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**CITY OF NEVADA CITY**  
**SIDE LETTER NO. 2 TO MEMORANDUM OF UNDERSTANDING**

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**TO:** Catrina Olson, City Manager

**FROM:** William Highsmith, Department of Public Works Superintendent

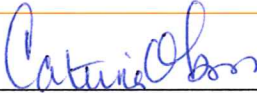
**SUBJECT:** Amendment No. 2 to the Nevada City Management and Supervisory Employees Memorandum of Understanding dated July 1<sup>st</sup>, 2018 through June 30<sup>th</sup>, 2021.

**EFFECTIVE DATE:** June 13, 2020 - July 1, 2021

Parties to this agreement are the City of Nevada City (City) and the Nevada City Management and Supervisory Employees.

The current Memorandum of Understanding (MOU) dated July 1<sup>st</sup>, 2018 through June 30<sup>th</sup>, 2021 states that parties agreed to reopen for salary only for fiscal year 2020-2021 and would be effective the first pay period of FY 20/21. Due to the COVID-19 pandemic, the City has declared a fiscal emergency and has frozen all step raises as well as any and all cost of living increases Citywide, and therefore will rescind and replace the salary schedule for the Memorandum of Understanding between the City of Nevada City and the Nevada City Management and Supervisory Employees dated July 1, 2018 through June 30<sup>th</sup>, 2021 according to Exhibit A (attached).

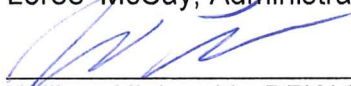
The City has also agreed to conduct a mid-year fiscal review to determine the City's financial performance as compared to budget projections for a possible update to salary status (ie. whether to continue or lift the freeze or to possibly enact more extreme budget measures including possible furloughs).

  
\_\_\_\_\_  
Catrina Olson, City Manager


6/24/20  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Loree' McCay, Administrative Services Manager

6/24/20  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
William Highsmith, DPW Superintendent

6-24-2020  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Amy Wolfson, City Planner

6/24/20  
\_\_\_\_\_  
Date

Exhibit A

**Accounting Technician**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,612 | \$ 3,794 | \$ 3,983 | \$ 4,183 | \$ 4,391 |
| Hourly  | \$ 20.84 | \$ 21.89 | \$ 22.98 | \$ 24.13 | \$ 25.33 |

| Annual Range |           |
|--------------|-----------|
| \$ 43,347    | \$ 52,686 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,685 | \$ 3,869 | \$ 4,063 | \$ 4,266 | \$ 4,479 |
| Hourly  | \$ 21.26 | \$ 22.32 | \$ 23.44 | \$ 24.61 | \$ 25.84 |

| Annual Range |           |
|--------------|-----------|
| \$ 44,221    | \$ 53,747 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,777 | \$ 3,966 | \$ 4,163 | \$ 4,371 | \$ 4,592 |
| Hourly  | \$ 21.79 | \$ 22.88 | \$ 24.02 | \$ 25.22 | \$ 26.49 |

| Annual Range |           |
|--------------|-----------|
| \$ 45,323    | \$ 55,099 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,777 | \$ 3,966 | \$ 4,163 | \$ 4,371 | \$ 4,592 |
| Hourly  | \$ 21.79 | \$ 22.88 | \$ 24.02 | \$ 25.22 | \$ 26.49 |

| Annual Range |           |
|--------------|-----------|
| \$ 45,323    | \$ 55,099 |

**Administrative Services Analyst**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,411 | \$ 4,631 | \$ 4,864 | \$ 5,106 | \$ 5,361 |
| Hourly  | \$ 25.45 | \$ 26.72 | \$ 28.06 | \$ 29.46 | \$ 30.93 |

| Annual Range |           |
|--------------|-----------|
| \$ 52,936    | \$ 64,334 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,500 | \$ 4,725 | \$ 4,961 | \$ 5,209 | \$ 5,469 |
| Hourly  | \$ 25.96 | \$ 27.26 | \$ 28.62 | \$ 30.05 | \$ 31.55 |

| Annual Range |           |
|--------------|-----------|
| \$ 53,997    | \$ 65,624 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,612 | \$ 4,843 | \$ 5,086 | \$ 5,339 | \$ 5,606 |
| Hourly  | \$ 26.61 | \$ 27.94 | \$ 29.34 | \$ 30.80 | \$ 32.34 |

| Annual Range |           |
|--------------|-----------|
| \$ 55,349    | \$ 67,267 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,612 | \$ 4,843 | \$ 5,086 | \$ 5,339 | \$ 5,606 |
| Hourly  | \$ 26.61 | \$ 27.94 | \$ 29.34 | \$ 30.80 | \$ 32.34 |

| Annual Range |           |
|--------------|-----------|
| \$ 55,349    | \$ 67,267 |

**Administrative Services Technician**

**Effective PP including first check date in July 2018**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,054 | \$ 4,257 | \$ 4,470 | \$ 4,693 | \$ 4,928 |
| Hourly  | \$ 23.39 | \$ 24.56 | \$ 25.79 | \$ 27.08 | \$ 28.43 |

| Annual Range |           |
|--------------|-----------|
| \$ 48,648    | \$ 59,136 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,156 | \$ 4,363 | \$ 4,582 | \$ 4,811 | \$ 5,051 |
| Hourly  | \$ 23.97 | \$ 25.17 | \$ 26.43 | \$ 27.75 | \$ 29.14 |

| Annual Range |           |
|--------------|-----------|
| \$ 49,872    | \$ 60,612 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,156 | \$ 4,363 | \$ 4,582 | \$ 4,811 | \$ 5,051 |
| Hourly  | \$ 23.97 | \$ 25.17 | \$ 26.43 | \$ 27.75 | \$ 29.14 |

| Annual Range |           |
|--------------|-----------|
| \$ 49,872    | \$ 60,612 |

**Customer Service Representative**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,357 | \$ 3,526 | \$ 3,701 | \$ 3,886 | \$ 4,080 |
| Hourly  | \$ 19.37 | \$ 20.34 | \$ 21.35 | \$ 22.42 | \$ 23.54 |

| Annual Range |           |
|--------------|-----------|
| \$ 40,290    | \$ 48,963 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,425 | \$ 3,597 | \$ 3,775 | \$ 3,964 | \$ 4,163 |
| Hourly  | \$ 19.76 | \$ 20.75 | \$ 21.78 | \$ 22.87 | \$ 24.02 |

| Annual Range |           |
|--------------|-----------|
| \$ 41,101    | \$ 49,962 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,510 | \$ 3,685 | \$ 3,871 | \$ 4,063 | \$ 4,266 |
| Hourly  | \$ 20.25 | \$ 21.26 | \$ 22.33 | \$ 23.44 | \$ 24.61 |

| Annual Range |           |
|--------------|-----------|
| \$ 42,120    | \$ 51,193 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,510 | \$ 3,686 | \$ 3,870 | \$ 4,063 | \$ 4,266 |
| Hourly  | \$ 20.25 | \$ 21.26 | \$ 22.33 | \$ 23.44 | \$ 24.61 |

| Annual Range |           |
|--------------|-----------|
| \$ 42,120    | \$ 51,197 |

**Code Compliance Officer**

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,229 | \$ 3,391 | \$ 3,560 | \$ 3,738 | \$ 3,925 |
| Hourly  | \$ 18.63 | \$ 19.56 | \$ 20.54 | \$ 21.57 | \$ 22.64 |

| Annual Range |           |
|--------------|-----------|
| \$ 38,748    | \$ 47,100 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,229 | \$ 3,391 | \$ 3,560 | \$ 3,738 | \$ 3,925 |
| Hourly  | \$ 18.63 | \$ 19.56 | \$ 20.54 | \$ 21.57 | \$ 22.64 |

| Annual Range |           |
|--------------|-----------|
| \$ 38,748    | \$ 47,100 |

**Community Services Officer II**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,943 | \$ 3,091 | \$ 3,245 | \$ 3,406 | \$ 3,245 |
| Hourly  | \$ 16.98 | \$ 17.83 | \$ 18.72 | \$ 19.65 | \$ 18.72 |

| Annual Range |           |
|--------------|-----------|
| \$ 35,318    | \$ 38,938 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,002 | \$ 3,151 | \$ 3,309 | \$ 3,475 | \$ 3,649 |
| Hourly  | \$ 17.32 | \$ 18.18 | \$ 19.09 | \$ 20.05 | \$ 21.05 |

| Annual Range |           |
|--------------|-----------|
| \$ 36,026    | \$ 43,784 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,077 | \$ 3,231 | \$ 3,392 | \$ 3,562 | \$ 3,741 |
| Hourly  | \$ 17.75 | \$ 18.64 | \$ 19.57 | \$ 20.55 | \$ 21.58 |

| Annual Range |           |
|--------------|-----------|
| \$ 36,920    | \$ 44,886 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,077 | \$ 3,231 | \$ 3,392 | \$ 3,562 | \$ 3,741 |
| Hourly  | \$ 17.75 | \$ 18.64 | \$ 19.57 | \$ 20.55 | \$ 21.58 |

| Annual Range |           |
|--------------|-----------|
| \$ 36,920    | \$ 44,886 |

**Dept of Public Works-Maintenance Worker I**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,654 | \$ 2,785 | \$ 2,924 | \$ 3,071 | \$ 3,224 |
| Hourly  | \$ 15.31 | \$ 16.07 | \$ 16.87 | \$ 17.72 | \$ 18.60 |

| Annual Range |           |
|--------------|-----------|
| \$ 31,845    | \$ 38,688 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,706 | \$ 2,841 | \$ 2,983 | \$ 3,132 | \$ 3,290 |
| Hourly  | \$ 15.61 | \$ 16.39 | \$ 17.21 | \$ 18.07 | \$ 18.98 |

| Annual Range |           |
|--------------|-----------|
| \$ 32,469    | \$ 39,478 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,773 | \$ 2,912 | \$ 3,058 | \$ 3,210 | \$ 3,371 |
| Hourly  | \$ 16.00 | \$ 16.80 | \$ 17.64 | \$ 18.52 | \$ 19.45 |

| Annual Range |           |
|--------------|-----------|
| \$ 33,280    | \$ 40,456 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,773 | \$ 2,912 | \$ 3,058 | \$ 3,210 | \$ 3,371 |
| Hourly  | \$ 16.00 | \$ 16.80 | \$ 17.64 | \$ 18.52 | \$ 19.45 |

| Annual Range |           |
|--------------|-----------|
| \$ 33,280    | \$ 40,456 |

**Dept of Public Works-Maintenance Worker II**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,227 | \$ 3,389 | \$ 3,557 | \$ 3,735 | \$ 3,923 |
| Hourly  | \$ 18.62 | \$ 19.55 | \$ 20.52 | \$ 21.55 | \$ 22.63 |

| Annual Range |           |
|--------------|-----------|
| \$ 38,730    | \$ 47,070 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,292 | \$ 3,456 | \$ 3,628 | \$ 3,810 | \$ 4,001 |
| Hourly  | \$ 18.99 | \$ 19.94 | \$ 20.93 | \$ 21.98 | \$ 23.08 |

| Annual Range |           |
|--------------|-----------|
| \$ 39,499    | \$ 48,006 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,373 | \$ 3,543 | \$ 3,720 | \$ 3,905 | \$ 4,101 |
| Hourly  | \$ 19.46 | \$ 20.44 | \$ 21.46 | \$ 22.53 | \$ 23.66 |

| Annual Range |           |
|--------------|-----------|
| \$ 40,477    | \$ 49,213 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,373 | \$ 3,543 | \$ 3,720 | \$ 3,905 | \$ 4,101 |
| Hourly  | \$ 19.46 | \$ 20.44 | \$ 21.46 | \$ 22.53 | \$ 23.66 |

| Annual Range |           |
|--------------|-----------|
| \$ 40,477    | \$ 49,213 |

**Dept of Public Works-Senior Maintenance Worker**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,413 | \$ 3,585 | \$ 3,763 | \$ 3,950 | \$ 4,148 |
| Hourly  | \$ 19.69 | \$ 20.68 | \$ 21.71 | \$ 22.79 | \$ 23.93 |

| Annual Range |           |
|--------------|-----------|
| \$ 40,955    | \$ 49,774 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,481 | \$ 3,656 | \$ 3,838 | \$ 4,030 | \$ 4,231 |
| Hourly  | \$ 20.08 | \$ 21.09 | \$ 22.14 | \$ 23.25 | \$ 24.41 |

| Annual Range |           |
|--------------|-----------|
| \$ 41,766    | \$ 50,773 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,569 | \$ 3,747 | \$ 3,935 | \$ 4,131 | \$ 4,337 |
| Hourly  | \$ 20.59 | \$ 21.62 | \$ 22.70 | \$ 23.83 | \$ 25.02 |

| Annual Range |           |
|--------------|-----------|
| \$ 42,827    | \$ 52,042 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,569 | \$ 3,747 | \$ 3,935 | \$ 4,131 | \$ 4,337 |
| Hourly  | \$ 20.59 | \$ 21.62 | \$ 22.70 | \$ 23.83 | \$ 25.02 |

| Annual Range |           |
|--------------|-----------|
| \$ 42,827    | \$ 52,042 |

**Police Records Coordinator**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,144 | \$ 3,302 | \$ 3,467 | \$ 3,640 | \$ 3,822 |
| Hourly  | \$ 18.14 | \$ 19.05 | \$ 20.00 | \$ 21.00 | \$ 22.05 |

| Annual Range |           |
|--------------|-----------|
| \$ 37,731    | \$ 45,864 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,207 | \$ 3,368 | \$ 3,536 | \$ 3,713 | \$ 3,898 |
| Hourly  | \$ 18.50 | \$ 19.43 | \$ 20.40 | \$ 21.42 | \$ 22.49 |

| Annual Range |           |
|--------------|-----------|
| \$ 38,480    | \$ 46,779 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,288 | \$ 3,451 | \$ 3,624 | \$ 3,806 | \$ 3,995 |
| Hourly  | \$ 18.97 | \$ 19.91 | \$ 20.91 | \$ 21.96 | \$ 23.05 |

| Annual Range |           |
|--------------|-----------|
| \$ 39,458    | \$ 47,944 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,288 | \$ 3,451 | \$ 3,624 | \$ 3,806 | \$ 3,995 |
| Hourly  | \$ 18.97 | \$ 19.91 | \$ 20.91 | \$ 21.96 | \$ 23.05 |

| Annual Range |           |
|--------------|-----------|
| \$ 39,458    | \$ 47,944 |

**WTP/WWTP Operator in Training**

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,033 | \$ 4,235 | \$ 4,447 | \$ 4,669 | \$ 4,903 |
| Hourly  | \$ 23.27 | \$ 24.43 | \$ 25.66 | \$ 26.94 | \$ 28.28 |

| Annual Range |           |
|--------------|-----------|
| \$ 48,396    | \$ 58,836 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,134 | \$ 4,341 | \$ 4,558 | \$ 4,786 | \$ 5,025 |
| Hourly  | \$ 23.85 | \$ 25.04 | \$ 26.30 | \$ 27.61 | \$ 28.99 |

| Annual Range |           |
|--------------|-----------|
| \$ 49,608    | \$ 60,300 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,134 | \$ 4,341 | \$ 4,558 | \$ 4,786 | \$ 5,025 |
| Hourly  | \$ 23.85 | \$ 25.04 | \$ 26.30 | \$ 27.61 | \$ 28.99 |

| Annual Range |           |
|--------------|-----------|
| \$ 49,608    | \$ 60,300 |

**Wastewater/Water Plant Operator Grade II**

*As of 7/1/17*

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,517 | \$ 4,744 | \$ 4,980 | \$ 5,229 | \$ 5,491 |
| Hourly  | \$ 26.06 | \$ 27.37 | \$ 28.73 | \$ 30.17 | \$ 31.68 |

| Annual Range |           |
|--------------|-----------|
| \$ 54,205    | \$ 65,894 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,607 | \$ 4,838 | \$ 5,080 | \$ 5,335 | \$ 5,600 |
| Hourly  | \$ 26.58 | \$ 27.91 | \$ 29.31 | \$ 30.78 | \$ 32.31 |

| Annual Range |           |
|--------------|-----------|
| \$ 55,286    | \$ 67,205 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,723 | \$ 4,959 | \$ 5,207 | \$ 5,467 | \$ 5,741 |
| Hourly  | \$ 27.25 | \$ 28.61 | \$ 30.04 | \$ 31.54 | \$ 33.12 |

| Annual Range |           |
|--------------|-----------|
| \$ 56,680    | \$ 68,890 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | A        | B        | C        | D        | E        |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,723 | \$ 4,959 | \$ 5,207 | \$ 5,467 | \$ 5,741 |
| Hourly  | \$ 27.25 | \$ 28.61 | \$ 30.04 | \$ 31.54 | \$ 33.12 |

| Annual Range |           |
|--------------|-----------|
| \$ 56,680    | \$ 68,890 |

**Wastewater/Water Plant Operator Grade III - Lead**

*As of 7/1/17*

|         | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,872 | \$ 5,115 | \$ 5,372 | \$ 5,640 | \$ 5,923 |
| Hourly  | \$ 28.11 | \$ 29.51 | \$ 30.99 | \$ 32.54 | \$ 34.17 |

| <b>Annual Range</b> |           |
|---------------------|-----------|
| \$ 58,469           | \$ 71,074 |

**Effective PP including first check date in July 2018 (2.0%) COLA**

|         | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,969 | \$ 5,219 | \$ 5,479 | \$ 5,753 | \$ 6,041 |
| Hourly  | \$ 28.67 | \$ 30.11 | \$ 31.61 | \$ 33.19 | \$ 34.85 |

| <b>Annual Range</b> |           |
|---------------------|-----------|
| \$ 59,634           | \$ 72,488 |

**Effective PP including first check date in July 2019 (2.5%) COLA**

|         | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 5,094 | \$ 5,349 | \$ 5,616 | \$ 5,897 | \$ 6,191 |
| Hourly  | \$ 29.39 | \$ 30.86 | \$ 32.40 | \$ 34.02 | \$ 35.72 |

| <b>Annual Range</b> |           |
|---------------------|-----------|
| \$ 61,131           | \$ 74,298 |

**Effective PP including first check date in July 2020 (0%) COLA Freeze Steps**

|         | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 5,094 | \$ 5,349 | \$ 5,616 | \$ 5,897 | \$ 6,191 |
| Hourly  | \$ 29.39 | \$ 30.86 | \$ 32.40 | \$ 34.02 | \$ 35.72 |

| <b>Annual Range</b> |           |
|---------------------|-----------|
| \$ 61,131           | \$ 74,298 |