

**NEWTON MUNICIPAL EMPLOYEES ASSOCIATION
AND
CITY OF NEWTON
MEMORANDUM OF AGREEMENT
SUCCESSOR NEGOTIATIONS
(DECEMBER 18, 2014)**

The bargaining teams of the Newton Municipal Employees Association (UNION) and the City of Newton (City) hereby agree to the following terms of a Memorandum of Agreement (MOA) for a collective bargaining agreement (Successor Agreement) to succeed their collective bargaining agreement dated July 1, 2011-June 30, 2014 (Predecessor Agreement). Except as otherwise modified by this MOA, the terms of the Predecessor Agreement shall be incorporated into and become a part of the Successor Agreement.

1. Article III, Grievance and Arbitration Procedure, shall be amended at Sections 3.02, 3.03, and 3.05 to read:

3.02 All grievances shall be submitted in writing and shall state the specific contract provisions that are being violated, in what manner those provisions are being violated, and what remedy is being sought. All grievances must be filed within twenty (20) working days after the circumstances giving rise to when the grievance first occurred, or within twenty (20) days of when the employee knew or should have known of the circumstances, or it shall be deemed waived.

Any grievance not waived shall be processed in the following manner:

STEP 1. The UNION shall file the grievance with the aggrieved employee's supervisor **in a form acceptable to the UNION and the CITY, with a copy of the grievance also filed with the Department of Human Resources**. The supervisor shall respond to the UNION representative within twenty (20) working days following submission to him.

STEP 2. If the grievance still remains unadjusted, the UNION shall present it to the Mayor or his designee in writing within ten (10) working days after the response of the supervisor is due **or provided**. The Mayor or his designee shall respond in writing to the UNION within ten (10) working days from the receipt thereof.

STEP 3. If the grievance is still unsettled, either party may, ~~within thirty-five (35) days from the date of receipt of the grievance by the Mayor or within~~ twenty (20) days from the date **the Mayor's answer is due or from the date** the UNION has received the Mayor's answer, ~~whichever is sooner~~, by written notice to the other, request arbitration **by filing a demand to due so with the American Arbitration Association in accordance with its rules**. Failure by

the UNION to request arbitration in writing within the prescribed time shall constitute a waiver of the grievance.

3.03 The failure of the employer to respond in a timely fashion to the UNION at any step of the procedure shall be regarded as a negative answer and shall allow, **but not require**, the UNION to proceed to the next step.

3.04 The parties may mutually agree, in writing, to extend any time limits herein.

~~3.05 The arbitration proceeding shall be conducted by an arbitrator to be selected by the CITY and the UNION within seven (7) days after notice has been given. All arbitration proceedings will be held at a location selected by the Arbitrator. If the parties fail to select an arbitrator, either party may submit the grievance to the American Arbitration Association in accordance with their rules. Submission must be made within fifteen (15) days from the expiration of the above seven (7) day period provided herein above.~~

The decision of the arbitrator shall be final and binding on both parties and the arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument. The arbitrator shall not add to, subtract from or alter any provisions of this AGREEMENT; nor may he make any decision in conflict with the laws of Massachusetts governing municipal employees. Grievances involving disciplinary action shall be processed beginning at the third step. The cost of the arbitrator's services shall be borne equally by both parties.

2. Article V, Holidays, shall be amended at Sections 5.01 and 5.03 to read:

5.01 Subject to the exceptions and conditions provided in this Article, all employees whose compensation is fixed on an annual basis shall receive their regular compensation and all employees whose compensation is fixed at an hourly rate shall receive eight (8) hours' pay (or in the case of a half holiday, four (4) hours' pay) at their regular compensation for each of the following holidays:

New Year's Day	Independence Day
Martin Luther King's Birthday	Labor Day
Presidents' Day	Columbus Day
Patriots' Day	Veteran's Day
Memorial Day	Thanksgiving Day
Bunker Hill Day	Christmas Day

A half holiday on either his/her nearest scheduled working day before Christmas or his/her nearest scheduled working day before New Year's Day,

the scheduling of such half holiday to be at the discretion of the department head.

Effective January 1, 2015, employees shall be entitled to two (2) "Floating Holidays", which can be taken with the approval of the Department Head so as to ensure adequate coverage and normal operation of the Department. Approval shall not be unreasonably withheld.

Employee notification to the Department Head shall be made at least ~~five (5) working days~~ **twenty-four (24)** hours in advance. If a Floating Holiday is not used in its schedule calendar year, it may not be carried over to a subsequent calendar year. ~~Notwithstanding the foregoing, employees will have until April 30, 2006 to use their Floating Holiday for calendar year 2005, and until December 31, 2006 to use their Floating Holiday for calendar year 2006.~~

5.03 In order to qualify for compensation for any such holiday, **except a floating holiday**, such person shall have worked on all of his last regularly scheduled work day prior to and the next regularly scheduled work day following such holiday, unless his absence on such regularly scheduled work day is due to jury service, or is an absence for which compensation is payable under this AGREEMENT, **provided, however, that the use of special leave for an absence is not due to illness or injury taken in single days and without a note from a physician justifying such absence.**

3. Article VIII, Tools, shall be amended at Section 8.04 to read:

8.04 The City will provide each employee who is required to use his/her own tools in the performance of his job duties for the City with a one-time tool allowance of one thousand dollars (\$1,000), subject to the approval of the Commissioner of the DPW, which approval shall not be unreasonably denied. This allowance will be paid to employees covered by it in accordance with the following schedule:

New Employees	First Payroll after Probation Period
Current Employees	First Payroll after Ratification
Promoted Employees	First Payroll after Promotion

[Note: Presently, 10 mechanics and 3 body works in the Fleet Maintenance Division and 1 employee in the Parks and Recreation Department would qualify.]

4. Article XII, Promotions, shall be amended by adding a new Section 12.07 to read:

The City and the Association will continue to discuss during the life of this agreement the relationship of civil service law to the terms and

conditions of this Article. Any agreements reached between the parties may be incorporated into and made a part of this Agreement.

5. Article XXIV, Wages, shall be amended to read:

24.01 a. New employees shall be hired at the first step of the pay and classification plan for their job grade, and will move automatically to the next step on each anniversary of their date of hire until they reach the top step. If there is no internal candidate who is eligible for appointment to a particular position, the City may hire on the pay plan up to Step 3 with the approval of the UNION provided that such approval will not be unreasonably withheld.

Employees promoted to a higher graded position shall be placed at the step in the higher grade using the following formula:

- (1) Multiply the employee's current base salary by 4.25%
- (2) Add the 4.25% of the current base salary
- (3) Take the new total and round up to the next higher step that provides at least a 4.25% increase

Thereafter, the employee's anniversary date will be their date of promotion into the new grade.

b. Wage payments will be required to be made through direct deposit for all employees hired after January 1, 2006.

~~c. Salary rates at all steps shall be increased by one percent (1%) across the board effective July 1, 2011, as reflected in Appendix A1. Upon implementation of the health changes to be effective July 1, 2011 all employees will receive a lump sum payment of seven hundred dollars (\$700). Salary step advancement for employees with an anniversary date on any day from July 1, 2011 — December 31, 2011, who are eligible for step advancement on such anniversary date, shall be delayed until January 1, 2012 at which time each such eligible employee shall advance one step, and January 1st shall become those employees' new anniversary date for future step advancement, except as that date may be altered in accordance with Subsection (f) below. Salary step advancement for employees with an anniversary date from January 1, 2012 — June 30, 2012, who are eligible for step advancement on such anniversary date, shall advance one step on that date and shall retain that date as their anniversary date for future step advancement, except as that date may be altered in accordance with Subsection (f) below.~~

d. ~~Effective July 1, 2012, seven hundred dollars (\$700) shall be added to each step of the salary scale across the board. Thereafter, also on July 1, 2012, all salary steps shall be increased by an additional one and one half percent (1½ %) across the board. The resulting salary schedule is reflected at Appendix A2.~~

~~e. Effective July 1, 2013, all salary steps shall be increased by an additional one and one-half percent (1½ %) across the board, as reflected in Appendix A3.~~

f. c. Effective June 30, 2014, a new step 8, calculated at four percent (4%) more than the then existing Step 7, shall be added to the salary scale at each grade, ~~as reflected in Appendix A4.~~ Employees who have been at Step 7 for at least one year as of June 30, 2014, and who have twenty-five (25) or more years of service as of that date, shall move to Step 8 on July 1, 2014, which shall be their adjusted anniversary date. Employees who have been at Step 7 for at least one year as of June 30, 2014, and who have between fifteen (15) and twenty-five (25) years of service as of that date, shall move to Step 8 on October 1, 2014, which shall be their adjusted anniversary date. All other employees who have been at Step 7 for at least one year as of January 1, 2015 shall move to Step 8 on that date, which shall be their adjusted anniversary date. After January 1, 2015, employees shall move to Step 8 one year following their advancement to Step 7.

e. d. The wage scale in effect on June 30, 2014 shall be increased in accordance with the following:

1. All wage rates in effect June 30, 2014 will be increased in fiscal year 2015 by two percent (2%) at Steps one (1) through seven (7) and by three percent (3%) at Step 8. These increases shall be effective for employees with twenty-five or more years of service on July 1, 2014; for employees with fifteen to twenty-five years of service on October 1, 2014; and for employees with fewer than fifteen years of service on January 1, 2015. Additionally, employees receiving these increases on October 1, 2014 shall also be paid a one-time lump sum bonus in the amount of two hundred and fifty dollars (\$250) and employees receiving these increases on January 1, 2015 shall also be paid a one-time lump sum bonus in the amount of five hundred dollars (\$500), both payments to be made as soon as possible following ratification of this MOA.

2. All wage rates in effect June 30, 2015 will be increased in fiscal year 2016 by two and one-half percent (2.5%) at Steps one (1) through seven (7) and by three percent (3%) at Step 8. These increases shall be effective for employees with twenty-five or more years of service on July 1, 2015; for employees with fifteen to twenty-five years of service on October 1, 2015; and for employees with fewer than fifteen years of service on January 1, 2016.

3. All wage rates in effect June 30, 2016 will be increased in fiscal year 2017 by two and one-half percent (2.5%) at Steps one (1) through seven (7) and by three percent (3%) at Step 8. These increases

shall be effective for employees with twenty-five or more years of service on July 1, 2016; for employees with fifteen to twenty-five years of service on October 1, 2016; and for employees with fewer than fifteen years of service on January 1, 2017. Wage increases for employees covered by Subsections 1, 2 and 3 herein are reflected in Appendix A, attached hereto and made a part hereof.

e. Effective July 1, 2014, a new grade ten (10) will be added to the wage scale at rates three percent 3% higher at each step than the next lower grade. The parties agree to utilize the same methodology used to slot employees into the current grade system to determine whether any existing jobs should be upgraded under the new grade system. Employees in titles covered by any such upgrades resulting from such review shall move to the higher grade for which they qualify as of the date of the request for reclassification and shall be placed at the step that gives them at least a 4.25% raise over their pre-existing salary. The parties may also mutually agree during the term of the Agreement to add new grades eleven (11) and/or twelve (12) to the wage scale if they determine they are needed.

24.02 When employees are temporarily required to work in a higher classification within the bargaining unit, they will be paid at the step that most nearly provides a 4% increase. When employees are temporarily required to work in a higher classification outside the bargaining unit, they will be adjusted by a 4.25% increase.

6. Article XXV, Longevity, shall be amended at Section 25.03 to read:

Effective July 1, 2010 **2014**, the following longevity levels shall be implemented as increased below:

5 - 9	\$625	1.50% of Base Pay
10 - 14	\$875	1.75% of Base Pay
15 - 20	\$975	2.00% of Base Pay
21 - 24	\$1175	2.50% of Base Pay
25 - 29	\$1350	3.00% of Base Pay
30+	\$1,600	4.00% of Base Pay

7. Article XXXI, Employee Rights, shall be amended at Section 31.02B to read:

B. He may elect to process his grievance in accordance with the Grievance and arbitration Procedures contained in this AGREEMENT beginning at **Step 2** ~~Step 3~~. If he elects to proceed under these terms and conditions, he thereby waives his rights to appeal to the Massachusetts Civil Service Commission and may not thereafter change his decision without the written consent of the CITY.

8. Article XXXI, Employee Rights, shall be further amended by adding a new Section 31.03 to read:

All members of the union who are authorized to operate a City vehicle acknowledge that the vehicle they operate may be equipped with a GPS tracking device. The GPS tracking device will allow the City to monitor the vehicle for geographic location, speed, hours of operation and other related data relevant to the vehicle's utilization for the purpose of maintaining the orderly and efficient operations of the City. This information shall not be used for disciplinary purposes against members of the union, absent a violation of federal or state law for which a citation or other legal process has issued resulting in a fine or judicial finding or admission of culpability. Tampering with any GPS tracking equipment is expressly prohibited by this policy and may subject an employee to disciplinary action by the City.

9. Article XXXII, Clothing Allowance, shall be amended effective July 1, 2014 to read:

~~32.01 In addition to the requirements of Article VIII, paragraph 8.01 to provide and maintain certain protective clothing and protective devices, each employee covered by the AGREEMENT shall receive an annual clothing allowance in the amount of \$450 effective July 1, 2001 to be paid on or before December first of each year of this AGREEMENT. The annual clothing allowance due under this Article shall be increased to \$500 effective and retroactive to July 1, 2007.~~

32.01 Each employee covered by the AGREEMENT shall receive an annual clothing allowance in the amount of \$750 to be paid on or before December first of each year of this AGREEMENT. This amount shall be increased by another \$250 upon completion of the duties of the committee established under Section 32.03 of this Article. Thereafter, the full clothing allowance of \$1,000 shall be paid on or before December first of each year of this AGREEMENT.

32.02 The annual clothing allowance is intended for the purchase and cleaning by employees covered by the AGREEMENT of the following apparel from a list of vendors, selected and approved by the CITY, and provided to the UNION: t-shirts, sweatshirts, rain and/or cold weather jackets, all with the City of Newton logo and/or identifiable markings, and all in such styles and colors suitable to the CITY, which shall be worn by employees during working hours as determined by the CITY, upon consultation with the UNION. It is the responsibility of each employee to have appropriate attire available at any given time to execute all duties associated with his or her position. Employees are required to keep their

clothing in good repair, and without alteration in any manner unless otherwise approved by the CITY.

32.03 The CITY and the UNION agree to establish a committee in order to implement the provisions of Section 32.02 of this Article by adoption of a written policy, or by other means. The committee's work shall be completed on or before June 30, 2015, or upon such date that is agreeable to the parties.

32.04 Notwithstanding the provisions of 32.02 of this Article, the CITY will continue to provide uniforms, protective clothing, boots and necessary protective devices furnished to employees not covered by this article, in accordance with Section 8.01 of Article VIII of the AGREEMENT.

~~32.02~~ **32.05** Any employee whose employment terminates before December 1 of any calendar year shall receive a proportionate allowance for all months worked after December. Employees employed 10 years or more shall upon retirement or death receive their full annual allowance. If an employee dies while in the employ of the CITY, his/her estate or beneficiary shall receive the full amount of clothing allowance regardless of years of service.

10. Article XXXIV, Vacation Entitlement, shall be amended by adding new Sections 34.05, 34.06 and 34.07 to read:

34.05 The provisions of the Revised City Ordinances relating to the accrual of vacation time while an employee is receiving Workers Compensation benefits from the City due to an occupational injury shall apply to all employees entitled to vacation under this Agreement. Notwithstanding these provisions, if an employee has not qualified for his/her full vacation allocation as of December 31st of any year, he/she shall receive a pro-rated allocation of vacation on January 1st of the following year equal to the fraction created by his/her number of weeks actually worked (as defined by City ordinance) between June 1st of that year and said December 31st as the numerator and thirty (30) weeks as the denominator. By way of example, if an employee has worked 25 weeks between June 1st and December 31st of any year, he shall be credited with 25/30ths (or 5/6ths) of the normal vacation due on January 1st of the following year and shall receive the remaining 5/30ths (1/6th) of the normal vacation due each year if and when completing the 30th week actually worked (as defined by City ordinance) between June 1st of the prior year and May 31st of the year in which the pro-rated vacation was awarded.

34.06 Employees who receive Workers Compensation benefits from the City due to an occupational injury and who would otherwise be unable to become eligible for a full allotment of vacation under this Article as of January 1 may accrue vacation on a monthly basis as of January 1, in addition to any percentage of vacation earned under section 34.05 as follows:

Annual Vacation Time Entitlement
Vacation Time Accrual

2 weeks actually worked	1 day per 5 full weeks
3 weeks actually worked	1 1/4 days per full calendar month
4 weeks actually worked	1 2/3 days per full calendar month
5 weeks actually worked	2 1/2 days per full calendar month

Vacation time that is accrued under this section 34.06 shall be credited to the employee on the last day of each full month worked and will be available for use within that calendar year on the first working day of the following month, except when vacation entitlement is 2 weeks, in which case vacation time will be credited to the employee on the last day of each full 5-week period and will be available for use within that calendar year on the first working day following the 5-week period.

34.07 No employee shall accrue more than their annual vacation time entitlement in any calendar year.

11. Article XLI, Sanding and Plowing, shall be amended at Section 41.03 to read:

41.03 A premium of ~~\$4.00~~ **\$6.00**/hour for the first eight hours, and ~~\$5.00~~ **\$7.50** per hour for every hour starting at the ninth hour will be paid for all bargaining unit members involved in snow and/or ice operations.

12. Addendum A, Light Duty Policy, shall be added to the Agreement to read:

**ADDENDUM A
LIGHT DUTY POLICY**

PURPOSE:

This guideline applies to all members who are on a medical leave due to a workplace injury or illness and who have been cleared by a medical physician for light duty, as provided for by this policy.

POLICY:

- A. Light duty assignments may be provided to those employees injured in the workplace in the normal course of their employment and who are not fully disabled, and who are authorized for light duty by a treating physician pursuant to Subsection C, below.**
- B. Upon approval of the Mayor or designee, such approval not to be unreasonably denied, employees who cannot perform their regular job duties as a result of a non-job related injury may be approved for light duty.**
- C. The treating physician must give authorization for the employee to be released into a light duty assignment.**
- D. Employees who are under the influence of prescription medication that can reasonably be expected to impair their abilities are not eligible for a light duty assignment.**

DEFINITIONS:

Light Duty - shall consist of any task that does not conflict with restrictions set forth by the treating physician.

Full Duty - the designation given to employees who meet the physical and job task requirements outlined in their current job description.

PROCEDURES:

- A. Light-duty assignments under this policy are specially created temporary job assignments for employees injured or otherwise incapacitated. Such light-duty assignments are temporary assignments only, are not vacant or permanent positions within City, are not available to employees on a permanent basis under any**

circumstances, and shall last no longer than six (6) months. Upon expiration of any light duty assignment, an employee will either return to his/her regular status held by him/her, if medically cleared to do so, or resume the status held by him/her at the time of placement on light duty, provided that the City retains the right to seek alteration of that status in accordance with the law and this AGREEMENT.

- B. An employee who is eligible to return to work on a light duty status shall meet with the Mayor or designee(s) to determine what tasks will be assigned based on the restrictions of the treating physician.**
- C. Employees assigned to light duty will be assigned the equivalent of their FTE scheduled hours, Monday through Friday, unless otherwise restricted by a treating physician. Hours assigned are at the discretion of the Mayor or designee.**
- D. Medical appointments, physical therapy sessions, etc., shall be considered hours worked and the job related light duty employee shall be released to attend. Employee's assigned to light duty for non-job related injury or illness shall be released to attend all medical appointments utilizing their own sick, vacation or personal time accruals. Verification of medical appointments may be requested.**
- E. Employees assigned to light duty may not perform outside employment unless approved by the Mayor or designee, such approval not to be unreasonably denied.**
- F. The Mayor or designee will assign appropriate tasks that align with the restrictions placed by the treating physician. The supervisor will be responsible for monitoring work activities and attendance.**
- G. An employee assigned to light duty cannot be assigned to full duty until medically cleared, whether the job tasks are those are of a light duty nature or return to their permanent job assignment.**
- H. Once medically cleared to return to full duty, the Mayor or designee shall work with the employee to transition them back to their normal job duties and work schedule.**
- I. This Policy does not affect the benefits of the Family Medical Leave Act or Fair Labor Standards Act.**
- J. Light duty status will not affect an employee's pay, benefits or other collective bargaining rights.**

NMEA LIGHT DUTY TASKS/ASSIGNMENTS

Tasks/assignments must be within the limits of the light duty medical release and are assigned at the Mayors or designees discretion.

Tasks/assignments shall be consistent with the employee's job description.

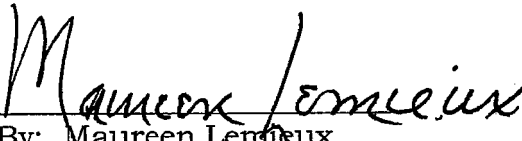
13. Article XLVII, Duration, shall be amended to read:

47.01 This AGREEMENT shall be made effective as of July 1, ~~2011~~ **2014** through the period ending June 30, ~~2014~~ **2017** and remain in effect from year to year thereafter unless either party hereto desiring to terminate or amend any provisions of this contract, sends written notice of the same to the other no later than six (6) months prior to the termination date hereof or any succeeding anniversary date. If such notice is given, the AGREEMENT shall remain in force and effect until a new agreement is reached.

14. The parties agree to incorporate any side agreements, memoranda of agreement, and any settlement documents into the CBA, as appropriate, provided this incorporation is not intended to render null and void any other side agreements, memoranda of agreement, and any settlement documents not incorporated due to inadvertence or otherwise that can be authenticated at a later date.

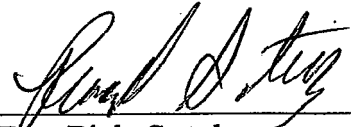
15. This MOA is subject to ratification by the Union membership and a funding vote by the Board of Aldermen. The Union shall recommend ratification to its membership and the City shall recommend funding by the Board of Aldermen.

For the City:


By: Maureen Lemieux,
Chief of Staff and CFO

Date: 1/5/15

For the Union:


By: Rich Gately,
President

Date: 1/5/15

APPENDIX A

WAGE RATES

Appendix A-4, R Grades - 6/30/14

	Step	1	2	3	4	5	6	7	8
Grade 1		\$36,108.80	\$37,336.00	\$38,625.60	\$39,936.00	\$41,308.80	\$42,702.40	\$44,366.40	\$46,155.20
Grade 2		\$37,169.60	\$38,417.60	\$39,748.80	\$41,121.60	\$42,494.40	\$43,971.20	\$45,676.80	\$47,507.20
Grade 3		\$38,251.20	\$39,561.60	\$40,913.60	\$42,307.20	\$43,742.40	\$45,281.60	\$47,008.00	\$48,880.00
Grade 4		\$39,374.40	\$40,705.60	\$42,099.20	\$43,555.20	\$45,011.20	\$46,571.20	\$48,401.60	\$50,336.00
Grade 5		\$40,518.40	\$41,912.00	\$43,368.00	\$44,824.00	\$46,363.20	\$47,944.00	\$49,836.80	\$51,833.60
Grade 6		\$41,704.00	\$43,160.00	\$44,616.00	\$46,155.20	\$47,736.00	\$49,337.60	\$51,292.80	\$53,352.00
Grade 7		\$42,952.00	\$44,408.00	\$45,926.40	\$47,528.00	\$49,129.60	\$50,814.40	\$52,811.20	\$54,932.80
Grade 8		\$44,200.00	\$45,697.60	\$47,278.40	\$48,900.80	\$50,564.80	\$52,291.20	\$54,350.40	\$56,534.40
Grade 9		\$45,489.60	\$47,028.80	\$48,651.20	\$50,336.00	\$52,062.40	\$53,851.20	\$55,972.80	\$58,198.40

FY 2015 (2% Increase for Steps 1-7; 3% Increase for Step 8)

	Step	1	2	3	4	5	6	7	8
Grade 1		\$36,830.98	\$38,082.72	\$39,398.11	\$40,734.72	\$42,134.98	\$43,556.45	\$45,253.73	\$47,539.86
Grade 2		\$37,912.99	\$39,185.95	\$40,543.78	\$41,944.03	\$43,344.29	\$44,850.62	\$46,590.34	\$48,932.42
Grade 3		\$39,016.22	\$40,352.83	\$41,731.87	\$43,153.34	\$44,617.25	\$46,187.23	\$47,948.16	\$50,346.40
Grade 4		\$40,161.89	\$41,519.71	\$42,941.18	\$44,426.30	\$45,911.42	\$47,502.62	\$49,369.63	\$51,846.08
Grade 5		\$41,328.77	\$42,750.24	\$44,235.36	\$45,720.48	\$47,290.46	\$48,902.88	\$50,833.54	\$53,388.61
Grade 6		\$42,538.08	\$44,023.20	\$45,508.32	\$47,078.30	\$48,690.72	\$50,324.35	\$52,318.66	\$54,952.56
Grade 7		\$43,811.04	\$45,296.16	\$46,844.93	\$48,478.56	\$50,112.19	\$51,830.69	\$53,867.42	\$56,580.78
Grade 8		\$45,084.00	\$46,611.55	\$48,223.97	\$49,878.82	\$51,576.10	\$53,337.02	\$55,437.41	\$58,230.43
Grade 9		\$46,399.39	\$47,969.38	\$49,624.22	\$51,342.72	\$53,103.65	\$54,928.22	\$57,092.26	\$59,944.35

FY 2016 (2.5% Increase for Steps 1-7; 3% Increase for Step 8)

	Step	1	2	3	4	5	6	7	8
Grade 1		\$37,751.75	\$39,034.79	\$40,383.06	\$41,753.09	\$43,188.35	\$44,645.36	\$46,385.07	\$48,966.05
Grade 2		\$38,860.82	\$40,165.60	\$41,557.37	\$42,992.63	\$44,427.90	\$45,971.89	\$47,755.09	\$50,400.39
Grade 3		\$39,991.63	\$41,361.65	\$42,775.17	\$44,232.18	\$45,732.68	\$47,341.91	\$49,146.86	\$51,856.79
Grade 4		\$41,165.94	\$42,557.70	\$44,014.71	\$45,536.96	\$47,059.21	\$48,690.19	\$50,603.87	\$53,401.46
Grade 5		\$42,361.99	\$43,819.00	\$45,341.24	\$46,863.49	\$48,472.73	\$50,125.45	\$52,104.37	\$54,990.27
Grade 6		\$43,601.53	\$45,123.78	\$46,646.03	\$48,255.26	\$49,907.99	\$51,582.46	\$53,626.62	\$56,601.14
Grade 7		\$44,906.32	\$46,428.56	\$48,016.05	\$49,690.52	\$51,365.00	\$53,126.46	\$55,214.11	\$58,278.21
Grade 8		\$46,211.10	\$47,776.84	\$49,429.57	\$51,125.79	\$52,865.50	\$54,670.45	\$56,823.34	\$59,977.34
Grade 9		\$47,559.38	\$49,168.61	\$50,864.83	\$52,626.29	\$54,431.24	\$56,301.43	\$58,519.56	\$61,742.68

FY 2017 (2.5% Increase for Steps 1-7; 3% Increase for Step 8)

	Step	1	2	3	4	5	6	7	8
Grade 1		\$38,695.54	\$40,010.66	\$41,392.64	\$42,796.92	\$44,268.06	\$45,761.49	\$47,544.70	\$50,435.03
Grade 2		\$39,832.34	\$41,169.74	\$42,596.30	\$44,067.45	\$45,538.59	\$47,121.19	\$48,948.97	\$51,912.40
Grade 3		\$40,991.42	\$42,395.69	\$43,844.55	\$45,337.98	\$46,876.00	\$48,525.46	\$50,375.54	\$53,412.50
Grade 4		\$42,195.08	\$43,621.65	\$45,115.08	\$46,675.39	\$48,235.69	\$49,907.44	\$51,868.97	\$55,003.51
Grade 5		\$43,421.04	\$44,914.47	\$46,474.78	\$48,035.08	\$49,684.54	\$51,378.59	\$53,406.98	\$56,639.97
Grade 6		\$44,691.57	\$46,251.87	\$47,812.18	\$49,461.64	\$51,155.69	\$52,872.02	\$54,967.29	\$58,299.17
Grade 7		\$46,028.97	\$47,589.28	\$49,216.45	\$50,932.79	\$52,649.12	\$54,454.62	\$56,594.46	\$60,026.55
Grade 8		\$47,366.38	\$48,971.26	\$50,665.31	\$52,403.93	\$54,187.14	\$56,037.21	\$58,243.93	\$61,776.67
Grade 9		\$48,748.36	\$50,397.83	\$52,136.45	\$53,941.95	\$55,792.02	\$57,708.97	\$59,982.55	\$63,594.96