

APPENDIX A

January 1, 2008 to June 30, 2008

CUSTODIANS and MAINTENANCE SERVICE WORKERS

<u>STEP</u>	<u>CUST</u>	<u>MSW 1</u>	<u>MSW 2</u>	<u>MSW 3</u>	<u>MSW 4</u>
1		\$10.49	\$11.80	\$13.27	\$14.94
2		\$10.80	\$12.14	\$13.68	\$15.38
3	\$9.87	\$11.11	\$12.53	\$14.09	\$15.86
4	\$10.17	\$11.46	\$12.90	\$14.51	\$16.33
5	\$10.49	\$11.80	\$13.27	\$14.94	\$16.83
6	\$10.80	\$12.14	\$13.68	\$15.38	\$17.33
7	\$11.01	\$12.40	\$13.95	\$15.69	\$17.66
8	\$11.23	\$12.64	\$14.23	\$16.02	\$18.04
9	\$11.46	\$12.90	\$14.52	\$16.33	\$18.38
10	\$11.69	\$13.15	\$14.81	\$16.67	\$18.74
11	\$11.91	\$13.40	\$15.11	\$17.01	\$19.13
12	\$12.16	\$13.69	\$15.39	\$17.34	\$19.51
13	\$12.40	\$13.96	\$15.70	\$17.67	\$19.90
14	\$12.54	\$14.10	\$15.87	\$17.86	\$20.10
15	\$12.65	\$14.24	\$16.03	\$18.05	\$20.31
16	\$12.78	\$14.37	\$16.18	\$18.22	\$20.50

CRAFTS AND TRADES

<u>STEP</u>	<u>CT 1</u>	<u>CT 2</u>	<u>CT 3</u>
1	\$16.83	\$18.93	\$21.31
2	\$17.33	\$19.50	\$21.94
3	\$17.84	\$20.09	\$22.61
4	\$18.38	\$20.67	\$23.28
5	\$18.93	\$21.31	\$23.98
6	\$19.50	\$21.94	\$24.70
7	\$19.89	\$22.40	\$25.18
8	\$20.30	\$22.83	\$25.70
9	\$20.69	\$23.29	\$26.21
10	\$21.11	\$23.74	\$26.74
11	\$21.54	\$24.23	\$27.26
12	\$21.95	\$24.72	\$27.81
13	\$22.41	\$25.20	\$28.38
14	\$22.63	\$25.48	\$28.65
15	\$22.84	\$25.72	\$28.94
16	\$23.08	\$25.97	\$29.24

APPENDIX A

July 1, 2008 to November 30, 2008
(2.10% Increase)

MAINTENANCE SERVICE WORKERS

<u>STEP</u>	<u>MSW 1</u>	<u>MSW 2</u>	<u>MSW 3</u>	<u>MSW 4</u>
1	\$10.70	\$12.05	\$13.55	\$15.25
2	\$11.04	\$12.41	\$13.97	\$15.71
3	\$11.34	\$12.79	\$14.40	\$16.18
4	\$11.71	\$13.17	\$14.80	\$16.67
5	\$12.05	\$13.55	\$15.25	\$17.19
6	\$12.41	\$13.97	\$15.71	\$17.68
7	\$12.66	\$14.24	\$16.02	\$18.03
8	\$12.91	\$14.53	\$16.36	\$18.42
9	\$13.17	\$14.82	\$16.67	\$18.77
10	\$13.43	\$15.13	\$17.02	\$19.13
11	\$13.68	\$15.42	\$17.37	\$19.53
12	\$13.98	\$15.72	\$17.69	\$19.92
13	\$14.25	\$16.03	\$18.04	\$20.31
14	\$14.41	\$16.19	\$18.22	\$20.52
15	\$14.54	\$16.38	\$18.43	\$20.75
16	\$14.67	\$16.53	\$18.61	\$20.93

CRAFTS AND TRADES

<u>STEP</u>	<u>CT 1</u>	<u>CT 2</u>	<u>CT 3</u>
1	\$17.19	\$19.34	\$21.77
2	\$17.68	\$19.91	\$22.40
3	\$18.20	\$20.51	\$23.08
4	\$18.77	\$21.11	\$23.77
5	\$19.34	\$21.77	\$24.48
6	\$19.91	\$22.40	\$25.23
7	\$20.30	\$22.87	\$25.71
8	\$20.74	\$23.31	\$26.23
9	\$21.12	\$23.78	\$26.76
10	\$21.55	\$24.25	\$27.31
11	\$21.98	\$24.74	\$27.83
12	\$22.41	\$25.25	\$28.40
13	\$22.88	\$25.74	\$28.97
14	\$23.11	\$26.02	\$29.25
15	\$23.32	\$26.25	\$29.55
16	\$23.56	\$26.52	\$29.85

APPENDIX A

December 1, 2008 to June 30, 2009
(Minus 2 Steps)

MAINTENANCE SERVICE WORKERS

<u>STEP</u>	<u>MSW 1</u>	<u>MSW 2</u>	<u>MSW 3</u>	<u>MSW 4</u>
1				
2				
3	\$11.34	\$12.79	\$14.39	\$16.19
4	\$11.70	\$13.17	\$14.81	\$16.67
5	\$11.93	\$13.43	\$15.11	\$17.01
6	\$12.17	\$13.70	\$15.41	\$17.35
7	\$12.42	\$13.98	\$15.72	\$17.69
8	\$12.67	\$14.26	\$16.04	\$18.05
9	\$12.92	\$14.54	\$16.36	\$18.41
10	\$13.18	\$14.83	\$16.68	\$18.78
11	\$13.44	\$15.13	\$17.02	\$19.15
12	\$13.71	\$15.43	\$17.36	\$19.53
13	\$13.98	\$15.74	\$17.70	\$19.93
14	\$14.26	\$16.06	\$18.06	\$20.32
15	\$14.55	\$16.38	\$18.42	\$20.73
16	\$14.89	\$16.75	\$18.89	\$21.25

CRAFTS AND TRADES

<u>STEP</u>	<u>CT 1</u>	<u>CT 2</u>	<u>CT 3</u>
1			
2			
3	\$18.21	\$20.51	\$23.08
4	\$18.77	\$21.10	\$23.77
5	\$19.14	\$21.53	\$24.24
6	\$19.52	\$21.96	\$24.73
7	\$19.91	\$22.40	\$25.22
8	\$20.31	\$22.84	\$25.73
9	\$20.72	\$23.30	\$26.24
10	\$21.13	\$23.77	\$26.77
11	\$21.56	\$24.24	\$27.30
12	\$21.99	\$24.73	\$27.85
13	\$22.43	\$25.22	\$28.41
14	\$22.88	\$25.73	\$28.97
15	\$23.33	\$26.24	\$29.55
16	\$23.95	\$26.97	\$30.34

APPENDIX A

July 1, 2009 to November 30, 2009
(1.00% Increase)

MAINTENANCE SERVICE WORKERS

<u>STEP</u>	<u>MSW 1</u>	<u>MSW 2</u>	<u>MSW 3</u>	<u>MSW 4</u>
3	\$11.45	\$12.92	\$14.53	\$16.35
4	\$11.82	\$13.30	\$14.96	\$16.84
5	\$12.05	\$13.56	\$15.26	\$17.18
6	\$12.29	\$13.84	\$15.56	\$17.52
7	\$12.54	\$14.12	\$15.88	\$17.87
8	\$12.80	\$14.40	\$16.20	\$18.23
9	\$13.05	\$14.69	\$16.52	\$18.59
10	\$13.31	\$14.98	\$16.85	\$18.97
11	\$13.57	\$15.28	\$17.19	\$19.34
12	\$13.85	\$15.58	\$17.53	\$19.73
13	\$14.12	\$15.90	\$17.88	\$20.13
14	\$14.40	\$16.22	\$18.24	\$20.52
15	\$14.70	\$16.54	\$18.60	\$20.94
16	\$15.04	\$16.92	\$19.08	\$21.46

CRAFTS AND TRADES

<u>STEP</u>	<u>CT 1</u>	<u>CT 2</u>	<u>CT 3</u>
3	\$18.39	\$20.72	\$23.31
4	\$18.96	\$21.31	\$24.01
5	\$19.33	\$21.75	\$24.48
6	\$19.72	\$22.18	\$24.98
7	\$20.11	\$22.62	\$25.47
8	\$20.51	\$23.07	\$25.99
9	\$20.93	\$23.53	\$26.50
10	\$21.34	\$24.01	\$27.04
11	\$21.78	\$24.48	\$27.57
12	\$22.21	\$24.98	\$28.13
13	\$22.65	\$25.47	\$28.69
14	\$23.11	\$25.99	\$29.26
15	\$23.56	\$26.50	\$29.85
16	\$24.19	\$27.24	\$30.64

APPENDIX A

December 1, 2009 to June 30, 2010
(Minus 2 Steps)

MAINTENANCE SERVICE WORKERS

<u>STEP</u>	<u>MSW 1</u>	<u>MSW 2</u>	<u>MSW 3</u>	<u>MSW 4</u>
3				
4				
5	\$12.05	\$13.56	\$15.26	\$17.18
6	\$12.29	\$13.84	\$15.56	\$17.52
7	\$12.54	\$14.12	\$15.88	\$17.87
8	\$12.80	\$14.40	\$16.20	\$18.23
9	\$13.05	\$14.69	\$16.52	\$18.59
10	\$13.31	\$14.98	\$16.85	\$18.97
11	\$13.57	\$15.28	\$17.19	\$19.34
12	\$13.85	\$15.58	\$17.53	\$19.73
13	\$14.12	\$15.90	\$17.88	\$20.13
14	\$14.40	\$16.22	\$18.24	\$20.52
15	\$14.70	\$16.54	\$18.60	\$20.94
16	\$15.04	\$16.92	\$19.08	\$21.46

CRAFTS AND TRADES

<u>STEP</u>	<u>CT 1</u>	<u>CT 2</u>	<u>CT 3</u>
3			
4			
5	\$19.33	\$21.74	\$24.48
6	\$19.72	\$22.18	\$24.98
7	\$20.11	\$22.62	\$25.47
8	\$20.51	\$23.07	\$25.99
9	\$20.93	\$23.53	\$26.50
10	\$21.34	\$24.01	\$27.04
11	\$21.78	\$24.48	\$27.57
12	\$22.21	\$24.98	\$28.13
13	\$22.65	\$25.47	\$28.69
14	\$23.11	\$25.99	\$29.26
15	\$23.56	\$26.50	\$29.85
16	\$24.19	\$27.24	\$30.64

APPENDIX A

July 1, 2010 to November 30, 2010
(1.50% Increase)

MAINTENANCE SERVICE WORKERS

<u>STEP</u>	<u>MSW 1</u>	<u>MSW 2</u>	<u>MSW 3</u>	<u>MSW 4</u>
5	\$12.23	\$13.76	\$15.49	\$17.44
6	\$12.47	\$14.05	\$15.79	\$17.78
7	\$12.73	\$14.33	\$16.12	\$18.14
8	\$12.99	\$14.62	\$16.44	\$18.50
9	\$13.25	\$14.91	\$16.77	\$18.87
10	\$13.51	\$15.20	\$17.10	\$19.25
11	\$13.77	\$15.51	\$17.45	\$19.63
12	\$14.06	\$15.81	\$17.79	\$20.03
13	\$14.33	\$16.14	\$18.15	\$20.43
14	\$14.62	\$16.46	\$18.51	\$20.83
15	\$14.92	\$16.79	\$18.88	\$21.25
16	\$15.27	\$17.17	\$19.37	\$21.78

CRAFTS AND TRADES

<u>STEP</u>	<u>CT 1</u>	<u>CT 2</u>	<u>CT 3</u>
5	\$19.62	\$22.08	\$24.85
6	\$20.02	\$22.51	\$25.35
7	\$20.41	\$22.96	\$25.85
8	\$20.82	\$23.42	\$26.38
9	\$21.24	\$23.88	\$26.90
10	\$21.66	\$24.37	\$27.45
11	\$22.11	\$24.85	\$27.98
12	\$22.54	\$25.35	\$28.55
13	\$22.99	\$25.85	\$29.12
14	\$23.46	\$26.38	\$29.70
15	\$23.91	\$26.90	\$30.30
16	\$24.55	\$27.65	\$31.11

APPENDIX A

December 1, 2010 to December 31, 2010
(Minus 2 Steps)

MAINTENANCE SERVICE WORKERS

<u>STEP</u>	<u>MSW 1</u>	<u>MSW 2</u>	<u>MSW 3</u>	<u>MSW 4</u>
5				
6				
7	\$12.73	\$14.33	\$16.12	\$18.14
8	\$12.99	\$14.62	\$16.44	\$18.50
9	\$13.25	\$14.91	\$16.77	\$18.87
10	\$13.51	\$15.20	\$17.10	\$19.25
11	\$13.77	\$15.51	\$17.45	\$19.63
12	\$14.06	\$15.81	\$17.79	\$20.03
13	\$14.33	\$16.14	\$18.15	\$20.43
14	\$14.62	\$16.46	\$18.51	\$20.83
15	\$14.92	\$16.79	\$18.88	\$21.25
16	\$15.27	\$17.17	\$19.37	\$21.78

CRAFTS AND TRADES

<u>STEP</u>	<u>CT 1</u>	<u>CT 2</u>	<u>CT 3</u>
5			
6			
7	20.41	22.96	25.85
8	20.82	23.42	26.38
9	21.24	23.88	26.90
10	21.66	24.37	27.45
11	22.11	24.85	27.98
12	22.54	25.35	28.55
13	22.99	25.85	29.12
14	23.46	26.38	29.70
15	23.91	26.90	30.30
16	24.55	27.65	31.10