

Tentative Agreement for a 2020-2023 Contract

Council 5

AFSCME

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Civil Service Basic ARTICLE 11 – SICK AND PARENTAL LEAVE

Section 6. Parental Leave may be paid, upon approval of the supervisory staff, for absence due to the birth or adoption of a child, and shall be deducted from the employee's accrued sick leave. An employee may be permitted up to a maximum of three (3) weeks of Parental Leave for bonding purposes within 12 months following the birth or adoption of a child(ren) which occurs after January 1, 2020. This benefit is limited to the employee's child.

The three (3) weeks of Parental Leave are in addition to the paid Sick Leave used by the parent if eligible pursuant to Section 4. For purposes of allowing employees to use the Union's Sick Leave Bank or the Vacation Donation Policy, the birth or adoption of a child shall be included in the definition of "serious health condition."

In the event a paid parental leave benefit is enacted in state or federal law, an employee must elect to use either the County Parental Leave benefit or the state or federal paid parental leave benefit. The County's Parental Leave benefit may not be stacked on top of a state or federal paid parental leave benefit to result in a paid leave greater than three (3) weeks.

IT 2: 6 year requirement changed to 2 years at mid-level to be eligible for advancement from mid-level to senior.

Employer will provide side letter, with anticipated timeline and the recommendation that the senior level job description will be modified to reflect 2 years in the mid-level position instead of 6 years total in the classification discipline and submit to Civil Service Commission for approval.

IT 3: Employer will allow for lateral moves through procedural document at discretion of the supervisor and allow lateral moves from B20 to B20 and B24 to B24 given similarity in base skill sets. Employer will not agree to allow lateral move from B26 to B26 given dissimilarity in base skill sets.

This would be noted in the Tentative Agreement and the Implementation letter, but would not be a new provision in the CBA.

New Section 7 added:

7. Employees who work within the Initial Intervention Unit shall receive an assignment incentive of \$1.15 per hour, for all actual worked hours in the Initial Intervention Unit.

U11: LICSW:

Employer will reimburse those employees who hold the position of Psychologist or a position with St. Louis County that require an LICSW or LADC as part of the minimum qualifications for the position, for the costs of maintaining (not acquisition) licensure, membership and continuing education units consistent with other classifications in the County with preapproval.

This would be noted in an Exhibit attached to the collective bargaining agreement.

U31: MSB ARTICLE 6 – WORK DAY/WORK WEEK, REST PERIODS

**CSB SUPPLEMENTAL LABOR AGREEMENT – COMMUNICATIONS
DEPARTMENT – REMOTE SUPPORT, STAND-BY
MSB SUPPLEMENTAL LABOR AGREEMENT – WEEKEND AND HOLIDAY
ROTATIONAL COVERAGE FOR ASSERTIVE COMMUNITY TREATMENT
(ACT & T-ACT)**

A. Update the ACT & T-ACT Supplemental Agreement to allow for an On-Call premium pay for an amount equal to one hour pay at employee's regular rate of pay for each eight (8) hours of standby duty.

B. Update the IIU Supplemental Agreement to remove all references to a secondary on-call employee.

U32: JANITOR:

Effective 12/21/2019, Janitor class eligibility for reallocation from Grade 9 to Grade 11 after 3 years of full time equivalent service in Grade 9. Not a Jr. /Sr., but rather a grade reallocation similar to IS series.

U46: DRAFTING PROPERTY RECORDS TECHS:

Employer will provide Classification/Compensation division of Human Resources with a procedural document on processing the reallocation of grade migration to the higher grade allocation, after three years of service (or hourly equivalent, whichever is later) for Legal Secretary I and II, and Drafting Property Records Tech.

**U26: JAIL COOKS:
PUBLIC WORKS INFO SPECIALISTS:**

Jail Cooks move to 40 hour work week effective 12/21/2019.

Employer suggests a flexible work schedule for Public Works Information Specialists assigned to the Maintenance Division to accommodate scheduling concerns.

Addendum 1 provided.

U36: EMPLOYEE TRANSFER RIGHTS:

For transfers that occur within the Applicant tracking software (NeoGov), County will add notice regarding Human Resources being available to help facilitate when there is an issue with the departing Departments blocking of the transfer. For transfers that occur outside of NeoGov and are done internally, County will work with the HR Advisors who work with those departments to make sure they are aware of the issue and to help facilitate when it is brought to their attention.

This would be noted in the Tentative Agreement and the Implementation letter, but would not be a new provision in the CBA.

**U39: CSB ARTICLE 17 – SAFETY AND SAFETY EQUIPMENT
BOOT ALLOWANCE:**

. . . Employees who are required to have a foot protection by OSHA regulations who elect to wear safety shoes shall receive a safety shoe allowance of ~~\$100.00~~ \$125.00 per year payable in November.

U40: PPE:

Meeting has occurred at County Administration level and Department Head level. Employees who are assigned to the afternoon shift and do not have outdoor PPE should make request to supervisor. Outdoor PPE will be provided. The department said anyone who is assigned these outdoor duties, regardless of shift, should contact their supervisor to request PPE. Email provided on 11/22/2019.

This would be noted in the Tentative Agreement and the Implementation letter, but would not be a new provision in the CBA.

U47: POSTING TO DISPLAY INTERACTIVE LINK OF BARGAINING UNIT THAT WOULD HAVE URL OF UNION WEBSITE.

Employer to draft procedures on adding a hyper link to the posting.

Employer will add hyperlink on the job posting with a link to the CBA. It will also list the Union that represents the job being posted.

This would be noted in the Tentative Agreement and the Implementation letter, but would not be a new provision in the CBA.

ARTICLE 5 – WAGE RATES AND PAY DATES

Revise Section 2 regarding eligibility for retroactive wages.

Section 2. The bi-weekly and hourly wage rates annexed hereto as Exhibit “A” shall be paid all employees within this jurisdiction effective retroactive to ~~December 24, 2016~~ (the greater of a 2.0% increase or \$.40 per hour increase). The bi-weekly and hourly wage rates annexed hereto as Exhibit “B” shall be paid all employees within this jurisdiction effective ~~December 23, 2017~~ (2.5% increase). The bi-weekly and hourly wage rates annexed hereto as Exhibit “C” shall be paid all employees within this jurisdiction effective ~~December 22, 2018~~ (2.5% increase). Employees who have resigned, other than a retirement during the contract duration, or have involuntarily separated are not eligible to receive retroactive pay increases. Wage adjustments will be applied for the full pay period covered by the first bi-weekly paycheck of the new contract year. No lower or higher rates of pay shall be paid unless previously negotiated between the Employer and the Union.

ARTICLE 12 – SICK LEAVE BANK

Notice: To the extent the following existing contract provision may not have been enforced consistently, this is notice the clear language of the provision will be followed by the County.

The Committee, upon establishing a need for additional funding of the Sick Leave Bank, shall provide written documentation of such need to the Human Resources Director at the beginning of the payroll year.

ARTICLE 12 – SICK LEAVE BANK

Revise 1. Second paragraph, as follows:

The Committee, upon establishing a need for additional funding of the Sick Leave Bank, shall provide written documentation of such need to the Human Resources Director at the beginning of the payroll year. Upon receipt of reasonable documentation, one (1) day of sick leave will be deducted from the total sick leave accumulation of each unit employee qualified to participate in the Sick Leave Bank and who has not yet donated a day, will be credited to the unit Sick Leave Bank. If additional funding is still needed, parties agree to meet and confer regarding deduction of an additional one (1) day from employees who have already donated.

ARTICLE 16 – TOOLS AND UNIFORMS

Add new Section 4. Land & Minerals Staff Protective Clothing Allowance, as follows:

Section 4. Clothing Allowance. An employee who works within the Land & Minerals department and whose classification is: Forestry Technician Trainee, Forestry Technician I, II or III, Forester Trainee, Forester I, II or III, Utility Worker II or Forest Road Technician, may receive up to \$150.00 reimbursement annually for the purchase of protective outdoor outerwear. A list of acceptable reimbursable items will be maintained by the Land & Minerals Department Head.

ARTICLE 19 – PROBATION, TEMPORARY, SEASONAL

Section 1. The probation period for all new and promotional employees hired shall be six (6) months for full-time employees and the later of six (6) months or one thousand (1000) hours paid service for part-time employees, unless extended by the Department Head, not to exceed one year. A Department Head may extend the probationary period of an employee, not to exceed 24 calendar months, if the employee is unable to perform a majority of the essential functions of their position due to an approved work accommodation or approved leave of absence. Anytime during the extended probation period a Department Head can decide to accept the employee as qualified. If an employee is discharged during the initial probation, the employee shall not have any rights under the grievance procedure contained herein. Promotional employees may be demoted during their promotional probation period without rights under the grievance procedure.

CSB ARTICLE 10 – VACATIONS

Employees are eligible to receive and use accrued vacation with pay upon successful completion of 489 hours or three (3) calendar months, whichever is later. ~~their minimum required original probationary period (six months or 1000 hours, whichever is later).~~ ~~Provide, however, employees are eligible to receive and use accrued vacation with pay during an extension of the original probationary period.~~

ARTICLE 19 – PROBATION, TEMPORARY, SEASONAL

Add second paragraph to Section 2:

Temporary appointments may be made to a temporary position to accomplish long-term projects or work activities lasting more than six (6) months, but not to exceed one (1) calendar year as defined in MN Stat. 383C.043(e).

Modify Section 3, third paragraph

Seasonal and temporary appointments shall not be utilized to replace permanent part-time or full-time positions. Individuals appointed to seasonal and temporary positions do not accrue seniority, nor do they earn, accrue or participate in any benefits except paid holidays that fall within the period of their employment.

ARTICLE 27- RENEWAL AND ARBITRATION

~~Section 3. The Employer will print the contract for distribution to all present and future employees.~~

B.6 Stand-By Duty Compensation: An employee assigned to stand-by duty shall be compensated at the rate of \$ 3.75 per hour for all hours served in assigned stand-by duty status except that after 7½ consecutive hours of stand-by duty on a holiday, the employee shall be paid \$6.00 per hour served in stand-by duty status for the remainder of the holiday. Stand-by duty time is not credited as “hours worked” and therefore is not included in the computation of hours worked per day or per week for the purpose of calculating 1½ overtime compensation. An employee shall not be eligible for stand-by duty pay and another pay status simultaneously.

ATTACHMENT A

The IT Department Head ~~and the Union have identified the following mutually agreed critical life safety functions will have discretion to select the technology systems~~ for which stand-by assignments may be used to provide application and computing infrastructure support:

- ~~_____~~ a. ~~_____~~ 911
- ~~_____~~
- ~~_____~~ b. ~~_____~~ Sheriff's Department
- ~~_____~~
- ~~_____~~ c. ~~_____~~ St. Louis County Jail
- ~~_____~~
- ~~_____~~ d. ~~_____~~ Nemesis
- ~~_____~~
- ~~_____~~ e. ~~_____~~ Arrowhead Regional Corrections

II. Overtime

Notwithstanding the provision of Article 6- OVERTIME, of the Basic Agreement, the following shall apply to the flexible work schedule of Public Health and Human Services Department employees:

Employees who are on a flexible work schedule shall receive overtime at the rate of 1.5 times the regular rate of pay for hours worked in excess of 40 hours in a work week or 75 hours in a pay period. Prior supervisory approval is required for all overtime hours.

Authorized paid time off in the form of vacation, personal leave or holiday pay shall count as “hours worked” for the purpose of computing overtime. Sick leave and compensatory time shall not count as “hours worked” for the purpose of computing overtime. Hours worked shall not be pyramided, compounded or paid twice for the same hours worked.

If an Employee would exceed their normal hours for that work week as a result of paid leave, the Employee shall may reduce their leave time during the work week so as not to exceed the position’s assigned FTE.

ARTICLE 4 – SELECTION OF PERSONNEL

The County proposes a Memorandum of Agreement establishing a limited contract reopener to address clean up language changes, such as noted below, in the event St. Louis County provides notice to move the administration of employees, covered by this contract, to being administered under MN Stat 383C.

Employment of social workers and other professional staff with the St. Louis County Public Health and Human Service Department is administered under ~~the rules of the Minnesota Merit System.~~ MN Stat 383C. The St. Louis County Public Health and Human Service Department is an equal opportunity employer. The positions of Social Worker and other professional staff are selected from the list of best qualified candidates under the rules of the ~~Minnesota Merit~~ Civil Service System. This includes appointments, promotions, transfers, and reinstatements from registers established by the examination. If the examination is given during working hours, the employee may take the exam, with supervisory approval, without losing any benefits.

ARTICLE 13 – EMPLOYEE INSURANCE PLANS

Section 1. Health Insurance. The Employer agrees to permit all permanent and probationary employees to be covered by the St. Louis County Group Health Care Plan.* The Employer shall contribute to the premium as follow for full-time employees:

Single Coverage	100% <u>91%</u> of Total Single Premium
Dependent <u>Family</u> Coverage	80% <u>82%</u> of Total Family Premium

2020 Monthly Single Premium: \$88.40

Increase of \$15.69 for both Civil Service and Merit

2020 Monthly Family Premium: \$410.63

Increase of \$78.11 for Civil Service

Decrease of \$51.80 for Merit

19. ARTICLE 5 – WAGE RATES AND PAY DATES See U7

Wages 2020 – Civil Service Basic wage increase of \$.40 per hour

Wages 2020 – 2.0% general wage increase

Wages 2021 – 2.25% general wage increase

Wages 2022 – 2.25% general wage increase

EMPLOYER'S RESPONSE TO UB

**RESTRUCTURED PAY PLAN EFFECTIVE DECEMBER 18, 2021 (YEAR 3)
2019 WAGES USED FOR ILLUSTRATION PURPOSES**

PAY PLAN MB

**MERIT SYSTEM - BASIC UNIT EMPLOYEES
Restructured PAY PLAN
Reflects Longevity 2 years after Years to Max
PAY PLAN EFFECTIVE**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10	11	12	New Longevity L1
Accountant L1 after 10 years	Annually	44,051	45,884	47,653	49,562	51,968	54,347	57,018	59,651	62,264				63,509
	Monthly	3671	3824	3968	4155	4331	4529	4752	4971	5189				5292
	Biweekly	1094.25	1194.75	1240.50	1317.75	1396.75	1490.25	1593.00	1694.25	1794.75				1642.65
	Hourly	22.59	23.53	24.54	25.57	26.65	27.87	29.24	30.59	31.93				32.57
Contract Services Representative L1 after 11 years	Annually	48,965	50,954	53,196	55,712	58,363	60,977	63,726	66,456	69,537	72,852			74,309
	Monthly	4080	4246	4433	4643	4865	5081	5311	5538	5795	6071			6192
	Biweekly	1283.25	1395.75	1450.00	1542.75	1645.50	1745.25	1851.00	1956.00	2074.50	2202.00			2358.04
	Hourly	25.11	26.13	27.28	28.57	29.94	31.27	32.68	34.08	35.68	37.36			38.11
Health Informatics Specialist L1 after 12 years	Annually	50,954	53,196	55,712	58,363	60,977	63,726	66,456	69,537	72,852	76,050	77,786		79,341
	Monthly	4246	4433	4643	4865	5081	5311	5538	5795	6071	6338	6482		6612
	Biweekly	1283.25	1395.75	1450.00	1542.75	1645.50	1745.25	1851.00	1956.00	2074.50	2202.00	2291.75		2351.59
	Hourly	26.13	27.28	28.57	29.94	31.27	32.68	34.08	35.68	37.36	39.00	39.89		40.69
Licensed Independent Clinical Social Worker L1 after 12 years	Annually	50,954	53,196	55,712	58,363	60,977	63,726	66,456	69,537	72,852	76,050	77,786		79,341
	Monthly	4246	4433	4643	4865	5081	5311	5538	5795	6071	6338	6482		6612
	Biweekly	1283.25	1395.75	1450.00	1542.75	1645.50	1745.25	1851.00	1956.00	2074.50	2202.00	2291.75		2351.59
	Hourly	26.13	27.28	28.57	29.94	31.27	32.68	34.08	35.68	37.36	39.00	39.89		40.69
PHHS Program Analyst L1 after 13 years	Annually	41,516	43,232	45,006	46,956	48,965	50,954	53,196	55,712	58,363	60,977	63,726	66,456	67,786
	Monthly	3460	3603	3751	3913	4080	4246	4433	4643	4865	5081	5311	5538	5649
	Biweekly	1096.75	1162.75	1231.00	1306.00	1383.25	1464.00	1548.00	1635.00	1724.75	1818.00	1915.00	2016.00	2120.12
	Hourly	21.29	22.17	23.08	24.08	25.11	26.13	27.28	28.57	29.94	31.27	32.68	34.08	34.76
Psychologist II L1 after 9 years	Annually	58,363	60,977	63,726	66,456	69,537	72,852	76,050	79,638					81,231
	Monthly	4865	5081	5311	5538	5795	6071	6338	6637					6769
	Biweekly	1459.50	1542.25	1635.00	1728.00	1824.00	1923.00	2025.00	2130.00					2124.26
	Hourly	29.94	31.27	32.68	34.08	35.68	37.36	39.00	40.84					41.66
Psychologist IV L1 after 9 years	Annually	74,451	77,786	81,257	84,923	88,920	93,015	97,344	101,815					103,647
	Monthly	6204	6482	6771	7077	7410	7751	8112	8498					8637
	Biweekly	1863.50	1991.75	2125.25	2266.25	2420.00	2577.50	2744.00	2928.25					2986.42
	Hourly	36.18	38.89	41.67	43.55	45.60	47.70	49.92	52.11					53.15
Social Worker, Social Worker (CPS), Social Worker (LS) (Hired prior to 2008-09 Contract Ratification)	Annually	41,516	43,232	45,006	46,956	48,965	50,954	53,196	55,712	58,363	60,977	63,726	66,456	67,786
	Monthly	3460	3603	3751	3913	4080	4246	4433	4643	4865	5081	5311	5538	5649
	Biweekly	1096.75	1162.75	1231.00	1306.00	1383.25	1464.00	1548.00	1635.00	1724.75	1818.00	1915.00	2016.00	2120.12
	Hourly	21.29	22.17	23.08	24.08	25.11	26.13	27.28	28.57	29.94	31.27	32.68	34.08	34.76
Social Worker, Social Worker (CPS), Social Worker (LS) (Hired after 2008-09 Contract Ratification)	Annually			45,006	46,956	48,965	50,954	53,196	55,712	58,363	60,977	63,726	66,456	67,786
	Monthly			3751	3913	4080	4246	4433	4643	4865	5081	5311	5538	5649
	Biweekly			1125.00	1206.00	1293.25	1386.00	1484.00	1587.00	1695.25	1814.00	1943.00	2082.00	2231.26
	Hourly			23.08	24.08	25.11	26.13	27.28	28.57	29.94	31.27	32.68	34.08	34.76
Social Worker (MSW) Social Worker (CPS) (MSW) L1 after 11 years	Annually	48,965	50,954	53,196	55,712	58,363	60,977	63,726	66,456	69,537	72,852			74,309
	Monthly	4080	4246	4433	4643	4865	5081	5311	5538	5795	6071			6192
	Biweekly	1283.25	1395.75	1450.00	1542.75	1645.50	1745.25	1851.00	1956.00	2074.50	2202.00			2358.04
	Hourly	25.11	26.13	27.28	28.57	29.94	31.27	32.68	34.08	35.68	37.36			38.11
Staff Development Specialist Sr L1 after 10 years	Annually	55,712	58,363	60,977	63,726	66,456	69,537	72,852	76,050	79,638				81,231
	Monthly	4643	4865	5081	5311	5538	5795	6071	6338	6637				6769
	Biweekly	1392.75	1455.00	1520.25	1590.00	1662.00	1737.00	1815.00	1902.00	1992.00	2084.00			2124.26
	Hourly	28.57	29.94	31.27	32.68	34.08	35.68	37.36	39.00	40.84				41.66

The salary steps herein shall not include any amounts paid by any Social Service Board under the provisions of Minnesota Statutes, Section 471.01.

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

Tiered Provider Network effective January 1, 2021:

In-network providers with the lowest cost measures, as determined by the third party insurance carrier, are assigned to "Tier 1", all other in-network providers are assigned to "Tier 2", plus an out-of-network providers tier. Emergency Room care always "Tier 1" regardless of location. Duluth, Ely, Hibbing and Virginia will each have, at a minimum, one Tier 1 provider.

Medical Plan Highlights	Tier 1	Tier 2	Out of Network
Annual deductible options <i>(Deductibles will cross-apply across tiers)</i>	Individual: \$250 \$400 Family: \$500 \$800	Individual: \$500 \$800 Family: \$1,000 \$1,600	Individual: \$750 \$1,200 Family: \$1,500 \$2,400
Coinsurance	90% after deductible	70% after deductible	50% after deductible
Medical Out-of-pocket maximum <i>(OOP Maximums will cross-apply across tiers)</i>	Individual: \$750 \$1,200 Family: \$1,500 \$2,400	Individual: \$2,500 \$2,400 Family: \$5,000 \$4,800	Individual: \$5,500 \$6,000 Family: \$11,000 \$12,000
Out-of-pocket maximum including Rx <i>(ACA requirement that Medical + Rx OOP cannot exceed; indexed in future years to ACA cap)</i>	Individual: \$5,600 (2019) Family: \$11,200 (2019)	Individual: \$5,600 (2019) Family: \$11,200 (2019)	Individual: \$5,600 (2019) Family: \$11,200 (2019)

Adopt KeyRx Formulary effective January 1, 2021

~~Amend the Eligible Dependents section of the Plan Summary Description as follows effective January 1, 2020:~~

~~*Eligible Dependents*~~

~~Note: If both you and your spouse are employees of the employer, you may be covered as either an employee or as a dependent, but not both. Your eligible children may be covered under either parent's coverage, but not both.~~

~~**Spouse**~~

~~Spouse to whom you are legally married. **A spouse is required to be enrolled in their own employer's group health plan, whenever available, in order to be eligible for enrollment in this Plan.**~~

Example I: Worker at 6 years of service at a BI 8 (the median wage for the Civil Service Unit)

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

6 years of service at a B18 wage in 2022 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

7 years of service in 2023 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4542	4633	4709	4804	4888	4986	5076	5177	5281
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4709	4804	4888	4986	5076	5177	5273	5379	5486
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

8 years of service in 2024 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

9 years of service in 2025 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

10 years of service in 2024 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

12 years of service in 2026 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

14 years of service in 2028 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
<u>Grade</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step L1</u>		<u>Step L2</u>		<u>Step L3</u>		<u>Step L4</u>		<u>Step L5</u>	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

Example 2: B18 worker with 11 years of service in 2022 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

12 years of service in 2023 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

13 years of service in 2024 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

14 years of service in 2025 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

15 years of service in 2026 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

16 years of service in 2027 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

Example 3: B18 Worker with 15 years of service in 2022 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

16 years of service in 2023 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

17 years of service in 2024 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

18 years of service in 2025 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

19 years of service in 2026 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

20 years of service in 2027 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

21 years of service in 2028 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

22 years of service in 2029 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

Example 4: B18 Worker at the top of the grid in 2022

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144

B18 Worker at the top of the grid in 2022 on anniversary date

Upon completion of years			Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22
New Stepping			St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8
Current completion of years			Start	1	2	3	4	8		12		16		20		24	
Grade	Hourly	Bi-Weekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step L1		Step L2		Step L3		Step L4		Step L5	
B07	15.69	1176.75	2550	2624	2701	2784	2873	2958	2995	3055	3088	3149	3188	3252	3299	3365	3433
B08	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3481	3550
B09	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676
B10	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809
B11	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942
B12	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077
B13	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225
B14	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386
B15	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	3998	4061	4142	4215	4300	4373	4461	4550
B16	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726
B17	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900
B18	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085
B19	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281
B20	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486
B21	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692
B22	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917
B23	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144