



Office of Human Resources

Martin J. Walsh, Mayor

EXECUTIVE ORDER

12-13-2017

The Honorable Martin Walsh
Mayor of Boston
Boston City Hall

Dear Mayor Walsh,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A. for Salaried Employees of North America.(SENA Local 9158). The effective date of the new salary schedules and the rates of increases will be 2% increase 10-1-2016, 2% increase 10-7-2017, 2% increase 10-6-2018, and 2% increase 10-5-2019.

Effective 1-6-2018, SENA members who have been in the ninth step for over one year, will receive an additional 2.5% increase in recognition of a tenth step.

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston and Salaried Employees of North America (SENA Local 9158).

Respectfully,

Vivian Leonard, Director
Office of Human Resources

Approved:

David Sweeney
Collector-Treasurer

Approved:

Martin Walsh, Mayor

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-01-2016
 2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MMM1	3	hourly \$ 23.10	\$ 24.21	\$ 25.46	\$ 26.57	\$ 28.09	\$ 29.48	\$ 31.14	\$ 32.69	\$ 34.56
	bi-wkly	\$ 1,617.34	\$ 1,694.92	\$ 1,782.28	\$ 1,859.89	\$ 1,966.54	\$ 2,063.61	\$ 2,179.97	\$ 2,288.62	\$ 2,418.93
	annual	\$ 42,050.74	\$ 44,067.92	\$ 46,339.15	\$ 48,357.14	\$ 51,130.07	\$ 53,653.75	\$ 56,679.14	\$ 59,504.00	\$ 62,892.29
MMM1	4	hourly \$ 25.46	\$ 26.57	\$ 28.09	\$ 29.48	\$ 31.14	\$ 32.67	\$ 34.33	\$ 36.04	\$ 38.00
	bi-wkly	\$ 1,782.28	\$ 1,859.89	\$ 1,966.54	\$ 2,063.61	\$ 2,179.97	\$ 2,286.74	\$ 2,403.07	\$ 2,522.87	\$ 2,660.22
	annual	\$ 46,339.15	\$ 48,357.14	\$ 51,130.07	\$ 53,653.75	\$ 56,679.14	\$ 59,455.26	\$ 62,479.84	\$ 65,594.70	\$ 69,165.81
MMM1	5	hourly \$ 28.09	\$ 29.48	\$ 31.14	\$ 32.67	\$ 34.33	\$ 35.99	\$ 37.80	\$ 39.68	\$ 41.75
	bi-wkly	\$ 1,966.54	\$ 2,063.61	\$ 2,179.97	\$ 2,286.74	\$ 2,403.07	\$ 2,519.52	\$ 2,645.66	\$ 2,777.53	\$ 2,922.55
	annual	\$ 51,130.07	\$ 53,653.75	\$ 56,679.14	\$ 59,455.26	\$ 62,479.84	\$ 65,507.62	\$ 68,787.05	\$ 72,215.87	\$ 75,986.18
MMM1	6	hourly \$ 31.14	\$ 32.67	\$ 34.33	\$ 35.99	\$ 37.80	\$ 39.18	\$ 41.26	\$ 43.32	\$ 45.50
	bi-wkly	\$ 2,179.97	\$ 2,286.74	\$ 2,403.07	\$ 2,519.52	\$ 2,645.66	\$ 2,742.63	\$ 2,888.06	\$ 3,032.22	\$ 3,184.84
	annual	\$ 56,679.14	\$ 59,455.26	\$ 62,479.84	\$ 65,507.62	\$ 68,787.05	\$ 71,308.33	\$ 75,089.46	\$ 78,837.83	\$ 82,805.83
MMM1	7	hourly \$ 34.33	\$ 35.99	\$ 37.80	\$ 39.18	\$ 41.26	\$ 43.34	\$ 45.42	\$ 47.68	\$ 49.99
	bi-wkly	\$ 2,403.07	\$ 2,519.52	\$ 2,645.66	\$ 2,742.63	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,337.77	\$ 3,499.55
	annual	\$ 62,479.84	\$ 65,507.62	\$ 68,787.05	\$ 71,308.33	\$ 75,089.46	\$ 78,876.98	\$ 82,658.10	\$ 86,781.96	\$ 90,988.22
MMM1	8	hourly \$ 37.80	\$ 39.18	\$ 41.26	\$ 43.34	\$ 45.42	\$ 47.49	\$ 49.71	\$ 52.19	\$ 54.64
	bi-wkly	\$ 2,645.66	\$ 2,742.63	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,324.65	\$ 3,479.94	\$ 3,653.57	\$ 3,824.83
	annual	\$ 68,787.05	\$ 71,308.33	\$ 75,089.46	\$ 78,876.98	\$ 82,658.10	\$ 86,440.83	\$ 90,478.39	\$ 94,992.90	\$ 99,445.52

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM1	9	hourly \$ 41.26	\$ 43.34	\$ 45.42	\$ 47.49	\$ 49.71	\$ 51.24	\$ 53.45	\$ 55.53	\$ 57.89
	bi-wkly	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,324.65	\$ 3,479.94	\$ 3,586.59	\$ 3,741.79	\$ 3,887.31	\$ 4,052.31
	annual	\$ 75,089.46	\$ 78,876.98	\$ 82,658.10	\$ 86,440.83	\$ 90,478.39	\$ 93,251.33	\$ 97,286.50	\$ 101,070.02	\$ 105,360.04
MM1	10	hourly \$ 45.42	\$ 47.49	\$ 49.71	\$ 51.24	\$ 53.45	\$ 55.53	\$ 57.89	\$ 59.41	\$ 61.49
	bi-wkly	\$ 3,179.16	\$ 3,324.65	\$ 3,479.94	\$ 3,586.59	\$ 3,741.79	\$ 3,887.31	\$ 4,052.31	\$ 4,158.99	\$ 4,304.45
	annual	\$ 82,658.10	\$ 86,440.83	\$ 90,478.39	\$ 93,251.33	\$ 97,286.50	\$ 101,070.02	\$ 105,360.04	\$ 108,133.77	\$ 111,915.70
MM1	11	hourly \$ 49.71	\$ 51.24	\$ 53.45	\$ 55.53	\$ 57.89	\$ 59.41	\$ 61.49	\$ 64.56	\$ 67.38
	bi-wkly	\$ 3,479.94	\$ 3,586.59	\$ 3,741.79	\$ 3,887.31	\$ 4,052.31	\$ 4,158.99	\$ 4,304.45	\$ 4,519.29	\$ 4,716.54
	annual	\$ 90,478.39	\$ 93,251.33	\$ 97,286.50	\$ 101,070.02	\$ 105,360.04	\$ 108,133.77	\$ 111,915.70	\$ 117,501.51	\$ 122,629.96
MM1	12	hourly \$ 53.45	\$ 55.53	\$ 57.89	\$ 59.41	\$ 61.49	\$ 63.57	\$ 63.85	\$ 67.03	\$ 69.93
	bi-wkly	\$ 3,741.79	\$ 3,887.31	\$ 4,052.31	\$ 4,158.99	\$ 4,304.45	\$ 4,450.00	\$ 4,469.36	\$ 4,692.43	\$ 4,894.87
	annual	\$ 97,286.50	\$ 101,070.02	\$ 105,360.04	\$ 108,133.77	\$ 111,915.70	\$ 115,700.02	\$ 116,203.32	\$ 122,003.23	\$ 127,266.56
MM1	13	hourly \$ 57.89	\$ 59.41	\$ 61.49	\$ 63.57	\$ 64.26	\$ 66.48	\$ 66.48	\$ 69.80	\$ 72.78
	bi-wkly	\$ 4,052.31	\$ 4,158.99	\$ 4,304.45	\$ 4,450.00	\$ 4,469.36	\$ 4,498.33	\$ 4,653.72	\$ 4,886.01	\$ 5,094.29
	annual	\$ 105,360.04	\$ 108,133.77	\$ 111,915.70	\$ 115,700.02	\$ 116,956.67	\$ 120,996.64	\$ 127,036.22	\$ 132,451.47	
MM1	14	hourly \$ 61.49	\$ 63.57	\$ 63.85	\$ 64.26	\$ 66.48	\$ 68.84	\$ 70.49	\$ 74.01	\$ 77.11
	bi-wkly	\$ 4,304.45	\$ 4,450.00	\$ 4,469.36	\$ 4,498.33	\$ 4,653.72	\$ 4,818.66	\$ 4,934.03	\$ 5,180.43	\$ 5,397.52
	annual	\$ 111,915.70	\$ 115,700.02	\$ 116,203.32	\$ 116,956.67	\$ 120,996.64	\$ 125,285.05	\$ 128,284.87	\$ 134,691.13	\$ 140,335.59

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-07-2017
2% Wage Increase

Salary Grade Plan	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM1 3	hourly \$ 23.57	\$ 24.70	\$ 25.97	\$ 27.10	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02
	bi-wkly \$ 1,649.68	\$ 1,728.82	\$ 1,817.92	\$ 1,897.09	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13
	annual \$ 42,891.75	\$ 44,949.28	\$ 47,265.93	\$ 49,324.28	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44
MM1 4	hourly \$ 25.97	\$ 27.10	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55
	bi-wkly \$ 1,817.92	\$ 1,897.09	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57
	annual \$ 47,265.93	\$ 49,324.28	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79
MM1 5	hourly \$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 40.47	\$ 42.59
	bi-wkly \$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,833.08	\$ 2,981.00
	annual \$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 73,660.19	\$ 77,505.91
MM1 6	hourly \$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.18	\$ 46.41
	bi-wkly \$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,092.87	\$ 3,248.54
	annual \$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,414.59	\$ 84,461.94
MM1 7	hourly \$ 35.02	\$ 36.71	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.64	\$ 50.99
	bi-wkly \$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,404.52	\$ 3,569.54
	annual \$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,517.59	\$ 92,807.98
MM1 8	hourly \$ 38.55	\$ 39.96	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.44	\$ 50.71	\$ 53.24	\$ 55.73
	bi-wkly \$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,726.64	\$ 3,901.32
	annual \$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 96,892.76	\$ 101,434.43

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MMM1	9	hourly \$ 42.08	\$ 44.21	\$ 46.32	\$ 48.44	\$ 50.71	\$ 52.26	\$ 54.52	\$ 57.24	\$ 59.86
		bi-wkly \$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 4,007.11	\$ 4,190.23
		annual \$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 104,184.97	\$ 108,946.02
MMM1	10	hourly \$ 46.32	\$ 48.44	\$ 50.71	\$ 52.26	\$ 54.52	\$ 56.64	\$ 59.05	\$ 62.00	\$ 64.75
		bi-wkly \$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 3,965.05	\$ 4,133.36	\$ 4,339.70	\$ 4,532.77
		annual \$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 103,091.42	\$ 107,467.24	\$ 112,832.30	\$ 117,952.10
MMM1	11	hourly \$ 50.71	\$ 52.26	\$ 54.52	\$ 56.64	\$ 59.05	\$ 60.60	\$ 62.72	\$ 65.85	\$ 68.73
		bi-wkly \$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 3,965.05	\$ 4,133.36	\$ 4,242.17	\$ 4,390.54	\$ 4,609.67	\$ 4,810.87
		annual \$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 103,091.42	\$ 107,467.24	\$ 110,296.45	\$ 114,154.01	\$ 119,851.54	\$ 125,082.56
MMM1	12	hourly \$ 54.52	\$ 56.64	\$ 59.05	\$ 60.60	\$ 62.72	\$ 64.84	\$ 65.12	\$ 68.38	\$ 71.33
		bi-wkly \$ 3,816.62	\$ 3,965.05	\$ 4,133.36	\$ 4,242.17	\$ 4,390.54	\$ 4,539.00	\$ 4,558.75	\$ 4,786.28	\$ 4,992.76
		annual \$ 99,232.23	\$ 103,091.42	\$ 107,467.24	\$ 110,296.45	\$ 114,154.01	\$ 118,014.02	\$ 118,527.38	\$ 124,443.29	\$ 129,811.89
MMM1	13	hourly \$ 59.05	\$ 60.60	\$ 62.72	\$ 64.84	\$ 65.12	\$ 65.55	\$ 67.81	\$ 71.20	\$ 74.23
		bi-wkly \$ 4,133.36	\$ 4,242.17	\$ 4,390.54	\$ 4,539.00	\$ 4,558.75	\$ 4,588.30	\$ 4,746.79	\$ 4,983.73	\$ 5,196.17
		annual \$ 107,467.24	\$ 110,296.45	\$ 114,154.01	\$ 118,014.02	\$ 118,527.38	\$ 119,295.80	\$ 123,416.57	\$ 129,576.94	\$ 135,100.50
MMM1	14	hourly \$ 62.72	\$ 64.84	\$ 65.12	\$ 65.55	\$ 67.81	\$ 70.21	\$ 71.90	\$ 75.49	\$ 78.65
		bi-wkly \$ 4,390.54	\$ 4,539.00	\$ 4,558.75	\$ 4,588.30	\$ 4,746.79	\$ 4,915.03	\$ 5,032.71	\$ 5,284.04	\$ 5,505.47
		annual \$ 114,154.01	\$ 118,014.02	\$ 118,527.38	\$ 119,295.80	\$ 123,416.57	\$ 127,790.75	\$ 130,850.57	\$ 137,384.96	\$ 143,142.30

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 1/06/2018
 2.5% Step 10

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMM1	3	hourly \$ 23.57	\$ 24.70	\$ 25.97	\$ 27.10	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.35	\$ 35.25	\$ 36.13
	bi-wkly	\$ 1,649.68	\$ 1,728.82	\$ 1,817.92	\$ 1,897.09	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,334.39	\$ 2,467.31	\$ 2,529.00
	annual	\$ 42,891.75	\$ 44,949.28	\$ 47,265.93	\$ 49,324.28	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,694.08	\$ 64,150.14	\$ 65,753.89
MMM1	4	hourly \$ 25.97	\$ 27.10	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 39.73
	bi-wkly	\$ 1,817.92	\$ 1,897.09	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,833.08
	annual	\$ 47,265.93	\$ 49,324.28	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 73,660.19
MMM1	5	hourly \$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 40.47	\$ 42.59	\$ 43.65
	bi-wkly	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,833.08	\$ 2,981.00	\$ 3,055.52
	annual	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 73,660.19	\$ 77,505.91	\$ 79,443.55
MMM1	6	hourly \$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.18	\$ 46.41	\$ 47.57
	bi-wkly	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,092.87	\$ 3,248.54	\$ 3,329.75
	annual	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,414.59	\$ 84,461.94	\$ 86,573.49
MMM1	7	hourly \$ 35.02	\$ 36.71	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.64	\$ 50.99	\$ 52.27
	bi-wkly	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,404.52	\$ 3,569.54	\$ 3,658.78
	annual	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,517.59	\$ 92,807.98	\$ 95,128.18
MMM1	8	hourly \$ 38.55	\$ 39.96	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.44	\$ 50.71	\$ 53.24	\$ 55.73	\$ 57.13
	bi-wkly	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,726.64	\$ 3,901.32	\$ 3,998.86
	annual	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 96,892.76	\$ 101,434.43	\$ 103,970.29
MMM1	9	hourly \$ 42.08	\$ 44.21	\$ 46.32	\$ 48.44	\$ 50.71	\$ 52.26	\$ 54.52	\$ 57.24	\$ 59.86	\$ 61.36
	bi-wkly	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 4,007.11	\$ 4,190.23	\$ 4,284.99
	annual	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 104,184.97	\$ 108,946.02	\$ 111,669.67

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 46.32	\$ 48.44	\$ 50.71	\$ 52.26	\$ 54.52	\$ 56.64	\$ 59.05	\$ 62.00	\$ 64.75	\$ 66.37
	bi-wkly \$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 3,965.05	\$ 4,133.36	\$ 4,339.70	\$ 4,532.77	\$ 4,646.09	
	annual \$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 103,091.42	\$ 107,467.24	\$ 112,832.30	\$ 117,852.10	\$ 120,798.40	
MM1	11	hourly \$ 50.71	\$ 52.26	\$ 54.52	\$ 56.64	\$ 59.05	\$ 60.60	\$ 62.72	\$ 65.85	\$ 68.73	\$ 70.44
	bi-wkly \$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 3,965.05	\$ 4,133.36	\$ 4,242.17	\$ 4,390.54	\$ 4,609.67	\$ 4,810.87	\$ 4,931.14	
	annual \$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 103,091.42	\$ 107,467.24	\$ 110,296.45	\$ 114,154.01	\$ 119,851.54	\$ 125,082.56	\$ 128,209.62	
MM1	12	hourly \$ 54.52	\$ 56.64	\$ 59.05	\$ 60.60	\$ 62.72	\$ 64.84	\$ 65.12	\$ 68.38	\$ 71.33	\$ 73.11
	bi-wkly \$ 3,816.62	\$ 3,965.05	\$ 4,133.36	\$ 4,242.17	\$ 4,390.54	\$ 4,539.00	\$ 4,558.75	\$ 4,786.28	\$ 4,992.76	\$ 5,117.58	
	annual \$ 99,232.23	\$ 103,091.42	\$ 107,467.24	\$ 110,296.45	\$ 114,154.01	\$ 118,014.02	\$ 118,527.38	\$ 124,443.29	\$ 129,811.89	\$ 133,057.19	
MM1	13	hourly \$ 59.05	\$ 60.60	\$ 62.72	\$ 64.84	\$ 65.12	\$ 65.55	\$ 67.81	\$ 71.20	\$ 74.23	\$ 76.09
	bi-wkly \$ 4,133.36	\$ 4,242.17	\$ 4,390.54	\$ 4,539.00	\$ 4,558.75	\$ 4,588.30	\$ 4,746.79	\$ 4,983.73	\$ 5,196.17	\$ 5,326.08	
	annual \$ 107,467.24	\$ 110,296.45	\$ 114,154.01	\$ 118,014.02	\$ 118,527.38	\$ 119,295.80	\$ 123,416.57	\$ 129,576.94	\$ 135,100.50	\$ 138,478.01	
MM1	14	hourly \$ 62.72	\$ 64.84	\$ 65.12	\$ 65.55	\$ 67.81	\$ 70.21	\$ 71.90	\$ 75.49	\$ 78.65	\$ 80.62
	bi-wkly \$ 4,390.54	\$ 4,539.00	\$ 4,558.75	\$ 4,588.30	\$ 4,746.79	\$ 4,915.03	\$ 5,032.71	\$ 5,284.04	\$ 5,505.47	\$ 5,643.11	
	annual \$ 114,154.01	\$ 118,014.02	\$ 118,527.38	\$ 119,295.80	\$ 123,416.57	\$ 127,790.75	\$ 130,850.57	\$ 137,384.96	\$ 143,142.30	\$ 146,720.86	

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10/06/2018
 2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 24.04	\$ 25.19	\$ 26.49	\$ 27.64	\$ 29.23	\$ 30.67	\$ 32.40	\$ 34.02	\$ 35.95	\$ 36.85
	bi-wkly \$ 1,682.68	\$ 1,763.39	\$ 1,854.28	\$ 1,935.03	\$ 2,045.99	\$ 2,146.98	\$ 2,268.04	\$ 2,379.13	\$ 2,500.15	\$ 2,624.80	\$ 2,836.69
	annual \$ 43,749.58	\$ 45,848.26	\$ 48,211.25	\$ 50,310.77	\$ 53,195.72	\$ 55,821.36	\$ 58,968.97	\$ 61,907.96	\$ 65,433.14	\$ 67,068.97	
MM1	4	hourly \$ 26.49	\$ 27.64	\$ 29.23	\$ 30.67	\$ 32.40	\$ 33.99	\$ 35.72	\$ 37.50	\$ 39.54	\$ 40.53
	bi-wkly \$ 1,854.28	\$ 1,935.03	\$ 2,045.99	\$ 2,146.98	\$ 2,268.04	\$ 2,379.13	\$ 2,500.15	\$ 2,624.80	\$ 2,767.70	\$ 2,836.69	
	annual \$ 48,211.25	\$ 50,310.77	\$ 53,195.72	\$ 55,821.36	\$ 58,968.97	\$ 61,907.26	\$ 65,004.03	\$ 68,244.73	\$ 71,960.11	\$ 73,759.11	
MM1	5	hourly \$ 29.23	\$ 30.67	\$ 32.40	\$ 33.99	\$ 35.72	\$ 37.45	\$ 39.32	\$ 41.28	\$ 43.44	\$ 44.52
	bi-wkly \$ 2,045.99	\$ 2,146.98	\$ 2,268.04	\$ 2,379.13	\$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,889.75	\$ 3,040.62	\$ 3,116.63	
	annual \$ 53,195.72	\$ 55,821.36	\$ 58,968.97	\$ 61,857.26	\$ 65,004.03	\$ 68,154.13	\$ 71,566.04	\$ 75,133.39	\$ 79,056.02	\$ 81,032.42	
MM1	6	hourly \$ 32.40	\$ 33.99	\$ 35.72	\$ 37.45	\$ 39.32	\$ 40.76	\$ 42.92	\$ 45.07	\$ 47.34	\$ 48.52
	bi-wkly \$ 2,268.04	\$ 2,379.13	\$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,154.73	\$ 3,313.51	\$ 3,386.34	
	annual \$ 58,968.97	\$ 61,857.26	\$ 65,004.03	\$ 68,154.13	\$ 71,566.04	\$ 74,189.19	\$ 78,123.07	\$ 82,022.88	\$ 86,151.16	\$ 88,304.96	
MM1	7	hourly \$ 35.72	\$ 37.45	\$ 39.32	\$ 40.76	\$ 42.92	\$ 45.09	\$ 47.25	\$ 49.61	\$ 52.01	\$ 53.31
	bi-wkly \$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,472.61	\$ 3,640.93	\$ 3,731.95	
	annual \$ 65,004.03	\$ 68,154.13	\$ 71,566.04	\$ 74,189.19	\$ 78,123.07	\$ 82,063.60	\$ 85,997.49	\$ 90,287.94	\$ 94,664.14	\$ 97,030.74	
MM1	8	hourly \$ 39.32	\$ 40.76	\$ 42.92	\$ 45.09	\$ 47.25	\$ 49.41	\$ 51.72	\$ 54.30	\$ 56.85	\$ 58.27
	bi-wkly \$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,458.96	\$ 3,620.53	\$ 3,801.18	\$ 3,979.35	\$ 4,078.83	
	annual \$ 71,566.04	\$ 74,189.19	\$ 78,123.07	\$ 82,063.60	\$ 85,997.49	\$ 89,933.04	\$ 94,133.72	\$ 98,830.61	\$ 103,463.11	\$ 106,049.69	
MM1	9	hourly \$ 42.92	\$ 45.09	\$ 47.25	\$ 49.41	\$ 51.72	\$ 53.31	\$ 55.61	\$ 58.39	\$ 61.06	\$ 62.58
	bi-wkly \$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,458.96	\$ 3,620.53	\$ 3,731.49	\$ 3,892.96	\$ 4,087.26	\$ 4,274.04	\$ 4,380.89	
	annual \$ 78,123.07	\$ 82,063.60	\$ 85,997.49	\$ 89,933.04	\$ 94,133.72	\$ 97,018.66	\$ 101,216.88	\$ 106,268.67	\$ 111,124.94	\$ 113,903.06	

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 47.25	\$ 49.41	\$ 51.72	\$ 53.31	\$ 55.61	\$ 57.78	\$ 60.23	\$ 63.24	\$ 66.05	\$ 67.70
	bi-wkly \$ 3,307.60	\$ 3,458.96	\$ 3,620.53	\$ 3,731.49	\$ 3,892.96	\$ 4,044.36	\$ 4,216.02	\$ 4,378.35	\$ 4,426.50	\$ 4,623.43	\$ 4,739.01
	annual \$ 85,997.49	\$ 89,933.04	\$ 94,133.72	\$ 97,018.88	\$ 101,216.88	\$ 105,153.25	\$ 109,616.58	\$ 115,098.95	\$ 120,209.14	\$ 123,214.37	
MM1	11	hourly \$ 51.72	\$ 53.31	\$ 55.61	\$ 57.78	\$ 60.23	\$ 61.81	\$ 63.98	\$ 67.17	\$ 70.10	\$ 71.85
	bi-wkly \$ 3,620.53	\$ 3,731.49	\$ 3,892.96	\$ 4,044.36	\$ 4,216.02	\$ 4,327.01	\$ 4,478.35	\$ 4,701.87	\$ 4,907.08	\$ 5,029.76	
	annual \$ 94,133.72	\$ 97,018.68	\$ 101,216.88	\$ 105,153.25	\$ 109,616.58	\$ 112,502.38	\$ 116,437.09	\$ 122,248.57	\$ 127,584.21	\$ 130,773.81	
MM1	12	hourly \$ 55.61	\$ 57.78	\$ 60.23	\$ 61.81	\$ 63.98	\$ 66.14	\$ 66.43	\$ 69.74	\$ 72.75	\$ 74.57
	bi-wkly \$ 3,892.96	\$ 4,044.36	\$ 4,216.02	\$ 4,327.01	\$ 4,478.35	\$ 4,629.78	\$ 4,649.92	\$ 4,882.01	\$ 5,092.62	\$ 5,219.94	
	annual \$ 101,216.88	\$ 105,153.25	\$ 109,616.58	\$ 112,502.38	\$ 116,437.09	\$ 120,374.30	\$ 120,897.93	\$ 126,932.16	\$ 132,408.13	\$ 135,718.33	
MM1	13	hourly \$ 60.23	\$ 61.81	\$ 63.98	\$ 66.14	\$ 66.43	\$ 68.86	\$ 69.17	\$ 72.62	\$ 75.72	\$ 77.61
	bi-wkly \$ 4,216.02	\$ 4,327.01	\$ 4,478.35	\$ 4,629.78	\$ 4,649.92	\$ 4,880.07	\$ 4,841.73	\$ 5,083.40	\$ 5,300.10	\$ 5,432.60	
	annual \$ 109,616.58	\$ 112,502.38	\$ 116,437.09	\$ 120,374.30	\$ 120,897.93	\$ 124,681.72	\$ 125,884.90	\$ 132,168.48	\$ 137,802.51	\$ 141,247.57	
MM1	14	hourly \$ 63.98	\$ 66.14	\$ 66.43	\$ 68.86	\$ 69.17	\$ 71.62	\$ 73.33	\$ 77.00	\$ 80.22	\$ 82.23
	bi-wkly \$ 4,478.35	\$ 4,629.78	\$ 4,649.92	\$ 4,880.07	\$ 4,841.73	\$ 5,013.33	\$ 5,133.37	\$ 5,389.72	\$ 5,615.58	\$ 5,755.97	
	annual \$ 116,437.09	\$ 120,374.30	\$ 120,897.93	\$ 124,681.72	\$ 125,884.90	\$ 130,346.57	\$ 133,467.58	\$ 140,132.65	\$ 146,005.15	\$ 149,655.28	

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10/05/2019
 2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 24.52	\$ 25.70	\$ 27.02	\$ 28.20	\$ 29.81	\$ 31.28	\$ 33.05	\$ 34.70	\$ 36.67	\$ 37.59
	bi-weekly	\$ 1,716.33	\$ 1,798.66	\$ 1,891.36	\$ 1,973.73	\$ 2,086.91	\$ 2,189.91	\$ 2,313.40	\$ 2,428.70	\$ 2,566.99	\$ 2,631.17
	annual	\$ 44,624.57	\$ 46,765.23	\$ 49,175.48	\$ 51,316.99	\$ 54,259.64	\$ 56,937.79	\$ 60,148.35	\$ 63,146.12	\$ 66,741.80	\$ 68,410.35
MM1	4	hourly \$ 27.02	\$ 28.20	\$ 29.81	\$ 31.28	\$ 33.05	\$ 34.67	\$ 36.43	\$ 38.25	\$ 40.33	\$ 41.34
	bi-weekly	\$ 1,891.36	\$ 1,973.73	\$ 2,086.91	\$ 2,189.91	\$ 2,313.40	\$ 2,426.71	\$ 2,550.16	\$ 2,677.29	\$ 2,823.05	\$ 2,893.63
	annual	\$ 49,175.48	\$ 51,316.99	\$ 54,259.64	\$ 56,937.79	\$ 60,148.35	\$ 63,094.40	\$ 66,304.11	\$ 69,609.62	\$ 73,399.31	\$ 75,234.29
MM1	5	hourly \$ 29.81	\$ 31.28	\$ 33.05	\$ 34.67	\$ 36.43	\$ 38.20	\$ 40.11	\$ 42.11	\$ 44.31	\$ 45.41
	bi-weekly	\$ 2,086.91	\$ 2,189.91	\$ 2,313.40	\$ 2,426.71	\$ 2,550.16	\$ 2,673.74	\$ 2,807.59	\$ 2,947.54	\$ 3,101.43	\$ 3,178.96
	annual	\$ 54,259.64	\$ 56,937.79	\$ 60,148.35	\$ 63,094.40	\$ 66,304.11	\$ 69,517.21	\$ 72,997.36	\$ 76,636.05	\$ 80,637.14	\$ 82,653.07
MM1	6	hourly \$ 33.05	\$ 34.67	\$ 36.43	\$ 38.20	\$ 40.11	\$ 41.58	\$ 43.78	\$ 45.97	\$ 48.28	\$ 49.49
	bi-weekly	\$ 2,313.40	\$ 2,426.71	\$ 2,550.16	\$ 2,673.74	\$ 2,807.59	\$ 2,910.50	\$ 3,064.83	\$ 3,217.82	\$ 3,379.78	\$ 3,464.27
	annual	\$ 60,148.35	\$ 63,094.40	\$ 66,304.11	\$ 69,517.21	\$ 72,997.36	\$ 75,672.97	\$ 79,685.53	\$ 83,663.33	\$ 87,874.20	\$ 90,071.06
MM1	7	hourly \$ 36.43	\$ 38.20	\$ 40.11	\$ 41.58	\$ 43.78	\$ 45.99	\$ 48.20	\$ 50.60	\$ 53.05	\$ 54.38
	bi-weekly	\$ 2,550.16	\$ 2,673.74	\$ 2,807.59	\$ 2,910.50	\$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,542.07	\$ 3,713.75	\$ 3,806.59
	annual	\$ 66,304.11	\$ 69,517.21	\$ 72,997.36	\$ 75,672.97	\$ 79,685.53	\$ 83,704.87	\$ 87,717.44	\$ 92,093.70	\$ 96,557.42	\$ 98,971.36
MM1	8	hourly \$ 40.11	\$ 41.58	\$ 43.78	\$ 45.99	\$ 48.20	\$ 50.40	\$ 52.76	\$ 55.39	\$ 57.98	\$ 59.43
	bi-weekly	\$ 2,807.59	\$ 2,910.50	\$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,877.20	\$ 4,058.94	\$ 4,160.41
	annual	\$ 72,997.36	\$ 75,672.97	\$ 79,685.53	\$ 83,704.87	\$ 87,717.44	\$ 91,731.70	\$ 96,016.39	\$ 100,807.22	\$ 105,532.38	\$ 108,170.69
MM1	9	hourly \$ 43.78	\$ 45.99	\$ 48.20	\$ 50.40	\$ 52.76	\$ 54.37	\$ 56.73	\$ 59.56	\$ 62.28	\$ 63.84
	bi-weekly	\$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,806.12	\$ 3,970.82	\$ 4,169.00	\$ 4,359.52	\$ 4,468.50
	annual	\$ 79,685.53	\$ 83,704.87	\$ 87,717.44	\$ 91,731.70	\$ 96,016.39	\$ 98,959.05	\$ 103,241.22	\$ 108,394.04	\$ 113,347.43	\$ 116,181.12

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10 hourly	\$ 48.20	\$ 50.40	\$ 52.76	\$ 54.37	\$ 56.73	\$ 58.93	\$ 61.43	\$ 64.50	\$ 67.37	\$ 69.05
	bi-weekly	\$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,806.12	\$ 3,970.82	\$ 4,125.24	\$ 4,300.34	\$ 4,515.03	\$ 4,715.90	\$ 4,833.79
	annual	\$ 87,717.44	\$ 91,731.70	\$ 96,016.39	\$ 98,959.05	\$ 103,241.22	\$ 107,256.31	\$ 111,808.91	\$ 117,390.72	\$ 122,613.32	\$ 125,678.65
MM1	11 hourly	\$ 52.76	\$ 54.37	\$ 56.73	\$ 58.93	\$ 61.43	\$ 63.05	\$ 65.26	\$ 68.51	\$ 71.50	\$ 73.29
	bi-weekly	\$ 3,692.94	\$ 3,806.12	\$ 3,970.82	\$ 4,125.24	\$ 4,300.34	\$ 4,413.55	\$ 4,567.92	\$ 4,795.91	\$ 5,005.23	\$ 5,130.38
	annual	\$ 96,016.39	\$ 98,959.05	\$ 103,241.22	\$ 107,256.31	\$ 111,808.91	\$ 114,752.42	\$ 118,765.83	\$ 124,693.54	\$ 130,135.89	\$ 133,389.29
MM1	12 hourly	\$ 56.73	\$ 58.93	\$ 61.43	\$ 63.05	\$ 65.26	\$ 67.46	\$ 67.76	\$ 71.14	\$ 74.21	\$ 76.08
	bi-weekly	\$ 3,970.82	\$ 4,125.24	\$ 4,300.34	\$ 4,413.55	\$ 4,567.92	\$ 4,722.38	\$ 4,742.92	\$ 4,979.65	\$ 5,194.47	\$ 5,324.33
	annual	\$ 103,241.22	\$ 107,256.31	\$ 111,808.91	\$ 114,752.42	\$ 118,765.83	\$ 122,781.78	\$ 123,315.89	\$ 129,470.80	\$ 135,056.29	\$ 138,432.70
MM1	13 hourly	\$ 61.43	\$ 63.05	\$ 65.26	\$ 67.46	\$ 67.76	\$ 68.20	\$ 70.55	\$ 74.07	\$ 77.23	\$ 79.16
	bi-weekly	\$ 4,300.34	\$ 4,413.55	\$ 4,567.92	\$ 4,722.38	\$ 4,742.92	\$ 4,773.67	\$ 4,938.56	\$ 5,185.07	\$ 5,406.10	\$ 5,541.25
	annual	\$ 111,808.91	\$ 114,752.42	\$ 118,765.83	\$ 122,781.78	\$ 123,315.89	\$ 124,115.35	\$ 128,402.60	\$ 134,811.85	\$ 140,558.56	\$ 144,072.52
MM1	14 hourly	\$ 65.26	\$ 67.46	\$ 67.76	\$ 68.20	\$ 70.55	\$ 73.05	\$ 74.80	\$ 78.54	\$ 81.83	\$ 83.87
	bi-weekly	\$ 4,567.92	\$ 4,722.38	\$ 4,742.92	\$ 4,773.67	\$ 4,938.56	\$ 5,113.60	\$ 5,236.04	\$ 5,497.51	\$ 5,727.89	\$ 5,871.09
	annual	\$ 118,765.83	\$ 122,781.78	\$ 123,315.89	\$ 124,115.35	\$ 128,402.60	\$ 132,953.50	\$ 136,136.93	\$ 142,935.31	\$ 148,925.25	\$ 152,648.38

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-01-2016
 2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MM4	5	hourly \$ 24.58	\$ 25.80	\$ 27.25	\$ 28.58	\$ 30.04	\$ 31.49	\$ 33.07	\$ 34.72	\$ 36.53
	bi-wkly	\$ 1,966.54	\$ 2,063.61	\$ 2,179.97	\$ 2,286.74	\$ 2,403.07	\$ 2,519.52	\$ 2,645.66	\$ 2,777.53	\$ 2,922.54
	annual	\$ 51,130.07	\$ 53,653.76	\$ 56,679.13	\$ 59,455.26	\$ 62,479.84	\$ 65,507.62	\$ 68,787.05	\$ 72,215.86	\$ 75,986.04
MM4	7	hourly \$ 30.04	\$ 31.49	\$ 33.07	\$ 34.28	\$ 36.10	\$ 37.92	\$ 39.74	\$ 41.72	\$ 43.74
	bi-wkly	\$ 2,403.07	\$ 2,519.52	\$ 2,645.66	\$ 2,742.63	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,337.77	\$ 3,499.54
	annual	\$ 62,479.84	\$ 65,507.62	\$ 68,787.05	\$ 71,308.33	\$ 75,089.45	\$ 78,876.98	\$ 82,658.10	\$ 86,781.95	\$ 90,988.08
MM4	8	hourly \$ 33.07	\$ 34.28	\$ 36.10	\$ 37.92	\$ 39.74	\$ 41.56	\$ 43.50	\$ 45.67	\$ 47.81
	bi-wkly	\$ 2,645.66	\$ 2,742.63	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,324.65	\$ 3,479.94	\$ 3,653.57	\$ 3,824.82
	annual	\$ 68,787.05	\$ 71,308.33	\$ 75,089.45	\$ 78,876.98	\$ 82,658.10	\$ 86,440.82	\$ 90,478.39	\$ 94,992.90	\$ 99,445.37
MM4	9	hourly \$ 36.10	\$ 37.92	\$ 39.74	\$ 41.56	\$ 43.50	\$ 44.83	\$ 46.77	\$ 49.11	\$ 51.35
	bi-wkly	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,324.65	\$ 3,479.94	\$ 3,586.59	\$ 3,741.79	\$ 3,928.54	\$ 4,108.07
	annual	\$ 75,089.47	\$ 78,876.98	\$ 82,658.09	\$ 86,440.84	\$ 90,478.39	\$ 93,251.34	\$ 97,286.51	\$ 102,142.12	\$ 106,809.81
MM4	10	hourly \$ 39.74	\$ 41.56	\$ 43.50	\$ 44.83	\$ 46.77	\$ 48.59	\$ 50.65	\$ 53.18	\$ 55.55
	bi-wkly	\$ 3,179.16	\$ 3,324.65	\$ 3,479.94	\$ 3,586.59	\$ 3,741.79	\$ 3,887.31	\$ 4,052.31	\$ 4,254.61	\$ 4,443.90
	annual	\$ 82,658.10	\$ 86,440.82	\$ 90,478.39	\$ 93,251.33	\$ 97,286.50	\$ 101,070.02	\$ 105,360.04	\$ 110,619.91	\$ 115,541.28
MM4	11	hourly \$ 43.50	\$ 44.83	\$ 46.77	\$ 48.59	\$ 50.65	\$ 51.99	\$ 53.81	\$ 56.49	\$ 58.96
	bi-wkly	\$ 3,479.94	\$ 3,586.58	\$ 3,741.78	\$ 3,887.30	\$ 4,052.31	\$ 4,158.99	\$ 4,304.44	\$ 4,519.29	\$ 4,716.53
	annual	\$ 90,478.39	\$ 93,251.21	\$ 97,286.25	\$ 101,069.85	\$ 105,360.03	\$ 108,133.69	\$ 111,915.45	\$ 117,501.45	\$ 122,629.89
MM4	12	hourly \$ 46.77	\$ 48.59	\$ 50.65	\$ 51.99	\$ 53.81	\$ 55.63	\$ 57.87	\$ 59.66	\$ 61.19
	bi-wkly	\$ 3,741.79	\$ 3,887.31	\$ 4,052.31	\$ 4,158.99	\$ 4,304.45	\$ 4,450.00	\$ 4,469.36	\$ 4,692.43	\$ 4,894.86
	annual	\$ 97,286.50	\$ 101,070.02	\$ 105,360.04	\$ 108,133.77	\$ 111,915.70	\$ 115,700.02	\$ 116,203.32	\$ 122,003.23	\$ 127,266.41

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-07-2017
2% Increase

Salary Grade Plan	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
MM4	5	hourly \$ 25 07 \$	26 31 \$	27 79 \$	29 16 \$	30 64 \$	32 12 \$	33 73 \$	35 41 \$	37 26 \$
	bi-wkly	\$ 2,005.87 \$	2,104.98 \$	2,223.57 \$	2,332.48 \$	2,451.13 \$	2,569.91 \$	2,698.57 \$	2,833.08 \$	2,980.99 \$
	annual	\$ 52,152.67 \$	54,726.83 \$	57,812.72 \$	60,644.36 \$	63,729.43 \$	66,817.77 \$	70,162.79 \$	73,660.18 \$	77,505.75 \$
MM4	7	hourly \$ 30 64 \$	32 12 \$	33 73 \$	34 97 \$	36 82 \$	38 68 \$	40 53 \$	42 56 \$	44 62 \$
	bi-wkly	\$ 2,451.13 \$	2,569.91 \$	2,698.57 \$	2,797.48 \$	2,945.82 \$	3,094.40 \$	3,242.74 \$	3,404.52 \$	3,569.53 \$
	annual	\$ 63,729.43 \$	66,817.77 \$	70,162.79 \$	72,734.50 \$	76,591.24 \$	80,454.52 \$	84,311.26 \$	88,517.59 \$	92,807.84 \$
MM4	8	hourly \$ 33 73 \$	34 97 \$	36 82 \$	38 68 \$	40 53 \$	42 39 \$	44 37 \$	46 58 \$	48 77 \$
	bi-wkly	\$ 2,698.57 \$	2,797.48 \$	2,945.82 \$	3,094.40 \$	3,242.74 \$	3,391.14 \$	3,549.54 \$	3,726.64 \$	3,901.32 \$
	annual	\$ 70,162.79 \$	72,734.50 \$	76,591.24 \$	80,454.52 \$	84,311.26 \$	88,169.64 \$	92,287.96 \$	96,892.75 \$	101,434.28 \$
MM4	9	hourly \$ 36 82 \$	38 68 \$	40 53 \$	42 39 \$	44 37 \$	45 73 \$	47 71 \$	50 09 \$	52 38 \$
	bi-wkly	\$ 2,945.82 \$	3,094.40 \$	3,242.74 \$	3,391.14 \$	3,549.54 \$	3,658.32 \$	3,816.62 \$	4,007.11 \$	4,190.23 \$
	annual	\$ 76,591.26 \$	80,454.52 \$	84,311.26 \$	88,169.65 \$	92,287.96 \$	95,116.36 \$	99,232.24 \$	104,184.96 \$	108,946.01 \$
MM4	10	hourly \$ 40 53 \$	42 39 \$	44 37 \$	45 73 \$	47 71 \$	49 56 \$	51 67 \$	54 25 \$	56 66 \$
	bi-wkly	\$ 3,242.74 \$	3,391.14 \$	3,549.54 \$	3,658.32 \$	3,816.62 \$	3,965.05 \$	4,133.36 \$	4,339.70 \$	4,532.77 \$
	annual	\$ 84,311.26 \$	88,169.64 \$	92,287.96 \$	95,116.35 \$	99,232.23 \$	103,091.42 \$	107,467.24 \$	112,832.31 \$	117,852.10 \$
VM4	11	hourly \$ 44 37 \$	45 73 \$	47 71 \$	49 56 \$	51 67 \$	53 03 \$	54 88 \$	57 62 \$	60 14 \$
	bi-wkly	\$ 3,549.54 \$	3,658.32 \$	3,816.61 \$	3,965.05 \$	4,133.35 \$	4,242.17 \$	4,390.53 \$	4,609.67 \$	4,810.86 \$
	annual	\$ 92,287.95 \$	95,116.23 \$	99,231.97 \$	103,091.25 \$	107,467.23 \$	110,298.36 \$	114,153.76 \$	119,851.48 \$	125,082.49 \$
VM4	12	hourly \$ 47 71 \$	49 56 \$	51 67 \$	53 03 \$	54 88 \$	56 74 \$	58 98 \$	59 83 \$	62 41 \$
	bi-wkly	\$ 3,816.62 \$	3,965.05 \$	4,133.36 \$	4,242.17 \$	4,390.54 \$	4,539.00 \$	4,558.75 \$	4,786.28 \$	4,992.76 \$
	annual	\$ 99,232.23 \$	103,091.42 \$	107,467.24 \$	110,296.45 \$	114,154.01 \$	118,014.02 \$	118,527.38 \$	124,443.29 \$	129,811.74 \$

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 1-06-2018
 2.5% Increase, adding Step 10

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
MM4	5	hourly \$ 25.07	\$ 26.31	\$ 27.79	\$ 29.16	\$ 30.64	\$ 32.12	\$ 33.73	\$ 34.97	\$ 36.82	\$ 37.26	\$ 38.19
	bi-wkly \$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,817.77	\$ 2,946.43	\$ 3,075.14	\$ 3,193.99	\$ 3,312.87
MM4	6	annual \$ 52,152.67	\$ 54,726.83	\$ 57,812.72	\$ 60,644.36	\$ 63,729.43	\$ 66,817.77	\$ 70,162.79	\$ 73,660.18	\$ 77,505.75	\$ 79,443.40	\$ 81,481.05
	hourly \$ 27.79	\$ 29.16	\$ 30.64	\$ 32.12	\$ 33.73	\$ 34.97	\$ 36.82	\$ 38.19	\$ 39.56	\$ 41.62	\$ 42.56	\$ 44.62
MM4	7	weekly \$ 1,111.78	\$ 1,166.24	\$ 1,225.57	\$ 1,284.96	\$ 1,349.28	\$ 1,398.74	\$ 1,472.91	\$ 1,546.43	\$ 1,624.27	\$ 1,664.87	\$ 1,705.47
	annual \$ 57,812.71	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,414.59	\$ 84,461.94	\$ 88,573.49	\$ 92,807.84	\$ 95,128.03
MM4	8	hourly \$ 30.64	\$ 32.12	\$ 33.73	\$ 34.97	\$ 36.82	\$ 38.68	\$ 40.53	\$ 42.56	\$ 44.62	\$ 46.58	\$ 48.77
	bi-wkly \$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,404.52	\$ 3,569.53	\$ 3,726.64	\$ 3,901.32	\$ 3,998.85
MM4	9	annual \$ 70,162.79	\$ 72,734.50	\$ 76,591.24	\$ 80,454.52	\$ 84,311.26	\$ 88,169.64	\$ 92,287.96	\$ 96,892.75	\$ 101,434.28	\$ 103,976.13	\$ 106,517.98
	hourly \$ 33.73	\$ 34.97	\$ 36.82	\$ 38.68	\$ 40.53	\$ 42.39	\$ 44.37	\$ 46.58	\$ 48.77	\$ 50.99	\$ 52.38	\$ 53.69
MM4	10	bi-wkly \$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 4,007.11	\$ 4,190.23	\$ 4,294.99	\$ 4,399.75
	annual \$ 76,591.26	\$ 80,454.52	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 95,116.36	\$ 99,232.24	\$ 104,184.96	\$ 108,946.01	\$ 111,653.66	\$ 114,361.31	\$ 117,068.96
MM4	11	hourly \$ 40.53	\$ 42.39	\$ 44.37	\$ 45.73	\$ 47.71	\$ 49.56	\$ 51.67	\$ 54.25	\$ 56.66	\$ 58.08	\$ 59.50
	bi-wkly \$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 3,965.05	\$ 4,133.36	\$ 4,339.70	\$ 4,532.77	\$ 4,646.09	\$ 4,759.41	\$ 4,872.73
MM4	11	annual \$ 84,311.26	\$ 88,169.64	\$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 103,091.42	\$ 107,467.24	\$ 112,832.31	\$ 117,852.10	\$ 120,798.40	\$ 125,818.19
	hourly \$ 44.37	\$ 45.73	\$ 47.71	\$ 49.56	\$ 51.67	\$ 53.03	\$ 54.88	\$ 57.62	\$ 60.14	\$ 62.60	\$ 64.64	\$ 66.68
MM4	12	bi-wkly \$ 3,549.54	\$ 3,658.32	\$ 3,816.61	\$ 3,965.05	\$ 4,133.35	\$ 4,242.17	\$ 4,390.53	\$ 4,609.67	\$ 4,810.86	\$ 4,931.14	\$ 5,051.42
	annual \$ 92,287.95	\$ 95,116.23	\$ 99,231.97	\$ 103,091.25	\$ 107,467.23	\$ 110,296.36	\$ 114,153.76	\$ 119,851.48	\$ 125,062.49	\$ 128,209.55	\$ 133,420.56	\$ 138,631.57

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	12	\$ 47,711	\$ 49,565	\$ 51,673	\$ 53,033	\$ 54,888	\$ 56,744	\$ 56,988	\$ 59,833	\$ 62,411	\$ 63,973
	hourly	\$ 3,816.62	\$ 3,965.05	\$ 4,133.36	\$ 4,242.17	\$ 4,390.54	\$ 4,539.00	\$ 4,558.75	\$ 4,786.28	\$ 4,992.76	\$ 5,117.58
	bi-wkly	\$ 99,232.23	\$ 103,091.42	\$ 107,467.24	\$ 110,296.45	\$ 114,154.01	\$ 118,014.02	\$ 118,527.38	\$ 124,443.29	\$ 129,811.74	\$ 133,057.03
	annual										

Note:
New Grade 6

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-06-2018
 2% Wage Increase

Salary Grade Plan	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
MM4	hourly	\$ 25.57	\$ 26.84	\$ 28.35	\$ 29.74	\$ 31.25	\$ 32.77	\$ 34.41	\$ 36.12	\$ 38.01	\$ 38.96
	bi-wkly	\$ 2,045.99	\$ 2,146.98	\$ 2,288.04	\$ 2,379.12	\$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,889.75	\$ 3,040.61	\$ 3,116.63
	annual	\$ 53,195.72	\$ 55,821.37	\$ 58,968.97	\$ 61,857.25	\$ 65,004.02	\$ 68,154.12	\$ 71,566.04	\$ 75,133.38	\$ 79,055.87	\$ 81,032.26
MM4	hourly	\$ 28.35	\$ 29.74	\$ 31.25	\$ 32.77	\$ 34.41	\$ 35.67	\$ 37.56	\$ 39.43	\$ 41.42	\$ 42.45
	bi-wkly	\$ 2,268.04	\$ 2,379.13	\$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,154.73	\$ 3,313.51	\$ 3,386.34
	annual	\$ 58,968.97	\$ 61,857.25	\$ 65,004.03	\$ 68,154.12	\$ 71,566.04	\$ 74,189.18	\$ 78,123.07	\$ 82,022.87	\$ 86,151.18	\$ 88,304.96
MM4	hourly	\$ 31.25	\$ 32.77	\$ 34.41	\$ 35.67	\$ 37.56	\$ 39.45	\$ 41.34	\$ 43.41	\$ 45.51	\$ 46.65
	bi-wkly	\$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,472.61	\$ 3,640.92	\$ 3,731.95
	annual	\$ 65,004.02	\$ 68,154.13	\$ 71,566.04	\$ 74,189.18	\$ 78,123.06	\$ 82,063.61	\$ 85,997.48	\$ 90,287.94	\$ 94,663.99	\$ 97,030.59
MM4	hourly	\$ 34.41	\$ 35.67	\$ 37.56	\$ 38.45	\$ 41.34	\$ 43.24	\$ 45.26	\$ 47.51	\$ 49.74	\$ 50.99
	bi-wkly	\$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,458.96	\$ 3,620.53	\$ 3,801.18	\$ 3,979.34	\$ 4,078.83
	annual	\$ 71,566.04	\$ 74,189.18	\$ 78,123.06	\$ 82,063.61	\$ 85,997.48	\$ 89,933.03	\$ 94,133.72	\$ 98,830.61	\$ 103,462.96	\$ 106,049.53
MM4	hourly	\$ 37.56	\$ 39.45	\$ 41.34	\$ 43.24	\$ 45.26	\$ 46.64	\$ 48.66	\$ 51.09	\$ 53.43	\$ 54.76
	bi-wkly	\$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,458.96	\$ 3,620.53	\$ 3,731.49	\$ 3,892.96	\$ 4,087.26	\$ 4,274.04	\$ 4,380.89
	annual	\$ 78,123.08	\$ 82,063.61	\$ 85,997.48	\$ 89,933.04	\$ 94,133.72	\$ 97,018.69	\$ 101,216.88	\$ 106,268.66	\$ 111,124.93	\$ 113,903.05
MM4	hourly	\$ 41.34	\$ 43.24	\$ 45.26	\$ 46.64	\$ 48.66	\$ 50.55	\$ 52.70	\$ 55.33	\$ 57.79	\$ 59.24
	bi-wkly	\$ 3,307.60	\$ 3,458.96	\$ 3,620.53	\$ 3,731.49	\$ 3,892.96	\$ 4,044.36	\$ 4,216.02	\$ 4,426.50	\$ 4,623.43	\$ 4,739.01
	annual	\$ 85,997.48	\$ 89,933.03	\$ 94,133.72	\$ 97,018.68	\$ 101,216.87	\$ 105,153.25	\$ 109,616.58	\$ 115,088.95	\$ 120,209.14	\$ 123,214.37
MM4	hourly	\$ 45.26	\$ 46.64	\$ 48.66	\$ 50.55	\$ 52.70	\$ 54.09	\$ 55.98	\$ 58.77	\$ 61.34	\$ 62.87
	bi-wkly	\$ 3,620.53	\$ 3,731.49	\$ 3,892.95	\$ 4,044.35	\$ 4,216.02	\$ 4,327.01	\$ 4,478.34	\$ 4,701.87	\$ 4,907.08	\$ 5,029.76
	annual	\$ 94,133.71	\$ 97,018.55	\$ 101,216.61	\$ 105,153.08	\$ 109,616.57	\$ 112,502.29	\$ 116,436.83	\$ 122,248.51	\$ 127,584.14	\$ 130,773.74
MM4	hourly	\$ 48.66	\$ 50.55	\$ 52.70	\$ 54.09	\$ 55.98	\$ 58.12	\$ 61.03	\$ 63.66	\$ 65.25	
	bi-wkly	\$ 3,892.96	\$ 4,044.36	\$ 4,216.02	\$ 4,327.01	\$ 4,478.35	\$ 4,629.78	\$ 4,869.92	\$ 4,882.01	\$ 5,092.61	\$ 5,219.93
	annual	\$ 101,216.87	\$ 105,153.25	\$ 109,616.58	\$ 112,502.37	\$ 116,437.09	\$ 120,374.30	\$ 120,987.93	\$ 126,932.15	\$ 132,407.97	\$ 135,718.17

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-05-2019
 2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 26.09	\$ 27.37	\$ 28.92	\$ 30.33	\$ 31.88	\$ 33.42	\$ 35.09	\$ 36.84	\$ 38.77	\$ 39.74
		bi-wkly \$ 2,086.91	\$ 2,189.91	\$ 2,313.40	\$ 2,426.71	\$ 2,550.16	\$ 2,673.74	\$ 2,807.59	\$ 2,947.54	\$ 3,101.42	\$ 3,178.96
MM4	6	annual \$ 54,259.64	\$ 56,937.79	\$ 60,148.35	\$ 63,094.39	\$ 66,304.10	\$ 69,517.21	\$ 72,997.36	\$ 76,636.05	\$ 80,636.98	\$ 82,652.91
		hourly \$ 28.92	\$ 30.33	\$ 31.88	\$ 33.42	\$ 35.09	\$ 36.36	\$ 38.31	\$ 40.22	\$ 42.25	\$ 43.30
MM4	7	weekly \$ 1,156.70	\$ 1,213.35	\$ 1,275.08	\$ 1,336.87	\$ 1,403.80	\$ 1,455.25	\$ 1,532.41	\$ 1,608.91	\$ 1,689.89	\$ 1,732.14
		annual \$ 60,148.35	\$ 63,094.40	\$ 66,304.10	\$ 69,517.21	\$ 72,997.36	\$ 75,672.97	\$ 79,685.53	\$ 83,663.33	\$ 87,874.20	\$ 90,071.06
MM4	8	hourly \$ 31.88	\$ 33.42	\$ 35.09	\$ 36.38	\$ 38.31	\$ 40.24	\$ 42.17	\$ 44.28	\$ 46.42	\$ 47.58
		bi-wkly \$ 2,550.16	\$ 2,673.74	\$ 2,807.59	\$ 2,910.50	\$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,806.58
MM4	9	annual \$ 66,304.10	\$ 69,517.21	\$ 72,997.36	\$ 75,672.97	\$ 79,685.52	\$ 83,704.88	\$ 87,717.43	\$ 91,731.69	\$ 96,016.39	\$ 100,807.22
		hourly \$ 35.09	\$ 36.38	\$ 38.31	\$ 40.24	\$ 42.17	\$ 44.10	\$ 46.16	\$ 48.47	\$ 50.74	\$ 52.01
MM4	10	bi-wkly \$ 2,807.59	\$ 2,910.50	\$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,877.20	\$ 4,058.93	\$ 4,160.40
		annual \$ 72,997.36	\$ 75,672.97	\$ 79,685.52	\$ 83,704.88	\$ 87,717.43	\$ 91,731.69	\$ 96,016.39	\$ 100,807.22	\$ 105,532.22	\$ 108,170.52
MM4	11	hourly \$ 38.31	\$ 40.24	\$ 42.17	\$ 44.10	\$ 46.16	\$ 47.58	\$ 49.64	\$ 52.11	\$ 54.49	\$ 55.86
		bi-wkly \$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,806.12	\$ 3,970.82	\$ 4,169.00	\$ 4,359.52	\$ 4,468.50
MM4	12	annual \$ 79,685.54	\$ 83,704.88	\$ 87,717.43	\$ 91,731.70	\$ 96,016.39	\$ 98,959.06	\$ 103,241.22	\$ 108,394.03	\$ 113,347.42	\$ 116,181.11
		hourly \$ 42.17	\$ 44.10	\$ 46.16	\$ 47.58	\$ 49.64	\$ 51.57	\$ 53.75	\$ 56.44	\$ 58.95	\$ 60.42
MM4	13	bi-wkly \$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,806.12	\$ 3,970.82	\$ 4,125.24	\$ 4,300.34	\$ 4,515.03	\$ 4,715.90	\$ 4,833.79
		annual \$ 87,717.43	\$ 91,731.69	\$ 96,016.39	\$ 98,959.05	\$ 103,241.21	\$ 107,256.31	\$ 111,808.91	\$ 117,390.73	\$ 122,613.32	\$ 125,678.65
MM4	14	hourly \$ 46.16	\$ 47.58	\$ 49.64	\$ 51.57	\$ 53.75	\$ 55.17	\$ 57.10	\$ 59.95	\$ 62.57	\$ 64.13
		bi-wkly \$ 3,692.94	\$ 3,806.11	\$ 3,970.81	\$ 4,125.24	\$ 4,300.34	\$ 4,413.55	\$ 4,567.91	\$ 4,795.90	\$ 5,005.22	\$ 5,130.35
MM4	15	annual \$ 96,016.38	\$ 98,958.92	\$ 103,240.94	\$ 107,256.14	\$ 111,808.90	\$ 114,752.34	\$ 118,808.90	\$ 124,693.48	\$ 130,135.82	\$ 133,389.22
		hourly \$ 49.64	\$ 51.57	\$ 53.75	\$ 55.17	\$ 57.10	\$ 59.03	\$ 62.25	\$ 64.93	\$ 67.55	
MM4	16	bi-wkly \$ 3,970.82	\$ 4,125.24	\$ 4,300.34	\$ 4,413.55	\$ 4,567.92	\$ 4,722.38	\$ 4,979.65	\$ 5,194.47	\$ 5,324.33	
		annual \$ 103,241.21	\$ 111,808.91	\$ 114,752.42	\$ 118,765.83	\$ 122,781.79	\$ 123,315.89	\$ 129,470.80	\$ 135,056.13	\$ 139,432.53	

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-01-2016
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MMS	3	hourly \$ 23.10	\$ 24.21	\$ 25.46	\$ 26.57	\$ 28.09	\$ 29.48	\$ 31.14	\$ 32.69	\$ 34.56
	bi-wkly	\$ 1,617.34	\$ 1,694.92	\$ 1,782.28	\$ 1,859.89	\$ 1,966.54	\$ 2,063.61	\$ 2,179.97	\$ 2,288.62	\$ 2,418.93
	annual	\$ 42,050.74	\$ 44,067.92	\$ 46,339.15	\$ 48,357.14	\$ 51,130.07	\$ 53,653.75	\$ 56,679.14	\$ 59,504.00	\$ 62,892.29
MMS	4	hourly \$ 25.46	\$ 26.57	\$ 28.09	\$ 29.48	\$ 31.14	\$ 32.67	\$ 34.33	\$ 36.04	\$ 38.00
	bi-wkly	\$ 1,782.28	\$ 1,859.89	\$ 1,966.54	\$ 2,063.61	\$ 2,179.97	\$ 2,286.74	\$ 2,403.07	\$ 2,522.87	\$ 2,660.22
	annual	\$ 46,339.15	\$ 48,357.14	\$ 51,130.07	\$ 53,653.75	\$ 56,679.14	\$ 59,455.26	\$ 62,479.84	\$ 65,594.70	\$ 69,165.81
MMS	5	hourly \$ 28.09	\$ 29.48	\$ 31.14	\$ 32.67	\$ 34.33	\$ 35.99	\$ 37.80	\$ 39.68	\$ 41.75
	bi-wkly	\$ 1,966.54	\$ 2,063.61	\$ 2,179.97	\$ 2,286.74	\$ 2,403.07	\$ 2,519.52	\$ 2,645.66	\$ 2,777.53	\$ 2,922.55
	annual	\$ 51,130.07	\$ 53,653.75	\$ 56,679.14	\$ 59,455.26	\$ 62,479.84	\$ 65,507.62	\$ 68,787.05	\$ 72,215.87	\$ 75,986.18
MMS	6	hourly \$ 31.14	\$ 32.67	\$ 34.33	\$ 35.99	\$ 37.80	\$ 39.18	\$ 41.26	\$ 43.32	\$ 45.50
	bi-wkly	\$ 2,179.97	\$ 2,286.74	\$ 2,403.07	\$ 2,519.52	\$ 2,645.66	\$ 2,742.63	\$ 2,888.06	\$ 3,032.22	\$ 3,184.84
	annual	\$ 56,679.14	\$ 59,455.26	\$ 62,479.84	\$ 65,507.62	\$ 68,787.05	\$ 71,308.33	\$ 75,089.46	\$ 78,837.83	\$ 82,805.83
MMS	7	hourly \$ 34.33	\$ 35.99	\$ 37.80	\$ 39.18	\$ 41.26	\$ 43.34	\$ 45.42	\$ 47.68	\$ 49.99
	bi-wkly	\$ 2,403.07	\$ 2,519.52	\$ 2,645.66	\$ 2,742.63	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,337.77	\$ 3,499.55
	annual	\$ 62,479.84	\$ 65,507.62	\$ 68,787.05	\$ 71,308.33	\$ 75,089.46	\$ 78,876.98	\$ 82,658.10	\$ 86,781.96	\$ 90,988.22
MMS	8	hourly \$ 37.80	\$ 39.18	\$ 41.26	\$ 43.34	\$ 45.42	\$ 47.49	\$ 49.71	\$ 52.19	\$ 54.64
	bi-wkly	\$ 2,645.66	\$ 2,742.63	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,324.65	\$ 3,479.94	\$ 3,653.57	\$ 3,824.83
	annual	\$ 68,787.05	\$ 71,308.33	\$ 75,089.46	\$ 78,876.98	\$ 82,658.10	\$ 86,440.83	\$ 90,478.39	\$ 94,992.90	\$ 99,445.52
MMS	9	hourly \$ 41.26	\$ 43.34	\$ 45.42	\$ 47.49	\$ 49.71	\$ 51.24	\$ 53.45	\$ 56.12	\$ 58.69
	bi-wkly	\$ 2,888.06	\$ 3,033.73	\$ 3,179.16	\$ 3,324.65	\$ 3,479.94	\$ 3,586.59	\$ 3,741.79	\$ 3,928.54	\$ 4,108.07
	annual	\$ 75,089.46	\$ 78,876.98	\$ 82,658.10	\$ 86,440.83	\$ 90,478.39	\$ 93,251.33	\$ 97,286.50	\$ 102,142.13	\$ 106,809.82

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-07-2017
 2% Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MMMS	hourly 3	\$ 23.57	\$ 24.70	\$ 25.97	\$ 27.10	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.35	\$ 35.25
	bi-wkly	\$ 1,649.68	\$ 1,728.82	\$ 1,817.92	\$ 1,897.09	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,334.39	\$ 2,467.31
	annual	\$ 42,891.75	\$ 44,949.28	\$ 47,265.93	\$ 49,324.28	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,694.08	\$ 64,150.14
MMMS	hourly 4	\$ 25.97	\$ 27.10	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.76	\$ 38.76
	bi-wkly	\$ 1,817.92	\$ 1,897.09	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,573.33	\$ 2,713.43
	annual	\$ 47,265.93	\$ 49,324.28	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,906.60	\$ 70,549.13
MMMS	hourly 5	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 40.47	\$ 42.59
	bi-wkly	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,833.08	\$ 2,981.00
	annual	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 73,660.19	\$ 77,505.91
MMMS	hourly 6	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.18	\$ 46.41
	bi-wkly	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,092.87	\$ 3,248.54
	annual	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,414.59	\$ 84,461.94
MMMS	hourly 7	\$ 35.02	\$ 36.71	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.64	\$ 50.99
	bi-wkly	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,404.52	\$ 3,569.54
	annual	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,517.59	\$ 92,807.98
MMMS	hourly 8	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.44	\$ 50.71	\$ 53.24	\$ 55.73
	bi-wkly	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,726.64	\$ 3,901.32
	annual	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 96,892.76	\$ 101,434.43
MMMS	hourly 9	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.44	\$ 50.71	\$ 52.26	\$ 54.52	\$ 57.24	\$ 59.86
	bi-wkly	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 4,007.11	\$ 4,190.23
	annual	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 104,184.97	\$ 108,946.02

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 1-06-2018
 2.5% Increase, adding Step 10

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMS	hourly 3	\$ 23.57	\$ 24.70	\$ 25.97	\$ 27.10	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.35	\$ 35.25	\$ 36.13
	bi-wkly	\$ 1,649.68	\$ 1,728.82	\$ 1,817.92	\$ 1,897.09	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,334.39	\$ 2,467.31	\$ 2,529.00
	annual	\$ 42,891.75	\$ 44,949.28	\$ 47,265.93	\$ 49,324.28	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,694.08	\$ 64,150.14	\$ 65,753.89
MMS	hourly 4	\$ 25.97	\$ 27.10	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.76	\$ 38.76	\$ 39.73
	bi-wkly	\$ 1,817.92	\$ 1,897.09	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,573.33	\$ 2,713.43	\$ 2,781.26
	annual	\$ 47,265.93	\$ 49,324.28	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,906.60	\$ 70,549.13	\$ 72,312.85
MMS	hourly 5	\$ 28.66	\$ 30.07	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 40.47	\$ 42.59	\$ 43.65
	bi-wkly	\$ 2,005.87	\$ 2,104.88	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,833.08	\$ 2,981.00	\$ 3,055.52
	annual	\$ 52,152.67	\$ 54,726.82	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 73,660.19	\$ 77,505.91	\$ 79,443.55
MMS	hourly 6	\$ 31.77	\$ 33.32	\$ 35.02	\$ 36.71	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.18	\$ 46.41	\$ 47.57
	bi-wkly	\$ 2,223.57	\$ 2,332.48	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,092.87	\$ 3,248.54	\$ 3,329.75
	annual	\$ 57,812.72	\$ 60,644.37	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,414.59	\$ 84,461.94	\$ 86,573.49
MMS	hourly 7	\$ 35.02	\$ 36.71	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.64	\$ 50.99	\$ 52.27
	bi-wkly	\$ 2,451.13	\$ 2,569.91	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,404.52	\$ 3,569.54	\$ 3,658.78
	annual	\$ 63,729.44	\$ 66,817.77	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,517.59	\$ 92,807.98	\$ 95,128.18
MMS	hourly 8	\$ 38.55	\$ 39.96	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.44	\$ 50.71	\$ 53.24	\$ 55.73	\$ 57.13
	bi-wkly	\$ 2,698.57	\$ 2,797.48	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,726.64	\$ 3,901.32	\$ 3,998.86
	annual	\$ 70,162.79	\$ 72,734.50	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 96,892.76	\$ 101,434.43	\$ 103,970.29
MMS	hourly 9	\$ 42.08	\$ 44.21	\$ 46.32	\$ 48.44	\$ 50.71	\$ 52.26	\$ 54.52	\$ 57.24	\$ 59.86	\$ 61.36
	bi-wkly	\$ 2,945.82	\$ 3,094.40	\$ 3,242.74	\$ 3,391.14	\$ 3,549.54	\$ 3,658.32	\$ 3,816.62	\$ 4,007.11	\$ 4,190.23	\$ 4,294.99
	annual	\$ 76,591.25	\$ 80,454.51	\$ 84,311.26	\$ 88,169.65	\$ 92,287.96	\$ 95,116.35	\$ 99,232.23	\$ 104,184.97	\$ 108,946.02	\$ 111,669.67

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-06-2018
 2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMS	3	hourly \$ 24.04	\$ 25.19	\$ 26.49	\$ 27.64	\$ 29.23	\$ 30.67	\$ 32.40	\$ 34.02	\$ 35.95	\$ 36.85
	bi-wkly	\$ 1,682.68	\$ 1,763.39	\$ 1,854.28	\$ 1,935.03	\$ 2,045.99	\$ 2,146.98	\$ 2,268.04	\$ 2,381.08	\$ 2,516.66	\$ 2,579.58
	annual	\$ 43,749.58	\$ 45,848.26	\$ 48,211.25	\$ 50,310.77	\$ 53,195.72	\$ 55,821.36	\$ 58,988.97	\$ 61,907.96	\$ 65,433.14	\$ 67,068.97
MMS	4	hourly \$ 26.49	\$ 27.64	\$ 29.23	\$ 30.67	\$ 32.40	\$ 33.99	\$ 35.72	\$ 37.50	\$ 39.54	\$ 40.53
	bi-wkly	\$ 1,854.28	\$ 1,935.03	\$ 2,045.99	\$ 2,146.98	\$ 2,268.04	\$ 2,379.13	\$ 2,500.15	\$ 2,624.80	\$ 2,767.70	\$ 2,836.89
	annual	\$ 48,211.25	\$ 50,310.77	\$ 53,195.72	\$ 55,821.36	\$ 58,988.97	\$ 61,857.26	\$ 65,004.03	\$ 68,244.73	\$ 71,960.11	\$ 73,759.11
MMS	5	hourly \$ 29.23	\$ 30.67	\$ 32.40	\$ 33.99	\$ 35.72	\$ 37.45	\$ 39.32	\$ 41.28	\$ 43.44	\$ 44.52
	bi-wkly	\$ 2,045.99	\$ 2,146.98	\$ 2,268.04	\$ 2,379.13	\$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,889.75	\$ 3,040.62	\$ 3,116.63
	annual	\$ 53,195.72	\$ 55,821.36	\$ 58,988.97	\$ 61,857.26	\$ 65,004.03	\$ 68,154.13	\$ 71,566.04	\$ 75,133.39	\$ 79,056.02	\$ 81,032.42
MMS	6	hourly \$ 32.40	\$ 33.99	\$ 35.72	\$ 37.45	\$ 39.32	\$ 40.76	\$ 42.92	\$ 45.07	\$ 47.34	\$ 48.52
	bi-wkly	\$ 2,268.04	\$ 2,379.13	\$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,154.73	\$ 3,313.51	\$ 3,396.34
	annual	\$ 58,988.97	\$ 61,857.26	\$ 65,004.03	\$ 68,154.13	\$ 71,566.04	\$ 74,189.19	\$ 78,123.07	\$ 82,022.88	\$ 86,151.18	\$ 88,304.96
MMS	7	hourly \$ 35.72	\$ 37.45	\$ 39.32	\$ 40.76	\$ 42.92	\$ 45.09	\$ 47.25	\$ 49.61	\$ 52.01	\$ 53.31
	bi-wkly	\$ 2,500.15	\$ 2,621.31	\$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,472.61	\$ 3,640.93	\$ 3,731.95
	annual	\$ 65,004.03	\$ 68,154.13	\$ 71,566.04	\$ 74,189.19	\$ 78,123.07	\$ 82,063.60	\$ 85,997.49	\$ 90,287.94	\$ 94,664.14	\$ 97,030.74
MMS	8	hourly \$ 39.32	\$ 40.76	\$ 42.92	\$ 45.09	\$ 47.25	\$ 49.41	\$ 51.72	\$ 54.30	\$ 56.85	\$ 58.27
	bi-wkly	\$ 2,752.54	\$ 2,853.43	\$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,458.96	\$ 3,620.53	\$ 3,801.18	\$ 3,979.35	\$ 4,078.83
	annual	\$ 71,566.04	\$ 74,189.19	\$ 78,123.07	\$ 82,063.60	\$ 85,997.49	\$ 90,133.72	\$ 94,830.61	\$ 103,463.11	\$ 106,049.69	
MMS	9	hourly \$ 42.92	\$ 45.09	\$ 47.25	\$ 49.41	\$ 51.72	\$ 53.31	\$ 55.61	\$ 58.39	\$ 61.06	\$ 62.58
	bi-wkly	\$ 3,004.73	\$ 3,156.29	\$ 3,307.60	\$ 3,458.96	\$ 3,620.53	\$ 3,731.49	\$ 3,892.96	\$ 4,067.26	\$ 4,274.04	\$ 4,380.89
	annual	\$ 78,123.07	\$ 82,063.60	\$ 85,997.49	\$ 89,933.04	\$ 94,133.72	\$ 97,018.68	\$ 101,216.88	\$ 106,268.67	\$ 111,124.94	\$ 113,903.06

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-05-2019
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMS	3	hourly \$ 24.52	\$ 25.70	\$ 27.02	\$ 28.20	\$ 29.81	\$ 31.28	\$ 33.05	\$ 34.70	\$ 36.67	\$ 37.59
	bi-wkly	\$ 1,716.33	\$ 1,798.66	\$ 1,891.36	\$ 1,973.73	\$ 2,086.91	\$ 2,189.91	\$ 2,313.40	\$ 2,428.70	\$ 2,566.99	\$ 2,631.17
	annual	\$ 44,624.57	\$ 46,765.23	\$ 49,175.48	\$ 51,316.99	\$ 54,259.64	\$ 56,937.79	\$ 60,148.35	\$ 63,146.12	\$ 66,741.80	\$ 68,410.35
MMS	4	hourly \$ 27.02	\$ 28.20	\$ 29.81	\$ 31.28	\$ 33.05	\$ 34.67	\$ 36.43	\$ 38.25	\$ 40.33	\$ 41.34
	bi-wkly	\$ 1,891.36	\$ 1,973.73	\$ 2,086.91	\$ 2,189.91	\$ 2,313.40	\$ 2,426.71	\$ 2,550.16	\$ 2,677.29	\$ 2,823.05	\$ 2,893.63
	annual	\$ 49,175.48	\$ 51,316.99	\$ 54,259.64	\$ 56,937.79	\$ 60,148.35	\$ 63,094.40	\$ 66,304.11	\$ 69,609.62	\$ 73,399.31	\$ 75,234.29
MMS	5	hourly \$ 29.81	\$ 31.28	\$ 33.05	\$ 34.67	\$ 36.43	\$ 38.20	\$ 40.11	\$ 42.11	\$ 44.31	\$ 45.41
	bi-wkly	\$ 2,086.91	\$ 2,189.91	\$ 2,313.40	\$ 2,426.71	\$ 2,550.16	\$ 2,673.74	\$ 2,807.59	\$ 2,947.54	\$ 3,101.43	\$ 3,178.96
	annual	\$ 54,259.64	\$ 56,937.79	\$ 60,148.35	\$ 63,094.40	\$ 66,304.11	\$ 69,517.21	\$ 72,997.36	\$ 76,636.05	\$ 80,637.14	\$ 82,653.07
MMS	6	hourly \$ 33.05	\$ 34.67	\$ 36.43	\$ 38.20	\$ 40.11	\$ 41.58	\$ 43.78	\$ 45.97	\$ 48.28	\$ 49.49
	bi-wkly	\$ 2,313.40	\$ 2,426.71	\$ 2,550.16	\$ 2,673.74	\$ 2,807.59	\$ 2,910.50	\$ 3,064.83	\$ 3,217.82	\$ 3,379.78	\$ 3,464.27
	annual	\$ 60,148.35	\$ 63,094.40	\$ 66,304.11	\$ 69,517.21	\$ 72,997.36	\$ 75,672.97	\$ 79,685.53	\$ 83,663.33	\$ 87,874.20	\$ 90,071.06
MMS	7	hourly \$ 36.43	\$ 38.20	\$ 40.11	\$ 41.58	\$ 43.78	\$ 45.99	\$ 48.20	\$ 50.60	\$ 53.05	\$ 54.38
	bi-wkly	\$ 2,550.16	\$ 2,673.74	\$ 2,807.59	\$ 2,910.50	\$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,542.07	\$ 3,713.75	\$ 3,806.59
	annual	\$ 66,304.11	\$ 69,517.21	\$ 72,997.36	\$ 75,672.97	\$ 79,685.53	\$ 83,704.87	\$ 87,717.44	\$ 92,093.70	\$ 96,557.42	\$ 98,971.36
MMS	8	hourly \$ 40.11	\$ 41.58	\$ 43.78	\$ 45.99	\$ 48.20	\$ 50.40	\$ 52.76	\$ 55.39	\$ 57.98	\$ 59.43
	bi-wkly	\$ 2,807.59	\$ 2,910.50	\$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,877.20	\$ 4,058.94	\$ 4,160.41
	annual	\$ 72,997.36	\$ 75,672.97	\$ 79,685.53	\$ 83,704.87	\$ 87,717.44	\$ 91,731.70	\$ 96,016.39	\$ 100,807.22	\$ 105,532.38	\$ 108,170.69
MMS	9	hourly \$ 43.78	\$ 45.99	\$ 48.20	\$ 50.40	\$ 52.76	\$ 54.37	\$ 56.73	\$ 59.56	\$ 62.28	\$ 63.84
	bi-wkly	\$ 3,064.83	\$ 3,219.42	\$ 3,373.75	\$ 3,528.14	\$ 3,692.94	\$ 3,806.12	\$ 3,970.82	\$ 4,169.00	\$ 4,359.52	\$ 4,468.50
	annual	\$ 79,685.53	\$ 83,704.87	\$ 87,717.44	\$ 91,731.70	\$ 96,016.39	\$ 98,959.05	\$ 103,241.22	\$ 108,394.04	\$ 113,347.43	\$ 116,181.12