

**Appendix 5: BCUEA 10-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
10 month, 215 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**Keyboard Specialist, Grade 3**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	16.66	26,863	17.08	27,535	17.50	28,223	17.94	28,929	18.39	29,652
2	17.43	28,098	17.86	28,801	18.31	29,521	18.77	30,259	19.23	31,015
3	18.19	29,333	18.65	30,067	19.11	30,818	19.59	31,589	20.08	32,378
4	18.96	30,568	19.43	31,332	19.92	32,116	20.41	32,918	20.92	33,741
5	19.72	31,803	20.22	32,598	20.72	33,413	21.24	34,248	21.77	35,104
6	20.49	33,038	21.00	33,864	21.53	34,710	22.06	35,578	22.62	36,468
7	21.25	34,273	21.79	35,129	22.33	36,008	22.89	36,908	23.46	37,831
8	21.25	34,273	21.79	35,129	22.33	36,008	22.89	36,908	23.46	37,831
9	21.25	34,273	21.79	35,129	22.33	36,008	22.89	36,908	23.46	37,831
10	21.25	34,273	21.79	35,129	22.33	36,008	22.89	36,908	23.46	37,831
11	22.02	35,508	22.57	36,395	23.13	37,305	23.71	38,238	24.31	39,194
12	22.02	35,508	22.57	36,395	23.13	37,305	23.71	38,238	24.31	39,194
13	22.02	35,508	22.57	36,395	23.13	37,305	23.71	38,238	24.31	39,194
14	22.02	35,508	22.57	36,395	23.13	37,305	23.71	38,238	24.31	39,194
15	22.02	35,508	22.57	36,395	23.13	37,305	23.71	38,238	24.31	39,194
16	22.79	36,742	23.36	37,661	23.94	38,602	24.54	39,568	25.15	40,557
17	22.79	36,742	23.36	37,661	23.94	38,602	24.54	39,568	25.15	40,557
18	22.79	36,742	23.36	37,661	23.94	38,602	24.54	39,568	25.15	40,557
19	22.79	36,742	23.36	37,661	23.94	38,602	24.54	39,568	25.15	40,557
20	23.55	37,977	24.14	38,927	24.74	39,900	25.36	40,897	26.00	41,920

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**

**Appendix 5: BCUEA 10-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
10 month, 215 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**Grade 5 Titles: Account Clerk I; Clerical Assistant**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	18.31	29,524	18.77	30,262	19.24	31,019	19.72	31,794	20.21	32,589
2	19.15	30,882	19.63	31,654	20.12	32,446	20.62	33,257	21.14	34,088
3	19.99	32,241	20.49	33,047	21.01	33,873	21.53	34,720	22.07	35,588
4	20.84	33,599	21.36	34,439	21.89	35,300	22.44	36,182	23.00	37,087
5	21.68	34,957	22.22	35,831	22.78	36,727	23.35	37,645	23.93	38,586
6	22.52	36,315	23.08	37,223	23.66	38,154	24.25	39,108	24.86	40,085
7	23.36	37,674	23.95	38,615	24.55	39,581	25.16	40,570	25.79	41,585
8	23.36	37,674	23.95	38,615	24.55	39,581	25.16	40,570	25.79	41,585
9	23.36	37,674	23.95	38,615	24.55	39,581	25.16	40,570	25.79	41,585
10	23.36	37,674	23.95	38,615	24.55	39,581	25.16	40,570	25.79	41,585
11	24.21	39,032	24.81	40,008	25.43	41,008	26.07	42,033	26.72	43,084
12	24.21	39,032	24.81	40,008	25.43	41,008	26.07	42,033	26.72	43,084
13	24.21	39,032	24.81	40,008	25.43	41,008	26.07	42,033	26.72	43,084
14	24.21	39,032	24.81	40,008	25.43	41,008	26.07	42,033	26.72	43,084
15	24.21	39,032	24.81	40,008	25.43	41,008	26.07	42,033	26.72	43,084
16	25.05	40,390	25.67	41,400	26.32	42,435	26.97	43,496	27.65	44,583
17	25.05	40,390	25.67	41,400	26.32	42,435	26.97	43,496	27.65	44,583
18	25.05	40,390	25.67	41,400	26.32	42,435	26.97	43,496	27.65	44,583
19	25.05	40,390	25.67	41,400	26.32	42,435	26.97	43,496	27.65	44,583
20	25.89	41,748	26.54	42,792	27.20	43,862	27.88	44,958	28.58	46,082

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**

**Appendix 5: BCUEA 10-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
10 month, 215 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**Senior Keyboard Specialist, Grade 7**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	20.46	32,997	20.97	33,822	21.50	34,667	22.04	35,534	22.59	36,423
2	21.38	34,468	21.91	35,330	22.46	36,213	23.02	37,118	23.59	38,046
3	22.29	35,939	22.84	36,837	23.42	37,758	24.00	38,702	24.60	39,670
4	23.20	37,410	23.78	38,345	24.37	39,304	24.98	40,286	25.61	41,293
5	24.11	38,881	24.71	39,853	25.33	40,849	25.97	41,870	26.62	42,917
6	25.02	40,352	25.65	41,360	26.29	42,394	26.95	43,454	27.62	44,541
7	25.94	41,822	26.58	42,868	27.25	43,940	27.93	45,038	28.63	46,164
8	25.94	41,822	26.58	42,868	27.25	43,940	27.93	45,038	28.63	46,164
9	25.94	41,822	26.58	42,868	27.25	43,940	27.93	45,038	28.63	46,164
10	25.94	41,822	26.58	42,868	27.25	43,940	27.93	45,038	28.63	46,164
11	26.85	43,293	27.52	44,376	28.21	45,485	28.91	46,622	29.64	47,788
12	26.85	43,293	27.52	44,376	28.21	45,485	28.91	46,622	29.64	47,788
13	26.85	43,293	27.52	44,376	28.21	45,485	28.91	46,622	29.64	47,788
14	26.85	43,293	27.52	44,376	28.21	45,485	28.91	46,622	29.64	47,788
15	26.85	43,293	27.52	44,376	28.21	45,485	28.91	46,622	29.64	47,788
16	27.76	44,764	28.45	45,883	29.17	47,030	29.90	48,206	30.64	49,411
17	27.76	44,764	28.45	45,883	29.17	47,030	29.90	48,206	30.64	49,411
18	27.76	44,764	28.45	45,883	29.17	47,030	29.90	48,206	30.64	49,411
19	27.76	44,764	28.45	45,883	29.17	47,030	29.90	48,206	30.64	49,411
20	28.67	46,235	29.39	47,391	30.12	48,576	30.88	49,790	31.65	51,035

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**

**Appendix 5: BCUEA 12-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
12 month, 260 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**School Monitor (Clerical), Grade 3-1**

	<b>2018-19</b> Scale up 2.50%		<b>2019-20</b> Scale up 2.50%		<b>2020-21</b> Scale up 2.50%		<b>2021-22</b> Scale up 2.50%		<b>2022-23</b> Scale up 2.50%	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	16.79	32,741	17.21	33,559	17.64	34,398	18.08	35,258	18.53	36,139
2	17.55	34,223	17.99	35,078	18.44	35,955	18.90	36,854	19.37	37,775
3	18.32	35,724	18.78	36,617	19.25	37,533	19.73	38,471	20.22	39,433
4	19.09	37,226	19.57	38,156	20.06	39,110	20.56	40,088	21.07	41,090
5	19.86	38,727	20.36	39,695	20.87	40,688	21.39	41,705	21.92	42,747
6	20.63	40,229	21.15	41,234	21.67	42,265	22.22	43,322	22.77	44,405
7	21.39	41,711	21.92	42,753	22.47	43,822	23.03	44,918	23.61	46,041
8	21.39	41,711	21.92	42,753	22.47	43,822	23.03	44,918	23.61	46,041
9	21.39	41,711	21.92	42,753	22.47	43,822	23.03	44,918	23.61	46,041
10	21.39	41,711	21.92	42,753	22.47	43,822	23.03	44,918	23.61	46,041
11	22.16	43,212	22.71	44,292	23.28	45,400	23.86	46,535	24.46	47,698
12	22.16	43,212	22.71	44,292	23.28	45,400	23.86	46,535	24.46	47,698
13	22.16	43,212	22.71	44,292	23.28	45,400	23.86	46,535	24.46	47,698
14	22.16	43,212	22.71	44,292	23.28	45,400	23.86	46,535	24.46	47,698
15	22.16	43,212	22.71	44,292	23.28	45,400	23.86	46,535	24.46	47,698
16	22.93	44,714	23.50	45,831	24.09	46,977	24.69	48,152	25.31	49,355
17	22.93	44,714	23.50	45,831	24.09	46,977	24.69	48,152	25.31	49,355
18	22.93	44,714	23.50	45,831	24.09	46,977	24.69	48,152	25.31	49,355
19	22.93	44,714	23.50	45,831	24.09	46,977	24.69	48,152	25.31	49,355
20	23.70	46,215	24.29	47,370	24.90	48,555	25.52	49,769	26.16	51,013

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**

**Appendix 5: BCUEA 12-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
12 month, 260 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**Clerical Assistant, Grade 5**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
1	18.31	35,704	18.77	36,596	19.24	37,511	19.72	38,449	20.21	39,410
2	19.15	37,346	19.63	38,280	20.12	39,237	20.62	40,218	21.14	41,223
3	19.99	38,989	20.49	39,963	21.01	40,962	21.53	41,987	22.07	43,036
4	20.84	40,631	21.36	41,647	21.89	42,688	22.44	43,755	23.00	44,849
5	21.68	42,274	22.22	43,331	22.78	44,414	23.35	45,524	23.93	46,662
6	22.52	43,916	23.08	45,014	23.66	46,140	24.25	47,293	24.86	48,475
7	23.36	45,559	23.95	46,698	24.55	47,865	25.16	49,062	25.79	50,288
8	23.36	45,559	23.95	46,698	24.55	47,865	25.16	49,062	25.79	50,288
9	23.36	45,559	23.95	46,698	24.55	47,865	25.16	49,062	25.79	50,288
10	23.36	45,559	23.95	46,698	24.55	47,865	25.16	49,062	25.79	50,288
11	24.21	47,201	24.81	48,381	25.43	49,591	26.07	50,831	26.72	52,101
12	24.21	47,201	24.81	48,381	25.43	49,591	26.07	50,831	26.72	52,101
13	24.21	47,201	24.81	48,381	25.43	49,591	26.07	50,831	26.72	52,101
14	24.21	47,201	24.81	48,381	25.43	49,591	26.07	50,831	26.72	52,101
15	24.21	47,201	24.81	48,381	25.43	49,591	26.07	50,831	26.72	52,101
16	25.05	48,844	25.67	50,065	26.32	51,317	26.97	52,600	27.65	53,914
17	25.05	48,844	25.67	50,065	26.32	51,317	26.97	52,600	27.65	53,914
18	25.05	48,844	25.67	50,065	26.32	51,317	26.97	52,600	27.65	53,914
19	25.05	48,844	25.67	50,065	26.32	51,317	26.97	52,600	27.65	53,914
20	25.89	50,486	26.54	51,749	27.20	53,042	27.88	54,368	28.58	55,728

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**

**Appendix 5: BCUEA 12-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
12 month, 260 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**Senior Keyboard Specialist (1) and Senior Account Clerk, Grade 7**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	20.46	39,903	20.97	40,901	21.50	41,923	22.04	42,972	22.59	44,046
2	21.38	41,682	21.91	42,724	22.46	43,792	23.02	44,887	23.59	46,009
3	22.29	43,461	22.84	44,547	23.42	45,661	24.00	46,803	24.60	47,973
4	23.20	45,240	23.78	46,371	24.37	47,530	24.98	48,718	25.61	49,936
5	24.11	47,018	24.71	48,194	25.33	49,399	25.97	50,634	26.62	51,900
6	25.02	48,797	25.65	50,017	26.29	51,268	26.95	52,549	27.62	53,863
7	25.94	50,576	26.58	51,840	27.25	53,136	27.93	54,465	28.63	55,826
8	25.94	50,576	26.58	51,840	27.25	53,136	27.93	54,465	28.63	55,826
9	25.94	50,576	26.58	51,840	27.25	53,136	27.93	54,465	28.63	55,826
10	25.94	50,576	26.58	51,840	27.25	53,136	27.93	54,465	28.63	55,826
11	26.85	52,355	27.52	53,664	28.21	55,005	28.91	56,380	29.64	57,790
12	26.85	52,355	27.52	53,664	28.21	55,005	28.91	56,380	29.64	57,790
13	26.85	52,355	27.52	53,664	28.21	55,005	28.91	56,380	29.64	57,790
14	26.85	52,355	27.52	53,664	28.21	55,005	28.91	56,380	29.64	57,790
15	26.85	52,355	27.52	53,664	28.21	55,005	28.91	56,380	29.64	57,790
16	27.76	54,133	28.45	55,487	29.17	56,874	29.90	58,296	30.64	59,753
17	27.76	54,133	28.45	55,487	29.17	56,874	29.90	58,296	30.64	59,753
18	27.76	54,133	28.45	55,487	29.17	56,874	29.90	58,296	30.64	59,753
19	27.76	54,133	28.45	55,487	29.17	56,874	29.90	58,296	30.64	59,753
20	28.67	55,912	29.39	57,310	30.12	58,743	30.88	60,211	31.65	61,717

**(1)** Current incumbent at High School Main Office appointed as Grade 7, Senior Keyboard Specialist (Attendance Secretary), when she vacates position title changes to Grade 5, Clerical Assistant

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**

**Appendix 5: BCUEA 12-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
12 month, 260 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**Secretary I, Grade 9**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	22.92	44,699	23.50	45,816	24.08	46,961	24.68	48,136	25.30	49,339
2	23.92	46,641	24.52	47,807	25.13	49,002	25.76	50,227	26.40	51,483
3	24.91	48,583	25.54	49,798	26.18	51,043	26.83	52,319	27.50	53,627
4	25.91	50,525	26.56	51,788	27.22	53,083	27.90	54,410	28.60	55,771
5	26.91	52,468	27.58	53,779	28.27	55,124	28.98	56,502	29.70	57,914
6	27.90	54,410	28.60	55,770	29.32	57,164	30.05	58,593	30.80	60,058
7	28.90	56,352	29.62	57,761	30.36	59,205	31.12	60,685	31.90	62,202
8	28.90	56,352	29.62	57,761	30.36	59,205	31.12	60,685	31.90	62,202
9	28.90	56,352	29.62	57,761	30.36	59,205	31.12	60,685	31.90	62,202
10	28.90	56,352	29.62	57,761	30.36	59,205	31.12	60,685	31.90	62,202
11	29.89	58,294	30.64	59,752	31.41	61,245	32.19	62,777	33.00	64,346
12	29.89	58,294	30.64	59,752	31.41	61,245	32.19	62,777	33.00	64,346
13	29.89	58,294	30.64	59,752	31.41	61,245	32.19	62,777	33.00	64,346
14	29.89	58,294	30.64	59,752	31.41	61,245	32.19	62,777	33.00	64,346
15	29.89	58,294	30.64	59,752	31.41	61,245	32.19	62,777	33.00	64,346
16	30.89	60,236	31.66	61,742	32.45	63,286	33.27	64,868	34.10	66,490
17	30.89	60,236	31.66	61,742	32.45	63,286	33.27	64,868	34.10	66,490
18	30.89	60,236	31.66	61,742	32.45	63,286	33.27	64,868	34.10	66,490
19	30.89	60,236	31.66	61,742	32.45	63,286	33.27	64,868	34.10	66,490
20	31.89	62,179	32.68	63,733	33.50	65,327	34.34	66,960	35.20	68,634

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**

**Appendix 5: BCUEA 12-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
12 month, 260 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**Secretary I (SESS), Grade 10**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	24.34	47,463	24.95	48,650	25.57	49,866	26.21	51,113	26.87	52,391
2	25.38	49,491	26.01	50,729	26.67	51,997	27.33	53,297	28.01	54,629
3	26.42	51,519	27.08	52,807	27.76	54,127	28.45	55,480	29.16	56,867
4	27.46	53,547	28.15	54,886	28.85	56,258	29.57	57,664	30.31	59,106
5	28.50	55,575	29.21	56,964	29.94	58,388	30.69	59,848	31.46	61,344
6	29.54	57,603	30.28	59,043	31.04	60,519	31.81	62,032	32.61	63,583
7	30.58	59,631	31.34	61,121	32.13	62,649	32.93	64,216	33.75	65,821
8	30.58	59,631	31.34	61,121	32.13	62,649	32.93	64,216	33.75	65,821
9	30.58	59,631	31.34	61,121	32.13	62,649	32.93	64,216	33.75	65,821
10	30.58	59,631	31.34	61,121	32.13	62,649	32.93	64,216	33.75	65,821
11	31.62	61,658	32.41	63,200	33.22	64,780	34.05	66,399	34.90	68,059
12	31.62	61,658	32.41	63,200	33.22	64,780	34.05	66,399	34.90	68,059
13	31.62	61,658	32.41	63,200	33.22	64,780	34.05	66,399	34.90	68,059
14	31.62	61,658	32.41	63,200	33.22	64,780	34.05	66,399	34.90	68,059
15	31.62	61,658	32.41	63,200	33.22	64,780	34.05	66,399	34.90	68,059
16	32.66	63,686	33.48	65,278	34.31	66,910	35.17	68,583	36.05	70,298
17	32.66	63,686	33.48	65,278	34.31	66,910	35.17	68,583	36.05	70,298
18	32.66	63,686	33.48	65,278	34.31	66,910	35.17	68,583	36.05	70,298
19	32.66	63,686	33.48	65,278	34.31	66,910	35.17	68,583	36.05	70,298
20	33.70	65,714	34.54	67,357	35.41	69,041	36.29	70,767	37.20	72,536

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**



**Appendix 5: BCUEA 12-month Clerical Titles  
For Employees Hired Prior to January 23, 2014  
12 month, 260 days, 7.5 hours/day  
Contract Period: July 1, 2018 through June 30, 2023**

**Secretary II, Grade 12**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	27.26	53,147	27.94	54,476	28.63	55,838	29.35	57,234	30.08	58,665
2	28.39	55,353	29.10	56,737	29.82	58,155	30.57	59,609	31.33	61,099
3	29.52	57,559	30.26	58,998	31.01	60,473	31.79	61,984	32.58	63,534
4	30.65	59,764	31.41	61,258	32.20	62,790	33.00	64,360	33.83	65,969
5	31.78	61,970	32.57	63,519	33.39	65,107	34.22	66,735	35.08	68,403
6	32.91	64,175	33.73	65,780	34.58	67,424	35.44	69,110	36.33	70,838
7	34.04	66,381	34.89	68,041	35.76	69,742	36.66	71,485	37.58	73,272
8	34.04	66,381	34.89	68,041	35.76	69,742	36.66	71,485	37.58	73,272
9	34.04	66,381	34.89	68,041	35.76	69,742	36.66	71,485	37.58	73,272
10	34.04	66,381	34.89	68,041	35.76	69,742	36.66	71,485	37.58	73,272
11	35.17	68,587	36.05	70,301	36.95	72,059	37.88	73,860	38.82	75,707
12	35.17	68,587	36.05	70,301	36.95	72,059	37.88	73,860	38.82	75,707
13	35.17	68,587	36.05	70,301	36.95	72,059	37.88	73,860	38.82	75,707
14	35.17	68,587	36.05	70,301	36.95	72,059	37.88	73,860	38.82	75,707
15	35.17	68,587	36.05	70,301	36.95	72,059	37.88	73,860	38.82	75,707
16	36.30	70,792	37.21	72,562	38.14	74,376	39.10	76,236	40.07	78,141
17	36.30	70,792	37.21	72,562	38.14	74,376	39.10	76,236	40.07	78,141
18	36.30	70,792	37.21	72,562	38.14	74,376	39.10	76,236	40.07	78,141
19	36.30	70,792	37.21	72,562	38.14	74,376	39.10	76,236	40.07	78,141
20	37.43	72,998	38.37	74,823	39.33	76,693	40.31	78,611	41.32	80,576

**Employees beyond step 20 receive the scale percentage increases noted above for each year.**