



**APPENDIX I**  
**Hourly Rates**

Effective Date	Pay Grade	A	B	C	D	E
		1 year	1 year	1 year	1 year	1 year
2010 (2009DEC20)	<b>A1</b>	\$19.82	\$20.71	\$21.64	\$22.61	\$23.63
2011 (2010DEC19)		\$20.41	\$21.33	\$22.29	\$23.29	\$24.34
2010 (2009DEC20)	<b>A2</b>	\$21.58	\$22.56	\$23.57	\$24.63	\$25.73
2011 (2010DEC19)		\$22.23	\$23.24	\$24.28	\$25.37	\$26.50
2010 (2009DEC20)	<b>A3</b>	\$23.19	\$24.23	\$25.33	\$26.47	\$27.67
2011 (2010DEC19)		\$23.89	\$24.96	\$26.09	\$27.26	\$28.50
2010 (2009DEC20)	<b>A4</b>	\$26.20	\$27.49	\$28.88	\$30.32	\$31.84
2011 (2010DEC19)		\$26.99	\$28.31	\$29.75	\$31.23	\$32.80
2010 (2009DEC20)	<b>T1</b>	\$27.94	\$29.21	\$30.52	\$31.89	\$33.33
2011 (2010DEC19)		\$28.78	\$30.09	\$31.44	\$32.85	\$34.33
2010 (2009DEC20)	<b>T2</b>	\$33.60	\$35.11	\$36.70	\$38.36	\$40.08
2011 (2010DEC19)		\$34.61	\$36.16	\$37.80	\$39.51	\$41.28
2010 (2009DEC20)	<b>T3</b>	\$36.96	\$38.64	\$40.37	\$42.18	\$44.10
2011 (2010DEC19)		\$38.07	\$39.80	\$41.58	\$43.45	\$45.42
2010 (2009DEC20)	<b>T4</b>	\$40.15	\$41.95	\$43.84	\$45.82	\$47.88
2011 (2010DEC19)		\$41.35	\$43.21	\$45.16	\$47.19	\$49.32
2010 (2009DEC20)	<b>P1</b>	\$34.39	\$35.92	\$37.54	\$39.25	\$41.01
2011 (2010DEC19)		\$35.42	\$37.00	\$38.67	\$40.43	\$42.24
2010 (2009DEC20)	<b>P2</b>	\$37.49	\$39.17	\$40.94	\$42.78	\$44.70
2011 (2010DEC19)		\$38.61	\$40.35	\$42.17	\$44.06	\$46.04
2010 (2009DEC20)	<b>P3</b>	\$40.89	\$42.74	\$44.66	\$46.67	\$48.76
2011 (2010DEC19)		\$42.12	\$44.02	\$46.00	\$48.07	\$50.22
2010 (2009DEC20)	<b>P4</b>	\$45.72	\$47.76	\$49.93	\$52.15	\$54.51
2011 (2010DEC19)		\$47.09	\$49.19	\$51.43	\$53.71	\$56.15



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		1 year	1 year	1 year	1 year	1 year
2010 (2009DEC20)	<b>IT1</b>	\$35.77	\$37.38	\$39.06	\$40.81	\$42.65
2011 (2010DEC19)		\$36.84	\$38.50	\$40.23	\$42.03	\$43.93
2010 (2009DEC20)	<b>IT2</b>	\$40.89	\$42.74	\$44.66	\$46.67	\$48.76
2011 (2010DEC19)		\$42.12	\$44.02	\$46.00	\$48.07	\$50.22
2010 (2009DEC20)	<b>IT3</b>	\$45.72	\$47.76	\$49.93	\$52.15	\$54.51
2011 (2010DEC19)		\$47.09	\$49.19	\$51.43	\$53.71	\$56.15
2010 (2009DEC20)	<b>IT4</b>	\$47.53	\$49.70	\$51.91	\$54.26	\$56.70
2011 (2010DEC19)		\$48.96	\$51.19	\$53.47	\$55.89	\$58.40



**APPENDIX IA - STUDENT AND SUMMER  
EMPLOYMENT PROGRAMS  
Hourly Rates**

Effective Date	Pay Grade	A	B	C	D	E
		1 year	1 year	1 year	1 year	1 year
2010 (2009DEC20)	<b>ENCO</b>	\$24.81	\$25.91	\$27.07	\$28.30	\$29.56
2011 (2010DEC19)		\$25.55	\$26.69	\$27.88	\$29.15	\$30.45
2010 (2009DEC20)	<b>BUCO</b>	\$25.19	\$26.32	\$27.50		
2011 (2010DEC19)		\$25.95	\$27.11	\$28.33		
2010 (2009DEC20)	<b>SEP-A</b>	\$17.85				
2011 (2010DEC19)		\$18.39				
2010 (2009DEC20)	<b>SEP-T</b>	\$24.81				
2011 (2010DEC19)		\$25.55				
2010 (2009DEC20)	<b>SEP-P</b>	\$25.19				
2011 (2010DEC19)		\$25.95				
2010 (2009DEC20)	<b>SEP-IT</b>	\$25.05				
2011 (2010DEC19)		\$25.80				