Abbreviations:

AdmSec = Administrative Secretary

Sec = Secretary

SNR = Senior Secretary

FIN = Financial Secretary

CLK = Clerk

Para = Paraprofessional

Cust = Custodian

CF = Custodian Fireman

CFB = Custodian Fireman Supervising a Building

CH5 = Chief Custodian Supervising 5 or less

CH6 = Chief Custodian Supervising 6 -10

CH11 = Chief Custodian Supervising 11 or more

MT = Maintenance SK = Skilled Craftsman

| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|--------------|------------|--------|-------------|--------------|
| В | 0 | \$30,769.00 | \$13,184.00 | 0 | \$0.00 | \$13,184.00 | \$43,953.00 |
| В | 1 | \$31,065.00 | \$13,360.00 | 0 | \$0.00 | \$13,360.00 | \$44,425.00 |
| В | 2 | \$31,359.00 | \$13,537.00 | 0 | \$0.00 | \$13,537.00 | \$44,896.00 |
| В | 3 | \$32,389.00 | \$13,712.00 | 0 | \$0.00 | \$13,712.00 | \$46,101.00 |
| В | 4 | \$33,187.00 | \$13,891.00 | 0 | \$0.00 | \$13,891.00 | \$47,078.00 |
| В | 5 | \$34,248.00 | \$14,066.00 | 100 | \$0.00 | \$14,166.00 | \$48,414.00 |
| В | 6 | \$35,339.00 | \$14,246.00 | 100 | \$0.00 | \$14,346.00 | \$49,685.00 |
| В | 7 | \$36,400.00 | \$14,420.00 | 100 | \$0.00 | \$14,520.00 | \$50,920.00 |
| В | 8 | \$37,461.00 | \$14,597.00 | 100 | \$0.00 | \$14,697.00 | \$52,158.00 |
| В | 9 | \$38,552.00 | \$14,773.00 | 100 | \$0.00 | \$14,873.00 | \$53,425.00 |
| В | 10 | \$39,676.00 | \$14,949.00 | 200 | \$0.00 | \$15,149.00 | \$54,825.00 |
| В | 11 | \$39,676.00 | \$15,127.00 | 200 | \$0.00 | \$15,327.00 | \$55,003.00 |
| В | 15 | \$39,676.00 | \$15,127.00 | 300 | \$0.00 | \$15,427.00 | \$55,103.00 |
| В | 20 | \$39,676.00 | \$15,832.00 | 700 | \$0.00 | \$16,532.00 | \$56,208.00 |
| В | 25 | \$39,676.00 | \$16,895.00 | 1600 | \$0.00 | \$18,495.00 | \$58,171.00 |

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MT = Maintenance SK = Skilled Craftsman

| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|--------------|------------|--------|-------------|---------------------|
| B+15 | 0 | \$31,947.00 | \$13,307.00 | 0 | \$0.00 | \$13,307.00 | \$45,254.00 |
| B+15 | 1 | \$32,244.00 | \$13,556.00 | 0 | \$0.00 | \$13,556.00 | \$45,800.00 |
| B+15 | 2 | \$32,537.00 | \$13,803.00 | 0 | \$0.00 | \$13,803.00 | \$46,340.00 |
| B+15 | 3 | \$33,568.00 | \$14,050.00 | 0 | \$0.00 | \$14,050.00 | \$47,618.00 |
| B+15 | 4 | \$34,248.00 | \$14,301.00 | 0 | \$0.00 | \$14,301.00 | \$48,549.00 |
| B+15 | 5 | \$35,339.00 | \$14,542.00 | 100 | \$0.00 | \$14,642.00 | \$49,981.00 |
| B+15 | 6 | \$36,400.00 | \$14,792.00 | 100 | \$0.00 | \$14,892.00 | \$51,292.00 |
| B+15 | 7 | \$37,461.00 | \$15,039.00 | 100 | \$0.00 | \$15,139.00 | \$52,600.00 |
| B+15 | 8 | \$38,552.00 | \$15,283.00 | 100 | \$0.00 | \$15,383.00 | \$53,935.00 |
| B+15 | 9 | \$39,613.00 | \$15,534.00 | 100 | \$0.00 | \$15,634.00 | \$55,247.00 |
| B+15 | 10 | \$40,674.00 | \$15,780.00 | 200 | \$0.00 | \$15,980.00 | \$56,654.00 |
| B+15 | 11 | \$41,765.00 | \$16,030.00 | 200 | \$0.00 | \$16,230.00 | \$57,995.00 |
| B+15 | 12 | \$42,886.00 | \$16,274.00 | 200 | \$0.00 | \$16,474.00 | \$59,360.00 |
| B+15 | 13 | \$42,886.00 | \$16,523.00 | 200 | \$0.00 | \$16,723.00 | \$59,609.00 |
| B+15 | 14 | \$42,886.00 | \$16,773.00 | 200 | \$0.00 | \$16,973.00 | \$59,859.00 |
| B+15 | 15 | \$42,886.00 | \$16,773.00 | 300 | \$0.00 | \$17,073.00 | \$59,959.00 |
| B+15 | 20 | \$42,886.00 | \$17,473.00 | 700 | \$0.00 | \$18,173.00 | \$61,059.00 |
| B+15 | 25 | \$42,886.00 | \$18,537.00 | 1600 | \$0.00 | \$20,137.00 | \$63,023.00 |

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| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|--------------|------------|--------|-------------|--------------|
| B+30 | 0 | \$33,127.00 | \$13,429.00 | 0 | \$0.00 | \$13,429.00 | \$46,556.00 |
| B+30 | 1 | \$33,423.00 | \$13,747.00 | 0 | \$0.00 | \$13,747.00 | \$47,170.00 |
| B+30 | 2 | \$33,716.00 | \$14,066.00 | 0 | \$0.00 | \$14,066.00 | \$47,782.00 |
| B+30 | 3 | \$34,750.00 | \$14,383.00 | 0 | \$0.00 | \$14,383.00 | \$49,133.00 |
| B+30 | 4 | \$35,339.00 | \$14,701.00 | 0 | \$0.00 | \$14,701.00 | \$50,040.00 |
| B+30 | 5 | \$36,400.00 | \$15,020.00 | 100 | \$0.00 | \$15,120.00 | \$51,520.00 |
| B+30 | 6 | \$37,461.00 | \$15,339.00 | 100 | \$0.00 | \$15,439.00 | \$52,900.00 |
| B+30 | 7 | \$38,552.00 | \$15,659.00 | 100 | \$0.00 | \$15,759.00 | \$54,311.00 |
| B+30 | 8 | \$39,613.00 | \$15,976.00 | 100 | \$0.00 | \$16,076.00 | \$55,689.00 |
| B+30 | 9 | \$40,674.00 | \$16,295.00 | 100 | \$0.00 | \$16,395.00 | \$57,069.00 |
| B+30 | 10 | \$41,765.00 | \$16,615.00 | 200 | \$0.00 | \$16,815.00 | \$58,580.00 |
| B+30 | 11 | \$42,826.00 | \$16,930.00 | 200 | \$0.00 | \$17,130.00 | \$59,956.00 |
| B+30 | 12 | \$43,887.00 | \$17,247.00 | 200 | \$0.00 | \$17,447.00 | \$61,334.00 |
| B+30 | 13 | \$44,975.00 | \$17,569.00 | 200 | \$0.00 | \$17,769.00 | \$62,744.00 |
| B+30 | 14 | \$46,090.00 | \$17,884.00 | 200 | \$0.00 | \$18,084.00 | \$64,174.00 |
| B+30 | 15 | \$46,090.00 | \$18,200.00 | 300 | \$0.00 | \$18,500.00 | \$64,590.00 |
| B+30 | 20 | \$46,090.00 | \$18,913.00 | 700 | \$0.00 | \$19,613.00 | \$65,703.00 |
| B+30 | 25 | \$46,090.00 | \$19,973.00 | 1600 | \$0.00 | \$21,573.00 | \$67,663.00 |

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MT = Maintenance

SK = Skilled Craftsman

| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|---------------------|------------|--------|-------------|---------------------|
| D | 0 | \$39,613.00 | \$13,882.00 | 0 | \$0.00 | \$13,882.00 | \$53,495.00 |
| D | 1 | \$39,906.00 | \$14,270.00 | 0 | \$0.00 | \$14,270.00 | \$54,176.00 |
| D | 2 | \$40,202.00 | \$14,658.00 | 0 | \$0.00 | \$14,658.00 | \$54,860.00 |
| D | 3 | \$41,233.00 | \$15,220.00 | 0 | \$0.00 | \$15,220.00 | \$56,453.00 |
| D | 4 | \$41,674.00 | \$15,790.00 | 0 | \$0.00 | \$15,790.00 | \$57,464.00 |
| D | 5 | \$42,294.00 | \$16,357.00 | 100 | \$0.00 | \$16,457.00 | \$58,751.00 |
| D | 6 | \$43,355.00 | \$16,925.00 | 100 | \$0.00 | \$17,025.00 | \$60,380.00 |
| D | 7 | \$44,446.00 | \$17,487.00 | 100 | \$0.00 | \$17,587.00 | \$62,033.00 |
| D | 8 | \$47,127.00 | \$18,050.00 | 100 | \$0.00 | \$18,150.00 | \$65,277.00 |
| D | 9 | \$48,187.00 | \$18,614.00 | 100 | \$0.00 | \$18,714.00 | \$66,901.00 |
| D | 10 | \$49,252.00 | \$19,400.00 | 200 | \$0.00 | \$19,600.00 | \$68,852.00 |
| D | 11 | \$50,340.00 | \$19,964.00 | 200 | \$0.00 | \$20,164.00 | \$70,504.00 |
| D | 12 | \$51,400.00 | \$20,534.00 | 200 | \$0.00 | \$20,734.00 | \$72,134.00 |
| D | 13 | \$52,461.00 | \$21,100.00 | 200 | \$0.00 | \$21,300.00 | \$73,761.00 |
| D | 14 | \$53,552.00 | \$21,663.00 | 200 | \$0.00 | \$21,863.00 | \$75,415.00 |
| D | 15 | \$54,613.00 | \$22,233.00 | 300 | \$0.00 | \$22,533.00 | \$77,146.00 |
| D | 16 | \$55,696.00 | \$22,233.00 | 300 | \$0.00 | \$22,533.00 | \$78,229.00 |
| D | 20 | \$55,696.00 | \$22,933.00 | 700 | \$0.00 | \$23,633.00 | \$79,329.00 |
| D | 25 | \$55,696.00 | \$23,993.00 | 1600 | \$0.00 | \$25,593.00 | \$81,289.00 |

Abbreviations: Ad

AdmSec = Administrative Secretary

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MT = Maintenance SK = Skilled Craftsman

| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|---------------------|------------|--------|-------------|---------------------|
| M | 0 | \$34,895.00 | \$13,882.00 | 0 | \$0.00 | \$13,882.00 | \$48,777.00 |
| M | 1 | \$35,191.00 | \$14,270.00 | 0 | \$0.00 | \$14,270.00 | \$49,461.00 |
| M | 2 | \$35,484.00 | \$14,658.00 | 0 | \$0.00 | \$14,658.00 | \$50,142.00 |
| M | 3 | \$36,518.00 | \$15,051.00 | 0 | \$0.00 | \$15,051.00 | \$51,569.00 |
| M | 4 | \$36,929.00 | \$15,438.00 | 0 | \$0.00 | \$15,438.00 | \$52,367.00 |
| M | 5 | \$37,990.00 | \$15,821.00 | 100 | \$0.00 | \$15,921.00 | \$53,911.00 |
| M | 6 | \$39,081.00 | \$16,216.00 | 100 | \$0.00 | \$16,316.00 | \$55,397.00 |
| M | 7 | \$40,142.00 | \$16,602.00 | 100 | \$0.00 | \$16,702.00 | \$56,844.00 |
| M | 8 | \$42,826.00 | \$16,989.00 | 100 | \$0.00 | \$17,089.00 | \$59,915.00 |
| M | 9 | \$43,887.00 | \$17,378.00 | 100 | \$0.00 | \$17,478.00 | \$61,365.00 |
| M | 10 | \$44,975.00 | \$17,989.00 | 200 | \$0.00 | \$18,189.00 | \$63,164.00 |
| M | 11 | \$46,039.00 | \$18,377.00 | 200 | \$0.00 | \$18,577.00 | \$64,616.00 |
| M | 12 | \$47,127.00 | \$18,762.00 | 200 | \$0.00 | \$18,962.00 | \$66,089.00 |
| M | 13 | \$48,187.00 | \$19,153.00 | 200 | \$0.00 | \$19,353.00 | \$67,540.00 |
| M | 14 | \$49,252.00 | \$19,542.00 | 200 | \$0.00 | \$19,742.00 | \$68,994.00 |
| M | 15 | \$50,340.00 | \$19,932.00 | 300 | \$0.00 | \$20,232.00 | \$70,572.00 |
| M | 20 | \$50,340.00 | \$20,638.00 | 700 | \$0.00 | \$21,338.00 | \$71,678.00 |
| M | 25 | \$50,340.00 | \$21,702.00 | 1600 | \$0.00 | \$23,302.00 | \$73,642.00 |

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| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|--------------|------------|--------|--------------------|---------------------|
| M+15 | 0 | \$36,074.00 | \$13,882.00 | 0 | \$0.00 | \$13,882.00 | \$49,956.00 |
| M+15 | 1 | \$36,370.00 | \$14,270.00 | 0 | \$0.00 | \$14,270.00 | \$50,640.00 |
| M+15 | 2 | \$36,662.00 | \$14,658.00 | 0 | \$0.00 | \$14,658.00 | \$51,320.00 |
| M+15 | 3 | \$37,696.00 | \$15,120.00 | 0 | \$0.00 | \$15,120.00 | \$52,816.00 |
| M+15 | 4 | \$37,990.00 | \$15,575.00 | 0 | \$0.00 | \$15,575.00 | \$53,565.00 |
| M+15 | 5 | \$39,081.00 | \$16,037.00 | 100 | \$0.00 | \$16,137.00 | \$55,218.00 |
| M+15 | 6 | \$40,142.00 | \$16,498.00 | 100 | \$0.00 | \$16,598.00 | \$56,740.00 |
| M+15 | 7 | \$41,233.00 | \$16,956.00 | 100 | \$0.00 | \$17,056.00 | \$58,289.00 |
| M+15 | 8 | \$43,887.00 | \$17,415.00 | 100 | \$0.00 | \$17,515.00 | \$61,402.00 |
| M+15 | 9 | \$44,975.00 | \$17,872.00 | 100 | \$0.00 | \$17,972.00 | \$62,947.00 |
| M+15 | 10 | \$46,039.00 | \$18,554.00 | 200 | \$0.00 | \$18,754.00 | \$64,793.00 |
| M+15 | 11 | \$47,127.00 | \$19,015.00 | 200 | \$0.00 | \$19,215.00 | \$66,342.00 |
| M+15 | 12 | \$48,187.00 | \$19,468.00 | 200 | \$0.00 | \$19,668.00 | \$67,855.00 |
| M+15 | 13 | \$49,252.00 | \$19,932.00 | 200 | \$0.00 | \$20,132.00 | \$69,384.00 |
| M+15 | 14 | \$50,340.00 | \$20,389.00 | 200 | \$0.00 | \$20,589.00 | \$70,929.00 |
| M+15 | 15 | \$51,453.00 | \$20,852.00 | 300 | \$0.00 | \$21,152.00 | \$72,605.00 |
| M+15 | 20 | \$51,453.00 | \$21,554.00 | 700 | \$0.00 | \$22,254.00 | \$73,707.00 |
| M+15 | 25 | \$51,453.00 | \$22,620.00 | 1600 | \$0.00 | \$24,220.00 | \$75,673.00 |

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| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|---------------------|-------------------|--------|--------------------|---------------------|
| M+30 | 0 | \$37,252.00 | \$13,882.00 | 0 | \$0.00 | \$13,882.00 | \$51,134.00 |
| M+30 | 1 | \$37,548.00 | \$14,270.00 | 0 | \$0.00 | \$14,270.00 | \$51,818.00 |
| M+30 | 2 | \$37,842.00 | \$14,658.00 | 0 | \$0.00 | \$14,658.00 | \$52,500.00 |
| M+30 | 3 | \$38,875.00 | \$15,191.00 | 0 | \$0.00 | \$15,191.00 | \$54,066.00 |
| M+30 | 4 | \$39,316.00 | \$15,724.00 | 0 | \$0.00 | \$15,724.00 | \$55,040.00 |
| M+30 | 5 | \$40,142.00 | \$16,253.00 | 100 | \$0.00 | \$16,353.00 | \$56,495.00 |
| M+30 | 6 | \$41,233.00 | \$16,777.00 | 100 | \$0.00 | \$16,877.00 | \$58,110.00 |
| M+30 | 7 | \$42,294.00 | \$17,312.00 | 100 | \$0.00 | \$17,412.00 | \$59,706.00 |
| M+30 | 8 | \$44,975.00 | \$17,838.00 | 100 | \$0.00 | \$17,938.00 | \$62,913.00 |
| M+30 | 9 | \$46,039.00 | \$18,371.00 | 100 | \$0.00 | \$18,471.00 | \$64,510.00 |
| M+30 | 10 | \$47,127.00 | \$19,119.00 | 200 | \$0.00 | \$19,319.00 | \$66,446.00 |
| M+30 | 11 | \$48,187.00 | \$19,673.00 | 200 | \$0.00 | \$19,873.00 | \$68,060.00 |
| M+30 | 12 | \$49,252.00 | \$20,182.00 | 200 | \$0.00 | \$20,382.00 | \$69,634.00 |
| M+30 | 13 | \$50,340.00 | \$20,709.00 | 200 | \$0.00 | \$20,909.00 | \$71,249.00 |
| M+30 | 14 | \$51,400.00 | \$21,236.00 | 200 | \$0.00 | \$21,436.00 | \$72,836.00 |
| M+30 | 15 | \$52,461.00 | \$21,767.00 | 300 | \$0.00 | \$22,067.00 | \$74,528.00 |
| M+30 | 16 | \$53,544.00 | \$21,767.00 | 300 | \$0.00 | \$22,067.00 | \$75,611.00 |
| M+30 | 20 | \$53,544.00 | \$22,476.00 | 700 | \$0.00 | \$23,176.00 | \$76,720.00 |
| M+30 | 25 | \$53,544.00 | \$23,535.00 | 1600 | \$0.00 | \$25,135.00 | \$78,679.00 |

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| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|---------------------|------------|--------|-------------|---------------------|
| M+45 | 0 | \$38,434.00 | \$13,882.00 | 0 | \$0.00 | \$13,882.00 | \$52,316.00 |
| M+45 | 1 | \$38,727.00 | \$14,270.00 | 0 | \$0.00 | \$14,270.00 | \$52,997.00 |
| M+45 | 2 | \$39,023.00 | \$14,658.00 | 0 | \$0.00 | \$14,658.00 | \$53,681.00 |
| M+45 | 3 | \$40,054.00 | \$15,220.00 | 0 | \$0.00 | \$15,220.00 | \$55,274.00 |
| M+45 | 4 | \$40,495.00 | \$15,790.00 | 0 | \$0.00 | \$15,790.00 | \$56,285.00 |
| M+45 | 5 | \$41,233.00 | \$16,357.00 | 100 | \$0.00 | \$16,457.00 | \$57,690.00 |
| M+45 | 6 | \$42,294.00 | \$16,925.00 | 100 | \$0.00 | \$17,025.00 | \$59,319.00 |
| M+45 | 7 | \$43,355.00 | \$17,487.00 | 100 | \$0.00 | \$17,587.00 | \$60,942.00 |
| M+45 | 8 | \$46,039.00 | \$18,050.00 | 100 | \$0.00 | \$18,150.00 | \$64,189.00 |
| M+45 | 9 | \$47,127.00 | \$18,614.00 | 100 | \$0.00 | \$18,714.00 | \$65,841.00 |
| M+45 | 10 | \$48,187.00 | \$19,400.00 | 200 | \$0.00 | \$19,600.00 | \$67,787.00 |
| M+45 | 11 | \$49,252.00 | \$19,964.00 | 200 | \$0.00 | \$20,164.00 | \$69,416.00 |
| M+45 | 12 | \$50,340.00 | \$20,534.00 | 200 | \$0.00 | \$20,734.00 | \$71,074.00 |
| M+45 | 13 | \$51,400.00 | \$21,100.00 | 200 | \$0.00 | \$21,300.00 | \$72,700.00 |
| M+45 | 14 | \$52,461.00 | \$21,663.00 | 200 | \$0.00 | \$21,863.00 | \$74,324.00 |
| M+45 | 15 | \$53,552.00 | \$22,233.00 | 300 | \$0.00 | \$22,533.00 | \$76,085.00 |
| M+45 | 16 | \$54,668.00 | \$22,233.00 | 300 | \$0.00 | \$22,533.00 | \$77,201.00 |
| M+45 | 20 | \$54,668.00 | \$22,933.00 | 700 | \$0.00 | \$23,633.00 | \$78,301.00 |
| M+45 | 25 | \$54,668.00 | \$23,993.00 | 1600 | \$0.00 | \$25,593.00 | \$80,261.00 |

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| Degree | Yrs of Exp | State Salary | Local Salary | Local Long | Step | Total Local | Total Salary |
|--------|------------|--------------|---------------------|-------------------|--------|-------------|---------------------|
| ND | 0 | \$29,591.00 | \$13,184.00 | 0 | \$0.00 | \$13,184.00 | \$42,775.00 |
| ND | 1 | \$29,883.00 | \$13,360.00 | 0 | \$0.00 | \$13,360.00 | \$43,243.00 |
| ND | 2 | \$30,149.00 | \$13,537.00 | 0 | \$0.00 | \$13,537.00 | \$43,686.00 |
| ND | 3 | \$31,211.00 | \$13,712.00 | 0 | \$0.00 | \$13,712.00 | \$44,923.00 |
| ND | 4 | \$32,096.00 | \$13,891.00 | 0 | \$0.00 | \$13,891.00 | \$45,987.00 |
| ND | 5 | \$33,187.00 | \$14,066.00 | 100 | \$0.00 | \$14,166.00 | \$47,353.00 |
| ND | 6 | \$34,248.00 | \$14,246.00 | 100 | \$0.00 | \$14,346.00 | \$48,594.00 |
| ND | 7 | \$35,339.00 | \$14,420.00 | 100 | \$0.00 | \$14,520.00 | \$49,859.00 |
| ND | 8 | \$36,400.00 | \$14,597.00 | 100 | \$0.00 | \$14,697.00 | \$51,097.00 |
| ND | 9 | \$37,461.00 | \$14,773.00 | 100 | \$0.00 | \$14,873.00 | \$52,334.00 |
| ND | 10 | \$38,552.00 | \$14,949.00 | 200 | \$0.00 | \$15,149.00 | \$53,701.00 |
| ND | 11 | \$38,552.00 | \$15,127.00 | 200 | \$0.00 | \$15,327.00 | \$53,879.00 |
| ND | 15 | \$38,552.00 | \$15,127.00 | 300 | \$0.00 | \$15,427.00 | \$53,979.00 |
| ND | 20 | \$38,552.00 | \$15,832.00 | 700 | \$0.00 | \$16,532.00 | \$55,084.00 |
| ND | 25 | \$38,552.00 | \$16,895.00 | 1600 | \$0.00 | \$18,495.00 | \$57,047.00 |