	Rate					Step	Step 1
Custodial	3.25%	3.25%	3.25%	3.25%	3.25%	\$0.18	\$0.20
Cafeteria	3.25%	3.25%	3.25%	3.25%	3.25%	\$0.18	\$0.20
Maintenance	3.25%	3.25%	3.25%	3.25%	3.25%	\$0.18	\$0.20
Secretaries	3.25%	3.25%	3.25%	3.25%	3.25%	\$0.18	\$0.20
Aides	3.25%	3.25%	3.25%	3.25%	3.25%	\$0.18	\$0.20
Attendance Officer	3.25%	3.25%	3.25%	3.25%	3.25%	\$0.18	\$0.20

ep 2	2009-10	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14				
1	\$13.46	\$13.96	\$14.16	\$14.36	\$14.56	4.98%	3.25%	3.25%	3.25%	4.98%			
2	\$13.64	\$14.14	\$14.41	\$14.62	\$14.82	4.91%	3.25%	3.25%	3.25%		3.25%		
3	\$13.82	\$14.32	\$14.59	\$14.88	\$15.09	4.85%	3.25%	3.25%	3.25%			3.25%	0.05
4 5	\$14.00	\$14.50	\$14.78		\$15.36	4.79%	3.25%	3.25%	3.25%				3.25
6	\$14.18 \$14.36	\$14.68 \$14.86	\$14.97 \$15.15	\$15.26 \$15.45	\$15.56 \$15.76	4.73% 4.67%	3.25% 3.25%	3.25% 3.25%	3.25% 6.96%				
7	\$14.54	\$15.04	\$15.13		\$15.76 \$15.95	4.61%	3.25%	5.69%	3.25%				
8	\$14.72	\$15.22	\$15.52		\$16.15	4.55%	4.46%	3.25%	3.25%				
9	\$14.90	\$15.40	\$15.71	\$16.03	\$16.35	4.50%	3.25%	3.25%	3.25%				
10	\$15.08	\$15.58	\$16.08	\$16.60	\$17.14	3.25%	3.25%	3.25%	3.25%				
ıstodial	l Departmei	nt - Grade 6 S	Secondary He	ad Custodian									
-	2009-10		2011-12		2013-14				2013-14				
1	\$13.48	\$13.97	\$14.17	\$14.37	\$14.57	4.98%	3.25%	3.25%	3.25%	4.98%	0.050/		
2	\$13.66	\$14.15	\$14.42 \$14.61		\$14.83 \$15.10	4.91%	3.25%	3.25%	3.25%		3.25%	3.25%	
3 4	\$13.84 \$14.02	\$14.33 \$14.51	\$14.61 \$14.79	\$14.89 \$15.08	\$15.10 \$15.37	4.85% 4.78%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%			3.23%	3.25
5	\$14.02	\$14.51	\$14.79		\$15.57 \$15.57	4.78%	3.25%	3.25%	3.25%				J. <u>Z</u> J
6	\$14.38	\$14.87	\$15.16		\$15.77	4.66%	3.25%	3.25%	6.96%				
7	\$14.56	\$15.05	\$15.35		\$15.97	4.61%	3.25%	5.69%	3.25%				
8	\$14.74	\$15.23	\$15.53		\$16.16	4.55%	4.46%	3.25%	3.25%				
9	\$14.92	\$15.41	\$15.72		\$16.36	4.50%	3.25%	3.25%	3.25%				
10	\$15.10	\$15.59	\$16.09	\$16.62	\$17.16	3.25%	3.25%	3.25%	3.25%				
stodia	l Departmei	nt - Grade 3 (Class A										
•	2009-10		2011-12		2013-14		2011-12		2013-14				
1	\$11.91	\$12.35	\$12.55		\$12.95	5.20%	3.25%	3.25%	3.25%	5.20%	2.250/		
2	\$12.09 \$12.27	\$12.53 \$12.71	\$12.75		\$13.16 \$13.27	5.13%	3.25%	3.25%	3.25%		3.25%	3.25%	
4	\$12.27	\$12.71 \$12.89	\$12.93 \$13.12		\$13.37 \$13.59	5.05% 4.98%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%			3.23%	3.25
5	\$12.63	\$13.07	\$13.30		\$13.79	4.91%	3.25%	3.25%	3.25%				3.23
6	\$12.81	\$13.25	\$13.49	\$13.74	\$13.98	4.84%	3.25%	3.25%	7.40%				
7	\$12.99	\$13.43	\$13.68	\$13.93	\$14.18	4.77%	3.25%	5.98%	3.25%				
8	\$13.17	\$13.61	\$13.86	\$14.12	\$14.38	4.71%	4.60%	3.25%	3.25%				
9	\$13.35	\$13.79	\$14.05	\$14.31	\$14.58	4.64%	3.25%	3.25%	3.25%				
10	\$13.53	\$13.97	\$14.42	\$14.89	\$15.37	3.25%	3.25%	3.25%	3.25%				
ıstodial	l Departmei	nt - HH Class	A										
ep 2	2009-10	2010-11	2011-12		2013-14	2010-11			2013-14	F (00)			
2	\$9.77 \$9.95	\$10.14 \$10.32	\$10.34 \$10.47		\$10.74 \$10.88	5.63% 5.53%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%	5.63%	3.25%		
3	\$10.13	\$10.52	\$10.47		\$10.88	5.43%	3.25%	3.25%	3.25%		J.ZJ/0	3.25%	
4	\$10.13	\$10.68	\$10.84		\$11.16	5.34%	3.25%	3.25%	3.25%				3.25
5	\$10.49	\$10.86	\$11.03		\$11.36	5.25%	3.25%	3.25%	3.25%				0
6	\$10.67	\$11.04	\$11.21		\$11.56	5.16%	3.25%	3.25%	8.22%				
7	\$10.85	\$11.22	\$11.40		\$11.75	5.07%	3.25%	6.51%	3.25%				
	\$11.03	\$11.40	\$11.58		\$11.95	4.99%	4.86%	3.25%	3.25%				
8	01101	\$11.58	\$11.77		\$12.15	4.91%	3.25%	3.25%	3.25%				
9	\$11.21		\$12.14	\$12.54	\$12.94	3.25%	3.25%	3.25%	3.25%				
	\$11.21 \$11.39	\$11.76											
9 10	\$11.39	\$11.76 nt - HH Class	B&C										
9 10 istodial ep 2	\$11.39 1 Department 2009-10	nt - HH Class 2010-11	2011-12		2013-14				2013-14				
9 10 ustodial ep 2	\$11.39 1 Department 2009-10 \$9.60	nt - HH Class 2010-11 \$9.97	2011-12 \$10.17	\$10.37	\$10.57	5.67%	3.25%	3.25%	3.25%	5.67%	0.050		
9 10 ustodial ep 2 1 2	\$11.39 1 Department 2009-10 \$9.60 \$9.78	nt - HH Class 2010-11 \$9.97 \$10.15	2011-12 \$10.17 \$10.29	\$10.37 \$10.50	\$10.57 \$10.70	5.67% 5.57%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%	5.67%	3.25%	2 250/	
9 10 astodial ep 2 1 2 3	\$11.39 1 Department 2009-10 \$9.60 \$9.78 \$9.96	2010-11 \$9.97 \$10.15 \$10.33	2011-12 \$10.17 \$10.29 \$10.48	\$10.37 \$10.50 \$10.63	\$10.57 \$10.70 \$10.84	5.67% 5.57% 5.47%	3.25% 3.25% 3.25%	3.25% 3.25% 3.25%	3.25% 3.25% 3.25%	5.67%	3.25%	3.25%	2 25
9 10 ustodial ep 2 1 2 3 4	\$11.39 1 Department 2009-10 \$9.60 \$9.78 \$9.96 \$10.14	2010-11 \$9.97 \$10.15 \$10.33 \$10.51	2011-12 \$10.17 \$10.29 \$10.48 \$10.66	\$10.37 \$10.50 \$10.63 \$10.82	\$10.57 \$10.70 \$10.84 \$10.97	5.67% 5.57% 5.47% 5.37%	3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25%	5.67%	3.25%	3.25%	3.25
9 10 ustodial ep 2 1 2 3 4 5	\$11.39 1 Department 2009-10 \$9.60 \$9.78 \$9.96 \$10.14 \$10.32	2010-11 \$9.97 \$10.15 \$10.33 \$10.51 \$10.69	2011-12 \$10.17 \$10.29 \$10.48 \$10.66 \$10.85	\$10.37 \$10.50 \$10.63 \$10.82 \$11.01	\$10.57 \$10.70 \$10.84 \$10.97 \$11.17	5.67% 5.57% 5.47% 5.37% 5.28%	3.25% 3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25% 3.25%	5.67%	3.25%	3.25%	3.25
9 10 ustodial ep 2 1 2 3 4 5 6	\$11.39 1 Department 2009-10 \$9.60 \$9.78 \$9.96 \$10.14 \$10.32 \$10.50	2010-11 \$9.97 \$10.15 \$10.33 \$10.51 \$10.69 \$10.87	2011-12 \$10.17 \$10.29 \$10.48 \$10.66 \$10.85 \$11.04	\$10.37 \$10.50 \$10.63 \$10.82 \$11.01 \$11.20	\$10.57 \$10.70 \$10.84 \$10.97 \$11.17 \$11.37	5.67% 5.57% 5.47% 5.37% 5.28% 5.19%	3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 8.30%	5.67%	3.25%	3.25%	3.25
9 10 ustodial ep 2 1 2 3 4 5 6 7	\$11.39 1 Department 2009-10 \$9.60 \$9.78 \$9.96 \$10.14 \$10.32 \$10.50 \$10.68	2010-11 \$9.97 \$10.15 \$10.33 \$10.51 \$10.69 \$10.87 \$11.05	\$10.17 \$10.29 \$10.48 \$10.66 \$10.85 \$11.04 \$11.22	\$10.37 \$10.50 \$10.63 \$10.82 \$11.01 \$11.20 \$11.39	\$10.57 \$10.70 \$10.84 \$10.97 \$11.17 \$11.37 \$11.57	5.67% 5.57% 5.47% 5.37% 5.28% 5.19% 5.10%	3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 6.56%	3.25% 3.25% 3.25% 3.25% 3.25% 8.30% 3.25%	5.67%	3.25%	3.25%	3.25
9 10 ustodial ep 2 1 2 3 4 5 6	\$11.39 1 Department 2009-10 \$9.60 \$9.78 \$9.96 \$10.14 \$10.32 \$10.50	2010-11 \$9.97 \$10.15 \$10.33 \$10.51 \$10.69 \$10.87	2011-12 \$10.17 \$10.29 \$10.48 \$10.66 \$10.85 \$11.04	\$10.37 \$10.50 \$10.63 \$10.82 \$11.01 \$11.20 \$11.39 \$11.59	\$10.57 \$10.70 \$10.84 \$10.97 \$11.17 \$11.37	5.67% 5.57% 5.47% 5.37% 5.28% 5.19%	3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 8.30%	5.67%	3.25%	3.25%	3.25

Step		2009-10	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14				
жер	1	\$8.05			\$8.77	\$8.97	6.14%				6.14%			
	2	\$8.23			\$8.85	\$9.05	6.00%					3.25%		
	3	\$8.41	\$8.73	\$8.83	\$8.92	\$9.13	5.88%	3.25%	3.25%	3.25%			3.25%	
	4	\$8.59	\$8.91	\$9.01	\$9.11	\$9.21	5.75%	3.25%	3.25%	3.25%				3.25
	5	\$8.77	\$9.09	\$9.20	\$9.31	\$9.41	5.63%	3.25%	3.25%	3.25%				
	6	\$8.95	\$9.27	\$9.38	\$9.50	\$9.61	5.52%	3.25%	3.25%	9.15%				
	7	\$9.13		\$9.57	\$9.69	\$9.81	5.41%	3.25%	7.11%	3.25%				
	8	\$9.31		\$9.76	\$9.88	\$10.00	5.31%							
	9	\$9.49		\$9.94	\$10.07	\$10.20	5.21%							
	10	\$9.67	\$9.99	\$10.31	\$10.65	\$10.99	3.25%	3.25%	3.25%	3.25%				
Cafete	ria -	Grade 3 I	8&C											
Step		2009-10				2013-14	2010-11	2011-12	2012-13	2013-14				
	1	\$9.44			\$10.20	\$10.40	5.72%				5.72%			
	2	\$9.62		\$10.12	\$10.32	\$10.53	5.61%					3.25%	2.250/	
	3	\$9.80		\$10.30	\$10.44	\$10.66	5.51%			3.25%			3.25%	2.25
	4	\$9.98		\$10.49	\$10.64	\$10.78	5.41%			3.25%				3.25
	5 6	\$10.16 \$10.34			\$10.83	\$10.98	5.31% 5.22%		3.25% 3.25%	3.25% 8.38%				
	7	\$10.54		\$10.86 \$11.05	\$11.02 \$11.21	\$11.18 \$11.38	5.22%	3.25% 3.25%						
	8	\$10.32			\$11.40	\$11.58	5.13%							
	9	\$10.70		\$11.42	\$11.60	\$11.77	4.96%							
		\$11.06												
		Grade 2 I	3&C		\$12.17 2012-13	\$12.57 2013-14	3.25% 2010-11			3.25%				
Cafete Step	ria - 1 2 3 4 5 6 7 8 9	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$12.97 \$13.15	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$12.83 \$13.02 \$13.20 \$13.39	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05 \$13.25 \$13.44 \$13.63	2013-14 \$12.31 \$12.50 \$12.69 \$13.88 \$13.08 \$13.28 \$13.48 \$13.68 \$13.88	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.92% 4.85% 4.78%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 4.66% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 7.61% 3.25% 3.25% 3.25% 3.25%	5.31%	3.25%	3.25%	3.25
Step Cafete	1 2 3 4 5 6 7 8 9 10	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73 \$12.91	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$12.97 \$13.15 \$13.33	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$13.02 \$13.20 \$13.39 \$13.76	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.68 \$13.68	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.85% 4.78% 4.71% 3.25%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 7.61% 3.25% 3.25% 3.25% 3.25%	5.31%	3.25%	3.25%	3.25
Step	1 2 3 4 5 6 7 8 9 10	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73 \$12.91	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$12.97 \$13.15 \$13.33 y Manager 2010-11	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$13.02 \$13.20 \$13.39 \$13.76	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.68 \$13.88 \$14.67	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.92% 4.85% 4.71% 3.25%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 4.66% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%		3.25%	3.25%	3.25
Step	ria - 1	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73 \$12.91 Secondary	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$12.97 \$13.15 \$13.33 y Manager 2010-11 \$11.71	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$12.83 \$13.02 \$13.20 \$13.39 \$13.76 B&C 2011-12 \$11.91	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.68 \$13.88 \$14.67	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.92% 4.85% 4.71% 3.25% 2010-11 5.31%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 2011-12 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 6.12% 3.25% 3.25% 2012-13 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 7.61% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	5.31% 5.31%		3.25%	3.25
Step	ria - 1	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73 \$12.91 Secondar; 2009-10 \$11.29 \$11.47	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$12.97 \$13.15 \$13.33 y Manager 2010-11 \$11.71 \$11.89	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$13.02 \$13.39 \$13.76 B&C 2011-12 \$11.91 \$12.09	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21 2012-13 \$12.11 \$12.29	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.68 \$13.88 \$14.67	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.85% 4.71% 3.25% 2010-11 5.31% 5.23%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 4.66% 3.25% 3.25% 2011-12 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 6.12% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 7.61% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%		3.25%		3.25
Step	ria - 1	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.37 \$12.53 \$12.91 Secondar; 2009-10 \$11.29 \$11.47 \$11.65	2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$13.15 \$13.33 y Manager 2010-11 \$11.71 \$11.89 \$12.07	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$13.20 \$13.20 \$13.39 \$13.76 B&C 2011-12 \$11.91 \$12.09 \$12.27	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$13.25 \$13.25 \$13.44 \$13.63 \$14.21 2012-13 \$12.11 \$12.29 \$12.48	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.68 \$13.88 \$14.67	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.92% 4.85% 4.71% 3.25% 2010-11 5.31% 5.23% 5.15%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 4.66% 3.25% 2011-12 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 6.12% 3.25% 3.25% 2012-13 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 7.61% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%			3.25%	
Step	ria - 1	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73 \$12.91 Secondar; 2009-10 \$11.29 \$11.47 \$11.65 \$11.83	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$13.15 \$13.33 y Manager 2010-11 \$11.71 \$11.89 \$12.07 \$12.25	2011-12 \$11.91 \$12.27 \$12.46 \$12.64 \$13.20 \$13.20 \$13.39 \$13.76 B&C 2011-12 \$11.91 \$12.09 \$12.27 \$12.46	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21 2012-13 \$12.11 \$12.29 \$12.48 \$12.67	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.68 \$13.67 2013-14 \$12.31 \$12.50 \$12.69 \$12.88	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.92% 4.78% 4.71% 3.25% 2010-11 5.31% 5.23% 5.15% 5.07%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 4.66% 3.25% 2011-12 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 6.12% 3.25% 3.25% 2012-13 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%				
Step	ria - 1	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73 \$12.91 Secondary 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$12.97 \$13.15 \$13.33 y Manager 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$13.02 \$13.20 \$13.39 \$13.76 B&C 2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21 2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.68 \$14.67 2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.85% 4.71% 3.25% 2010-11 5.31% 5.23% 5.15% 5.07% 4.99%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 4.66% 3.25% 3.25% 2011-12 3.25% 3.25% 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%				
Step	ria - 1	Grade 2 E 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73 \$12.91 Secondar; \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$11.83	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$13.15 \$13.33 y Manager 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$13.02 \$13.20 \$13.39 \$13.76 B&C 2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$12.83	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21 2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.69 \$12.31 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.85% 4.71% 3.25% 2010-11 5.31% 5.23% 5.15% 5.07% 4.99%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%				
Step	ria - 1 2 3 4 5 6 7 8 9 10 ria - 1 2 3 4 5 6 7 7 8 7 7 8 7 8 9 10	Grade 2 F 2009-10 \$11.29 \$11.47 \$11.65 \$12.37 \$12.55 \$12.73 \$12.91 Secondar; \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$13.15 \$13.33 y Manager 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$13.02 \$13.20 \$13.39 \$13.76 B&C 2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$12.83 \$13.02	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21 2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05 \$13.25	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.68 \$13.467 2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.08	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.85% 4.71% 3.25% 2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.92% 4.85%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25%				3.25
Step	ria - 1	Grade 2 E 2009-10 \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$12.19 \$12.37 \$12.55 \$12.73 \$12.91 Secondar; \$11.29 \$11.47 \$11.65 \$11.83 \$12.01 \$11.83	3&C 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$13.15 \$13.33 y Manager 2010-11 \$11.71 \$11.89 \$12.07 \$12.25 \$12.43 \$12.61 \$12.79 \$12.97	2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$13.02 \$13.30 \$13.76 B&C 2011-12 \$11.91 \$12.09 \$12.27 \$12.46 \$12.64 \$12.83 \$13.02 \$13.20	2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05 \$13.25 \$13.44 \$13.63 \$14.21 2012-13 \$12.11 \$12.29 \$12.48 \$12.67 \$12.86 \$13.05	2013-14 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28 \$13.48 \$13.69 \$12.31 \$12.31 \$12.50 \$12.69 \$12.88 \$13.08 \$13.28	2010-11 5.31% 5.23% 5.15% 5.07% 4.99% 4.85% 4.71% 3.25% 2010-11 5.31% 5.23% 5.15% 5.07% 4.99%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 4.66% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 4.66%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 6.12% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25%				

tep	2009-	10 20	10-11 2	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14				
сp		8.08	\$18.72	\$18.92	\$19.12	\$19.32	4.54%	3.25%	3.25%	3.25%	4.54%			
	2 \$1	8.26	\$18.90	\$19.33	\$19.54	\$19.74	4.49%	3.25%	3.25%	3.25%		3.25%		
		8.44	\$19.08	\$19.51	\$19.96	\$20.17	4.45%	3.25%	3.25%	3.25%			3.25%	
		8.62	\$19.26	\$19.70	\$20.15	\$20.61	4.41%	3.25%	3.25%	3.25%				3.2
		8.80	\$19.44	\$19.89	\$20.34	\$20.80	4.36%	3.25%	3.25%	3.25%				
		8.98	\$19.62	\$20.07	\$20.53	\$21.00	4.32%	3.25%	3.25%	6.07%				
		9.16	\$19.80	\$20.26	\$20.72	\$21.20	4.28%	3.25%	5.11%	3.25%				
		9.34 9.52	\$19.98 \$20.16	\$20.44 \$20.63	\$20.92 \$21.11	\$21.40 \$21.60	4.24% 4.20%	4.17% 3.25%	3.25% 3.25%	3.25% 3.25%				
		9.70	\$20.34	\$21.00	\$21.68	\$22.39	3.25%	3.25%	3.25%	3.25%				
Iainte	nance - M	aintena	nce Trad	le Worker	**									
ер	2009-		10-11			2013-14				2013-14				
		7.41	\$18.03	\$18.23	\$18.43	\$18.63	4.59%	3.25%	3.25%	3.25%	4.59%	0.050/		
		7.59	\$18.21	\$18.61	\$18.82	\$19.03	4.54%	3.25%	3.25%	3.25%		3.25%	2 250/	
		7.77 7.95	\$18.39 \$18.57	\$18.80 \$18.99	\$19.22 \$19.41	\$19.43 \$19.84	4.49% 4.45%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%			3.25%	3.2
		7.93 8.13	\$18.75	\$18.99	\$19.41	\$20.04	4.40%	3.25%	3.25%	3.25%				J.Z
		8.31	\$18.93	\$19.17	\$19.79	\$20.24	4.36%	3.25%	3.25%	6.17%				
		8.49	\$19.11	\$19.54	\$19.99	\$20.44	4.32%	3.25%	5.18%	3.25%				
		8.67	\$19.29	\$19.73	\$20.18	\$20.64	4.28%	4.20%	3.25%	3.25%				
		8.85	\$19.47	\$19.91	\$20.37	\$20.83	4.24%	3.25%	3.25%	3.25%				
	10 \$1	9.03	\$19.65	\$20.29	\$20.95	\$21.63	3.25%	3.25%	3.25%	3.25%				
ainte	nance - S	ıperviso	or A**											
ер	2009-					2013-14				2013-14				
		5.86	\$16.43	\$16.63	\$16.83	\$17.03	4.72%	3.25%	3.25%	3.25%	4.72%	2.250/		
		6.04	\$16.61	\$16.96 \$17.15	\$17.17	\$17.38	4.66%	3.25% 3.25%	3.25%	3.25%		3.25%	3.25%	
		6.22 6.40	\$16.79 \$16.97	\$17.13	\$17.51 \$17.71	\$17.73 \$18.08	4.61% 4.56%	3.25%	3.25% 3.25%	3.25% 3.25%			3.23%	3.2
		6.58	\$17.15	\$17.52	\$17.71	\$18.28	4.51%	3.25%	3.25%	3.25%				J.2
		6.76	\$17.33	\$17.71	\$18.09	\$18.48	4.46%	3.25%	3.25%	6.43%				
		6.94	\$17.51	\$17.89	\$18.28	\$18.68	4.42%	3.25%	5.35%	3.25%				
	8 \$1	7.12	\$17.69	\$18.08	\$18.47	\$18.88	4.37%	4.29%	3.25%	3.25%				
	9 \$1	7.30	\$17.87	\$18.26	\$18.66	\$19.07	4.32%	3.25%	3.25%	3.25%				
	10 \$1	7.48	\$18.05	\$18.63	\$19.24	\$19.87	3.25%	3.25%	3.25%	3.25%				
ainte	nance - G	rade 6												
tep					2012-13			2011-12		2013-14	4.0404			
		4.45 4.63		\$15.17 \$15.45		\$15.57 \$15.87	4.86%	3.25%			4.86%	3.25%		
		4.63 4.81	\$15.15 \$15.33	\$15.45 \$15.64	\$15.66 \$15.96	\$15.87 \$16.17	4.80% 4.74%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%		J.ZJ%	3.25%	
		4.81 4.99	\$15.55	\$15.83	\$15.96	\$16.17	4.74%	3.25%	3.25%	3.25%			J.ZJ/0	3.2
		5.17	\$15.69	\$16.01	\$16.34	\$16.67	4.63%	3.25%	3.25%	3.25%				J.Z
		5.35	\$15.87	\$16.20	\$16.53	\$16.87	4.58%	3.25%	3.25%	6.72%				
		5.53	\$16.05	\$16.38	\$16.72	\$17.07	4.52%	3.25%	5.54%	3.25%				
		5.71	\$16.23	\$16.57	\$16.92	\$17.27	4.47%	4.38%	3.25%	3.25%				
		5.89	\$16.41	\$16.76	\$17.11	\$17.47	4.42%	3.25%	3.25%	3.25%				
	10 \$1	6.07	\$16.59	\$17.13	\$17.68	\$18.26	3.25%	3.25%	3.25%	3.25%				
	nance - G	rade 3												
ainte	2009-				2012-13				2012-13		E 070/			
		2.77	\$13.24 \$13.42	\$13.44 \$13.67	\$13.64 \$13.88	\$13.84 \$14.08	5.07%	3.25%	3.25%	3.25%	5.07%	3.25%		
	1 \$1	205	D13.42		\$13.88 \$14.12	\$14.08 \$14.33	5.00% 4.93%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%		3.25%	3.25%	
	1 \$1 2 \$1	2.95		\$12.86		φ1+.33							J.ZJ/0	
	1 \$1 2 \$1 3 \$1	3.13	\$13.60	\$13.86 \$14.04			/I X / 0/2	1 / 10/2						2 2
	1 \$1 2 \$1 3 \$1 4 \$1	3.13 3.31	\$13.60 \$13.78	\$14.04	\$14.31	\$14.57	4.87% 4.80%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%				3.2
	1 \$1 2 \$1 3 \$1 4 \$1 5 \$1	3.13 3.31 3.49	\$13.60 \$13.78 \$13.96	\$14.04 \$14.23	\$14.31 \$14.50	\$14.57 \$14.77	4.80%	3.25%	3.25%	3.25%				3.2
	1 \$1 2 \$1 3 \$1 4 \$1 5 \$1 6 \$1	3.13 3.31	\$13.60 \$13.78	\$14.04	\$14.31	\$14.57								3.2
ainte ep	1 \$1 2 \$1 3 \$1 4 \$1 5 \$1 6 \$1 7 \$1	3.13 3.31 3.49 3.67	\$13.60 \$13.78 \$13.96 \$14.14	\$14.04 \$14.23 \$14.41	\$14.31 \$14.50 \$14.69	\$14.57 \$14.77 \$14.97	4.80% 4.74%	3.25% 3.25%	3.25% 3.25%	3.25% 7.14%				3.2
	1 \$1 2 \$1 3 \$1 4 \$1 5 \$1 6 \$1 7 \$1 8 \$1	3.13 3.31 3.49 3.67 3.85	\$13.60 \$13.78 \$13.96 \$14.14 \$14.32	\$14.04 \$14.23 \$14.41 \$14.60	\$14.31 \$14.50 \$14.69 \$14.88	\$14.57 \$14.77 \$14.97 \$15.17	4.80% 4.74% 4.68%	3.25% 3.25% 3.25%	3.25% 3.25% 5.81%	3.25% 7.14% 3.25%				3.2

tep		2009-10	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14				
сер	1	\$11.65	\$12.08		\$12.48	\$12.68	5.25%	3.25%	3.25%	3.25%	5.25%			
	2	\$11.83	\$12.26	\$12.47	\$12.68	\$12.88	5.17%	3.25%	3.25%	3.25%		3.25%		
	3	\$12.01	\$12.44	\$12.66	\$12.88	\$13.09	5.09%	3.25%	3.25%	3.25%			3.25%	
	4	\$12.19	\$12.62	\$12.84	\$13.07	\$13.30	5.01%	3.25%	3.25%	3.25%				3.25%
	5	\$12.37	\$12.80	\$13.03	\$13.26	\$13.49	4.94%	3.25%	3.25%	3.25%				
	6	\$12.55	\$12.98	\$13.21	\$13.45	\$13.69	4.87%	3.25%	3.25%	7.49%				
	7	\$12.73	\$13.16	\$13.40	\$13.64	\$13.89	4.80%	3.25%	6.04%	3.25%				
	8	\$12.91	\$13.34	\$13.59	\$13.84	\$14.09	4.74%	4.62%	3.25%	3.25%				
	9	\$13.09	\$13.52		\$14.03	\$14.29	4.67%	3.25%	3.25%	3.25%				
	10	\$13.27	\$13.70	\$14.14	\$14.60	\$15.08	3.25%	3.25%	3.25%	3.25%				
ecret	ary -	Class B&	C											
tep						2013-14				2013-14	5 200/			
	1 2	\$11.48 \$11.66	\$11.91 \$12.09	\$12.11 \$12.30	\$12.31 \$12.50	\$12.51 \$12.71	5.28% 5.19%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%	5.28%	3.25%		
	3	\$11.84	\$12.09 \$12.27	\$12.30	\$12.50	\$12.71 \$12.91	5.12%	3.25%	3.25%	3.25%		3.23%	3.25%	
	4	\$11.84	\$12.27		\$12.89	\$12.91	5.04%	3.25%	3.25%	3.25%			3.2370	3.25%
	5	\$12.02	\$12.43	\$12.85	\$13.08	\$13.11	4.96%	3.25%	3.25%	3.25%				J.2J/
	6	\$12.28	\$12.81	\$13.04	\$13.27	\$13.50	4.89%	3.25%	3.25%	7.54%				
	7	\$12.56	\$12.99	\$13.22	\$13.46	\$13.70	4.82%	3.25%	6.07%	3.25%				
	8	\$12.74	\$13.17	\$13.41	\$13.65	\$13.90	4.75%	4.64%	3.25%	3.25%				
	9	\$12.92	\$13.35	\$13.60	\$13.85	\$14.10	4.69%	3.25%	3.25%	3.25%				
	10	\$13.10	\$13.53	\$13.97	\$14.42	\$14.89	3.25%	3.25%	3.25%	3.25%				
ecret	ary to	o Director	- Class A											
ер						2013-14				2013-14				
	1	\$12.32	\$12.77	\$12.97	\$13.17	\$13.37	5.14%	3.25%	3.25%	3.25%	5.14%			
	2	\$12.50	\$12.95	\$13.19	\$13.39	\$13.60	5.06%	3.25%	3.25%	3.25%		3.25%		
	3	\$12.68	\$13.13	\$13.37	\$13.62	\$13.83	4.99%	3.25%	3.25%	3.25%			3.25%	
	4	\$12.86	\$13.31	\$13.56	\$13.81	\$14.06	4.92%	3.25%	3.25%	3.25%				3.25%
	5	\$13.04	\$13.49	\$13.74	\$14.00	\$14.26	4.85%	3.25%	3.25%	3.25%				
	6	\$13.22	\$13.67	\$13.93	\$14.19	\$14.45	4.79%	3.25%	3.25%	7.28%				
	7	\$13.40	\$13.85	\$14.12	\$14.38	\$14.65	4.72%	3.25%	5.90%	3.25%				
	8	\$13.58 \$13.76	\$14.03 \$14.21	\$14.30 \$14.49	\$14.57	\$14.85	4.66%	4.56%	3.25%	3.25%				
	10	\$13.70	\$14.21	\$14.86	\$14.77 \$15.34	\$15.05 \$15.84	4.60% 3.25%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%				
ecret	ary to	o Director	- Class B											
tep	2	2009-10	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14				
	1	\$12.09	\$12.54		\$12.94	\$13.14	5.17%	3.25%	3.25%	3.25%	5.17%			
	2	\$12.27	\$12.72		\$13.15	\$13.36	5.10%	3.25%	3.25%	3.25%		3.25%		
	3	\$12.45	\$12.90		\$13.37	\$13.58	5.02%	3.25%	3.25%	3.25%			3.25%	
	4	\$12.63	\$13.08		\$13.56	\$13.80	4.95%	3.25%	3.25%	3.25%				3.25%
	5	\$12.81	\$13.26		\$13.75	\$14.00	4.88%	3.25%	3.25%	3.25%				
	6	\$12.99	\$13.44		\$13.94	\$14.20	4.82%	3.25%	3.25%	7.34%				
	7	\$13.17	\$13.62		\$14.13	\$14.39	4.75%	3.25%	5.94%	3.25%				
	8	\$13.35	\$13.80		\$14.32	\$14.59	4.69%	4.58%	3.25%	3.25%				
	9 10	\$13.53 \$13.71	\$13.98 \$14.16		\$14.52 \$15.09	\$14.79 \$15.58	4.62% 3.25%	3.25% 3.25%	3.25% 3.25%	3.25% 3.25%				
	10	φ13./1	φ1 + .10	φ1 +. U2	φ13.09	φ13.30	3.2370	3.4370	3.2370	J.4J/0				
	_	Tax Clerl 2009-10		2011 12	2012-13	2013-14	2010 11	2011 12	2012-13	2013-14				
		2009-10 \$11.65	2010-11 \$12.08		\$12.48	\$12.68	2010-11 2 5.25%	2011-12 3.25%	3.25%	3.25%	5.25%			
			\$12.06		\$12.48	\$12.88	5.17%	3.25%	3.25%	3.25%	J.4J/0	3.25%		
elinq tep	1	\$11.83	414.40		\$12.88	\$13.09	5.09%	3.25%	3.25%	3.25%		J.25/0	3.25%	
	1 2	\$11.83 \$12.01					5.01%	3.25%	3.25%	3.25%			5.2570	3.259
	1 2 3	\$12.01	\$12.44		\$13.07	טר כונה	5.01/0	2.22/0		5.2570				
	1 2 3 4	\$12.01 \$12.19	\$12.44 \$12.62	\$12.84	\$13.07 \$13.26	\$13.30 \$13.49	4 94%	3.25%	3.25%	3.25%				3.237
	1 2 3 4 5	\$12.01 \$12.19 \$12.37	\$12.44 \$12.62 \$12.80	\$12.84 \$13.03	\$13.26	\$13.49	4.94% 4.87%	3.25% 3.25%	3.25% 3.25%	3.25% 7.49%				3.237
	1 2 3 4	\$12.01 \$12.19 \$12.37 \$12.55	\$12.44 \$12.62 \$12.80 \$12.98	\$12.84 \$13.03 \$13.21		\$13.49 \$13.69	4.87%	3.25%	3.25%	7.49%				3.237
	1 2 3 4 5 6	\$12.01 \$12.19 \$12.37	\$12.44 \$12.62 \$12.80	\$12.84 \$13.03 \$13.21 \$13.40	\$13.26 \$13.45	\$13.49 \$13.69 \$13.89		3.25% 3.25%	3.25% 6.04%	7.49% 3.25%				3.237
	1 2 3 4 5 6 7	\$12.01 \$12.19 \$12.37 \$12.55 \$12.73	\$12.44 \$12.62 \$12.80 \$12.98 \$13.16	\$12.84 \$13.03 \$13.21 \$13.40 \$13.59	\$13.26 \$13.45 \$13.64	\$13.49 \$13.69	4.87% 4.80%	3.25%	3.25%	7.49%				3.23 /

tep 2	2009-10	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14				
1	\$9.86	\$10.23	\$10.43	\$10.63	\$10.83	5.61%	3.25%	3.25%	3.25%	5.61%			
2	\$10.04	\$10.41	\$10.57	\$10.77	\$10.98	5.51%	3.25%	3.25%	3.25%		3.25%		
3	\$10.22	\$10.59	\$10.75	\$10.91	\$11.12	5.41%	3.25%	3.25%	3.25%			3.25%	
4	\$10.40	\$10.77	\$10.94	\$11.10	\$11.27	5.32%	3.25%	3.25%	3.25%				3.259
5	\$10.58	\$10.95	\$11.12	\$11.29	\$11.46	5.23%	3.25%	3.25%	3.25%				
6	\$10.76	\$11.13	\$11.31	\$11.49	\$11.66	5.14%	3.25%	3.25%	8.18%				
7	\$10.94	\$11.31	\$11.50	\$11.68	\$11.86	5.06%	3.25%	6.48%	3.25%				
8	\$11.12	\$11.49	\$11.68	\$11.87	\$12.06	4.97%	4.84%	3.25%	3.25%				
9	\$11.30	\$11.67	\$11.87	\$12.06	\$12.26	4.89%	3.25%	3.25%	3.25%				
10		A1105	\$12.21	A12 51	***	2.250/							
Iedical :		Aides** 2010-11			\$13.05 2013-14			3.25% 2012-13	3.25% 2013-14				
fedical tep 2	Assistant A 2009-10 \$12.63	Aides** 2010-11 \$13.09	2011-12 \$13.29	2012-13 \$13.49	2013-14 \$13.69	2010-11 5.09%	2011-12 3.25%	2012-13 3.25%	2013-14 3.25%	5.09%			
fedical tep 2	Assistant A 2009-10 \$12.63 \$12.81	Aides** 2010-11 \$13.09 \$13.27	2011-12 \$13.29 \$13.52	2012-13 \$13.49 \$13.73	2013-14 \$13.69 \$13.93	2010-11 5.09% 5.02%	2011-12 3.25% 3.25%	2012-13 3.25% 3.25%	2013-14 3.25% 3.25%	5.09%	3.25%		
fedical tep 1 2 3	Assistant A 2009-10 \$12.63 \$12.81 \$12.99	Aides** 2010-11 \$13.09 \$13.27 \$13.45	2011-12 \$13.29 \$13.52 \$13.70	2012-13 \$13.49 \$13.73 \$13.96	2013-14 \$13.69 \$13.93 \$14.17	2010-11 5.09% 5.02% 4.95%	2011-12 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25%	5.09%	3.25%	3.25%	
fedical tep 2 1 2 3 4	Assistant A 2009-10 \$12.63 \$12.81 \$12.99 \$13.17	Aides** 2010-11 \$13.09 \$13.27 \$13.45 \$13.63	2011-12 \$13.29 \$13.52 \$13.70 \$13.89	2012-13 \$13.49 \$13.73 \$13.96 \$14.15	2013-14 \$13.69 \$13.93 \$14.17 \$14.41	2010-11 5.09% 5.02% 4.95% 4.88%	2011-12 3.25% 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25%	5.09%	3.25%	3.25%	3.25
fedical	Assistant A 2009-10 \$12.63 \$12.81 \$12.99 \$13.17 \$13.35	Aides** 2010-11 \$13.09 \$13.27 \$13.45 \$13.63 \$13.81	2011-12 \$13.29 \$13.52 \$13.70 \$13.89 \$14.08	2012-13 \$13.49 \$13.73 \$13.96 \$14.15 \$14.34	2013-14 \$13.69 \$13.93 \$14.17 \$14.41 \$14.61	2010-11 5.09% 5.02% 4.95% 4.88% 4.82%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	5.09%	3.25%	3.25%	3.25
tep 2 3 4 5 6	Assistant A 2009-10 \$12.63 \$12.81 \$12.99 \$13.17 \$13.35 \$13.53	Aides** 2010-11 \$13.09 \$13.27 \$13.45 \$13.63 \$13.81 \$13.99	2011-12 \$13.29 \$13.52 \$13.70 \$13.89 \$14.08 \$14.26	2012-13 \$13.49 \$13.73 \$13.96 \$14.15 \$14.34 \$14.53	2013-14 \$13.69 \$13.93 \$14.17 \$14.41 \$14.61 \$14.81	2010-11 5.09% 5.02% 4.95% 4.88% 4.82% 4.75%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 7.18%	5.09%	3.25%	3.25%	3.25
tep 2 3 4 5 6 7	Assistant A 2009-10 \$12.63 \$12.81 \$12.99 \$13.17 \$13.35 \$13.53 \$13.71	Aides** 2010-11 \$13.09 \$13.27 \$13.45 \$13.63 \$13.81 \$13.99 \$14.17	2011-12 \$13.29 \$13.52 \$13.70 \$13.89 \$14.08 \$14.26 \$14.45	2012-13 \$13.49 \$13.73 \$13.96 \$14.15 \$14.34 \$14.53 \$14.73	2013-14 \$13.69 \$13.93 \$14.17 \$14.41 \$14.61 \$14.81 \$15.01	2010-11 5.09% 5.02% 4.95% 4.88% 4.82% 4.75% 4.69%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 5.84%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 7.18% 3.25%	5.09%	3.25%	3.25%	3.25
fedical tep 2 3 4 5 6 7 8	Assistant 2 2009-10 \$12.63 \$12.81 \$12.99 \$13.17 \$13.35 \$13.53 \$13.71 \$13.89	Aides** 2010-11 \$13.09 \$13.27 \$13.45 \$13.63 \$13.81 \$13.99 \$14.17 \$14.35	2011-12 \$13.29 \$13.52 \$13.70 \$13.89 \$14.08 \$14.26 \$14.45	2012-13 \$13.49 \$13.73 \$13.96 \$14.15 \$14.34 \$14.53 \$14.73 \$14.92	2013-14 \$13.69 \$13.93 \$14.17 \$14.41 \$14.61 \$14.81 \$15.01 \$15.20	2010-11 5.09% 5.02% 4.95% 4.88% 4.82% 4.75% 4.69% 4.63%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 4.53%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 5.84% 3.25%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 7.18% 3.25% 3.25% 3.25%	5.09%	3.25%	3.25%	3.25
tep 2 3 4 5 6 7	Assistant A 2009-10 \$12.63 \$12.81 \$12.99 \$13.17 \$13.35 \$13.53 \$13.71	Aides** 2010-11 \$13.09 \$13.27 \$13.45 \$13.63 \$13.81 \$13.99 \$14.17	2011-12 \$13.29 \$13.52 \$13.70 \$13.89 \$14.08 \$14.26 \$14.45	2012-13 \$13.49 \$13.73 \$13.96 \$14.15 \$14.34 \$14.53 \$14.73	2013-14 \$13.69 \$13.93 \$14.17 \$14.41 \$14.61 \$14.81 \$15.01	2010-11 5.09% 5.02% 4.95% 4.88% 4.82% 4.75% 4.69%	2011-12 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 4.53%	2012-13 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 5.84%	2013-14 3.25% 3.25% 3.25% 3.25% 3.25% 3.25% 7.18% 3.25%	5.09%	3.25%	3.25%	3.25

Step	2009-10	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14				
	1 \$16.99	\$17.59	\$17.79	\$17.99	\$18.19	4.62%	3.25%	3.25%	3.25%	4.62%			
:	\$17.17	\$17.77	\$18.16	\$18.37	\$18.58	4.57%	3.25%	3.25%	3.25%		3.25%		
	3 \$17.35	\$17.95	\$18.35	\$18.75	\$18.97	4.52%	3.25%	3.25%	3.25%			3.25%	
	4 \$17.53	\$18.13	\$18.53	\$18.94	\$19.36	4.48%	3.25%	3.25%	3.25%				3.25
	\$17.71	\$18.31	\$18.72	\$19.14	\$19.56	4.43%	3.25%	3.25%	3.25%				
	\$17.89	\$18.49	\$18.91	\$19.33	\$19.76	4.39%	3.25%	3.25%	6.24%				
	7 \$18.07	\$18.67	\$19.09	\$19.52	\$19.96	4.34%	3.25%	5.22%	3.25%				
:	3 \$18.25	\$18.85	\$19.28	\$19.71	\$20.15	4.30%	4.23%	3.25%	3.25%				
9	9 \$18.43	\$19.03	\$19.46	\$19.90	\$20.35	4.26%	3.25%	3.25%	3.25%				
1	\$18.61	\$19.21	\$19.83	\$20.48	\$21.14	3.25%	3.25%	3.25%	3.25%				