

MANAGEMENT & NON-REPRESENTED EMPLOYEES

Annual Hour Factor	2,080
COLA Factor =	102.00%
Market Adjustment =	101.00%

GRADE DESCRIPTION	Step	Hourly Rate	Bi-Weekly Amount	Monthly Salary	
MANAGEMENT RANGE	1	\$ 14.7439	\$ 1,179.51	\$ 2,555.61	\$ 30,667.31
<i>Grade M-01</i>	2	\$ 15.1903	\$ 1,215.22	\$ 2,632.99	\$ 31,595.82
	3	\$ 15.6471	\$ 1,251.77	\$ 2,712.16	\$ 32,545.97
	4	\$ 16.1142	\$ 1,289.14	\$ 2,793.13	\$ 33,517.54
	5	\$ 16.2745	\$ 1,301.96	\$ 2,820.91	\$ 33,850.96
	6	\$ 16.4399	\$ 1,315.19	\$ 2,849.58	\$ 34,194.99
	7	\$ 16.6022	\$ 1,328.18	\$ 2,877.72	\$ 34,532.58
	8	\$ 16.7708	\$ 1,341.66	\$ 2,906.94	\$ 34,883.26
	9	\$ 16.9373	\$ 1,354.98	\$ 2,935.80	\$ 35,229.58
	10	\$ 17.1079	\$ 1,368.63	\$ 2,965.37	\$ 35,584.43
	11	\$ 17.2775	\$ 1,382.20	\$ 2,994.77	\$ 35,937.20
	12	\$ 17.4523	\$ 1,396.18	\$ 3,025.07	\$ 36,300.78
	13	\$ 17.6240	\$ 1,409.92	\$ 3,054.83	\$ 36,657.92
MANAGEMENT RANGE	1	\$ 15.1903	\$ 1,215.22	\$ 2,632.99	\$ 31,595.82
<i>Grade M-02</i>	2	\$ 15.6471	\$ 1,251.77	\$ 2,712.16	\$ 32,545.97
	3	\$ 16.1142	\$ 1,289.14	\$ 2,793.13	\$ 33,517.54
	4	\$ 16.5991	\$ 1,327.93	\$ 2,877.18	\$ 34,526.13
	5	\$ 16.7656	\$ 1,341.25	\$ 2,906.04	\$ 34,872.45
	6	\$ 16.9331	\$ 1,354.65	\$ 2,935.07	\$ 35,220.85
	7	\$ 17.1017	\$ 1,368.14	\$ 2,964.30	\$ 35,571.54
	8	\$ 17.2734	\$ 1,381.87	\$ 2,994.06	\$ 35,928.67
	9	\$ 17.4461	\$ 1,395.69	\$ 3,023.99	\$ 36,287.89
	10	\$ 17.6199	\$ 1,409.59	\$ 3,054.12	\$ 36,649.39
	11	\$ 17.7967	\$ 1,423.74	\$ 3,084.76	\$ 37,017.14
	12	\$ 17.9715	\$ 1,437.72	\$ 3,115.06	\$ 37,380.72
	13	\$ 18.1557	\$ 1,452.46	\$ 3,146.99	\$ 37,763.86
MANAGEMENT RANGE	1	\$ 15.6471	\$ 1,251.77	\$ 2,712.16	\$ 32,545.97
<i>Grade M-03</i>	2	\$ 16.1142	\$ 1,289.14	\$ 2,793.13	\$ 33,517.54
	3	\$ 16.5991	\$ 1,327.93	\$ 2,877.18	\$ 34,526.13
	4	\$ 17.0954	\$ 1,367.63	\$ 2,963.20	\$ 35,558.43
	5	\$ 17.2682	\$ 1,381.46	\$ 2,993.16	\$ 35,917.86
	6	\$ 17.4409	\$ 1,395.27	\$ 3,023.09	\$ 36,277.07
	7	\$ 17.6157	\$ 1,409.26	\$ 3,053.39	\$ 36,640.66
	8	\$ 17.7926	\$ 1,423.41	\$ 3,084.05	\$ 37,008.61
	9	\$ 17.9674	\$ 1,437.39	\$ 3,114.35	\$ 37,372.19
	10	\$ 18.1495	\$ 1,451.96	\$ 3,145.91	\$ 37,750.96
	11	\$ 18.3295	\$ 1,466.36	\$ 3,177.11	\$ 38,125.36
	12	\$ 18.5116	\$ 1,480.93	\$ 3,208.68	\$ 38,504.13
	13	\$ 18.6978	\$ 1,495.82	\$ 3,240.95	\$ 38,891.42
MANAGEMENT RANGE	1	\$ 16.1142	\$ 1,289.14	\$ 2,793.13	\$ 33,517.54
<i>Grade M-04</i>	2	\$ 16.5991	\$ 1,327.93	\$ 2,877.18	\$ 34,526.13
	3	\$ 17.0954	\$ 1,367.63	\$ 2,963.20	\$ 35,558.43
	4	\$ 17.6115	\$ 1,408.92	\$ 3,052.66	\$ 36,631.92
	5	\$ 17.7853	\$ 1,422.82	\$ 3,082.79	\$ 36,993.42
	6	\$ 17.9632	\$ 1,437.06	\$ 3,113.62	\$ 37,363.46
	7	\$ 18.1432	\$ 1,451.46	\$ 3,144.82	\$ 37,737.86
	8	\$ 18.3232	\$ 1,465.86	\$ 3,176.02	\$ 38,112.26
	9	\$ 18.5064	\$ 1,480.51	\$ 3,207.78	\$ 38,493.31
	10	\$ 18.6947	\$ 1,495.58	\$ 3,240.42	\$ 38,884.98
	11	\$ 18.8799	\$ 1,510.39	\$ 3,272.52	\$ 39,270.19
	12	\$ 19.0693	\$ 1,525.54	\$ 3,305.35	\$ 39,664.14
	13	\$ 19.2586	\$ 1,540.69	\$ 3,338.16	\$ 40,057.89



MANAGEMENT RANGE
<i>Grade M-09</i>

1	\$	19.0558	\$	1,524.46	\$	3,303.01	\$	39,636.06
2	\$	19.6270	\$	1,570.16	\$	3,402.01	\$	40,824.16
3	\$	20.1961	\$	1,615.69	\$	3,500.66	\$	42,007.89
4	\$	20.8038	\$	1,664.30	\$	3,605.99	\$	43,271.90
5	\$	21.0140	\$	1,681.12	\$	3,642.43	\$	43,709.12
6	\$	21.2231	\$	1,697.85	\$	3,678.67	\$	44,144.05
7	\$	21.4343	\$	1,714.74	\$	3,715.28	\$	44,583.34
8	\$	21.6497	\$	1,731.98	\$	3,752.62	\$	45,031.38
9	\$	21.8641	\$	1,749.13	\$	3,789.78	\$	45,477.33
10	\$	22.0826	\$	1,766.61	\$	3,827.65	\$	45,931.81
11	\$	22.3021	\$	1,784.17	\$	3,865.70	\$	46,388.37
12	\$	22.5269	\$	1,802.15	\$	3,904.66	\$	46,855.95
13	\$	22.7526	\$	1,820.21	\$	3,943.78	\$	47,325.41

MANAGEMENT RANGE
<i>Grade M-10</i>

1	\$	19.6270	\$	1,570.16	\$	3,402.01	\$	40,824.16
2	\$	20.1961	\$	1,615.69	\$	3,500.66	\$	42,007.89
3	\$	20.8038	\$	1,664.30	\$	3,605.99	\$	43,271.90
4	\$	21.4271	\$	1,714.17	\$	3,714.03	\$	44,568.31
5	\$	21.6435	\$	1,731.48	\$	3,751.54	\$	45,018.48
6	\$	21.8578	\$	1,748.62	\$	3,788.69	\$	45,464.22
7	\$	22.0763	\$	1,766.10	\$	3,826.56	\$	45,918.70
8	\$	22.2980	\$	1,783.84	\$	3,864.99	\$	46,379.84
9	\$	22.5196	\$	1,801.57	\$	3,903.40	\$	46,840.77
10	\$	22.7443	\$	1,819.54	\$	3,942.35	\$	47,308.14
11	\$	22.9743	\$	1,837.94	\$	3,982.21	\$	47,786.54
12	\$	23.2001	\$	1,856.01	\$	4,021.35	\$	48,256.21
13	\$	23.4342	\$	1,874.74	\$	4,061.93	\$	48,743.14

MANAGEMENT RANGE
<i>Grade M-11</i>

1	\$	20.1961	\$	1,615.69	\$	3,500.66	\$	42,007.89
2	\$	20.8038	\$	1,664.30	\$	3,605.99	\$	43,271.90
3	\$	21.4271	\$	1,714.17	\$	3,714.03	\$	44,568.37
4	\$	22.0701	\$	1,765.61	\$	3,825.48	\$	45,905.81
5	\$	22.2917	\$	1,783.34	\$	3,863.90	\$	46,366.74
6	\$	22.5133	\$	1,801.06	\$	3,902.31	\$	46,827.66
7	\$	22.7370	\$	1,818.96	\$	3,941.08	\$	47,292.96
8	\$	22.9670	\$	1,837.36	\$	3,980.95	\$	47,771.36
9	\$	23.1949	\$	1,855.59	\$	4,020.45	\$	48,245.39
10	\$	23.4290	\$	1,874.32	\$	4,061.03	\$	48,732.32
11	\$	23.6620	\$	1,892.96	\$	4,101.41	\$	49,216.96
12	\$	23.8982	\$	1,911.86	\$	4,142.36	\$	49,708.26
13	\$	24.1355	\$	1,930.84	\$	4,183.49	\$	50,201.84

MANAGEMENT RANGE
<i>Grade M-12</i>

1	\$	20.3959	\$	1,631.67	\$	3,535.29	\$	42,423.47
2	\$	21.0056	\$	1,680.45	\$	3,640.97	\$	43,691.65
3	\$	21.6383	\$	1,731.06	\$	3,750.64	\$	45,007.66
4	\$	22.2865	\$	1,782.92	\$	3,862.99	\$	46,355.92
5	\$	22.5081	\$	1,800.65	\$	3,901.40	\$	46,816.85
6	\$	22.7339	\$	1,818.71	\$	3,940.54	\$	47,286.51
7	\$	22.9618	\$	1,836.94	\$	3,980.05	\$	47,760.54
8	\$	23.1907	\$	1,855.26	\$	4,019.72	\$	48,236.66
9	\$	23.4217	\$	1,873.74	\$	4,059.76	\$	48,717.14
10	\$	23.6558	\$	1,892.46	\$	4,100.34	\$	49,204.06
11	\$	23.8951	\$	1,911.61	\$	4,141.82	\$	49,701.81
12	\$	24.1313	\$	1,930.50	\$	4,182.76	\$	50,193.10
13	\$	24.3758	\$	1,950.06	\$	4,225.14	\$	50,701.66



MANAGEMENT RANGE
<i>Grade M-13</i>

1	\$ 21.0056	\$ 1,680.45	\$ 3,640.97	\$ 43,691.65
2	\$ 21.6383	\$ 1,731.06	\$ 3,750.64	\$ 45,007.66
3	\$ 22.2865	\$ 1,782.92	\$ 3,862.99	\$ 46,355.92
4	\$ 22.9555	\$ 1,836.44	\$ 3,978.95	\$ 47,747.44
5	\$ 23.1855	\$ 1,854.84	\$ 4,018.82	\$ 48,225.84
6	\$ 23.4154	\$ 1,873.23	\$ 4,058.67	\$ 48,704.03
7	\$ 23.6496	\$ 1,891.97	\$ 4,099.26	\$ 49,191.17
8	\$ 23.8858	\$ 1,910.86	\$ 4,140.21	\$ 49,682.46
9	\$ 24.1261	\$ 1,930.09	\$ 4,181.86	\$ 50,182.29
10	\$ 24.3654	\$ 1,949.23	\$ 4,223.34	\$ 50,680.03
11	\$ 24.6089	\$ 1,968.71	\$ 4,265.54	\$ 51,186.51
12	\$ 24.8576	\$ 1,988.61	\$ 4,308.65	\$ 51,703.81
13	\$ 25.1021	\$ 2,008.17	\$ 4,351.03	\$ 52,212.37

MANAGEMENT RANGE
<i>Grade M-14</i>

1	\$ 21.6383	\$ 1,731.06	\$ 3,750.64	\$ 45,007.66
2	\$ 22.2865	\$ 1,782.92	\$ 3,862.99	\$ 46,355.92
3	\$ 22.9555	\$ 1,836.44	\$ 3,978.95	\$ 47,747.44
4	\$ 23.6423	\$ 1,891.38	\$ 4,098.00	\$ 49,175.98
5	\$ 23.8785	\$ 1,910.28	\$ 4,138.94	\$ 49,667.28
6	\$ 24.1199	\$ 1,929.59	\$ 4,180.78	\$ 50,169.39
7	\$ 24.3592	\$ 1,948.74	\$ 4,222.26	\$ 50,667.14
8	\$ 24.6037	\$ 1,968.30	\$ 4,264.64	\$ 51,175.70
9	\$ 24.8493	\$ 1,987.94	\$ 4,307.21	\$ 51,686.54
10	\$ 25.0959	\$ 2,007.67	\$ 4,349.96	\$ 52,199.47
11	\$ 25.3487	\$ 2,027.90	\$ 4,393.78	\$ 52,725.30
12	\$ 25.6026	\$ 2,048.21	\$ 4,437.78	\$ 53,253.41
13	\$ 25.8596	\$ 2,068.77	\$ 4,482.33	\$ 53,787.97

MANAGEMENT RANGE
<i>Grade M-15</i>

1	\$ 22.2865	\$ 1,782.92	\$ 3,862.99	\$ 46,355.92
2	\$ 22.9555	\$ 1,836.44	\$ 3,978.95	\$ 47,747.44
3	\$ 23.6423	\$ 1,891.38	\$ 4,098.00	\$ 49,175.98
4	\$ 24.3634	\$ 1,949.07	\$ 4,222.99	\$ 50,675.87
5	\$ 24.6068	\$ 1,968.54	\$ 4,265.18	\$ 51,182.14
6	\$ 24.8565	\$ 1,988.52	\$ 4,308.46	\$ 51,701.52
7	\$ 25.1011	\$ 2,008.09	\$ 4,350.86	\$ 52,210.29
8	\$ 25.3539	\$ 2,028.31	\$ 4,394.68	\$ 52,736.11
9	\$ 25.6078	\$ 2,048.62	\$ 4,438.69	\$ 53,264.22
10	\$ 25.8648	\$ 2,069.18	\$ 4,483.23	\$ 53,798.78
11	\$ 26.1239	\$ 2,089.91	\$ 4,528.14	\$ 54,337.71
12	\$ 26.3840	\$ 2,110.72	\$ 4,573.23	\$ 54,878.72
13	\$ 26.6462	\$ 2,131.70	\$ 4,618.68	\$ 55,424.10

MANAGEMENT RANGE
<i>Grade M-16</i>

1	\$ 22.9555	\$ 1,836.44	\$ 3,978.95	\$ 47,747.44
2	\$ 23.6423	\$ 1,891.38	\$ 4,098.00	\$ 49,175.98
3	\$ 24.3634	\$ 1,949.07	\$ 4,222.99	\$ 50,675.87
4	\$ 25.0896	\$ 2,007.17	\$ 4,348.86	\$ 52,186.37
5	\$ 25.3404	\$ 2,027.23	\$ 4,392.34	\$ 52,708.03
6	\$ 25.5932	\$ 2,047.46	\$ 4,436.16	\$ 53,233.86
7	\$ 25.8502	\$ 2,068.02	\$ 4,480.70	\$ 53,768.42
8	\$ 26.1072	\$ 2,088.58	\$ 4,525.25	\$ 54,302.98
9	\$ 26.3684	\$ 2,109.47	\$ 4,570.52	\$ 54,846.27
10	\$ 26.6306	\$ 2,130.45	\$ 4,615.97	\$ 55,391.65
11	\$ 26.8980	\$ 2,151.84	\$ 4,662.32	\$ 55,947.84
12	\$ 27.1685	\$ 2,173.48	\$ 4,709.21	\$ 56,510.48
13	\$ 27.4380	\$ 2,195.04	\$ 4,755.92	\$ 57,071.04



MANAGEMENT RANGE
<i>Grade M-17</i>
Administrative Assistant

1	\$ 23.6423	\$ 1,891.38	\$ 4,098.00	\$ 49,175.98
2	\$ 24.3634	\$ 1,949.07	\$ 4,222.99	\$ 50,675.87
3	\$ 25.0896	\$ 2,007.17	\$ 4,348.86	\$ 52,186.37
4	\$ 25.8492	\$ 2,067.94	\$ 4,480.53	\$ 53,766.34
5	\$ 26.1083	\$ 2,088.66	\$ 4,525.44	\$ 54,305.26
6	\$ 26.3705	\$ 2,109.64	\$ 4,570.89	\$ 54,850.64
7	\$ 26.6358	\$ 2,130.86	\$ 4,616.87	\$ 55,402.46
8	\$ 26.8991	\$ 2,151.93	\$ 4,662.51	\$ 55,950.13
9	\$ 27.1696	\$ 2,173.57	\$ 4,709.40	\$ 56,512.77
10	\$ 27.4391	\$ 2,195.13	\$ 4,756.11	\$ 57,073.33
11	\$ 27.7148	\$ 2,217.18	\$ 4,803.90	\$ 57,646.78
12	\$ 27.9905	\$ 2,239.24	\$ 4,851.69	\$ 58,220.24
13	\$ 28.2725	\$ 2,261.80	\$ 4,900.57	\$ 58,806.80

MANAGEMENT RANGE
<i>Grade M-18</i>
Payroll Specialist
Legal Administrative Assistant
Financial & Administrataive Analyst

1	\$ 24.3634	\$ 1,949.07	\$ 4,222.99	\$ 50,675.87
2	\$ 25.0896	\$ 2,007.17	\$ 4,348.86	\$ 52,186.37
3	\$ 25.8492	\$ 2,067.94	\$ 4,480.53	\$ 53,766.34
4	\$ 26.6223	\$ 2,129.78	\$ 4,614.53	\$ 55,374.38
5	\$ 26.8897	\$ 2,151.18	\$ 4,660.88	\$ 55,930.58
6	\$ 27.1581	\$ 2,172.65	\$ 4,707.40	\$ 56,488.85
7	\$ 27.4297	\$ 2,194.38	\$ 4,754.48	\$ 57,053.78
8	\$ 27.7034	\$ 2,216.27	\$ 4,801.92	\$ 57,623.07
9	\$ 27.9791	\$ 2,238.33	\$ 4,849.71	\$ 58,196.53
10	\$ 28.2600	\$ 2,260.80	\$ 4,898.40	\$ 58,780.80
11	\$ 28.5441	\$ 2,283.53	\$ 4,947.64	\$ 59,371.73
12	\$ 28.8281	\$ 2,306.25	\$ 4,996.87	\$ 59,962.45
13	\$ 29.1184	\$ 2,329.47	\$ 5,047.19	\$ 60,566.27

MANAGEMENT RANGE
<i>Grade M-19</i>
PW&U Administrative Supervisor

1	\$ 25.0896	\$ 2,007.17	\$ 4,348.86	\$ 52,186.37
2	\$ 25.8492	\$ 2,067.94	\$ 4,480.53	\$ 53,766.34
3	\$ 26.6223	\$ 2,129.78	\$ 4,614.53	\$ 55,374.38
4	\$ 27.4224	\$ 2,193.79	\$ 4,753.22	\$ 57,038.59
5	\$ 27.6961	\$ 2,215.69	\$ 4,800.66	\$ 57,607.89
6	\$ 27.9728	\$ 2,237.82	\$ 4,848.62	\$ 58,183.42
7	\$ 28.2538	\$ 2,260.30	\$ 4,897.33	\$ 58,767.90
8	\$ 28.5368	\$ 2,282.94	\$ 4,946.38	\$ 59,356.54
9	\$ 28.8188	\$ 2,305.50	\$ 4,995.26	\$ 59,943.10
10	\$ 29.1060	\$ 2,328.48	\$ 5,045.04	\$ 60,540.48
11	\$ 29.3994	\$ 2,351.95	\$ 5,095.90	\$ 61,150.75
12	\$ 29.6928	\$ 2,375.42	\$ 5,146.75	\$ 61,761.02
13	\$ 29.9893	\$ 2,399.14	\$ 5,198.15	\$ 62,377.74

MANAGEMENT RANGE
<i>Grade M-20</i>
Legal Assistant/Paralegal
Human Resources & Records Specialist

1	\$ 25.8492	\$ 2,067.94	\$ 4,480.53	\$ 53,766.34
2	\$ 26.6223	\$ 2,129.78	\$ 4,614.53	\$ 55,374.38
3	\$ 27.4224	\$ 2,193.79	\$ 4,753.22	\$ 57,038.59
4	\$ 28.2444	\$ 2,259.55	\$ 4,895.70	\$ 58,748.35
5	\$ 28.5254	\$ 2,282.03	\$ 4,944.40	\$ 59,332.83
6	\$ 28.8125	\$ 2,305.00	\$ 4,994.17	\$ 59,930.00
7	\$ 29.0976	\$ 2,327.81	\$ 5,043.58	\$ 60,523.01
8	\$ 29.3921	\$ 2,351.37	\$ 5,094.63	\$ 61,135.57
9	\$ 29.6845	\$ 2,374.76	\$ 5,145.31	\$ 61,743.76
10	\$ 29.9789	\$ 2,398.31	\$ 5,196.34	\$ 62,356.11
11	\$ 30.2807	\$ 2,422.46	\$ 5,248.66	\$ 62,983.86
12	\$ 30.5835	\$ 2,446.68	\$ 5,301.14	\$ 63,613.68
13	\$ 30.8894	\$ 2,471.15	\$ 5,354.16	\$ 64,249.95



MANAGEMENT RANGE
<i>Grade M-21</i>

1	\$	26.6223	\$	2,129.78	\$	4,614.53	\$	55,374.38
2	\$	27.4224	\$	2,193.79	\$	4,753.22	\$	57,038.59
3	\$	28.2444	\$	2,259.55	\$	4,895.70	\$	58,748.35
4	\$	29.0914	\$	2,327.31	\$	5,042.51	\$	60,510.11
5	\$	29.3827	\$	2,350.62	\$	5,093.00	\$	61,116.02
6	\$	29.6772	\$	2,374.18	\$	5,144.05	\$	61,728.58
7	\$	29.9727	\$	2,397.82	\$	5,195.27	\$	62,343.22
8	\$	30.2734	\$	2,421.87	\$	5,247.39	\$	62,968.67
9	\$	30.5751	\$	2,446.01	\$	5,299.68	\$	63,596.21
10	\$	30.8811	\$	2,470.49	\$	5,352.72	\$	64,232.69
11	\$	31.1901	\$	2,495.21	\$	5,406.28	\$	64,875.41
12	\$	31.5022	\$	2,520.18	\$	5,460.38	\$	65,524.58
13	\$	31.8165	\$	2,545.32	\$	5,514.86	\$	66,178.32
	\$	-						

MANAGEMENT RANGE
<i>Grade M-22</i>

1	\$	27.4224	\$	2,193.79	\$	4,753.22	\$	57,038.59
2	\$	28.2444	\$	2,259.55	\$	4,895.70	\$	58,748.35
3	\$	29.0914	\$	2,327.31	\$	5,042.51	\$	60,510.11
4	\$	29.9623	\$	2,396.98	\$	5,193.47	\$	62,321.58
5	\$	30.2640	\$	2,421.12	\$	5,245.76	\$	62,949.12
6	\$	30.5647	\$	2,445.18	\$	5,297.88	\$	63,574.58
7	\$	30.8717	\$	2,469.74	\$	5,351.10	\$	64,213.14
8	\$	31.1807	\$	2,494.46	\$	5,404.66	\$	64,855.86
9	\$	31.4918	\$	2,519.34	\$	5,458.58	\$	65,502.94
10	\$	31.8061	\$	2,544.49	\$	5,513.06	\$	66,156.69
11	\$	32.1276	\$	2,570.21	\$	5,568.78	\$	66,825.41
12	\$	32.4480	\$	2,595.84	\$	5,624.32	\$	67,491.84
13	\$	32.7696	\$	2,621.57	\$	5,680.06	\$	68,160.77
	\$	-						

MANAGEMENT RANGE
<i>Grade M-23</i>

1	\$	28.2444	\$	2,259.55	\$	4,895.70	\$	58,748.35
2	\$	29.0914	\$	2,327.31	\$	5,042.51	\$	60,510.11
3	\$	29.9623	\$	2,396.98	\$	5,193.47	\$	62,321.58
4	\$	30.8686	\$	2,469.49	\$	5,350.56	\$	64,206.69
5	\$	31.1714	\$	2,493.71	\$	5,403.04	\$	64,836.51
6	\$	31.4835	\$	2,518.68	\$	5,457.14	\$	65,485.68
7	\$	31.7977	\$	2,543.82	\$	5,511.60	\$	66,139.22
8	\$	32.1140	\$	2,569.12	\$	5,566.43	\$	66,797.12
9	\$	32.4376	\$	2,595.01	\$	5,622.52	\$	67,470.21
10	\$	32.7602	\$	2,620.82	\$	5,678.44	\$	68,141.22
11	\$	33.0869	\$	2,646.95	\$	5,735.06	\$	68,820.75
12	\$	33.4209	\$	2,673.67	\$	5,792.96	\$	69,515.47
13	\$	33.7518	\$	2,700.14	\$	5,850.31	\$	70,203.74
	\$	-						

MANAGEMENT RANGE
<i>Grade M-24</i>
Human Resources Analyst
Fine Arts Center Director
Senior Center Manager

1	\$	29.0914	\$	2,327.31	\$	5,042.51	\$	60,510.11
2	\$	29.9675	\$	2,397.40	\$	5,194.37	\$	62,332.40
3	\$	30.8686	\$	2,469.49	\$	5,350.56	\$	64,206.69
4	\$	31.7957	\$	2,543.66	\$	5,511.26	\$	66,135.06
5	\$	32.1120	\$	2,568.96	\$	5,566.08	\$	66,792.96
6	\$	32.4345	\$	2,594.76	\$	5,621.98	\$	67,463.76
7	\$	32.7581	\$	2,620.65	\$	5,678.07	\$	68,136.85
8	\$	33.0848	\$	2,646.78	\$	5,734.70	\$	68,816.38
9	\$	33.4178	\$	2,673.42	\$	5,792.42	\$	69,509.02
10	\$	33.7466	\$	2,699.73	\$	5,849.41	\$	70,192.93
11	\$	34.0868	\$	2,726.94	\$	5,908.38	\$	70,900.54
12	\$	34.4271	\$	2,754.17	\$	5,967.36	\$	71,608.37
13	\$	34.7715	\$	2,781.72	\$	6,027.06	\$	72,324.72
	\$	-						



MANAGEMENT RANGE
<i>Grade M-25</i>

1	\$ 29.9675	\$ 2,397.40	\$ 5,194.37	\$ 62,332.40
2	\$ 30.8686	\$ 2,469.49	\$ 5,350.56	\$ 64,206.69
3	\$ 31.7957	\$ 2,543.66	\$ 5,511.26	\$ 66,135.06
4	\$ 32.7498	\$ 2,619.98	\$ 5,676.63	\$ 68,119.58
5	\$ 33.0786	\$ 2,646.29	\$ 5,733.62	\$ 68,803.49
6	\$ 33.4043	\$ 2,672.34	\$ 5,790.08	\$ 69,480.94
7	\$ 33.7404	\$ 2,699.23	\$ 5,848.34	\$ 70,180.03
8	\$ 34.0764	\$ 2,726.11	\$ 5,906.58	\$ 70,878.91
9	\$ 34.4198	\$ 2,753.58	\$ 5,966.10	\$ 71,593.18
10	\$ 34.7632	\$ 2,781.06	\$ 6,025.62	\$ 72,307.46
11	\$ 35.1086	\$ 2,808.69	\$ 6,085.49	\$ 73,025.89
12	\$ 35.4655	\$ 2,837.24	\$ 6,147.35	\$ 73,768.24
13	\$ 35.8162	\$ 2,865.30	\$ 6,208.14	\$ 74,497.70
	\$ -			

MANAGEMENT RANGE
<i>Grade M-26</i>
Assistant City Attorney
City Clerk

1	\$ 30.8686	\$ 2,469.49	\$ 5,350.56	\$ 64,206.69
2	\$ 31.7957	\$ 2,543.66	\$ 5,511.26	\$ 66,135.06
3	\$ 32.7498	\$ 2,619.98	\$ 5,676.63	\$ 68,119.58
4	\$ 33.7331	\$ 2,698.65	\$ 5,847.07	\$ 70,164.85
5	\$ 34.0712	\$ 2,725.70	\$ 5,905.68	\$ 70,868.10
6	\$ 34.4136	\$ 2,753.09	\$ 5,965.02	\$ 71,580.29
7	\$ 34.7569	\$ 2,780.55	\$ 6,024.53	\$ 72,294.35
8	\$ 35.1024	\$ 2,808.19	\$ 6,084.42	\$ 73,012.99
9	\$ 35.4541	\$ 2,836.33	\$ 6,145.38	\$ 73,744.53
10	\$ 35.8099	\$ 2,864.79	\$ 6,207.05	\$ 74,484.59
11	\$ 36.1689	\$ 2,893.51	\$ 6,269.28	\$ 75,231.31
12	\$ 36.5289	\$ 2,922.31	\$ 6,331.68	\$ 75,980.11
13	\$ 36.8941	\$ 2,951.53	\$ 6,394.98	\$ 76,739.73

MANAGEMENT RANGE
<i>Grade M-27</i>

1	\$ 31.7957	\$ 2,543.66	\$ 5,511.26	\$ 66,135.06
2	\$ 32.7498	\$ 2,619.98	\$ 5,676.63	\$ 68,119.58
3	\$ 33.7331	\$ 2,698.65	\$ 5,847.07	\$ 70,164.85
4	\$ 34.7465	\$ 2,779.72	\$ 6,022.73	\$ 72,272.72
5	\$ 35.0951	\$ 2,807.61	\$ 6,083.15	\$ 72,997.81
6	\$ 35.4437	\$ 2,835.50	\$ 6,143.58	\$ 73,722.90
7	\$ 35.7985	\$ 2,863.88	\$ 6,205.07	\$ 74,460.88
8	\$ 36.1574	\$ 2,892.59	\$ 6,267.28	\$ 75,207.39
9	\$ 36.5195	\$ 2,921.56	\$ 6,330.05	\$ 75,960.56
10	\$ 36.8868	\$ 2,950.94	\$ 6,393.71	\$ 76,724.54
11	\$ 37.2520	\$ 2,980.16	\$ 6,457.01	\$ 77,484.16
12	\$ 37.6245	\$ 3,009.96	\$ 6,521.58	\$ 78,258.96
13	\$ 38.0023	\$ 3,040.18	\$ 6,587.07	\$ 79,044.78

MANAGEMENT RANGE
<i>Grade M-28</i>
Planning Manager

1	\$ 32.7498	\$ 2,619.98	\$ 5,676.63	\$ 68,119.58
2	\$ 33.7331	\$ 2,698.65	\$ 5,847.07	\$ 70,164.85
3	\$ 34.7465	\$ 2,779.72	\$ 6,022.73	\$ 72,272.72
4	\$ 35.7912	\$ 2,863.30	\$ 6,203.81	\$ 74,445.70
5	\$ 36.1460	\$ 2,891.68	\$ 6,265.31	\$ 75,183.68
6	\$ 36.5091	\$ 2,920.73	\$ 6,328.24	\$ 75,938.93
7	\$ 36.8743	\$ 2,949.94	\$ 6,391.55	\$ 76,698.54
8	\$ 37.2406	\$ 2,979.25	\$ 6,455.04	\$ 77,460.45
9	\$ 37.6162	\$ 3,009.30	\$ 6,520.14	\$ 78,241.70
10	\$ 37.9908	\$ 3,039.26	\$ 6,585.07	\$ 79,020.86
11	\$ 38.3716	\$ 3,069.73	\$ 6,651.08	\$ 79,812.93
12	\$ 38.7556	\$ 3,100.45	\$ 6,717.64	\$ 80,611.65
13	\$ 39.1426	\$ 3,131.41	\$ 6,784.72	\$ 81,416.61



MANAGEMENT RANGE	1	\$ 33.7331	\$ 2,698.65	\$ 5,847.07	\$ 70,164.85
<i>Grade M-29</i>	2	\$ 34.7465	\$ 2,779.72	\$ 6,022.73	\$ 72,272.72
Senior Accountant	3	\$ 35.7912	\$ 2,863.30	\$ 6,203.81	\$ 74,445.70
Customer Service Manager	4	\$ 36.8629	\$ 2,949.03	\$ 6,389.57	\$ 76,674.83
	5	\$ 37.2333	\$ 2,978.66	\$ 6,453.77	\$ 77,445.26
	6	\$ 37.6048	\$ 3,008.38	\$ 6,518.17	\$ 78,217.98
	7	\$ 37.9814	\$ 3,038.51	\$ 6,583.44	\$ 79,001.31
	8	\$ 38.3602	\$ 3,068.82	\$ 6,649.10	\$ 79,789.22
	9	\$ 38.7431	\$ 3,099.45	\$ 6,715.47	\$ 80,585.65
	10	\$ 39.1301	\$ 3,130.41	\$ 6,782.55	\$ 81,390.61
	11	\$ 39.5224	\$ 3,161.79	\$ 6,850.55	\$ 82,206.59
	12	\$ 39.9178	\$ 3,193.42	\$ 6,919.09	\$ 83,029.02
	13	\$ 40.3174	\$ 3,225.39	\$ 6,988.35	\$ 83,860.19

MANAGEMENT RANGE	1	\$ 34.7465	\$ 2,779.72	\$ 6,022.73	\$ 72,272.72
<i>Grade M-30</i>	2	\$ 35.7912	\$ 2,863.30	\$ 6,203.81	\$ 74,445.70
	3	\$ 36.8629	\$ 2,949.03	\$ 6,389.57	\$ 76,674.83
	4	\$ 37.9690	\$ 3,037.52	\$ 6,581.29	\$ 78,975.52
	5	\$ 38.3508	\$ 3,068.06	\$ 6,647.47	\$ 79,769.66
	6	\$ 38.7316	\$ 3,098.53	\$ 6,713.48	\$ 80,561.73
	7	\$ 39.1208	\$ 3,129.66	\$ 6,780.94	\$ 81,371.26
	8	\$ 39.5099	\$ 3,160.79	\$ 6,848.38	\$ 82,180.59
	9	\$ 39.9074	\$ 3,192.59	\$ 6,917.28	\$ 83,007.39
	10	\$ 40.3070	\$ 3,224.56	\$ 6,986.55	\$ 83,838.56
	11	\$ 40.7076	\$ 3,256.61	\$ 7,055.98	\$ 84,671.81
	12	\$ 41.1144	\$ 3,289.15	\$ 7,126.50	\$ 85,517.95
	13	\$ 41.5275	\$ 3,322.20	\$ 7,198.10	\$ 86,377.20

MANAGEMENT RANGE	1	\$ 35.7912	\$ 2,863.30	\$ 6,203.81	\$ 74,445.70
<i>Grade M-31</i>	2	\$ 36.8629	\$ 2,949.03	\$ 6,389.57	\$ 76,674.83
Power Resources Manager	3	\$ 37.9690	\$ 3,037.52	\$ 6,581.29	\$ 78,975.52
	4	\$ 39.1073	\$ 3,128.58	\$ 6,778.60	\$ 81,343.18
	5	\$ 39.4995	\$ 3,159.96	\$ 6,846.58	\$ 82,158.96
	6	\$ 39.8939	\$ 3,191.51	\$ 6,914.94	\$ 82,979.31
	7	\$ 40.2955	\$ 3,223.64	\$ 6,984.55	\$ 83,814.64
	8	\$ 40.6982	\$ 3,255.86	\$ 7,054.36	\$ 84,652.26
	9	\$ 41.1040	\$ 3,288.32	\$ 7,124.69	\$ 85,496.32
	10	\$ 41.5171	\$ 3,321.37	\$ 7,196.30	\$ 86,355.57
<i>Moved from IUOE #302</i>	11	\$ 41.9291	\$ 3,354.33	\$ 7,267.71	\$ 87,212.53
	12	\$ 42.3505	\$ 3,388.04	\$ 7,340.75	\$ 88,089.04
	13	\$ 42.7709	\$ 3,421.67	\$ 7,413.62	\$ 88,963.47

MANAGEMENT RANGE	1	\$ 36.8629	\$ 2,949.03	\$ 6,389.57	\$ 76,674.83
<i>Grade M-32</i>	2	\$ 37.9690	\$ 3,037.52	\$ 6,581.29	\$ 78,975.52
Senior Financial Systems Analyst	3	\$ 39.1073	\$ 3,128.58	\$ 6,778.60	\$ 81,343.18
Street/Stormwater Superintendent	4	\$ 40.2809	\$ 3,222.47	\$ 6,982.02	\$ 83,784.27
Fleet Manager	5	\$ 40.6815	\$ 3,254.52	\$ 7,051.46	\$ 84,617.52
Solid Waste Superintendent	6	\$ 41.0905	\$ 3,287.24	\$ 7,122.35	\$ 85,468.24
	7	\$ 41.4994	\$ 3,319.95	\$ 7,193.23	\$ 86,318.75
	8	\$ 41.9177	\$ 3,353.42	\$ 7,265.74	\$ 87,188.82
	9	\$ 42.3359	\$ 3,386.87	\$ 7,338.22	\$ 88,058.67
<i>Moved from IUOE #302- Street/Stormwater Superintendent; Fleet Manager; Solid Waste Superintendent</i>	10	\$ 42.7594	\$ 3,420.75	\$ 7,411.63	\$ 88,939.55
	11	\$ 43.1881	\$ 3,455.05	\$ 7,485.94	\$ 89,831.25
	12	\$ 43.6199	\$ 3,489.59	\$ 7,560.78	\$ 90,729.39
	13	\$ 44.0559	\$ 3,524.47	\$ 7,636.36	\$ 91,636.27



MANAGEMENT RANGE	1	\$ 43.5481	\$ 3,483.85	\$ 7,548.34	\$ 90,580.05
<i>Grade M-37</i>	2	\$ 44.8560	\$ 3,588.48	\$ 7,775.04	\$ 93,300.48
Human Resource Manager	3	\$ 46.2014	\$ 3,696.11	\$ 8,008.24	\$ 96,098.91
Light Operations Manager	4	\$ 47.5874	\$ 3,806.99	\$ 8,248.48	\$ 98,981.79
	5	\$ 48.0629	\$ 3,845.03	\$ 8,330.90	\$ 99,970.83
	6	\$ 48.5436	\$ 3,883.49	\$ 8,414.22	\$ 100,970.69
	7	\$ 49.0274	\$ 3,922.19	\$ 8,498.08	\$ 101,976.99
	8	\$ 49.5206	\$ 3,961.65	\$ 8,583.57	\$ 103,002.85
	9	\$ 50.0148	\$ 4,001.18	\$ 8,669.23	\$ 104,030.78
	10	\$ 50.5153	\$ 4,041.22	\$ 8,755.99	\$ 105,071.82
<i>Moved from IUOE #302- Light Operations Manager</i>	11	\$ 51.0179	\$ 4,081.43	\$ 8,843.10	\$ 106,117.23
	12	\$ 51.5309	\$ 4,122.47	\$ 8,932.02	\$ 107,184.27
	13	\$ 52.0428	\$ 4,163.42	\$ 9,020.75	\$ 108,249.02

MANAGEMENT RANGE	1	\$ 44.8560	\$ 3,588.48	\$ 7,775.04	\$ 93,300.48
<i>Grade M-38</i>	2	\$ 46.2014	\$ 3,696.11	\$ 8,008.24	\$ 96,098.91
Deputy Police Chief	3	\$ 47.5874	\$ 3,806.99	\$ 8,248.48	\$ 98,981.79
Fire Marshall	4	\$ 49.0149	\$ 3,921.19	\$ 8,495.92	\$ 101,950.99
Senior Assistant City Attorney	5	\$ 49.5060	\$ 3,960.48	\$ 8,581.04	\$ 102,972.48
Deputy Director--Power & Telecommunication Systems	6	\$ 49.9992	\$ 3,999.94	\$ 8,666.53	\$ 103,998.34
Parks & Recreation Director	7	\$ 50.5008	\$ 4,040.06	\$ 8,753.47	\$ 105,041.66
Assistant Director of Power Systems	8	\$ 51.0064	\$ 4,080.51	\$ 8,841.11	\$ 106,093.31
	9	\$ 51.5121	\$ 4,120.97	\$ 8,928.76	\$ 107,145.17
	10	\$ 52.0303	\$ 4,162.42	\$ 9,018.59	\$ 108,223.02
<i>Moved from IUOE #302- Assistant Director of Power Systems</i>	11	\$ 52.5516	\$ 4,204.13	\$ 9,108.94	\$ 109,307.33
	12	\$ 53.0760	\$ 4,246.08	\$ 9,199.84	\$ 110,398.08
	13	\$ 53.6067	\$ 4,288.54	\$ 9,291.83	\$ 111,501.94

MANAGEMENT RANGE	1	\$ 46.2014	\$ 3,696.11	\$ 8,008.24	\$ 96,098.91
<i>Grade M-39</i>	2	\$ 47.5874	\$ 3,806.99	\$ 8,248.48	\$ 98,981.79
	3	\$ 49.0149	\$ 3,921.19	\$ 8,495.92	\$ 101,950.99
	4	\$ 50.4841	\$ 4,038.73	\$ 8,750.58	\$ 105,006.93
	5	\$ 50.9898	\$ 4,079.18	\$ 8,838.23	\$ 106,058.78
	6	\$ 51.5007	\$ 4,120.06	\$ 8,926.79	\$ 107,121.46
	7	\$ 52.0178	\$ 4,161.42	\$ 9,016.42	\$ 108,197.02
	8	\$ 52.5349	\$ 4,202.79	\$ 9,106.05	\$ 109,272.59
	9	\$ 53.0604	\$ 4,244.83	\$ 9,197.14	\$ 110,365.63
	10	\$ 53.5900	\$ 4,287.20	\$ 9,288.93	\$ 111,467.20
	11	\$ 54.1279	\$ 4,330.23	\$ 9,382.17	\$ 112,586.03
	12	\$ 54.6669	\$ 4,373.35	\$ 9,475.60	\$ 113,707.15
	13	\$ 55.2142	\$ 4,417.14	\$ 9,570.46	\$ 114,845.54

MANAGEMENT RANGE	1	\$ 47.5874	\$ 3,806.99	\$ 8,248.48	\$ 98,981.79
<i>Grade M-40</i>	2	\$ 49.0149	\$ 3,921.19	\$ 8,495.92	\$ 101,950.99
	3	\$ 50.4841	\$ 4,038.73	\$ 8,750.58	\$ 105,006.93
	4	\$ 52.0084	\$ 4,160.67	\$ 9,014.79	\$ 108,177.47
	5	\$ 52.5193	\$ 4,201.54	\$ 9,103.35	\$ 109,240.14
	6	\$ 53.0458	\$ 4,243.66	\$ 9,194.61	\$ 110,335.26
	7	\$ 53.5765	\$ 4,286.12	\$ 9,286.59	\$ 111,439.12
	8	\$ 54.1092	\$ 4,328.74	\$ 9,378.93	\$ 112,547.14
	9	\$ 54.6513	\$ 4,372.10	\$ 9,472.89	\$ 113,674.70
	10	\$ 55.1997	\$ 4,415.98	\$ 9,567.95	\$ 114,815.38
	11	\$ 55.7490	\$ 4,459.92	\$ 9,663.16	\$ 115,957.92
	12	\$ 56.3099	\$ 4,504.79	\$ 9,760.38	\$ 117,124.59
	13	\$ 56.8697	\$ 4,549.58	\$ 9,857.42	\$ 118,288.98



MANAGEMENT RANGE	1	\$ 55.1768	\$ 4,414.14	\$ 9,563.98	\$ 114,767.74
Grade M-45	2	\$ 56.8281	\$ 4,546.25	\$ 9,850.20	\$ 118,202.45
	3	\$ 58.5376	\$ 4,683.01	\$ 10,146.52	\$ 121,758.21
	4	\$ 60.2919	\$ 4,823.35	\$ 10,450.60	\$ 125,407.15
	5	\$ 60.8923	\$ 4,871.38	\$ 10,554.67	\$ 126,655.98
	6	\$ 61.5041	\$ 4,920.33	\$ 10,660.71	\$ 127,928.53
	7	\$ 62.1169	\$ 4,969.35	\$ 10,766.93	\$ 129,203.15
	8	\$ 62.7402	\$ 5,019.22	\$ 10,874.97	\$ 130,499.62
	9	\$ 63.3645	\$ 5,069.16	\$ 10,983.18	\$ 131,798.16
	10	\$ 64.0013	\$ 5,120.10	\$ 11,093.56	\$ 133,122.70
	11	\$ 64.6391	\$ 5,171.13	\$ 11,204.11	\$ 134,449.33
	12	\$ 65.2873	\$ 5,222.98	\$ 11,316.47	\$ 135,797.58
	13	\$ 65.9397	\$ 5,275.18	\$ 11,429.55	\$ 137,154.58

MANAGEMENT RANGE	1	\$ 56.8301	\$ 4,546.41	\$ 9,850.55	\$ 118,206.61
Grade M-46	2	\$ 58.5355	\$ 4,682.84	\$ 10,146.15	\$ 121,753.84
Director of Public Works & Utilities	3	\$ 60.2919	\$ 4,823.35	\$ 10,450.60	\$ 125,407.15
	4	\$ 62.1013	\$ 4,968.10	\$ 10,764.23	\$ 129,170.70
	5	\$ 62.7183	\$ 5,017.46	\$ 10,871.17	\$ 130,454.06
	6	\$ 63.3489	\$ 5,067.91	\$ 10,980.48	\$ 131,765.71
	7	\$ 63.9805	\$ 5,118.44	\$ 11,089.95	\$ 133,079.44
	8	\$ 64.6214	\$ 5,169.71	\$ 11,201.04	\$ 134,412.51
	9	\$ 65.2676	\$ 5,221.41	\$ 11,313.05	\$ 135,756.61
	10	\$ 65.9210	\$ 5,273.68	\$ 11,426.31	\$ 137,115.68
	11	\$ 66.5807	\$ 5,326.46	\$ 11,540.66	\$ 138,487.86
	12	\$ 67.2466	\$ 5,379.73	\$ 11,656.08	\$ 139,872.93
	13	\$ 67.9167	\$ 5,433.34	\$ 11,772.23	\$ 141,266.74

MANAGEMENT RANGE	1	\$ 58.5376	\$ 4,683.01	\$ 10,146.52	\$ 121,758.21
Grade M-47	2	\$ 60.2898	\$ 4,823.18	\$ 10,450.23	\$ 125,402.78
	3	\$ 62.1013	\$ 4,968.10	\$ 10,764.23	\$ 129,170.70
	4	\$ 63.9638	\$ 5,117.10	\$ 11,087.06	\$ 133,044.70
	5	\$ 64.6006	\$ 5,168.05	\$ 11,197.44	\$ 134,369.25
	6	\$ 65.2499	\$ 5,219.99	\$ 11,309.98	\$ 135,719.79
	7	\$ 65.9012	\$ 5,272.10	\$ 11,422.88	\$ 137,074.50
	8	\$ 66.5619	\$ 5,324.95	\$ 11,537.40	\$ 138,448.75
	9	\$ 67.2247	\$ 5,377.98	\$ 11,652.28	\$ 139,827.38
	10	\$ 67.8990	\$ 5,431.92	\$ 11,769.16	\$ 141,229.92
	11	\$ 68.5784	\$ 5,486.27	\$ 11,886.92	\$ 142,643.07
	12	\$ 69.2641	\$ 5,541.13	\$ 12,005.78	\$ 144,069.33
	13	\$ 69.9561	\$ 5,596.49	\$ 12,125.72	\$ 145,508.69

City Manager (by Council approved contract)	1	\$ 70.2734	\$ 5,621.87	\$ 12,180.72	\$ 146,168.67
---	---	------------	-------------	--------------	---------------

NOTE: The annual salary is adjusted in SunGard by the COLA amount (2%) and the Market Adjustment (1%).



AFSCME LOCAL #1619

City of Port Angeles -- AFSCME Local #1619 Collective Bargaining Agreement

Salary & Classification Schedule effective January 1, 2017 --2.0% COLA and 1% Market Adjustment

Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
--------------	------	--	-------------------------------	-------------------	------------------

	1	\$35.594	\$2,847.52	\$6,169.63	\$74,035.52
RANGE 32	2	\$36.659	\$2,932.72	\$6,354.23	\$76,250.72
	3	\$37.758	\$3,020.64	\$6,544.72	\$78,536.64
	4	\$38.893	\$3,111.44	\$6,741.45	\$80,897.44
	5	\$40.064	\$3,205.12	\$6,944.43	\$83,333.12
	6	\$41.269	\$3,301.52	\$7,153.29	\$85,839.52
	7	\$42.507	\$3,400.56	\$7,367.88	\$88,414.56

	1	\$34.558	\$2,764.64	\$5,990.05	\$71,880.64
RANGE 31	2	\$35.594	\$2,847.52	\$6,169.63	\$74,035.52
	3	\$36.659	\$2,932.72	\$6,354.23	\$76,250.72
	4	\$37.758	\$3,020.64	\$6,544.72	\$78,536.64
	5	\$38.893	\$3,111.44	\$6,741.45	\$80,897.44
	6	\$40.064	\$3,205.12	\$6,944.43	\$83,333.12
	7	\$41.269	\$3,301.52	\$7,153.29	\$85,839.52

	1	\$33.555	\$2,684.40	\$5,816.20	\$69,794.40
RANGE 30	2	\$34.558	\$2,764.64	\$5,990.05	\$71,880.64
	3	\$35.594	\$2,847.52	\$6,169.63	\$74,035.52
	4	\$36.659	\$2,932.72	\$6,354.23	\$76,250.72
	5	\$37.758	\$3,020.64	\$6,544.72	\$78,536.64
	6	\$38.893	\$3,111.44	\$6,741.45	\$80,897.44
	7	\$40.064	\$3,205.12	\$6,944.43	\$83,333.12

	1	\$32.579	\$2,606.32	\$5,647.03	\$67,764.32
RANGE 29	2	\$33.555	\$2,684.40	\$5,816.20	\$69,794.40
	3	\$34.558	\$2,764.64	\$5,990.05	\$71,880.64
	4	\$35.594	\$2,847.52	\$6,169.63	\$74,035.52
	5	\$36.659	\$2,932.72	\$6,354.23	\$76,250.72
	6	\$37.758	\$3,020.64	\$6,544.72	\$78,536.64
	7	\$38.893	\$3,111.44	\$6,741.45	\$80,897.44

	1	\$31.629	\$2,530.32	\$5,482.36	\$65,788.32
RANGE 28	2	\$32.579	\$2,606.32	\$5,647.03	\$67,764.32
	3	\$33.555	\$2,684.40	\$5,816.20	\$69,794.40
	4	\$34.558	\$2,764.64	\$5,990.05	\$71,880.64
	5	\$35.594	\$2,847.52	\$6,169.63	\$74,035.52
	6	\$36.659	\$2,932.72	\$6,354.23	\$76,250.72
	7	\$37.758	\$3,020.64	\$6,544.72	\$78,536.64



City of Port Angeles -- AFSCME Local #1619 Collective Bargaining Agreement
Salary & Classification Schedule effective January 1, 2017 --2.0% COLA and 1% Market Adjustment

Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
--------------	------	---------------------------------------	-------------------------	----------------	---------------

	1	\$30.708	\$2,456.64	\$5,322.72	\$63,872.64
RANGE 27	2	\$31.629	\$2,530.32	\$5,482.36	\$65,788.32
	3	\$32.579	\$2,606.32	\$5,647.03	\$67,764.32
	4	\$33.555	\$2,684.40	\$5,816.20	\$69,794.40
	5	\$34.558	\$2,764.64	\$5,990.05	\$71,880.64
	6	\$35.594	\$2,847.52	\$6,169.63	\$74,035.52
	7	\$36.659	\$2,932.72	\$6,354.23	\$76,250.72

	1	\$29.809	\$2,384.72	\$5,166.89	\$62,002.72
RANGE 26	2	\$30.708	\$2,456.64	\$5,322.72	\$63,872.64
	3	\$31.629	\$2,530.32	\$5,482.36	\$65,788.32
	4	\$32.579	\$2,606.32	\$5,647.03	\$67,764.32
	5	\$33.555	\$2,684.40	\$5,816.20	\$69,794.40
	6	\$34.558	\$2,764.64	\$5,990.05	\$71,880.64
	7	\$35.594	\$2,847.52	\$6,169.63	\$74,035.52

	1	\$28.939	\$2,315.12	\$5,016.09	\$60,193.12
RANGE 25	2	\$29.809	\$2,384.72	\$5,166.89	\$62,002.72
	3	\$30.708	\$2,456.64	\$5,322.72	\$63,872.64
	4	\$31.629	\$2,530.32	\$5,482.36	\$65,788.32
	5	\$32.579	\$2,606.32	\$5,647.03	\$67,764.32
	6	\$33.555	\$2,684.40	\$5,816.20	\$69,794.40
	7	\$34.558	\$2,764.64	\$5,990.05	\$71,880.64

	1	\$28.094	\$2,247.52	\$4,869.63	\$58,435.52
RANGE 24	2	\$28.939	\$2,315.12	\$5,016.09	\$60,193.12
	3	\$29.809	\$2,384.72	\$5,166.89	\$62,002.72
	4	\$30.708	\$2,456.64	\$5,322.72	\$63,872.64
	5	\$31.629	\$2,530.32	\$5,482.36	\$65,788.32
	6	\$32.579	\$2,606.32	\$5,647.03	\$67,764.32
	7	\$33.555	\$2,684.40	\$5,816.20	\$69,794.40

	1	\$27.279	\$2,182.32	\$4,728.36	\$56,740.32
RANGE 23	2	\$28.094	\$2,247.52	\$4,869.63	\$58,435.52
	3	\$28.939	\$2,315.12	\$5,016.09	\$60,193.12
	4	\$29.809	\$2,384.72	\$5,166.89	\$62,002.72
	5	\$30.708	\$2,456.64	\$5,322.72	\$63,872.64
	6	\$31.629	\$2,530.32	\$5,482.36	\$65,788.32
	7	\$32.579	\$2,606.32	\$5,647.03	\$67,764.32

	1	\$26.486	\$2,118.88	\$4,590.91	\$55,090.88
RANGE 22	2	\$27.279	\$2,182.32	\$4,728.36	\$56,740.32
	3	\$28.094	\$2,247.52	\$4,869.63	\$58,435.52
	4	\$28.939	\$2,315.12	\$5,016.09	\$60,193.12
	5	\$29.809	\$2,384.72	\$5,166.89	\$62,002.72
	6	\$30.708	\$2,456.64	\$5,322.72	\$63,872.64
	7	\$31.629	\$2,530.32	\$5,482.36	\$65,788.32



City of Port Angeles -- AFSCME Local #1619 Collective Bargaining Agreement
Salary & Classification Schedule effective January 1, 2017 --2.0% COLA and 1% Market Adjustment

Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
--------------	------	---------------------------------------	-------------------------	----------------	---------------

	1	\$25.712	\$2,056.96	\$4,456.75	\$53,480.96
RANGE 21	2	\$26.486	\$2,118.88	\$4,590.91	\$55,090.88
	3	\$27.279	\$2,182.32	\$4,728.36	\$56,740.32
	4	\$28.094	\$2,247.52	\$4,869.63	\$58,435.52
	5	\$28.939	\$2,315.12	\$5,016.09	\$60,193.12
	6	\$29.809	\$2,384.72	\$5,166.89	\$62,002.72
	7	\$30.708	\$2,456.64	\$5,322.72	\$63,872.64

	1	\$24.966	\$1,997.28	\$4,327.44	\$51,929.28
RANGE 20	2	\$25.712	\$2,056.96	\$4,456.75	\$53,480.96
	3	\$26.486	\$2,118.88	\$4,590.91	\$55,090.88
	4	\$27.279	\$2,182.32	\$4,728.36	\$56,740.32
	5	\$28.094	\$2,247.52	\$4,869.63	\$58,435.52
	6	\$28.939	\$2,315.12	\$5,016.09	\$60,193.12
	7	\$29.809	\$2,384.72	\$5,166.89	\$62,002.72

	1	\$24.235	\$1,938.80	\$4,200.73	\$50,408.80
RANGE 19	2	\$24.966	\$1,997.28	\$4,327.44	\$51,929.28
	3	\$25.712	\$2,056.96	\$4,456.75	\$53,480.96
	4	\$26.486	\$2,118.88	\$4,590.91	\$55,090.88
	5	\$27.279	\$2,182.32	\$4,728.36	\$56,740.32
	6	\$28.094	\$2,247.52	\$4,869.63	\$58,435.52
	7	\$28.939	\$2,315.12	\$5,016.09	\$60,193.12

	1	\$23.533	\$1,882.64	\$4,079.05	\$48,948.64
RANGE 18	2	\$24.235	\$1,938.80	\$4,200.73	\$50,408.80
	3	\$24.966	\$1,997.28	\$4,327.44	\$51,929.28
	4	\$25.712	\$2,056.96	\$4,456.75	\$53,480.96
	5	\$26.486	\$2,118.88	\$4,590.91	\$55,090.88
	6	\$27.279	\$2,182.32	\$4,728.36	\$56,740.32
	7	\$28.094	\$2,247.52	\$4,869.63	\$58,435.52

	1	\$22.845	\$1,827.60	\$3,959.80	\$47,517.60
RANGE 17	2	\$23.533	\$1,882.64	\$4,079.05	\$48,948.64
	3	\$24.235	\$1,938.80	\$4,200.73	\$50,408.80
	4	\$24.966	\$1,997.28	\$4,327.44	\$51,929.28
	5	\$25.712	\$2,056.96	\$4,456.75	\$53,480.96
	6	\$26.486	\$2,118.88	\$4,590.91	\$55,090.88
	7	\$27.279	\$2,182.32	\$4,728.36	\$56,740.32



City of Port Angeles -- AFSCME Local #1619 Collective Bargaining Agreement
Salary & Classification Schedule effective January 1, 2017 --2.0% COLA and 1% Market Adjustment

Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
--------------	------	---------------------------------------	-------------------------	----------------	---------------

RANGE 16	1	\$22.178	\$1,774.24	\$3,844.19	\$46,130.24
	2	\$22.845	\$1,827.60	\$3,959.80	\$47,517.60
	3	\$23.533	\$1,882.64	\$4,079.05	\$48,948.64
	4	\$24.235	\$1,938.80	\$4,200.73	\$50,408.80
	5	\$24.966	\$1,997.28	\$4,327.44	\$51,929.28
	6	\$25.712	\$2,056.96	\$4,456.75	\$53,480.96
	7	\$26.486	\$2,118.88	\$4,590.91	\$55,090.88

RANGE 15	1	\$21.533	\$1,722.64	\$3,732.39	\$44,788.64
	2	\$22.178	\$1,774.24	\$3,844.19	\$46,130.24
	3	\$22.845	\$1,827.60	\$3,959.80	\$47,517.60
	4	\$23.533	\$1,882.64	\$4,079.05	\$48,948.64
	5	\$24.235	\$1,938.80	\$4,200.73	\$50,408.80
	6	\$24.966	\$1,997.28	\$4,327.44	\$51,929.28
	7	\$25.712	\$2,056.96	\$4,456.75	\$53,480.96

RANGE 14	1	\$20.909	\$1,672.72	\$3,624.23	\$43,490.72
	2	\$21.533	\$1,722.64	\$3,732.39	\$44,788.64
	3	\$22.178	\$1,774.24	\$3,844.19	\$46,130.24
	4	\$22.845	\$1,827.60	\$3,959.80	\$47,517.60
	5	\$23.533	\$1,882.64	\$4,079.05	\$48,948.64
	6	\$24.236	\$1,938.88	\$4,200.91	\$50,410.88
	7	\$24.966	\$1,997.28	\$4,327.44	\$51,929.28

RANGE 13	1	\$20.301	\$1,624.08	\$3,518.84	\$42,226.08
	2	\$20.909	\$1,672.72	\$3,624.23	\$43,490.72
	3	\$21.533	\$1,722.64	\$3,732.39	\$44,788.64
	4	\$22.178	\$1,774.24	\$3,844.19	\$46,130.24
	5	\$22.845	\$1,827.60	\$3,959.80	\$47,517.60
	6	\$23.533	\$1,882.64	\$4,079.05	\$48,948.64
	7	\$24.235	\$1,938.80	\$4,200.73	\$50,408.80

RANGE 12	1	\$19.717	\$1,577.36	\$3,417.61	\$41,011.36
	2	\$20.301	\$1,624.08	\$3,518.84	\$42,226.08
	3	\$20.909	\$1,672.72	\$3,624.23	\$43,490.72
	4	\$21.533	\$1,722.64	\$3,732.39	\$44,788.64
	5	\$22.178	\$1,774.24	\$3,844.19	\$46,130.24
	6	\$22.845	\$1,827.60	\$3,959.80	\$47,517.60
	7	\$23.533	\$1,882.64	\$4,079.05	\$48,948.64

RANGE 11	1	\$19.143	\$1,531.44	\$3,318.12	\$39,817.44
	2	\$19.717	\$1,577.36	\$3,417.61	\$41,011.36
	3	\$20.301	\$1,624.08	\$3,518.84	\$42,226.08
	4	\$20.909	\$1,672.72	\$3,624.23	\$43,490.72
	5	\$21.533	\$1,722.64	\$3,732.39	\$44,788.64
	6	\$22.178	\$1,774.24	\$3,844.19	\$46,130.24
	7	\$22.845	\$1,827.60	\$3,959.80	\$47,517.60



City of Port Angeles -- AFSCME Local #1619 Collective Bargaining Agreement

Salary & Classification Schedule effective January 1, 2017 --2.0% COLA and 1% Market Adjustment

Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
--------------	------	--	-------------------------------	-------------------	------------------

	1	\$18.590	\$1,487.20	\$3,222.27	\$38,667.20
RANGE 10	2	\$19.143	\$1,531.44	\$3,318.12	\$39,817.44
	3	\$19.717	\$1,577.36	\$3,417.61	\$41,011.36
	4	\$20.301	\$1,624.08	\$3,518.84	\$42,226.08
	5	\$20.909	\$1,672.72	\$3,624.23	\$43,490.72
	6	\$21.533	\$1,722.64	\$3,732.39	\$44,788.64
	7	\$22.178	\$1,774.24	\$3,844.19	\$46,130.24

	1	\$18.045	\$1,443.60	\$3,127.80	\$37,533.60
RANGE 9	2	\$18.590	\$1,487.20	\$3,222.27	\$38,667.20
	3	\$19.143	\$1,531.44	\$3,318.12	\$39,817.44
	4	\$19.717	\$1,577.36	\$3,417.61	\$41,011.36
	5	\$20.301	\$1,624.08	\$3,518.84	\$42,226.08
	6	\$20.909	\$1,672.72	\$3,624.23	\$43,490.72
	7	\$21.533	\$1,722.64	\$3,732.39	\$44,788.64

	1	\$17.516	\$1,401.28	\$3,036.11	\$36,433.28
RANGE 8	2	\$18.045	\$1,443.60	\$3,127.80	\$37,533.60
	3	\$18.590	\$1,487.20	\$3,222.27	\$38,667.20
	4	\$19.143	\$1,531.44	\$3,318.12	\$39,817.44
	5	\$19.717	\$1,577.36	\$3,417.61	\$41,011.36
	6	\$20.301	\$1,624.08	\$3,518.84	\$42,226.08
	7	\$20.909	\$1,672.72	\$3,624.23	\$43,490.72

	1	\$17.004	\$1,360.32	\$2,947.36	\$35,368.32
RANGE 7	2	\$17.516	\$1,401.28	\$3,036.11	\$36,433.28
	3	\$18.045	\$1,443.60	\$3,127.80	\$37,533.60
	4	\$18.590	\$1,487.20	\$3,222.27	\$38,667.20
	5	\$19.143	\$1,531.44	\$3,318.12	\$39,817.44
	6	\$19.717	\$1,577.36	\$3,417.61	\$41,011.36
	7	\$20.301	\$1,624.08	\$3,518.84	\$42,226.08

	1	\$16.515	\$1,321.20	\$2,862.60	\$34,351.20
RANGE 6	2	\$17.004	\$1,360.32	\$2,947.36	\$35,368.32
	3	\$17.517	\$1,401.36	\$3,036.28	\$36,435.36
	4	\$18.045	\$1,443.60	\$3,127.80	\$37,533.60
	5	\$18.590	\$1,487.20	\$3,222.27	\$38,667.20
	6	\$19.143	\$1,531.44	\$3,318.12	\$39,817.44
	7	\$19.716	\$1,577.28	\$3,417.44	\$41,009.28



City of Port Angeles -- AFSCME Local #1619 Collective Bargaining Agreement
Salary & Classification Schedule effective January 1, 2017 --2.0% COLA and 1% Market Adjustment

Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
--------------	------	--	-------------------------------	-------------------	------------------

	1	\$16.033	\$1,282.64	\$2,779.05	\$33,348.64
RANGE 5	2	\$16.515	\$1,321.20	\$2,862.60	\$34,351.20
	3	\$17.004	\$1,360.32	\$2,947.36	\$35,368.32
	4	\$17.516	\$1,401.28	\$3,036.11	\$36,433.28
	5	\$18.045	\$1,443.60	\$3,127.80	\$37,533.60
	6	\$18.590	\$1,487.20	\$3,222.27	\$38,667.20
	7	\$19.143	\$1,531.44	\$3,318.12	\$39,817.44

	1	\$15.566	\$1,245.28	\$2,698.11	\$32,377.28
RANGE 4	2	\$16.033	\$1,282.64	\$2,779.05	\$33,348.64
	3	\$16.515	\$1,321.20	\$2,862.60	\$34,351.20
	4	\$17.004	\$1,360.32	\$2,947.36	\$35,368.32
	5	\$17.516	\$1,401.28	\$3,036.11	\$36,433.28
	6	\$18.045	\$1,443.60	\$3,127.80	\$37,533.60
	7	\$18.590	\$1,487.20	\$3,222.27	\$38,667.20

	1	\$15.107	\$1,208.56	\$2,618.55	\$31,422.56
RANGE 3	2	\$15.566	\$1,245.28	\$2,698.11	\$32,377.28
	3	\$16.033	\$1,282.64	\$2,779.05	\$33,348.64
	4	\$16.515	\$1,321.20	\$2,862.60	\$34,351.20
	5	\$17.004	\$1,360.32	\$2,947.36	\$35,368.32
	6	\$17.516	\$1,401.28	\$3,036.11	\$36,433.28
	7	\$18.045	\$1,443.60	\$3,127.80	\$37,533.60

	1	\$14.667	\$1,173.36	\$2,542.28	\$30,507.36
RANGE 2	2	\$15.107	\$1,208.56	\$2,618.55	\$31,422.56
	3	\$15.566	\$1,245.28	\$2,698.11	\$32,377.28
	4	\$16.033	\$1,282.64	\$2,779.05	\$33,348.64
	5	\$16.515	\$1,321.20	\$2,862.60	\$34,351.20
	6	\$17.004	\$1,360.32	\$2,947.36	\$35,368.32
	7	\$17.516	\$1,401.28	\$3,036.11	\$36,433.28

	1	\$14.235	\$1,138.80	\$2,467.40	\$29,608.80
RANGE 1	2	\$14.667	\$1,173.36	\$2,542.28	\$30,507.36
	3	\$15.107	\$1,208.56	\$2,618.55	\$31,422.56
	4	\$15.566	\$1,245.28	\$2,698.11	\$32,377.28
	5	\$16.033	\$1,282.64	\$2,779.05	\$33,348.64
	6	\$16.515	\$1,321.20	\$2,862.60	\$34,351.20
	7	\$17.004	\$1,360.32	\$2,947.36	\$35,368.32

NOTE: The annual salary is adjusted in SunGard by the COLA amount (2%) & the Market Adjustment amount (1%)



IBEW LOCAL #997

City of Port Angeles -- IBEW Local #997 Collective Bargaining Agreement

Salary & Classification Schedule effective January 1, 2017 -- 2.0% COLA and 1% Market Adjustment

% of Lineman Position	% of Fleet Maint. Mechanic Position	Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
115.0%		Range #400 General Foreman	1	\$49.191	\$3,935.28	\$8,526.44	\$102,317.28
112.5%		Range #401 Line Foreman	1	\$48.124	\$3,849.92	\$8,341.49	\$100,097.92
100.0%		Range #402 Lineman	1	\$42.775	\$3,422.00	\$7,414.33	\$88,972.00
75.0%		Range #403 Apprentice Lineman/Meterman	1	\$32.082	\$2,566.56	\$5,560.88	\$66,730.56
78.0%			2	\$33.366	\$2,669.28	\$5,783.44	\$69,401.28
81.0%			3	\$34.649	\$2,771.92	\$6,005.83	\$72,069.92
84.0%			4	\$35.931	\$2,874.48	\$6,228.04	\$74,736.48
87.0%			5	\$37.215	\$2,977.20	\$6,450.60	\$77,407.20
90.0%			6	\$38.497	\$3,079.76	\$6,672.81	\$80,073.76
95.0%			7	\$40.637	\$3,250.96	\$7,043.75	\$84,524.96
89.5%		Range #404 Equipment Operator	1	\$38.283	\$3,062.64	\$6,635.72	\$79,628.64
82.5%		Range #405 Head Groundman	1	\$35.289	\$2,823.12	\$6,116.76	\$73,401.12
69.0%		Range #406 Groundman/Meterman Helper	1	\$29.516	\$2,361.28	\$5,116.11	\$61,393.28
100.0%		Range #407 Electrical Inspector	1	\$42.775	\$3,422.00	\$7,414.33	\$88,972.00
112.5%		Range #408 Shop Foreman	1	\$48.124	\$3,849.92	\$8,341.49	\$100,097.92
100.0%		Range #409 Meterman	1	\$42.775	\$3,422.00	\$7,414.33	\$88,972.00
87.0%		Range #410 Warehouse/Storekeeper	1	\$37.215	\$2,977.20	\$6,450.60	\$77,407.20



100.0%	Range #411 Fleet Maintenance Mechanic	1	\$31,414	\$2,513.12	\$5,445.09	\$65,341.12
106.0%	Range #412 Sr. Fleet Maintenance Mechanic	1	\$33,288	\$2,663.04	\$5,769.92	\$69,239.04
100.0%	Range #413 Maintenance Technician	1	\$42,775	\$3,422.00	\$7,414.33	\$88,972.00
105.0%	Range #414 Traffic Signal/Electrical Inspector Serviceman	1	\$44,914	\$3,593.12	\$7,785.09	\$93,421.12
	Range #415 Commercial/Industrial Analyst	1	\$28,442	\$2,275.36	\$4,929.95	\$59,159.36
		2	\$29,296	\$2,343.68	\$5,077.97	\$60,935.68
		3	\$30,161	\$2,412.88	\$5,227.91	\$62,734.88
		4	\$31,036	\$2,482.88	\$5,379.57	\$64,554.88
		5	\$31,868	\$2,549.44	\$5,523.79	\$66,285.44
		6	\$32,757	\$2,620.56	\$5,677.88	\$68,134.56
		7	\$33,740	\$2,699.20	\$5,848.27	\$70,179.20
87.5%	Range #416 Service Writer	1	\$27,487	\$2,198.96	\$4,764.41	\$57,172.96

NOTE: The 2016 annual salary is adjusted in SunGard by the COLA amount (2%) and the Market Adjustment amount (1%).

Effective 1/1/17 an additional 1% Market Adjustment for the Sr. Fleet Mechanic, Fleet Maintenance Mechanic, Service Writer and Commercial/Industrial Analyst.

Effective 4/1/17 an additional 1% Market Adjustment for the Line related classifications and an updated salary schedule to follow in April 2017.



IAFF LOCAL #656 - FIRE DEPARTMENT

City of Port Angeles -- IAFF Local #656 Collective Bargaining Agreement

Salary & Classification Schedule effective January 1, 2017 -- 2% COLA

Occup. Code, Range, & Classification	Steps	Annual Work Hours	Hourly	Bi-Weekly	Monthly	Annual
RANGE 01 Occup. Code 3000 FIREFIGHTER	1	2,588	\$ 20.7339	\$ 2,063.82	\$ 4,471.61	\$ 53,659.30
	2	2,588	\$ 21.7705	\$ 2,167.00	\$ 4,695.17	\$ 56,342.18
	3	2,588	\$ 22.8591	\$ 2,275.36	\$ 4,929.95	\$ 59,159.36
	4	2,588	\$ 24.0067	\$ 2,389.59	\$ 5,177.45	\$ 62,129.46
	5	2,588	\$ 25.2533	\$ 2,513.67	\$ 5,446.30	\$ 65,355.51
	6	2,588	\$ 26.5410	\$ 2,641.85	\$ 5,724.01	\$ 68,688.20
	7	2,588	\$ 27.8906	\$ 2,776.19	\$ 6,015.07	\$ 72,180.87
	8	2,588	\$ 29.3277	\$ 2,919.23	\$ 6,325.01	\$ 75,900.16
	9	2,588	\$ 30.2809	\$ 3,014.11	\$ 6,530.58	\$ 78,366.96
	10	2,588	\$ 31.2650	\$ 3,112.07	\$ 6,742.82	\$ 80,913.86
<i>Step 9 - effective 1/1/17</i>						
<i>Step 10 - effective 1/1/18</i>						
RANGE 02 Occup. Code 3001 FIREFIGHTER/PARAMEDIC	1	2,588	\$ 22.2252	\$ 2,212.26	\$ 4,793.24	\$ 57,518.82
	2	2,588	\$ 23.3364	\$ 2,322.87	\$ 5,032.88	\$ 60,394.73
	3	2,588	\$ 24.5033	\$ 2,439.02	\$ 5,284.55	\$ 63,414.55
	4	2,588	\$ 25.7189	\$ 2,560.02	\$ 5,546.71	\$ 66,560.62
	5	2,588	\$ 26.9851	\$ 2,686.06	\$ 5,819.79	\$ 69,837.32
	6	2,588	\$ 28.3140	\$ 2,818.33	\$ 6,106.39	\$ 73,276.66
	7	2,588	\$ 29.7151	\$ 2,957.80	\$ 6,408.56	\$ 76,902.64
	8	2,588	\$ 31.3181	\$ 3,117.36	\$ 6,754.27	\$ 81,051.18
	9	2,588	\$ 32.3359	\$ 3,218.67	\$ 6,973.78	\$ 83,685.36
	10	2,588	\$ 33.3868	\$ 3,323.27	\$ 7,200.42	\$ 86,405.09
<i>Step 9 - effective 1/1/17</i>						
<i>Step 10 - effective 1/1/18</i>						
RANGE 02-F Occup. Code 3000 PARAMEDIC - Floater Authorized by Section J of the CBA with a three (3%) percent premium	1	2,588	\$ 22.8924	\$ 2,278.67	\$ 4,937.13	\$ 59,245.63
	2	2,588	\$ 24.0370	\$ 2,392.61	\$ 5,183.98	\$ 62,207.84
	3	2,588	\$ 25.2389	\$ 2,512.24	\$ 5,443.19	\$ 65,318.18
	4	2,588	\$ 26.4895	\$ 2,636.73	\$ 5,712.90	\$ 68,554.90
	5	2,588	\$ 27.7948	\$ 2,766.65	\$ 5,994.41	\$ 71,932.92
	6	2,588	\$ 29.1639	\$ 2,902.93	\$ 6,289.68	\$ 75,476.24
	7	2,588	\$ 30.6072	\$ 3,046.60	\$ 6,600.95	\$ 79,211.53
	8	2,588	\$ 32.2576	\$ 3,210.87	\$ 6,956.89	\$ 83,482.72
	9	2,588	\$ 33.3060	\$ 3,315.23	\$ 7,182.99	\$ 86,195.91
	10	2,588	\$ 34.3884	\$ 3,422.97	\$ 7,416.43	\$ 88,997.28
<i>Step 9 - effective 1/1/17</i>						
<i>Step 10 - effective 1/1/18</i>						
RANGE 03 Occup. Code 3002 FIRE CAPTAIN	1	2,588	\$ 29.8324	\$ 2,969.47	\$ 6,433.85	\$ 77,206.24
	2	2,588	\$ 31.3240	\$ 3,117.95	\$ 6,755.54	\$ 81,066.62
	3	2,588	\$ 32.8902	\$ 3,273.84	\$ 7,093.32	\$ 85,119.89
	4	2,588	\$ 33.4897	\$ 3,333.52	\$ 7,222.61	\$ 86,671.44
	5	2,588	\$ 34.4983	\$ 3,433.91	\$ 7,440.13	\$ 89,281.62
	6	2,588	\$ 35.6195	\$ 3,545.51	\$ 7,681.94	\$ 92,183.35
	7	2,588	\$ 36.7772	\$ 3,660.74	\$ 7,931.62	\$ 95,179.34
<i>Step 6 - effective 1/1/17</i>						
<i>Step 7 - effective 1/1/18</i>						



RANGE 04 Occup. Code 3004 Fire Prev. Spec. I Class Not In Use Step 9 - effective 1/1/17 Step 10 - effective 1/1/18	1	2,080	\$ 26.2591	\$ 2,100.73	\$ 4,551.58	\$ 54,618.91
	2	2,080	\$ 27.5721	\$ 2,205.77	\$ 4,779.16	\$ 57,349.90
	3	2,080	\$ 28.9507	\$ 2,316.05	\$ 5,018.12	\$ 60,217.41
	4	2,080	\$ 30.3847	\$ 2,430.78	\$ 5,266.68	\$ 63,200.20
	5	2,080	\$ 31.9290	\$ 2,554.32	\$ 5,534.36	\$ 66,412.29
	6	2,080	\$ 33.5248	\$ 2,681.97	\$ 5,810.97	\$ 69,731.51
	7	2,080	\$ 35.2102	\$ 2,816.81	\$ 6,103.10	\$ 73,237.16
	8	2,080	\$ 37.0048	\$ 2,960.37	\$ 6,414.17	\$ 76,969.94
	9	2,080	\$ 38.2075	\$ 3,056.60	\$ 6,622.63	\$ 79,471.50
	10	2,080	\$ 39.4492	\$ 3,155.94	\$ 6,837.86	\$ 82,054.38

RANGE 05 Occup. Code 3006 Fire Prev. Spec. II Class Not In Use Step 9 - effective 1/1/17 Step 10 - effective 1/1/18	1	2,080	\$ 26.5684	\$ 2,125.47	\$ 4,605.19	\$ 55,262.25
	2	2,080	\$ 27.8968	\$ 2,231.74	\$ 4,835.45	\$ 58,025.40
	3	2,080	\$ 29.2917	\$ 2,343.34	\$ 5,077.23	\$ 60,926.76
	4	2,080	\$ 30.7195	\$ 2,457.56	\$ 5,324.71	\$ 63,896.52
	5	2,080	\$ 32.2700	\$ 2,581.60	\$ 5,593.47	\$ 67,121.64
	6	2,080	\$ 33.8658	\$ 2,709.26	\$ 5,870.02	\$ 70,440.78
	7	2,080	\$ 35.5512	\$ 2,844.09	\$ 6,162.21	\$ 73,946.43
	8	2,080	\$ 37.3458	\$ 2,987.66	\$ 6,473.27	\$ 77,679.22
	9	2,080	\$ 38.5595	\$ 3,084.76	\$ 6,683.65	\$ 80,203.82
	10	2,080	\$ 39.8127	\$ 3,185.02	\$ 6,900.87	\$ 82,810.45

RANGE 06 Occup. Code 3007 Medical Officer (no position) Step 6 - effective 1/1/17 Step 7 - effective 1/1/18	1	2,588	\$ 29.8324	\$ 2,969.47	\$ 6,433.85	\$ 77,206.24
	2	2,588	\$ 31.3240	\$ 3,117.95	\$ 6,755.54	\$ 81,066.58
	3	2,588	\$ 32.8902	\$ 3,273.84	\$ 7,093.32	\$ 85,119.89
	4	2,588	\$ 33.4899	\$ 3,333.53	\$ 7,222.63	\$ 86,671.74
	5	2,588	\$ 34.4984	\$ 3,433.91	\$ 7,440.16	\$ 89,281.74
	6	2,588	\$ 35.6195	\$ 3,545.51	\$ 7,681.94	\$ 92,183.35
	7	2,588	\$ 36.7772	\$ 3,660.74	\$ 7,931.62	\$ 95,179.34

RANGE 07 Occup. Code 3008 Paramedic Prev.Spec.I Class Not In Use Step 9 - effective 1/1/17 Step 10 - effective 1/1/18	1	2,080	\$ 28.1149	\$ 2,249.19	\$ 4,873.25	\$ 58,479.04
	2	2,080	\$ 29.5206	\$ 2,361.65	\$ 5,116.90	\$ 61,402.93
	3	2,080	\$ 30.9967	\$ 2,479.73	\$ 5,372.76	\$ 64,473.04
	4	2,080	\$ 32.5080	\$ 2,600.64	\$ 5,634.72	\$ 67,616.55
	5	2,080	\$ 34.0842	\$ 2,726.74	\$ 5,907.93	\$ 70,895.05
	6	2,080	\$ 35.7438	\$ 2,859.51	\$ 6,195.59	\$ 74,347.13
	7	2,080	\$ 37.4807	\$ 2,998.46	\$ 6,496.66	\$ 77,959.92
	8	2,080	\$ 39.4752	\$ 3,158.02	\$ 6,842.37	\$ 82,108.41
	9	2,080	\$ 40.7582	\$ 3,260.66	\$ 7,064.76	\$ 84,777.05
	10	2,080	\$ 42.0828	\$ 3,366.62	\$ 7,294.35	\$ 87,532.27

RANGE 08 Occup. Code 3009 Paramedic Prev.Spec.II Class Not In Use Step 9 - effective 1/1/17 Step 10 - effective 1/1/18	1	2,080	\$ 28.4175	\$ 2,273.40	\$ 4,925.70	\$ 59,108.44
	2	2,080	\$ 29.8385	\$ 2,387.08	\$ 5,172.01	\$ 62,064.02
	3	2,080	\$ 31.3304	\$ 2,506.44	\$ 5,430.60	\$ 65,167.31
	4	2,080	\$ 32.8490	\$ 2,627.92	\$ 5,693.83	\$ 68,325.82
	5	2,080	\$ 34.4252	\$ 2,754.01	\$ 5,967.04	\$ 71,604.33
	6	2,080	\$ 36.0786	\$ 2,886.29	\$ 6,253.62	\$ 75,043.55
	7	2,080	\$ 37.8218	\$ 3,025.73	\$ 6,555.73	\$ 78,668.79
	8	2,080	\$ 39.8162	\$ 3,185.30	\$ 6,901.48	\$ 82,817.68
	9	2,080	\$ 41.1102	\$ 3,288.82	\$ 7,125.77	\$ 85,509.25
	10	2,080	\$ 42.4463	\$ 3,395.71	\$ 7,357.36	\$ 88,288.34



RANGE 09 Occup. Code 3003 TRAINING OFFICER <i>Step 6 - effective 1/1/17</i> <i>Step 7 - effective 1/1/18</i>	1	2,340	\$ 36.1061	\$ 3,249.55	\$ 7,040.69	\$ 84,488.19
	2	2,340	\$ 37.9114	\$ 3,412.03	\$ 7,392.72	\$ 88,712.58
	3	2,340	\$ 39.8069	\$ 3,582.62	\$ 7,762.35	\$ 93,148.20
	4	2,340	\$ 40.5332	\$ 3,647.99	\$ 7,903.97	\$ 94,847.72
	5	2,340	\$ 41.7509	\$ 3,757.58	\$ 8,141.43	\$ 97,697.14
	6	2,340	\$ 43.1079	\$ 3,879.71	\$ 8,406.04	\$ 100,872.41
	7	2,340	\$ 44.5089	\$ 4,005.80	\$ 8,679.24	\$ 104,150.77

RANGE 10 Occup. Code 3010 FIRE LIEUTENANT <i>Step 5 - effective 1/1/17</i> <i>Step 6 - effective 1/1/18</i>	1	2,588	\$ 27.0179	\$ 2,689.32	\$ 5,826.86	\$ 69,922.22
	2	2,588	\$ 28.3688	\$ 2,823.79	\$ 6,118.20	\$ 73,418.33
	3	2,588	\$ 29.7872	\$ 2,964.97	\$ 6,424.11	\$ 77,089.29
	4	2,588	\$ 31.3232	\$ 3,117.87	\$ 6,755.37	\$ 81,064.52
	5	2,588	\$ 32.3412	\$ 3,219.19	\$ 6,974.92	\$ 83,698.95
	6	2,588	\$ 33.3923	\$ 3,323.81	\$ 7,201.61	\$ 86,419.17

RANGE 10-F Occup. Code 3010 FIRE LIEUTENANT-Floater <i>Step 5 - effective 1/1/17</i> <i>Step 6 - effective 1/1/18</i>	1	2,588	\$ 27.8291	\$ 2,770.07	\$ 6,001.81	\$ 72,021.75
	2	2,588	\$ 29.2205	\$ 2,908.57	\$ 6,301.89	\$ 75,622.75
	3	2,588	\$ 30.6814	\$ 3,053.98	\$ 6,616.96	\$ 79,403.50
	4	2,588	\$ 32.2628	\$ 3,211.39	\$ 6,958.01	\$ 83,496.05
	5	2,588	\$ 33.3111	\$ 3,315.74	\$ 7,184.09	\$ 86,209.23
	6	2,588	\$ 34.3938	\$ 3,423.50	\$ 7,417.60	\$ 89,011.09

RANGE 11 Occup. Code 3011 PARAMEDIC LIEUTENANT <i>Step 5 - effective 1/1/17</i> <i>Step 6 - effective 1/1/18</i>	1	2,588	\$ 28.7867	\$ 2,865.39	\$ 6,208.33	\$ 74,500.10
	2	2,588	\$ 30.2261	\$ 3,008.66	\$ 6,518.76	\$ 78,225.10
	3	2,588	\$ 31.7374	\$ 3,159.09	\$ 6,844.70	\$ 82,136.31
	4	2,588	\$ 33.4485	\$ 3,329.41	\$ 7,213.73	\$ 86,564.79
	5	2,588	\$ 34.5356	\$ 3,437.62	\$ 7,448.18	\$ 89,378.19
	6	2,588	\$ 35.6580	\$ 3,549.34	\$ 7,690.24	\$ 92,282.99

RANGE 11-F Occup. Code 3011 PARAMEDIC LT-Floater <i>Step 5 - effective 1/1/17</i> <i>Step 6 - effective 1/1/18</i>	1	2,588	\$ 29.6501	\$ 2,951.33	\$ 6,394.54	\$ 76,734.51
	2	2,588	\$ 31.1326	\$ 3,098.89	\$ 6,714.26	\$ 80,571.26
	3	2,588	\$ 32.6893	\$ 3,253.84	\$ 7,049.99	\$ 84,599.84
	4	2,588	\$ 34.4519	\$ 3,429.29	\$ 7,430.13	\$ 89,161.63
	5	2,588	\$ 35.5716	\$ 3,540.74	\$ 7,671.61	\$ 92,059.28
	6	2,588	\$ 36.7277	\$ 3,655.82	\$ 7,920.94	\$ 95,051.22

* Effective 1/1/17 one new salary step above the top step of 3.25%; and a Cost of Living Adjustment (COLA) of 2%.

** Effective 1/1/18 one new salary step above the top step of 3.25%; and a Cost of Living Adjustment (COLA) of 100% CPI-W min 1%/max 3%.



TEAMSTERS LOCAL #589 - POLICE DEPARTMENT

City of Port Angeles -- TEAMSTERS Local #589 Sworn Officers Unit
Salary & Classification Schedule effective January 1, 2017 -- 2.0% COLA plus 1% Market Adjustment

Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
--------------	------	--	-------------------------------	-------------------	------------------

	1	\$31.1664	\$2,493.31	\$5,402.18	\$64,826.11
RANGE 1	2	\$32.5678	\$2,605.42	\$5,645.09	\$67,741.02
Police Officer	3	\$34.0463	\$2,723.70	\$5,901.36	\$70,816.30
	4	\$35.58	\$2,846.46	\$6,167.32	\$74,007.86
	5	\$37.11	\$2,969.13	\$6,433.11	\$77,197.33

RANGE 2	1	\$41.3827	\$3,310.62	\$7,173.00	\$86,076.02
Police Sergeant	2	\$42.7851	\$3,422.81	\$7,416.03	\$88,993.01

	1	\$34.4437	\$2,755.50	\$5,970.24	\$71,642.90
RANGE 3	2	\$35.3722	\$2,829.78	\$6,131.13	\$73,574.18
Police Corporal	3	\$37.3757	\$2,990.06	\$6,478.46	\$77,741.46
	4	\$38.2061	\$3,056.49	\$6,622.39	\$79,468.69
	5	\$39.7394	\$3,179.15	\$6,888.16	\$82,657.95

RANGE 4	1	\$29.4605	\$2,356.84	\$5,106.49	\$ 61,277.84
Training					



POLICE DEPARTMENT NON-SWORN

City of Port Angeles -- TEAMSTERS Local #589 Communications & Support Unit Salary & Classification Schedule effective January 1, 2017 -- 2.0% COLA

Salary Range	Step	Hourly Rate based on 2,080 work hours	Bi-weekly Salary Amount	MONTHLY SALARY	Annual Salary
--------------	------	--	-------------------------------	-------------------	------------------

	1	\$20.352	\$1,628.16	\$3,527.68	\$42,332.16
RANGE 1	2	\$21.361	\$1,708.88	\$3,702.57	\$44,430.88
Communications Officer	3	\$22.434	\$1,794.72	\$3,888.56	\$46,662.72
	4	\$23.540	\$1,883.20	\$4,080.27	\$48,963.20
	5	\$24.720	\$1,977.60	\$4,284.80	\$51,417.60
	6	\$25.960	\$2,076.80	\$4,499.73	\$53,996.80

	1	\$26.094	\$2,087.52	\$4,522.96	\$54,275.52
RANGE 2	2	\$27.384	\$2,190.72	\$4,746.56	\$56,958.72
Communications Supervisor	3	\$28.771	\$2,301.68	\$4,986.97	\$59,843.68
	4	\$30.219	\$2,417.52	\$5,237.96	\$62,855.52

	1	\$27.300	\$2,184.00	\$4,732.00	\$56,784.00
RANGE 3	2	\$28.651	\$2,292.08	\$4,966.17	\$59,594.08
Police Records Supervisor	3	\$30.102	\$2,408.16	\$5,217.68	\$62,612.16
	4	\$31.617	\$2,529.36	\$5,480.28	\$65,763.36

	1	\$20.309	\$1,624.72	\$3,520.23	\$42,242.72
RANGE 4	2	\$21.327	\$1,706.16	\$3,696.68	\$44,360.16
Police Records Specialist	3	\$22.393	\$1,791.44	\$3,881.45	\$46,577.44
	4	\$23.510	\$1,880.80	\$4,075.07	\$48,900.80
	5	\$24.681	\$1,974.48	\$4,278.04	\$51,336.48

	1	\$16.903	\$1,352.24	\$2,929.85	\$35,158.24
RANGE 6	2	\$17.846	\$1,427.68	\$3,093.31	\$37,119.68
Parking Control Officer	3	\$18.892	\$1,511.36	\$3,274.61	\$39,295.36
	4	\$19.719	\$1,577.52	\$3,417.96	\$41,015.52
	5	\$20.602	\$1,648.16	\$3,571.01	\$42,852.16
	6	\$21.648	\$1,731.84	\$3,752.32	\$45,027.84

	1	\$19.332	\$1,546.56	\$3,350.88	\$40,210.56
RANGE 7	2	\$20.301	\$1,624.08	\$3,518.84	\$42,226.08
Warrant Entry Clerk	3	\$21.314	\$1,705.12	\$3,694.43	\$44,333.12
	4	\$22.380	\$1,790.40	\$3,879.20	\$46,550.40
	5	\$23.499	\$1,879.92	\$4,073.16	\$48,877.92

NOTE: The annual salary is adjusted in SunGard by the COLA amount (2%).



