	\$ 92,268	\$ 97,426	\$ 100,098	\$ 102,854	\$ 105,673	\$ 108,576
3492	HR	\$ 34.92	\$ 35.88	\$ 36.87	\$ 37.88	\$ 40.00	\$ 42.23	\$ 44.58	\$ 47.07	\$ 48.36	\$ 49.69	\$ 51.06	\$ 52.46
	BW	\$ 2,793.60	\$ 2,870.40	\$ 2,949.60	\$ 3,030.40	\$ 3,200.00	\$ 3,378.40	\$ 3,566.40	\$ 3,765.60	\$ 3,868.80	\$ 3,975.20	\$ 4,084.80	\$ 4,196.80
	YR	\$ 72,912	\$ 74,917	\$ 76,984	\$ 79,093	\$ 83,520	\$ 88,176	\$ 93,083	\$ 98,282	\$ 100,975	\$ 103,752	\$ 106,613	\$ 109,536
3516	HR	\$ 35.16	\$ 36.13	\$ 37.12	\$ 38.14	\$ 40.27	\$ 42.52	\$ 44.89	\$ 47.40	\$ 48.70	\$ 50.04	\$ 51.42	\$ 52.83
	BW	\$ 2,812.80	\$ 2,890.40	\$ 2,969.60	\$ 3,051.20	\$ 3,221.60	\$ 3,401.60	\$ 3,591.20	\$ 3,792.00	\$ 3,896.00	\$ 4,003.20	\$ 4,113.60	\$ 4,226.40
	YR	\$ 73,414	\$ 75,439	\$ 77,506	\$ 79,636	\$ 84,083	\$ 88,781	\$ 93,730	\$ 98,971	\$ 101,685	\$ 104,483	\$ 107,364	\$ 110,309
3580	HR	\$ 35.80	\$ 36.78	\$ 37.80	\$ 38.84	\$ 41.01	\$ 43.30	\$ 45.71	\$ 48.26	\$ 49.59	\$ 50.95	\$ 52.35	\$ 53.79
	BW	\$ 2,864.00	\$ 2,942.40	\$ 3,024.00	\$ 3,107.20	\$ 3,280.80	\$ 3,464.00	\$ 3,656.80	\$ 3,860.80	\$ 3,967.20	\$ 4,076.00	\$ 4,188.00	\$ 4,303.20
	YR	\$ 74,750	\$ 76,796	\$ 78,926	\$ 81,097	\$ 85,628	\$ 90,410	\$ 95,442	\$ 100,766	\$ 103,543	\$ 106,383	\$ 109,306	\$ 112,313
3595	HR	\$ 35.95	\$ 36.94	\$ 37.95	\$ 38.99	\$ 41.17	\$ 43.46	\$ 45.89	\$ 48.45	\$ 49.78	\$ 51.15	\$ 52.56	\$ 54.01
	BW	\$ 2,876.00	\$ 2,955.20	\$ 3,036.00	\$ 3,119.20	\$ 3,293.60	\$ 3,476.80	\$ 3,671.20	\$ 3,876.00	\$ 3,982.40	\$ 4,092.00	\$ 4,204.80	\$ 4,320.80
	YR	\$ 75,063	\$ 77,130	\$ 79,239	\$ 81,411	\$ 85,962	\$ 90,744	\$ 95,818	\$ 101,163	\$ 103,940	\$ 106,801	\$ 109,745	\$ 112,772
3597	HR	\$ 35.97	\$ 36.96	\$ 37.98	\$ 39.02	\$ 41.20	\$ 43.50	\$ 45.93	\$ 48.49	\$ 49.82	\$ 51.19	\$ 52.60	\$ 54.05
	BW	\$ 2,877.60	\$ 2,956.80	\$ 3,038.40	\$ 3,121.60	\$ 3,296.00	\$ 3,480.00	\$ 3,674.40	\$ 3,879.20	\$ 3,985.60	\$ 4,095.20	\$ 4,208.00	\$ 4,324.00
	YR	\$ 75,105	\$ 77,172	\$ 79,302	\$ 81,473	\$ 86,025	\$ 90,828	\$ 95,901	\$ 101,247	\$ 104,024	\$ 106,884	\$ 109,828	\$ 112,856
3672	HR	\$ 36.72	\$ 37.73	\$ 38.77	\$ 39.84	\$ 42.06	\$ 44.40	\$ 46.87	\$ 49.48	\$ 50.85	\$ 52.25	\$ 53.69	\$ 55.17
	BW	\$ 2,937.60	\$ 3,018.40	\$ 3,101.60	\$ 3,187.20	\$ 3,364.80	\$ 3,552.00	\$ 3,749.60	\$ 3,958.40	\$ 4,068.00	\$ 4,180.00	\$ 4,295.20	\$ 4,413.60
	YR	\$ 76,671	\$ 78,780	\$ 80,951	\$ 83,185	\$ 87,821	\$ 92,707	\$ 97,864	\$ 103,314	\$ 106,174	\$ 109,098	\$ 112,104	\$ 115,194
3686	HR	\$ 36.86	\$ 37.87	\$ 38.92	\$ 39.99	\$ 42.22	\$ 44.57	\$ 47.06	\$ 49.68	\$ 51.05	\$ 52.45	\$ 53.90	\$ 55.38
	BW	\$ 2,948.80	\$ 3,029.60	\$ 3,113.60	\$ 3,199.20	\$ 3,377.60	\$ 3,565.60	\$ 3,764.80	\$ 3,974.40	\$ 4,084.00	\$ 4,196.00	\$ 4,312.00	\$ 4,430.40
	YR	\$ 76,963	\$ 79,072	\$ 81,264	\$ 83,499	\$ 88,155	\$ 93,062	\$ 98,261	\$ 103,731	\$ 106,592	\$ 109,515	\$ 112,543	\$ 115,633

**MOU 21**

**Appendix H**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3746	HR	\$ 37.46	\$ 38.49	\$ 39.55	\$ 40.64	\$ 42.91	\$ 45.30	\$ 47.83	\$ 50.50	\$ 51.89	\$ 53.32	\$ 54.78	\$ 56.29
	BW	\$ 2,996.80	\$ 3,079.20	\$ 3,164.00	\$ 3,251.20	\$ 3,432.80	\$ 3,624.00	\$ 3,826.40	\$ 4,040.00	\$ 4,151.20	\$ 4,265.60	\$ 4,382.40	\$ 4,503.20
	YR	\$ 78,216	\$ 80,367	\$ 82,580	\$ 84,856	\$ 89,596	\$ 94,586	\$ 99,869	\$ 105,444	\$ 108,346	\$ 111,332	\$ 114,380	\$ 117,533
3771	HR	\$ 37.71	\$ 38.75	\$ 39.81	\$ 40.90	\$ 43.19	\$ 45.59	\$ 48.13	\$ 50.81	\$ 52.21	\$ 53.65	\$ 55.12	\$ 56.64
	BW	\$ 3,016.80	\$ 3,100.00	\$ 3,184.80	\$ 3,272.00	\$ 3,455.20	\$ 3,647.20	\$ 3,850.40	\$ 4,064.80	\$ 4,176.80	\$ 4,292.00	\$ 4,409.60	\$ 4,531.20
	YR	\$ 78,738	\$ 80,910	\$ 83,123	\$ 85,399	\$ 90,180	\$ 95,191	\$ 100,495	\$ 106,091	\$ 109,014	\$ 112,021	\$ 115,090	\$ 118,264
3778	HR	\$ 37.78	\$ 38.82	\$ 39.89	\$ 40.99	\$ 43.27	\$ 45.68	\$ 48.23	\$ 50.92	\$ 52.32	\$ 53.76	\$ 55.24	\$ 56.76
	BW	\$ 3,022.40	\$ 3,105.60	\$ 3,191.20	\$ 3,279.20	\$ 3,461.60	\$ 3,654.40	\$ 3,858.40	\$ 4,073.60	\$ 4,185.60	\$ 4,300.80	\$ 4,419.20	\$ 4,540.80
	YR	\$ 78,884	\$ 81,056	\$ 83,290	\$ 85,587	\$ 90,347	\$ 95,379	\$ 100,704	\$ 106,320	\$ 109,244	\$ 112,250	\$ 115,341	\$ 118,514
3781	HR	\$ 37.81	\$ 38.85	\$ 39.92	\$ 41.02	\$ 43.31	\$ 45.72	\$ 48.27	\$ 50.96	\$ 52.37	\$ 53.81	\$ 55.29	\$ 56.81
	BW	\$ 3,024.80	\$ 3,108.00	\$ 3,193.60	\$ 3,281.60	\$ 3,464.80	\$ 3,657.60	\$ 3,861.60	\$ 4,076.80	\$ 4,189.60	\$ 4,304.80	\$ 4,423.20	\$ 4,544.80
	YR	\$ 78,947	\$ 81,118	\$ 83,352	\$ 85,649	\$ 90,431	\$ 95,463	\$ 100,787	\$ 106,404	\$ 109,348	\$ 112,355	\$ 115,445	\$ 118,619
3804	HR	\$ 38.04	\$ 39.09	\$ 40.16	\$ 41.26	\$ 43.57	\$ 45.99	\$ 48.56	\$ 51.27	\$ 52.68	\$ 54.13	\$ 55.62	\$ 57.15
	BW	\$ 3,043.20	\$ 3,127.20	\$ 3,212.80	\$ 3,300.80	\$ 3,485.60	\$ 3,679.20	\$ 3,884.80	\$ 4,101.60	\$ 4,214.40	\$ 4,330.40	\$ 4,449.60	\$ 4,572.00
	YR	\$ 79,427	\$ 81,619	\$ 83,854	\$ 86,150	\$ 90,974	\$ 96,027	\$ 101,393	\$ 107,051	\$ 109,995	\$ 113,023	\$ 116,134	\$ 119,329
3856	HR	\$ 38.56	\$ 39.62	\$ 40.71	\$ 41.83	\$ 44.16	\$ 46.63	\$ 49.23	\$ 51.97	\$ 53.40	\$ 54.87	\$ 56.38	\$ 57.93
	BW	\$ 3,084.80	\$ 3,169.60	\$ 3,256.80	\$ 3,346.40	\$ 3,532.80	\$ 3,730.40	\$ 3,938.40	\$ 4,157.60	\$ 4,272.00	\$ 4,389.60	\$ 4,510.40	\$ 4,634.40
	YR	\$ 80,513	\$ 82,726	\$ 85,002	\$ 87,341	\$ 92,206	\$ 97,363	\$ 102,792	\$ 108,513	\$ 111,499	\$ 114,568	\$ 117,721	\$ 120,957
3877	HR	\$ 38.77	\$ 39.84	\$ 40.93	\$ 42.06	\$ 44.40	\$ 46.87	\$ 49.48	\$ 52.25	\$ 53.69	\$ 55.17	\$ 56.68	\$ 58.24
	BW	\$ 3,101.60	\$ 3,187.20	\$ 3,274.40	\$ 3,364.80	\$ 3,552.00	\$ 3,749.60	\$ 3,958.40	\$ 4,180.00	\$ 4,295.20	\$ 4,413.60	\$ 4,534.40	\$ 4,659.20
	YR	\$ 80,951	\$ 83,185	\$ 85,461	\$ 87,821	\$ 92,707	\$ 97,864	\$ 103,314	\$ 109,098	\$ 112,104	\$ 115,194	\$ 118,347	\$ 121,605
3880	HR	\$ 38.80	\$ 39.87	\$ 40.96	\$ 42.09	\$ 44.43	\$ 46.91	\$ 49.53	\$ 52.29	\$ 53.73	\$ 55.21	\$ 56.73	\$ 58.29
	BW	\$ 3,104.00	\$ 3,189.60	\$ 3,276.80	\$ 3,367.20	\$ 3,554.40	\$ 3,752.80	\$ 3,962.40	\$ 4,183.20	\$ 4,298.40	\$ 4,416.80	\$ 4,538.40	\$ 4,663.20
	YR	\$ 81,014	\$ 83,248	\$ 85,524	\$ 87,883	\$ 92,769	\$ 97,948	\$ 103,418	\$ 109,181	\$ 112,188	\$ 115,278	\$ 118,452	\$ 121,709
3897	HR	\$ 38.97	\$ 40.04	\$ 41.14	\$ 42.27	\$ 44.62	\$ 47.11	\$ 49.74	\$ 52.52	\$ 53.96	\$ 55.44	\$ 56.97	\$ 58.54
	BW	\$ 3,117.60	\$ 3,203.20	\$ 3,291.20	\$ 3,381.60	\$ 3,569.60	\$ 3,768.80	\$ 3,979.20	\$ 4,201.60	\$ 4,316.80	\$ 4,435.20	\$ 4,557.60	\$ 4,683.20
	YR	\$ 81,369	\$ 83,603	\$ 85,900	\$ 88,259	\$ 93,166	\$ 98,365	\$ 103,857	\$ 109,661	\$ 112,668	\$ 115,758	\$ 118,953	\$ 122,231
3901	HR	\$ 39.01	\$ 40.08	\$ 41.19	\$ 42.32	\$ 44.69	\$ 47.17	\$ 49.80	\$ 52.58	\$ 54.02	\$ 55.51	\$ 57.03	\$ 58.60
	BW	\$ 3,120.80	\$ 3,206.40	\$ 3,295.20	\$ 3,385.60	\$ 3,575.20	\$ 3,773.60	\$ 3,984.00	\$ 4,206.40	\$ 4,321.60	\$ 4,440.80	\$ 4,562.40	\$ 4,688.00
	YR	\$ 81,452	\$ 83,687	\$ 86,004	\$ 88,364	\$ 93,312	\$ 98,490	\$ 103,982	\$ 109,787	\$ 112,793	\$ 115,904	\$ 119,078	\$ 122,356
3919	HR	\$ 39.19	\$ 40.27	\$ 41.38	\$ 42.52	\$ 44.89	\$ 47.40	\$ 50.04	\$ 52.83	\$ 54.29	\$ 55.78	\$ 57.32	\$ 58.90
	BW	\$ 3,135.20	\$ 3,221.60	\$ 3,310.40	\$ 3,401.60	\$ 3,591.20	\$ 3,792.00	\$ 4,003.20	\$ 4,226.40	\$ 4,343.20	\$ 4,462.40	\$ 4,585.60	\$ 4,712.00
	YR	\$ 81,828	\$ 84,083	\$ 86,401	\$ 88,781	\$ 93,730	\$ 98,971	\$ 104,483	\$ 110,309	\$ 113,357	\$ 116,468	\$ 119,684	\$ 122,983
3933	HR	\$ 39.33	\$ 40.41	\$ 41.52	\$ 42.66	\$ 45.04	\$ 47.54	\$ 50.19	\$ 52.99	\$ 54.45	\$ 55.95	\$ 57.49	\$ 59.07
	BW	\$ 3,146.40	\$ 3,232.80	\$ 3,321.60	\$ 3,412.80	\$ 3,603.20	\$ 3,803.20	\$ 4,015.20	\$ 4,239.20	\$ 4,356.00	\$ 4,476.00	\$ 4,599.20	\$ 4,725.60
	YR	\$ 82,121	\$ 84,376	\$ 86,693	\$ 89,074	\$ 94,043	\$ 99,263	\$ 104,796	\$ 110,643	\$ 113,691	\$ 116,823	\$ 120,039	\$ 123,338

**MOU 21**

**Appendix H**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
3962	HR	\$ 39.62	\$ 40.71	\$ 41.83	\$ 42.98	\$ 45.37	\$ 47.90	\$ 50.57	\$ 53.39	\$ 54.86	\$ 56.37	\$ 57.92	\$ 59.51
	BW	\$ 3,169.60	\$ 3,256.80	\$ 3,346.40	\$ 3,438.40	\$ 3,629.60	\$ 3,832.00	\$ 4,045.60	\$ 4,271.20	\$ 4,388.80	\$ 4,509.60	\$ 4,633.60	\$ 4,760.80
	YR	\$ 82,726	\$ 85,002	\$ 87,341	\$ 89,742	\$ 94,732	\$ 100,015	\$ 105,590	\$ 111,478	\$ 114,547	\$ 117,700	\$ 120,936	\$ 124,256
4006	HR	\$ 40.06	\$ 41.16	\$ 42.29	\$ 43.45	\$ 45.88	\$ 48.44	\$ 51.14	\$ 53.98	\$ 55.47	\$ 57.00	\$ 58.56	\$ 60.17
	BW	\$ 3,204.80	\$ 3,292.80	\$ 3,383.20	\$ 3,476.00	\$ 3,670.40	\$ 3,875.20	\$ 4,091.20	\$ 4,318.40	\$ 4,437.60	\$ 4,560.00	\$ 4,684.80	\$ 4,813.60
	YR	\$ 83,645	\$ 85,942	\$ 88,301	\$ 90,723	\$ 95,797	\$ 101,142	\$ 106,780	\$ 112,710	\$ 115,821	\$ 119,016	\$ 122,273	\$ 125,634
4073	HR	\$ 40.73	\$ 41.85	\$ 43.00	\$ 44.18	\$ 46.65	\$ 49.25	\$ 51.99	\$ 54.89	\$ 56.40	\$ 57.95	\$ 59.54	\$ 61.18
	BW	\$ 3,258.40	\$ 3,348.00	\$ 3,440.00	\$ 3,534.40	\$ 3,732.00	\$ 3,940.00	\$ 4,159.20	\$ 4,391.20	\$ 4,512.00	\$ 4,636.00	\$ 4,763.20	\$ 4,894.40
	YR	\$ 85,044	\$ 87,382	\$ 89,784	\$ 92,247	\$ 97,405	\$ 102,834	\$ 108,555	\$ 114,610	\$ 117,763	\$ 120,999	\$ 124,319	\$ 127,743
4112	HR	\$ 41.12	\$ 42.25	\$ 43.41	\$ 44.60	\$ 47.09	\$ 49.72	\$ 52.49	\$ 55.42	\$ 56.95	\$ 58.52	\$ 60.13	\$ 61.78
	BW	\$ 3,289.60	\$ 3,380.00	\$ 3,472.80	\$ 3,568.00	\$ 3,767.20	\$ 3,977.60	\$ 4,199.20	\$ 4,433.60	\$ 4,556.00	\$ 4,681.60	\$ 4,810.40	\$ 4,942.40
	YR	\$ 85,858	\$ 88,218	\$ 90,640	\$ 93,124	\$ 98,323	\$ 103,815	\$ 109,599	\$ 115,716	\$ 118,911	\$ 122,189	\$ 125,551	\$ 128,996
4133	HR	\$ 41.33	\$ 42.47	\$ 43.63	\$ 44.83	\$ 47.33	\$ 49.97	\$ 52.75	\$ 55.69	\$ 57.22	\$ 58.79	\$ 60.41	\$ 62.07
	BW	\$ 3,306.40	\$ 3,397.60	\$ 3,490.40	\$ 3,586.40	\$ 3,786.40	\$ 3,997.60	\$ 4,220.00	\$ 4,455.20	\$ 4,577.60	\$ 4,703.20	\$ 4,832.80	\$ 4,965.60
	YR	\$ 86,297	\$ 88,677	\$ 91,099	\$ 93,605	\$ 98,825	\$ 104,337	\$ 110,142	\$ 116,280	\$ 119,475	\$ 122,753	\$ 126,136	\$ 129,602
4220	HR	\$ 42.20	\$ 43.36	\$ 44.55	\$ 45.78	\$ 48.32	\$ 51.02	\$ 53.86	\$ 56.86	\$ 58.43	\$ 60.04	\$ 61.69	\$ 63.39
	BW	\$ 3,376.00	\$ 3,468.80	\$ 3,564.00	\$ 3,662.40	\$ 3,865.60	\$ 4,081.60	\$ 4,308.80	\$ 4,548.80	\$ 4,674.40	\$ 4,803.20	\$ 4,935.20	\$ 5,071.20
	YR	\$ 88,113	\$ 90,535	\$ 93,020	\$ 95,588	\$ 100,892	\$ 106,529	\$ 112,459	\$ 118,723	\$ 122,001	\$ 125,363	\$ 128,808	\$ 132,358
4293	HR	\$ 42.93	\$ 44.11	\$ 45.32	\$ 46.57	\$ 49.17	\$ 51.91	\$ 54.81	\$ 57.86	\$ 59.45	\$ 61.08	\$ 62.76	\$ 64.49
	BW	\$ 3,434.40	\$ 3,528.80	\$ 3,625.60	\$ 3,725.60	\$ 3,933.60	\$ 4,152.80	\$ 4,384.80	\$ 4,628.80	\$ 4,756.00	\$ 4,886.40	\$ 5,020.80	\$ 5,159.20
	YR	\$ 89,637	\$ 92,101	\$ 94,628	\$ 97,238	\$ 102,666	\$ 108,388	\$ 114,443	\$ 120,811	\$ 124,131	\$ 127,535	\$ 131,042	\$ 134,655
4314	HR	\$ 43.14	\$ 44.33	\$ 45.55	\$ 46.80	\$ 49.41	\$ 52.17	\$ 55.07	\$ 58.15	\$ 59.75	\$ 61.39	\$ 63.08	\$ 64.81
	BW	\$ 3,451.20	\$ 3,546.40	\$ 3,644.00	\$ 3,744.00	\$ 3,952.80	\$ 4,173.60	\$ 4,405.60	\$ 4,652.00	\$ 4,780.00	\$ 4,911.20	\$ 5,046.40	\$ 5,184.80
	YR	\$ 90,076	\$ 92,561	\$ 95,108	\$ 97,718	\$ 103,168	\$ 108,930	\$ 114,986	\$ 121,417	\$ 124,758	\$ 128,182	\$ 131,711	\$ 135,323
4350	HR	\$ 43.50	\$ 44.70	\$ 45.93	\$ 47.19	\$ 49.82	\$ 52.60	\$ 55.53	\$ 58.62	\$ 60.23	\$ 61.89	\$ 63.59	\$ 65.34
	BW	\$ 3,480.00	\$ 3,576.00	\$ 3,674.40	\$ 3,775.20	\$ 3,985.60	\$ 4,208.00	\$ 4,442.40	\$ 4,689.60	\$ 4,818.40	\$ 4,951.20	\$ 5,087.20	\$ 5,227.20
	YR	\$ 90,828	\$ 93,333	\$ 95,901	\$ 98,532	\$ 104,024	\$ 109,828	\$ 115,946	\$ 122,398	\$ 125,760	\$ 129,226	\$ 132,775	\$ 136,429
4397	HR	\$ 43.97	\$ 45.18	\$ 46.42	\$ 47.70	\$ 50.36	\$ 53.16	\$ 56.12	\$ 59.26	\$ 60.89	\$ 62.56	\$ 64.28	\$ 66.05
	BW	\$ 3,517.60	\$ 3,614.40	\$ 3,713.60	\$ 3,816.00	\$ 4,028.80	\$ 4,252.80	\$ 4,489.60	\$ 4,740.80	\$ 4,871.20	\$ 5,004.80	\$ 5,142.40	\$ 5,284.00
	YR	\$ 91,809	\$ 94,335	\$ 96,924	\$ 99,597	\$ 105,151	\$ 110,998	\$ 117,178	\$ 123,734	\$ 127,138	\$ 130,625	\$ 134,216	\$ 137,912
4404	HR	\$ 44.04	\$ 45.25	\$ 46.50	\$ 47.78	\$ 50.44	\$ 53.26	\$ 56.22	\$ 59.36	\$ 60.99	\$ 62.67	\$ 64.39	\$ 66.16
	BW	\$ 3,523.20	\$ 3,620.00	\$ 3,720.00	\$ 3,822.40	\$ 4,035.20	\$ 4,260.80	\$ 4,497.60	\$ 4,748.80	\$ 4,879.20	\$ 5,013.60	\$ 5,151.20	\$ 5,292.80
	YR	\$ 91,955	\$ 94,482	\$ 97,092	\$ 99,764	\$ 105,318	\$ 111,206	\$ 117,387	\$ 123,943	\$ 127,347	\$ 130,854	\$ 134,446	\$ 138,142
4456	HR	\$ 44.56	\$ 45.79	\$ 47.04	\$ 48.33	\$ 51.03	\$ 53.87	\$ 56.87	\$ 60.05	\$ 61.70	\$ 63.40	\$ 65.14	\$ 66.93
	BW	\$ 3,564.80	\$ 3,663.20	\$ 3,763.20	\$ 3,866.40	\$ 4,082.40	\$ 4,309.60	\$ 4,549.60	\$ 4,804.00	\$ 4,936.00	\$ 5,072.00	\$ 5,211.20	\$ 5,354.40
	YR	\$ 93,041	\$ 95,609	\$ 98,219	\$ 100,913	\$ 106,550	\$ 112,480	\$ 118,744	\$ 125,384	\$ 128,829	\$ 132,379	\$ 136,012	\$ 139,749

**MOU 21**

**Appendix H**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
4496	HR	\$ 44.96	\$ 46.20	\$ 47.47	\$ 48.78	\$ 51.50	\$ 54.37	\$ 57.40	\$ 60.59	\$ 62.26	\$ 63.97	\$ 65.73	\$ 67.54
	BW	\$ 3,596.80	\$ 3,696.00	\$ 3,797.60	\$ 3,902.40	\$ 4,120.00	\$ 4,349.60	\$ 4,592.00	\$ 4,847.20	\$ 4,980.80	\$ 5,117.60	\$ 5,258.40	\$ 5,403.20
	YR	\$ 93,876	\$ 96,465	\$ 99,117	\$ 101,852	\$ 107,532	\$ 113,524	\$ 119,851	\$ 126,511	\$ 129,998	\$ 133,569	\$ 137,244	\$ 141,023
4513	HR	\$ 45.13	\$ 46.37	\$ 47.65	\$ 48.96	\$ 51.69	\$ 54.58	\$ 57.62	\$ 60.84	\$ 62.51	\$ 64.23	\$ 66.00	\$ 67.82
	BW	\$ 3,610.40	\$ 3,709.60	\$ 3,812.00	\$ 3,916.80	\$ 4,135.20	\$ 4,366.40	\$ 4,609.60	\$ 4,867.20	\$ 5,000.80	\$ 5,138.40	\$ 5,280.00	\$ 5,425.60
	YR	\$ 94,231	\$ 96,820	\$ 99,493	\$ 102,228	\$ 107,928	\$ 113,963	\$ 120,310	\$ 127,033	\$ 130,520	\$ 134,112	\$ 137,808	\$ 141,608
4541	HR	\$ 45.41	\$ 46.66	\$ 47.94	\$ 49.26	\$ 52.00	\$ 54.90	\$ 57.96	\$ 61.20	\$ 62.88	\$ 64.61	\$ 66.39	\$ 68.22
	BW	\$ 3,632.80	\$ 3,732.80	\$ 3,835.20	\$ 3,940.80	\$ 4,160.00	\$ 4,392.00	\$ 4,636.80	\$ 4,896.00	\$ 5,030.40	\$ 5,168.80	\$ 5,311.20	\$ 5,457.60
	YR	\$ 94,816	\$ 97,426	\$ 100,098	\$ 102,854	\$ 108,576	\$ 114,631	\$ 121,020	\$ 127,785	\$ 131,293	\$ 134,905	\$ 138,622	\$ 142,443
4675	HR	\$ 46.75	\$ 48.04	\$ 49.36	\$ 50.72	\$ 53.54	\$ 56.53	\$ 59.69	\$ 63.02	\$ 64.75	\$ 66.53	\$ 68.36	\$ 70.24
	BW	\$ 3,740.00	\$ 3,843.20	\$ 3,948.80	\$ 4,057.60	\$ 4,283.20	\$ 4,522.40	\$ 4,775.20	\$ 5,041.60	\$ 5,180.00	\$ 5,322.40	\$ 5,468.80	\$ 5,619.20
	YR	\$ 97,614	\$ 100,307	\$ 103,063	\$ 105,903	\$ 111,791	\$ 118,034	\$ 124,632	\$ 131,585	\$ 135,198	\$ 138,914	\$ 142,735	\$ 146,661
4816	HR	\$ 48.16	\$ 49.48	\$ 50.85	\$ 52.25	\$ 55.17	\$ 58.24	\$ 61.49	\$ 64.92	\$ 66.70	\$ 68.53	\$ 70.42	\$ 72.36
	BW	\$ 3,852.80	\$ 3,958.40	\$ 4,068.00	\$ 4,180.00	\$ 4,413.60	\$ 4,659.20	\$ 4,919.20	\$ 5,193.60	\$ 5,336.00	\$ 5,482.40	\$ 5,633.60	\$ 5,788.80
	YR	\$ 100,558	\$ 103,314	\$ 106,174	\$ 109,098	\$ 115,194	\$ 121,605	\$ 128,391	\$ 135,552	\$ 139,269	\$ 143,090	\$ 147,036	\$ 151,087
4835	HR	\$ 48.35	\$ 49.68	\$ 51.05	\$ 52.45	\$ 55.38	\$ 58.48	\$ 61.73	\$ 65.17	\$ 66.97	\$ 68.81	\$ 70.70	\$ 72.64
	BW	\$ 3,868.00	\$ 3,974.40	\$ 4,084.00	\$ 4,196.00	\$ 4,430.40	\$ 4,678.40	\$ 4,938.40	\$ 5,213.60	\$ 5,357.60	\$ 5,504.80	\$ 5,656.00	\$ 5,811.20
	YR	\$ 100,954	\$ 103,731	\$ 106,592	\$ 109,515	\$ 115,633	\$ 122,106	\$ 128,892	\$ 136,074	\$ 139,833	\$ 143,675	\$ 147,621	\$ 151,672
4839	HR	\$ 48.39	\$ 49.72	\$ 51.09	\$ 52.49	\$ 55.42	\$ 58.52	\$ 61.78	\$ 65.23	\$ 67.02	\$ 68.86	\$ 70.76	\$ 72.71
	BW	\$ 3,871.20	\$ 3,977.60	\$ 4,087.20	\$ 4,199.20	\$ 4,433.60	\$ 4,681.60	\$ 4,942.40	\$ 5,218.40	\$ 5,361.60	\$ 5,508.80	\$ 5,660.80	\$ 5,816.80
	YR	\$ 101,038	\$ 103,815	\$ 106,675	\$ 109,599	\$ 115,716	\$ 122,189	\$ 128,996	\$ 136,200	\$ 139,937	\$ 143,779	\$ 147,746	\$ 151,818
4975	HR	\$ 49.75	\$ 51.12	\$ 52.52	\$ 53.96	\$ 56.97	\$ 60.15	\$ 63.50	\$ 67.04	\$ 68.89	\$ 70.78	\$ 72.73	\$ 74.73
	BW	\$ 3,980.00	\$ 4,089.60	\$ 4,201.60	\$ 4,316.80	\$ 4,557.60	\$ 4,812.00	\$ 5,080.00	\$ 5,363.20	\$ 5,511.20	\$ 5,662.40	\$ 5,818.40	\$ 5,978.40
	YR	\$ 103,878	\$ 106,738	\$ 109,661	\$ 112,668	\$ 118,953	\$ 125,593	\$ 132,588	\$ 139,979	\$ 143,842	\$ 147,788	\$ 151,860	\$ 156,036
5150	HR	\$ 51.50	\$ 52.92	\$ 54.37	\$ 55.87	\$ 58.98	\$ 62.27	\$ 65.74	\$ 69.41	\$ 71.32	\$ 73.28	\$ 75.30	\$ 77.37
	BW	\$ 4,120.00	\$ 4,233.60	\$ 4,349.60	\$ 4,469.60	\$ 4,718.40	\$ 4,981.60	\$ 5,259.20	\$ 5,552.80	\$ 5,705.60	\$ 5,862.40	\$ 6,024.00	\$ 6,189.60
	YR	\$ 107,532	\$ 110,496	\$ 113,524	\$ 116,656	\$ 123,150	\$ 130,019	\$ 137,265	\$ 144,928	\$ 148,916	\$ 153,008	\$ 157,226	\$ 161,548
5190	HR	\$ 51.90	\$ 53.33	\$ 54.79	\$ 56.30	\$ 59.43	\$ 62.74	\$ 66.23	\$ 69.92	\$ 71.84	\$ 73.82	\$ 75.85	\$ 77.94
	BW	\$ 4,152.00	\$ 4,266.40	\$ 4,383.20	\$ 4,504.00	\$ 4,754.40	\$ 5,019.20	\$ 5,298.40	\$ 5,593.60	\$ 5,747.20	\$ 5,905.60	\$ 6,068.00	\$ 6,235.20
	YR	\$ 108,367	\$ 111,353	\$ 114,401	\$ 117,554	\$ 124,089	\$ 131,001	\$ 138,288	\$ 145,992	\$ 150,001	\$ 154,136	\$ 158,374	\$ 162,738
5433	HR	\$ 54.33	\$ 55.82	\$ 57.36	\$ 58.94	\$ 62.23	\$ 65.70	\$ 69.37	\$ 73.23	\$ 75.24	\$ 77.31	\$ 79.44	\$ 81.62
	BW	\$ 4,346.40	\$ 4,465.60	\$ 4,588.80	\$ 4,715.20	\$ 4,978.40	\$ 5,256.00	\$ 5,549.60	\$ 5,858.40	\$ 6,019.20	\$ 6,184.80	\$ 6,355.20	\$ 6,529.60
	YR	\$ 113,441	\$ 116,552	\$ 119,767	\$ 123,066	\$ 129,936	\$ 137,181	\$ 144,844	\$ 152,904	\$ 157,101	\$ 161,423	\$ 165,870	\$ 170,422
5528	HR	\$ 55.28	\$ 56.80	\$ 58.36	\$ 59.96	\$ 63.30	\$ 66.84	\$ 70.57	\$ 74.50	\$ 76.55	\$ 78.66	\$ 80.82	\$ 83.04
	BW	\$ 4,422.40	\$ 4,544.00	\$ 4,668.80	\$ 4,796.80	\$ 5,064.00	\$ 5,347.20	\$ 5,645.60	\$ 5,960.00	\$ 6,124.00	\$ 6,292.80	\$ 6,465.60	\$ 6,643.20
	YR	\$ 115,424	\$ 118,598	\$ 121,855	\$ 125,196	\$ 132,170	\$ 139,561	\$ 147,350	\$ 155,556	\$ 159,836	\$ 164,242	\$ 168,752	\$ 173,387



**MOU 21**

**Appendix H**

**Operative on June 27, 2027**

<b>Range</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
5591	HR	\$ 55.91	\$ 57.45	\$ 59.03	\$ 60.65	\$ 64.03	\$ 67.60	\$ 71.37	\$ 75.35	\$ 77.42	\$ 79.55	\$ 81.74	\$ 83.99
	BW	\$ 4,472.80	\$ 4,596.00	\$ 4,722.40	\$ 4,852.00	\$ 5,122.40	\$ 5,408.00	\$ 5,709.60	\$ 6,028.00	\$ 6,193.60	\$ 6,364.00	\$ 6,539.20	\$ 6,719.20
	YR	\$ 116,740	\$ 119,955	\$ 123,254	\$ 126,637	\$ 133,694	\$ 141,148	\$ 149,020	\$ 157,330	\$ 161,652	\$ 166,100	\$ 170,673	\$ 175,371
5712	HR	\$ 57.12	\$ 58.69	\$ 60.30	\$ 61.96	\$ 65.41	\$ 69.06	\$ 72.91	\$ 76.98	\$ 79.10	\$ 81.28	\$ 83.51	\$ 85.81
	BW	\$ 4,569.60	\$ 4,695.20	\$ 4,824.00	\$ 4,956.80	\$ 5,232.80	\$ 5,524.80	\$ 5,832.80	\$ 6,158.40	\$ 6,328.00	\$ 6,502.40	\$ 6,680.80	\$ 6,864.80
	YR	\$ 119,266	\$ 122,544	\$ 125,906	\$ 129,372	\$ 136,576	\$ 144,197	\$ 152,236	\$ 160,734	\$ 165,160	\$ 169,712	\$ 174,368	\$ 179,171
5741	HR	\$ 57.41	\$ 58.99	\$ 60.61	\$ 62.28	\$ 65.75	\$ 69.42	\$ 73.29	\$ 77.38	\$ 79.51	\$ 81.70	\$ 83.94	\$ 86.25
	BW	\$ 4,592.80	\$ 4,719.20	\$ 4,848.80	\$ 4,982.40	\$ 5,260.00	\$ 5,553.60	\$ 5,863.20	\$ 6,190.40	\$ 6,360.80	\$ 6,536.00	\$ 6,715.20	\$ 6,900.00
	YR	\$ 119,872	\$ 123,171	\$ 126,553	\$ 130,040	\$ 137,286	\$ 144,948	\$ 153,029	\$ 161,569	\$ 166,016	\$ 170,589	\$ 175,266	\$ 180,090
5945	HR	\$ 59.45	\$ 61.08	\$ 62.76	\$ 64.49	\$ 68.08	\$ 71.87	\$ 75.88	\$ 80.11	\$ 82.32	\$ 84.58	\$ 86.91	\$ 89.30
	BW	\$ 4,756.00	\$ 4,886.40	\$ 5,020.80	\$ 5,159.20	\$ 5,446.40	\$ 5,749.60	\$ 6,070.40	\$ 6,408.80	\$ 6,585.60	\$ 6,766.40	\$ 6,952.80	\$ 7,144.00
	YR	\$ 124,131	\$ 127,535	\$ 131,042	\$ 134,655	\$ 142,151	\$ 150,064	\$ 158,437	\$ 167,269	\$ 171,884	\$ 176,603	\$ 181,468	\$ 186,458
5998	HR	\$ 59.98	\$ 61.63	\$ 63.32	\$ 65.06	\$ 68.69	\$ 72.52	\$ 76.57	\$ 80.83	\$ 83.06	\$ 85.34	\$ 87.69	\$ 90.10
	BW	\$ 4,798.40	\$ 4,930.40	\$ 5,065.60	\$ 5,204.80	\$ 5,495.20	\$ 5,801.60	\$ 6,125.60	\$ 6,466.40	\$ 6,644.80	\$ 6,827.20	\$ 7,015.20	\$ 7,208.00
	YR	\$ 125,238	\$ 128,683	\$ 132,212	\$ 135,845	\$ 143,424	\$ 151,421	\$ 159,878	\$ 168,773	\$ 173,429	\$ 178,189	\$ 183,096	\$ 188,128
6160	HR	\$ 61.60	\$ 63.29	\$ 65.03	\$ 66.82	\$ 70.55	\$ 74.48	\$ 78.63	\$ 83.02	\$ 85.31	\$ 87.66	\$ 90.07	\$ 92.55
	BW	\$ 4,928.00	\$ 5,063.20	\$ 5,202.40	\$ 5,345.60	\$ 5,644.00	\$ 5,958.40	\$ 6,290.40	\$ 6,641.60	\$ 6,824.80	\$ 7,012.80	\$ 7,205.60	\$ 7,404.00
	YR	\$ 128,620	\$ 132,149	\$ 135,782	\$ 139,520	\$ 147,308	\$ 155,514	\$ 164,179	\$ 173,345	\$ 178,127	\$ 183,034	\$ 188,066	\$ 193,244
6206	HR	\$ 62.06	\$ 63.77	\$ 65.52	\$ 67.32	\$ 71.07	\$ 75.04	\$ 79.22	\$ 83.64	\$ 85.94	\$ 88.30	\$ 90.73	\$ 93.23
	BW	\$ 4,964.80	\$ 5,101.60	\$ 5,241.60	\$ 5,385.60	\$ 5,685.60	\$ 6,003.20	\$ 6,337.60	\$ 6,691.20	\$ 6,875.20	\$ 7,064.00	\$ 7,258.40	\$ 7,458.40
	YR	\$ 129,581	\$ 133,151	\$ 136,805	\$ 140,564	\$ 148,394	\$ 156,683	\$ 165,411	\$ 174,640	\$ 179,442	\$ 184,370	\$ 189,444	\$ 194,664
6433	HR	\$ 64.33	\$ 66.10	\$ 67.92	\$ 69.79	\$ 73.68	\$ 77.79	\$ 82.13	\$ 86.71	\$ 89.10	\$ 91.55	\$ 94.07	\$ 96.66
	BW	\$ 5,146.40	\$ 5,288.00	\$ 5,433.60	\$ 5,583.20	\$ 5,894.40	\$ 6,223.20	\$ 6,570.40	\$ 6,936.80	\$ 7,128.00	\$ 7,324.00	\$ 7,525.60	\$ 7,732.80
	YR	\$ 134,321	\$ 138,016	\$ 141,816	\$ 145,721	\$ 153,843	\$ 162,425	\$ 171,487	\$ 181,050	\$ 186,040	\$ 191,156	\$ 196,418	\$ 201,826
6442	HR	\$ 64.42	\$ 66.19	\$ 68.01	\$ 69.88	\$ 73.77	\$ 77.88	\$ 82.23	\$ 86.81	\$ 89.20	\$ 91.65	\$ 94.17	\$ 96.76
	BW	\$ 5,153.60	\$ 5,295.20	\$ 5,440.80	\$ 5,590.40	\$ 5,901.60	\$ 6,230.40	\$ 6,578.40	\$ 6,944.80	\$ 7,136.00	\$ 7,332.00	\$ 7,533.60	\$ 7,740.80
	YR	\$ 134,508	\$ 138,204	\$ 142,004	\$ 145,909	\$ 154,031	\$ 162,613	\$ 171,696	\$ 181,259	\$ 186,249	\$ 191,365	\$ 196,626	\$ 202,034
6564	HR	\$ 65.64	\$ 67.45	\$ 69.30	\$ 71.21	\$ 75.17	\$ 79.36	\$ 83.79	\$ 88.47	\$ 90.90	\$ 93.40	\$ 95.97	\$ 98.61
	BW	\$ 5,251.20	\$ 5,396.00	\$ 5,544.00	\$ 5,696.80	\$ 6,013.60	\$ 6,348.80	\$ 6,703.20	\$ 7,077.60	\$ 7,272.00	\$ 7,472.00	\$ 7,677.60	\$ 7,888.80
	YR	\$ 137,056	\$ 140,835	\$ 144,698	\$ 148,686	\$ 156,954	\$ 165,703	\$ 174,953	\$ 184,725	\$ 189,799	\$ 195,019	\$ 200,385	\$ 205,897

**APPENDIX I**  
**SALARY NOTES**

Effective the start of the first pay period following the effective date of this MOU, each salary bonus paid pursuant to this MOU and/or the Los Angeles Administrative Code (LAAC) shall be calculated on the base salary rate for the affected employee.

**Note 1:** One person in the class of Photographer II, Code 1793-2, who is employed in the Department of Building and Safety's Administrative Services Bureau; one person in the class of Photographer I, Code 1793-1, in the Department of Recreation and Parks; and, one person in the class of Photographer II, Code 1793-2, in the Department of Airports who is assigned to perform aerial photography, shall receive, in addition to their regular compensation, a bonus of \$25.00 biweekly when they perform aerial photography on any day during that biweekly period.

Upon Council adoption of the 2024-2027 MOU, the biweekly bonus shall increase from \$25.00 to \$60.00.

**Note 2:** Two persons in the class of Photographer III, Code 1793-3, who are employed in the Police Department and are assigned as Aerial Photographers shall, when so assigned, receive, in addition to their regular compensation, a daily bonus of \$5.00 for each day so assigned.

**Note 3:** Three individuals in the class of Veterinary Technician, Code 2369 who are registered with the State of California as Animal Health Technicians and are regularly assigned to Spay and Neuter shall receive a non-pensionable bonus of \$12.00 for each day so assigned. Anyone in this class when assigned to be an Acting Veterinary Technician Supervisor in the Department of Animal Services shall receive a non-pensionable daily bonus of \$12.00 per day for each day so assigned.

**Note 4:** When any employee in the classes of Cartographer, Code 7204, and Senior Cartographer, Code 7205, is regularly assigned to operate automated mapping equipment, or is assigned to operate such equipment more than 50% of their time in any one day, such employee shall receive a daily bonus of \$15.00 for each day so assigned.

**Note 5:** When any employee in the classes of Civil Engineering Drafting Technician, Code 7232, Electrical Engineering Drafting Technician, Code 7532, Architectural Drafting Technician, Code 7922, Graphics Designer I, II, III, Code 1670-1/2/3, Senior Civil Engineering Drafting Technician, Code 7207, Senior Architectural Drafting Technician, Code 7208, Senior Electrical Engineering Drafting Technician, Code 7209, and Senior Mechanical

Engineering Drafting Technician, Code 7210, is regularly assigned to use Computer Aided Drafting (CAD) software, or is assigned to use such software more than 50% of their time in any one day, such employee shall receive a daily bonus of \$15.00 for each day so assigned.

**Note 6:** Persons employed in the class of Veterinary Technician, Code 2369, at the Los Angeles Zoo shall receive a bonus of \$125.00 biweekly.

One person employed in the class of Veterinary Technician, Code 2369, at the Los Angeles Zoo who is assigned to do laboratory work more than 50% of their time, shall receive, in addition to the bonus described above, a daily bonus of \$13.00 for each day so assigned to perform laboratory work.

**Note 7:** A person employed in the class of Survey Party Chief, Code 7286, for which a license as a Professional Land Surveyor issued by the California State Board of Registration for Professional Engineers, is not required, shall, while so licensed, receive \$200.00 pensionable biweekly bonus. This bonus shall commence at the beginning of the payroll period next succeeding the date the person presents to the appropriate appointing authority a formal certificate, pocket identification card, or other such document or authorization for use of title as is satisfactory to the appointing authority.

The above license registration and identified requirements and qualifications shall apply to the classifications of Field Engineering Aide, Code 7228 and Land Surveying Assistant, Code 0783 and shall be payable in the amount of \$150.00 pensionable biweekly bonus.

**Note 8:** Persons employed in the classes of Land Surveying Assistant, Code 7283, Field Engineering Aide, Code 7228, or Survey Party Chief I/II, Codes 7286-1 and 7286-2, for whom certification as a Land Surveyor in Training issued by the California State Board of Registration for Professional Engineers is not required, shall, while so certified, receive a biweekly pensionable bonus of \$90.00. This bonus shall commence at the beginning of the payroll period next succeeding the date the person presents to the appropriate appointing authority a formal certificate, pocket identification card, or other such document or authorization for use of title as is satisfactory to the appointing authority.

**Note 9:** Persons employed in the class of Materials Testing Technician, Code 7968, in the Soils Laboratory of the Department of General Services, who are responsible for the collection of toxic soils samples, when assigned to perform such duties during any part of the day shall receive a daily bonus of \$15.00 for each day so assigned.

Persons employed in the class of Materials Testing Technician, Code 7968, who are assigned to perform ultrasonic weld testing at City construction sites for more than 50% of any working day shall receive a daily bonus of \$15.00 for

each day so assigned. Persons receiving additional compensation under Note 26 shall not also be eligible under this note.

**Note 10:** When any person employed in the class of Field Engineering Aide, Code 7228, Land Surveying Assistant, Code 7283, or Survey Party Chief, Code 7286, is assigned to perform work in or around a sewer or catch basin with the maintenance hole cover removed, such employee shall receive a daily bonus of \$20.00 for each day so assigned.

**Note 11:** Persons employed in the class of Laboratory Technician, Code 7854, in the Environmental Monitoring Division of the Bureau of Sanitation who are assigned to take air emission samples from sanitary landfills shall receive a daily bonus of \$20.00 for each day so assigned.

Persons employed in the class of Laboratory Technician, Code 7854, in the Bureau of Sanitation, who are assigned to test sludge or cesspool, compost, biosolids, and/or raw sewage samples shall receive, in addition to their regular compensation, \$20.00 per day for each day assigned to that task for any portion of that day.

Persons employed in the class of Laboratory Technician, Code 7854, in the Environmental Monitoring Division of the Bureau of Sanitation, who are assigned for any portion of the work day to perform ocean monitoring activities on board a monitoring vessel shall receive a daily bonus of \$20.00 for each day so assigned.

Persons employed in the class of Laboratory Technician, Code 7854, in the Bureau of Sanitation, who are assigned to monitor the Los Angeles River, shall receive a daily bonus of \$20.00 per each day so assigned.

**Note 12:** One person employed by the Department of Airports and one person employed by the Harbor Department in the class of Senior Civil Engineering Drafting Technician, Code 7207, when regularly assigned to supervise a drafting pool, shall receive a biweekly bonus of \$135.00.

**Note 13:** One person employed by the Harbor Department in the class of Senior Architectural Drafting Technician, Code 7208, when regularly assigned to supervise a drafting pool, shall receive a biweekly bonus of \$135.00.

**Note 14:** One person employed by the Harbor Department in the class of Senior Electrical Engineering Drafting Technician, Code 7209, when regularly assigned to supervise a drafting pool, shall receive a biweekly bonus of \$135.00.

**Note 15:** An employee who is appointed from a Civil Service eligible list or, receives an emergency appointment or a Charter Section 1014 transfer, to the class of Planning Aide, Code 7943, whose hourly rate of compensation immediately prior to such appointment is higher than the 5th step hourly rate for Planning Aide shall continue to receive compensation at the same hourly rate that the employee was receiving on the date prior to such appointment. The employee shall continue to receive the hourly rate assigned upon appointment to the new class until such time as the prescribed hourly rate for the class of Planning Aide exceeds the salary assigned to the employee or the employee receives an appointment to a class and paygrade with a hourly rate higher than the hourly rate assigned upon appointment to Planning Aide.

**Note 16:** Employees in the class of Real Estate Officer, Code 1960, who are required by Department Management to sign documents as a certified Notary Public shall receive, in addition to their regular compensation, a premium of \$25.00 biweekly for each pay period that the certification is maintained. This bonus shall commence at the beginning of the payroll period next succeeding the date the employee presents satisfactory proof of certification as a certified California Notary Public to the appointing authority.

**Note 17:** Persons employed in the class of Materials Testing Technician I and II, Codes 7968-1 and 7968-2, who are assigned to use a nuclear test gauge for testing asphalt and soil compression shall receive a daily bonus of \$15.00 for each day so assigned.

**Note 18:** Persons employed in the class of Materials Testing Technician I and II, Codes 7968-1 and 7968-2, who are assigned to perform electrical spark testing shall receive a daily bonus of \$15.00 for each day so assigned.

**Note 19:** Persons employed by the Department of Airports or the Harbor Department in the following classifications shall receive pension based biweekly bonuses in the amounts indicated below:

- Field Engineering Aide, Code 7228 - \$175.00
- Land Surveying Assistant, Code 7283 - \$200.00
- Survey Party Chief, Codes 7286-1 and 7286-2 - \$225.00

**Note 20:** An employee who is appointed from a Civil Service eligible list, receives an emergency appointment or a Charter Section 1014 transfer, to the class of Real Estate Trainee, Code 1937, whose hourly rate of compensation immediately prior to such appointment is higher than the 5th step hourly rate for Real Estate Trainee shall continue to receive compensation at the same hourly rate that the employee was receiving on the date prior to such appointment. The employee shall continue to receive the hourly rate assigned upon appointment to the new class until such time as the prescribed hourly rate for the class of Real Estate Trainee exceeds the salary assigned to the employee or the employee receives

an appointment to a class and paygrade with a hourly rate higher than the hourly rate assigned upon appointment to Real Estate Trainee.

Persons employed in the class of Real Estate Trainee on July 1, 2003, who were appointed from a Civil Service eligible list to that class, whose hourly rate of compensation immediately prior to their appointment to Real Estate Trainee was higher than the 5th step hourly rate for Real Estate Trainee, shall receive the prior higher hourly rate, effective the date of appointment to Real Estate Trainee. These employees shall continue to receive such hourly rate of compensation until such time as the prescribed hourly rate for the class of Real Estate Trainee exceeds the salary assigned to the employee or the employee receives an appointment to a class and paygrade with a hourly rate higher than the hourly rate assigned under the provisions of this Salary Note.

**Note 21:** Persons employed in the class of Field Engineering Aide, Code 7228, who are assigned to perform work with a street paving crew, shall receive a daily bonus of \$15.00 for each day so assigned.

**Note 22:** Persons employed in the class of Forensic Print Specialist, Code 2200, assigned to a Hazardous Chemical Team shall receive a daily bonus of \$100.00 on any day when required to respond to illicit drug labs or dangerous chemical calls.

**Note 23:** A Environmental Compliance Inspector, Code 4292, employed by the Bureau of Sanitation, and regularly assigned to the Watershed Protection Division who is designated to conduct emergency response activities related to hazardous materials/waste incidents occurring in the public right-of-way (including, but not limited to, oil spills, chemical spills, sanitary sewage spills and abandoned hazardous waste) that could potentially affect any receiving waters, or public health and safety, shall receive additional compensation when meeting the criteria identified below.

- A. Possession of a valid Hazardous Materials Technician and/or Specialist and/or Incident Commander Certificate issued by the State of California, an ECI shall receive additional pensionable compensation of \$150.00 biweekly.
- B. When possessing a valid HAZMAT TECH/SPEC Certificate from the State of California (as listed in A. above) AND a current POST certificate under 830.7 (J) PC (Illegal Dumping Enforcement Officer), AND passes a background check pursuant to Government Code Section 1029 and applicable sections of 1031, an ECI shall be eligible to receive additional pensionable compensation of \$150.00 biweekly for a total of \$300.

- C. When possessing a valid HAZMAT TECH/SPEC Certificate from the State of California (as listed in A. and B. above) AND a current POST certificate issued under PC 830.7 (J) PC (Illegal Dumping Enforcement Officer), AND passes a background check pursuant to Government Code Section 1029 and applicable sections of 1031, and when regularly assigned to perform Public Right-of-Way Enforcement (LAMC 56.11 ), an ECI shall receive additional pensionable compensation of \$150.00 for a total amount of \$450. (The maximum amount payable under this provision.)

**Note 24:** Effective July 7, 2019, employees in the classification of Environmental Compliance Inspector, Code 4292, who obtain and maintain any one of the following certifications: CWEA Environment Compliance Inspection Grade 2 or higher, SWANA Managing Leachate Recirculating and Bioreactor Landfills, SWANA Zero Waste Principles and Practices, OSHA 40 hour HAZWOPER, shall receive a biweekly pensionable bonus of \$70.00. Bonus applies to only one certification.

Upon Council adoption of the 2024-2027 MOU, any eligible Assistant Environmental Compliance Inspector, Code 4288-0 shall be eligible for the additional compensation described above.

**Note 25:** A. Effective July 7, 2019, employees in the classification of Environmental Compliance Inspector, Code 4292, in the Bureau of Sanitation regularly assigned to cleaning activities associated with homeless encampments shall receive additional pensionable compensation at two premium levels (5.5%) above the appropriate step on the salary range for the class for each day so assigned.

Upon Council adoption of the 2024-2027 MOU, Assistant Environmental Compliance Inspector, Code 4288, shall be eligible for the additional compensation.

B. Upon Council adoption of the 2024-2027 MOU, an Environmental Compliance Inspector who has received the bonus identified in Section A above on a regularly assigned basis for 5 consecutive years shall be eligible for additional compensation in the amount of 5.5% above the pay rate for the salary step to which the employee is assigned for performing the duties described in Section A. The tenure for the 5 consecutive year qualifying period shall begin upon (1) appointment to Assistant Environmental Compliance Inspector, Environmental Compliance Inspector, or Senior Environmental Compliance Inspector and (2) regular assignment of the additional compensation in Section A.

- C. Upon Council adoption of the 2024-2027 MOU, an Assistant Environmental Compliance Inspector who has been employed in the Livability Services Division for 5 consecutive years shall be eligible for additional compensation in the amount of 5.5% above the pay rate for the salary step to which the employee is assigned.

**Note 26:** Effective July 7, 2019, employees in the classification of Materials Testing Technician, Code 7968, who obtain ANST Level II certification shall receive additional pensionable compensation per hour for testing as follows:

- Ultrasonic Testing: \$2.50
- Magnetic Particle Testing: \$2.50
- Dye Penetrant Testing: \$1.00

**Note 27:** Effective July 7, 2019, employees in the classifications of Planning Assistant, Code 7939, and City Planning Associate, Code 7941, who obtain and maintain valid AICP certification, shall receive a biweekly pensionable bonus of \$70.00.

**Note 28:** Effective July 7, 2019, any Transportation Investigator,(Code 4271) or Sr. Transportation Investigator (Code 4273), possessing a valid and current PC 832 certificate shall receive, in addition to all other regular and premium compensation, a pensionable bonus of \$150.00 per pay period.

Any Transportation Investigator, (Code 4271) or Sr. Transportation Investigator (Code 4273), possessing a valid and current Level III POST certificate shall be paid an additional pensionable bonus of \$250.00 per pay period.

**Note 29:** Upon Council adoption of the 2024-2027 MOU, Registered Veterinary Technicians, Code 2369-0, who are required to complete continuing education in association with maintaining a required license shall be eligible for reimbursement up to six hundred dollars (\$600.00) every two years. Eligible employees will only be eligible for reimbursement after providing proof of receipts to Management. This compensation is adds-to-pay and non-pensionable.

**Note 30:** Upon Council adoption of the 2024-2027 MOU, any bargaining Unit member employed by the Housing Department or Community Investment for Families Department and who is assigned to sign documents as a certified Notary Public shall receive additional compensation of \$25.00 biweekly for each pay period that the notary certification is maintained when it is not a condition of employment. This bonus shall commence at the beginning of the payroll period next succeeding the date the employee presents satisfactory proof of certification as a certified California Notary Public to the appointing authority. This compensation is adds-to-pay and non-pensionable.



- Note 31:** Any bargaining unit member employed by the Personnel Department and assigned to the Human Resources and Payroll Section shall receive additional compensation at the second premium level rate (5.5%) above the appropriate step on the salary range prescribed for the class. This additional compensation shall only be available on a regularly assigned basis and shall be adds-to-rate and pensionable.
- Note 32:** Upon Council adoption of the 2024-2027 MOU, any bargaining Unit member who is assigned by Management to maintain a valid Appraisal License or Real Estate License through the California Department of Real Estate shall receive additional compensation of \$75.00 biweekly for each pay period that the License is maintained when it is not a condition of employment. This bonus shall commence at the beginning of the payroll period next succeeding the date the employee presents satisfactory proof of the applicable License to the appointing authority. Any qualifying employee shall only be eligible to receive additional compensation for one (1) of the above listed Licenses. This compensation is adds-to-pay and non-pensionable.
- Note 33:** Upon Council adoption of the 2024-2027 MOU, any Land Surveying Assistant, Code 7283, Field Engineering Aide, Code 7228, or Survey Party Chief I/II, Codes 7286-1 and 7286-2, for whom certification as a Unmanned Aircraft System (UAS) Remote Pilot issued by the Department of Transportation-Federal Aviation Administration is not a condition of employment, shall, while so certified, receive an additional \$2.00 per hour during the time the employee is using the UAS. This additional compensation is non-pensionable.

**LETTER OF AGREEMENT  
MEMORANDUM OF UNDERSTANDING NO. 21  
JANUARY 1, 2024 – DECEMBER 25, 2027**

**TELECOMMUTING**

In March 2020, the COVID-19 pandemic necessitated an emergency change in working conditions to ensure the safety and wellbeing of employees and the general population, whereby a significant number of City employees who occupy classifications in this Bargaining Unit were granted the opportunity to work from a location other than their pre-pandemic designated City Headquarters.\* The City's emergency telecommute policy demonstrates that certain job functions can be performed successfully and effectively from a location other than an employee's Headquarters.

Based on the results of the emergency telecommute policy, the City initiated the process to update the 1993 citywide telecommute policy. As such, the City intends to continue and to encourage telecommuting when the appointing authority of a department deems that either employees are capable of or various job functions can be effectively performed from a location other than an employee's Headquarters.

Departments that allow their staff the option of telecommuting will develop a policy that is in accordance with the updated Citywide Telecommute Policy released in 2024. Any development or amendment to a department's current telecommuting policy shall require a meeting with EAA to discuss the impacts of said changes.

The parties agree to meet one year after the citywide telecommuting policy is adopted to evaluate the progress and discuss the program.

\*In accordance with the Citywide Telecommute Policy, "Headquarters" is defined as: a place of assignment to which an employee is required to report for instructions, such as in City Hall or any of its branches, various departmental or divisional yards, plants and stations, and similar places of assignment.

**LETTER OF AGREEMENT  
MEMORANDUM OF UNDERSTANDING NO. 21  
JANUARY 1, 2024 – DECEMBER 25, 2027**

**TELECOMMUTING**

**FOR THE ASSOCIATION:**



\_\_\_\_\_  
Marleen Fonseca, Executive Director  
Engineers and Architects Association

4/9/2024  
Date

**FOR THE CITY:**



\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**



\_\_\_\_\_  
Travis Hall  
Office of the City Attorney

4/10/2024  
Date

**LETTER OF AGREEMENT  
MEMORANDUM OF UNDERSTANDING NO. 21  
JANUARY 1, 2024 – DECEMBER 25, 2027**

**GIS SERIES REVISION AND CLASS STRUCTURE/EXPANSION PROPOSAL**

As a result of previous Letters of Agreement and Union proposals, discussions have taken place with the CAO, Personnel Department and the Union regarding the Geographic Information Specialist series (GIS) (GIS Specialist, Class Code 7213; GIS Supervisor, Class Code 7214 & GIS Chief, Class Code 7211), the changes in technology and education relevant to the GIS series and a proposal to restructure the series and revise the outdated class specifications.

In conjunction with this Memorandum of Understanding (2024 - 2027), EAA and Management, agree to the following:

1. Continue to meet and discuss the challenges with the GIS series. Discussions will include potential revisions of classification specifications and further evaluation of the need to restructure the GIS series by expanding the classification.
2. EAA shall identify no more than three employees in the series of GIS classifications who will serve as subject matter experts in these discussions.
3. The Office of the CAO will facilitate the participation of applicable departments to respond to any proposed revisions of classification specifications relevant to the GIS series and proposal.
4. Discussions will begin no later than October 2024 and will occur at a frequency that is appropriate to achieve the objective.

This Letter of Agreement shall expire concurrent with this 2024-2027 MOU.

**LETTER OF AGREEMENT  
MEMORANDUM OF UNDERSTANDING NO. 21  
JANUARY 1, 2024 – DECEMBER 25, 2027**

**GIS SERIES REVISION AND CLASS STRUCTURE/EXPANSION PROPOSAL**

**FOR THE ASSOCIATION:**



\_\_\_\_\_  
Marleen Fonseca, Executive Director  
Engineers and Architects Association

4/9/2024  
Date

**FOR THE CITY:**



\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**



\_\_\_\_\_  
Travis Hall  
Office of the City Attorney

4/10/2024  
Date

**LETTER OF AGREEMENT  
MEMORANDUM OF UNDERSTANDING NO. 21  
JANUARY 1, 2024 – DECEMBER 25, 2027**

**JOINT LABOR MANAGEMENT COMMITTEE  
HEALTHCARE FOR PART-TIME EMPLOYEES**

Upon Council adoption of the 2024-2027 MOU, the City shall begin placing into an escrow account an amount equal to the prorated compensation hours relative to the half-time employee medical benefit (for the 2024 plan year, \$9.70 per hour) for any part-time employee who occupies a classification represented in this MOU and who is not eligible to receive medical benefits from the City through the LAWell program or any other program. The prorated amount shall not exceed \$388 per employee in each pay period.

After the adoption of this MOU, the parties will meet and confer to identify and resolve logistical barriers related to providing half-time employees (described above) who work more than 400 hours in a twelve-month period with the single-party Kaiser health benefit.

**FOR THE ASSOCIATION:**



\_\_\_\_\_  
Marleen Fonseca, Executive Director  
Engineers and Architects Association

4/9/2024  
Date

**FOR THE CITY:**



\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**



\_\_\_\_\_  
Travis Hall  
Office of the City Attorney

4/10/2024  
Date

**LETTER OF AGREEMENT  
MEMORANDUM OF UNDERSTANDING NO. 21  
JANUARY 1, 2024 – DECEMBER 25, 2027**

**PLANNING ASSISTANT AND PLANNING ASSOCIATE PATHWAY**

During the term of this Memorandum of Understanding (2024 - 2027), the Office of the City Administrative Officer and the Association (EAA), agree to:

1. Continue to meet and discuss with the Planning Department and Personnel Department, issues and proposed resolutions regarding the current advancement from Planning Assistant to Planning Associate (Class Codes 7943 and 7941 respectively).
2. EAA shall identify no more than one employee in each of the classifications to serve as subject matter experts in these discussions.
3. Discussions will begin no later than October 2024 and will occur at a frequency that is appropriate to achieve the objective.

This Letter of Agreement shall expire concurrent with this 2024-2027 MOU.

**FOR THE ASSOCIATION:**



\_\_\_\_\_  
Marleen Fonseca, Executive Director  
Engineers and Architects Association

4/9/2024  
Date

**FOR THE CITY:**



\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

April 11, 2024  
Date

**Approved as to Form and Legality:**



\_\_\_\_\_  
Travis Hall  
Office of the City Attorney

4/10/2024  
Date