

**APPENDIX A**

**PAY PLAN - EFFECTIVE OCTOBER 1, 2001 FOR WORK SCHEDULE 48 HOUR WORK WEEK**

*Promotions to Driver Eng = 5%; All other Promotions = 7.5%*

<u>SALARY GRADE</u>		<u>% BETWEEN STEPS</u>	<u>ANNUAL RATE</u>	<u>HRLY RATE (2496/YR)</u>
R0101  FF PM	STEP 1		\$38,686.28	\$15.4993
	STEP 2	1.0500	\$40,620.59	\$16.2743
	STEP 3	1.0500	\$42,651.62	\$17.0880
	STEP 4	1.0500	\$44,784.20	\$17.9424
	STEP 5	1.0500	\$47,023.42	\$18.8395
	STEP 6	1.0500	\$49,374.59	\$19.7815
	STEP 7	1.0500	\$51,843.32	\$20.7706
R0202  DR ENG	STEP 1		\$38,686.28	\$15.4993
	STEP 2	1.0500	\$40,620.59	\$16.2743
	STEP 3	1.0500	\$42,651.62	\$17.0880
	STEP 4	1.0500	\$44,784.20	\$17.9424
	STEP 5	1.0500	\$47,023.41	\$18.8395
	STEP 6	1.0500	\$49,374.58	\$19.7815
	STEP 7	1.0500	\$51,843.31	\$20.7706
	STEP 8	1.0500	\$54,435.48	\$21.8091
	STEP 9	1.0500	\$57,157.25	\$22.8995
R0404  LT	STEP 1		\$39,607.38	\$15.8683
	STEP 2	1.0500	\$41,587.75	\$16.6618
	STEP 3	1.0500	\$43,667.14	\$17.4948
	STEP 4	1.0500	\$45,850.50	\$18.3696
	STEP 5	1.0500	\$48,143.02	\$19.2881
	STEP 6	1.0500	\$50,550.17	\$20.2525
	STEP 7	1.0500	\$53,077.68	\$21.2651
	STEP 8	1.0500	\$55,731.57	\$22.3284
	STEP 9	1.0500	\$58,518.14	\$23.4448
	STEP 10	1.0500	\$61,444.05	\$24.6170
R0505  CAPT	STEP 1		\$44,706.83	\$17.9114
	STEP 2	1.0500	\$46,942.17	\$18.8070
	STEP 3	1.0500	\$49,289.28	\$19.7473
	STEP 4	1.0500	\$51,753.74	\$20.7347
	STEP 5	1.0500	\$54,341.43	\$21.7714
	STEP 6	1.0500	\$57,058.50	\$22.8600
	STEP 7	1.0500	\$59,911.43	\$24.0030
	STEP 8	1.0500	\$62,907.00	\$25.2031
	STEP 9	1.0500	\$66,052.35	\$26.4633
R0606  BAT CH	STEP 1		\$50,462.83	\$20.2175
	STEP 2	1.0500	\$52,985.97	\$21.2284
	STEP 3	1.0500	\$55,635.27	\$22.2898
	STEP 4	1.0500	\$58,417.03	\$23.4043
	STEP 5	1.0500	\$61,337.89	\$24.5745
	STEP 6	1.0500	\$64,404.78	\$25.8032
	STEP 7	1.0500	\$67,625.02	\$27.0934
	STEP 8	1.0500	\$71,006.27	\$28.4480
	STEP 9	1.0500	\$74,556.58	\$29.8704
R0707  DIV CH	STEP 1		\$56,959.94	\$22.8205
	STEP 2	1.0500	\$59,807.93	\$23.9615
	STEP 3	1.0500	\$62,798.33	\$25.1596
	STEP 4	1.0500	\$65,938.25	\$26.4176
	STEP 5	1.0500	\$69,235.16	\$27.7384
	STEP 6	1.0500	\$72,696.92	\$29.1254
	STEP 7	1.0500	\$76,331.76	\$30.5816

STEP 8	1.0500	\$80,148.35	\$32.1107
STEP 9	1.0500	\$84,155.77	\$33.7163

**APPENDIX A**

**PAY PLAN - EFFECTIVE OCTOBER 1, 2001 FOR WORK SCHEDULE 42 HOUR WORK WEEK**

*Promotions to Driver Eng = 5%; All other Promotions = 7.5%*

<u>SALARY GRADE</u>		<u>% BETWEEN STEPS</u>	<u>ANNUAL RATE</u>	<u>HRLY RATE (2184/YR)</u>	
R0101	STEP 1		\$38,686.28	\$17.7135	
	STEP 2	1.0500	\$40,620.59	\$18.5992	
	<b>FF</b>	STEP 3	1.0500	\$42,651.62	\$19.5291
	<b>PM</b>	STEP 4	1.0500	\$44,784.20	\$20.5056
	STEP 5	1.0500	\$47,023.42	\$21.5309	
	STEP 6	1.0500	\$49,374.59	\$22.6074	
	STEP 7	1.0500	\$51,843.32	\$23.7378	
R0202	STEP 1		\$38,686.28	\$17.7135	
	STEP 2	1.0500	\$40,620.59	\$18.5992	
	<b>DR</b>	STEP 3	1.0500	\$42,651.62	\$19.5291
	<b>ENG</b>	STEP 4	1.0500	\$44,784.20	\$20.5056
	STEP 5	1.0500	\$47,023.41	\$21.5309	
	STEP 6	1.0500	\$49,374.58	\$22.6074	
	STEP 7	1.0500	\$51,843.31	\$23.7378	
	STEP 8	1.0500	\$54,435.48	\$24.9247	
	STEP 9	1.0500	\$57,157.25	\$26.1709	
R0404	STEP 1		\$39,607.38	\$18.1352	
	STEP 2	1.0500	\$41,587.75	\$19.0420	
	<b>LT</b>	STEP 3	1.0500	\$43,667.14	\$19.9941
	STEP 4	1.0500	\$45,850.50	\$20.9938	
	STEP 5	1.0500	\$48,143.02	\$22.0435	
	STEP 6	1.0500	\$50,550.17	\$23.1457	
	STEP 7	1.0500	\$53,077.68	\$24.3030	
	STEP 8	1.0500	\$55,731.57	\$25.5181	
	STEP 9	1.0500	\$58,518.14	\$26.7940	
	STEP 10	1.0500	\$61,444.05	\$28.1337	
R0505	STEP 1		\$44,706.83	\$20.4702	
	STEP 2	1.0500	\$46,942.17	\$21.4937	
	<b>CAPT</b>	STEP 3	1.0500	\$49,289.28	\$22.5684
	STEP 4	1.0500	\$51,753.74	\$23.6968	
	STEP 5	1.0500	\$54,341.43	\$24.8816	
	STEP 6	1.0500	\$57,058.50	\$26.1257	
	STEP 7	1.0500	\$59,911.43	\$27.4320	
	STEP 8	1.0500	\$62,907.00	\$28.8036	
	STEP 9	1.0500	\$66,052.35	\$30.2438	
R0606	STEP 1		\$50,462.83	\$23.1057	
	STEP 2	1.0500	\$52,985.97	\$24.2610	
	<b>BAT</b>	STEP 3	1.0500	\$55,635.27	\$25.4740
	<b>CH</b>	STEP 4	1.0500	\$58,417.03	\$26.7477
	STEP 5	1.0500	\$61,337.89	\$28.0851	
	STEP 6	1.0500	\$64,404.78	\$29.4894	
	STEP 7	1.0500	\$67,625.02	\$30.9638	
	STEP 8	1.0500	\$71,006.27	\$32.5120	
	STEP 9	1.0500	\$74,556.58	\$34.1376	
R0707	STEP 1		\$56,959.94	\$26.0806	
	STEP 2	1.0500	\$59,807.93	\$27.3846	
	<b>DIV</b>	STEP 3	1.0500	\$62,798.33	\$28.7538
	<b>CH</b>	STEP 4	1.0500	\$65,938.25	\$30.1915
	STEP 5	1.0500	\$69,235.16	\$31.7011	

STEP 6	1.0500	\$72,696.92	\$33.2861
STEP 7	1.0500	\$76,331.76	\$34.9504
STEP 8	1.0500	\$80,148.35	\$36.6980
STEP 9	1.0500	\$84,155.77	\$38.5329

**APPENDIX A**

**PAY PLAN - EFFECTIVE OCTOBER 1, 2001 FOR WORK SCHEDULE 40 HOUR WORK WEEK**  
*Promotions to Driver Eng = 5%; All other Promotions = 7.5%*

<u>SALARY GRADE</u>		<u>% BETWEEN STEPS</u>	<u>ANNUAL RATE</u>	<u>HRLY RATE (2080/YR)</u>	
R0101	STEP 1		\$38,686.28	\$18.5992	
	STEP 2	1.0500	\$40,620.59	\$19.5291	
	<b>FF</b>	STEP 3	1.0500	\$42,651.62	\$20.5056
	<b>PM</b>	STEP 4	1.0500	\$44,784.20	\$21.5309
	STEP 5	1.0500	\$47,023.42	\$22.6074	
	STEP 6	1.0500	\$49,374.59	\$23.7378	
	STEP 7	1.0500	\$51,843.32	\$24.9247	
R0202	STEP 1		\$38,686.28	\$18.5992	
	STEP 2	1.0500	\$40,620.59	\$19.5291	
	<b>DR</b>	STEP 3	1.0500	\$42,651.62	\$20.5056
	<b>ENG</b>	STEP 4	1.0500	\$44,784.20	\$21.5309
	STEP 5	1.0500	\$47,023.41	\$22.6074	
	STEP 6	1.0500	\$49,374.58	\$23.7378	
	STEP 7	1.0500	\$51,843.31	\$24.9247	
	STEP 8	1.0500	\$54,435.48	\$26.1709	
	STEP 9	1.0500	\$57,157.25	\$27.4794	
R0404	STEP 1		\$39,607.38	\$19.0420	
	STEP 2	1.0500	\$41,587.75	\$19.9941	
	<b>LT</b>	STEP 3	1.0500	\$43,667.14	\$20.9938
	STEP 4	1.0500	\$45,850.50	\$22.0435	
	STEP 5	1.0500	\$48,143.02	\$23.1457	
	STEP 6	1.0500	\$50,550.17	\$24.3030	
	STEP 7	1.0500	\$53,077.68	\$25.5181	
	STEP 8	1.0500	\$55,731.57	\$26.7940	
	STEP 9	1.0500	\$58,518.14	\$28.1337	
	STEP 10	1.0500	\$61,444.05	\$29.5404	
R0505	STEP 1		\$44,706.83	\$21.4937	
	STEP 2	1.0500	\$46,942.17	\$22.5684	
	<b>CAPT</b>	STEP 3	1.0500	\$49,289.28	\$23.6968
	STEP 4	1.0500	\$51,753.74	\$24.8816	
	STEP 5	1.0500	\$54,341.43	\$26.1257	
	STEP 6	1.0500	\$57,058.50	\$27.4320	
	STEP 7	1.0500	\$59,911.43	\$28.8036	
	STEP 8	1.0500	\$62,907.00	\$30.2438	
	STEP 9	1.0500	\$66,052.35	\$31.7559	
R0606	STEP 1		\$50,462.83	\$24.2610	
	STEP 2	1.0500	\$52,985.97	\$25.4740	
	<b>BAT</b>	STEP 3	1.0500	\$55,635.27	\$26.7477
	<b>CH</b>	STEP 4	1.0500	\$58,417.03	\$28.0851
	STEP 5	1.0500	\$61,337.89	\$29.4894	
	STEP 6	1.0500	\$64,404.78	\$30.9638	
	STEP 7	1.0500	\$67,625.02	\$32.5120	
	STEP 8	1.0500	\$71,006.27	\$34.1376	
	STEP 9	1.0500	\$74,556.58	\$35.8445	
R0707	STEP 1		\$56,959.94	\$27.3846	
	STEP 2	1.0500	\$59,807.93	\$28.7538	
	<b>DIV</b>	STEP 3	1.0500	\$62,798.33	\$30.1915

<b>CH</b>	STEP 4	1.0500	\$65,938.25	\$31.7011
	STEP 5	1.0500	\$69,235.16	\$33.2861
	STEP 6	1.0500	\$72,696.92	\$34.9504
	STEP 7	1.0500	\$76,331.76	\$36.6980
	STEP 8	1.0500	\$80,148.35	\$38.5329
	STEP 9	1.0500	\$84,155.77	\$40.4595