

**APPENDIX I
Hourly Rates**

Effective Date	Pay Grade	A*	B*	C	D	E	F	G
		6 mths	9 mths	1 year	1 year	1 year	1 year	1 year
2006 rates (75hr)	A1	\$14.79	\$15.36	\$16.04	\$16.74	\$17.46	\$18.26	\$19.01
2006 rates (80hr)		\$14.55	\$15.11	\$15.78	\$16.47	\$17.18	\$17.97	\$18.71
2007 (2006DEC24)		\$15.49	\$16.09	\$16.80	\$17.54	\$18.29	\$19.13	\$19.91
2007 (2007JUL22)		\$17.04	\$17.81	\$18.60	\$19.44	\$20.31		
2008 (2007DEC23)		\$17.89	\$18.70	\$19.53	\$20.41	\$21.33		
2009 (2008DEC21)		\$18.83	\$19.68	\$20.56	\$21.48	\$22.45		
2010 (2009DEC27)		\$19.82	\$20.71	\$21.64	\$22.61	\$23.63		
2006 rates (75hr)	A2	\$16.04	\$16.75	\$17.46	\$18.26	\$19.06	\$19.90	\$20.71
2006 rates (80hr)		\$15.78	\$16.48	\$17.18	\$17.97	\$18.76	\$19.58	\$20.38
2007 (2006DEC24)		\$16.80	\$17.55	\$18.29	\$19.13	\$19.97	\$20.85	\$21.69
2007 (2007JUL22)		\$18.55	\$19.39	\$20.26	\$21.17	\$22.12		
2008 (2007DEC23)		\$19.48	\$20.36	\$21.27	\$22.23	\$23.23		
2009 (2008DEC21)		\$20.50	\$21.43	\$22.39	\$23.40	\$24.45		
2010 (2009DEC27)		\$21.58	\$22.56	\$23.57	\$24.63	\$25.73		
2006 rates (75hr)	A3	\$16.75	\$17.46	\$18.26	\$19.06	\$19.90	\$20.98	\$21.83
2006 rates (80hr)		\$16.48	\$17.18	\$17.97	\$18.76	\$19.58	\$20.64	\$21.48
2007 (2006DEC24)		\$17.55	\$18.29	\$19.13	\$19.97	\$20.85	\$21.98	\$22.87
2007 (2007JUL22)		\$19.93	\$20.83	\$21.78	\$22.76	\$23.79		
2008 (2007DEC23)		\$20.93	\$21.87	\$22.87	\$23.90	\$24.98		
2009 (2008DEC21)		\$22.03	\$23.02	\$24.07	\$25.15	\$26.29		
2010 (2009DEC27)		\$23.19	\$24.23	\$25.33	\$26.47	\$27.67		
2006 rates (75hr)	A4	\$19.06	\$19.90	\$20.98	\$21.86	\$22.90	\$23.92	\$25.62
2006 rates (80hr)		\$18.76	\$19.58	\$20.64	\$21.51	\$22.53	\$23.54	\$25.21
2007 (2006DEC24)		\$19.97	\$20.85	\$21.98	\$22.90	\$23.99	\$25.06	\$26.84
2007 (2007JUL22)		\$22.52	\$23.64	\$24.83	\$26.07	\$27.37		
2008 (2007DEC23)		\$23.65	\$24.82	\$26.07	\$27.37	\$28.74		
2009 (2008DEC21)		\$24.89	\$26.12	\$27.44	\$28.81	\$30.25		
2010 (2009DEC27)		\$26.20	\$27.49	\$28.88	\$30.32	\$31.84		

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		6 mths	9 mths	1 year	1 year	1 year	1 year	1 year
2006 rates (75hr)	T1	\$21.57	\$22.45	\$23.47	\$24.51	\$25.52	\$26.82	
2006 rates (80hr)		\$21.22	\$22.09	\$23.09	\$24.12	\$25.11	\$26.39	
2007 (2006DEC24)		\$22.59	\$23.52	\$24.58	\$25.67	\$26.73	\$28.09	
2007 (2007JUL22)		\$24.03	\$25.11	\$26.24	\$27.42	\$28.66		
2008 (2007DEC23)		\$25.23	\$26.37	\$27.55	\$28.79	\$30.09		
2009 (2008DEC21)		\$26.55	\$27.75	\$29.00	\$30.30	\$31.67		
2010 (2009DEC27)		\$27.94	\$29.21	\$30.52	\$31.89	\$33.33		
2006 rates (75hr)	T2	\$24.39	\$25.44	\$26.75	\$28.03	\$29.21	\$30.66	
2006 rates (80hr)		\$24.00	\$25.03	\$26.32	\$27.58	\$28.74	\$30.17	
2007 (2006DEC24)		\$25.55	\$26.65	\$28.02	\$29.36	\$30.60	\$32.12	
2007 (2007JUL22)		\$28.89	\$30.19	\$31.55	\$32.98	\$34.46		
2008 (2007DEC23)		\$30.33	\$31.70	\$33.13	\$34.63	\$36.18		
2009 (2008DEC21)		\$31.92	\$33.36	\$34.87	\$36.45	\$38.08		
2010 (2009DEC27)		\$33.60	\$35.11	\$36.70	\$38.36	\$40.08		
2006 rates (75hr)	T3	\$28.03	\$29.21	\$30.66	\$31.96	\$33.43	\$35.14	
2006 rates (80hr)		\$27.58	\$28.74	\$30.17	\$31.45	\$32.90	\$34.58	
2007 (2006DEC24)		\$29.36	\$30.60	\$32.12	\$33.48	\$35.02	\$36.81	
2007 (2007JUL22)		\$31.78	\$33.22	\$34.71	\$36.27	\$37.91		
2008 (2007DEC23)		\$33.37	\$34.88	\$36.45	\$38.08	\$39.81		
2009 (2008DEC21)		\$35.12	\$36.71	\$38.36	\$40.08	\$41.90		
2010 (2009DEC27)		\$36.96	\$38.64	\$40.37	\$42.18	\$44.10		
2006 rates (75hr)	T4	\$30.66	\$31.96	\$33.42	\$35.14	\$36.84	\$38.52	
2006 rates (80hr)		\$30.17	\$31.45	\$32.89	\$34.58	\$36.25	\$37.90	
2007 (2006DEC24)		\$32.12	\$33.48	\$35.01	\$36.81	\$38.59	\$40.35	
2007 (2007JUL22)		\$34.52	\$36.07	\$37.69	\$39.39	\$41.16		
2008 (2007DEC23)		\$36.25	\$37.87	\$39.57	\$41.36	\$43.22		
2009 (2008DEC21)		\$38.15	\$39.86	\$41.65	\$43.53	\$45.49		
2010 (2009DEC27)		\$40.15	\$41.95	\$43.84	\$45.82	\$47.88		

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		6 mths	9 mths	1 year	1 year	1 year	1 year	1 year
2006 rates (75hr)	P1	\$26.41	\$27.65	\$28.14	\$29.84	\$31.44	\$33.00	
2006 rates (80hr)		\$25.99	\$27.21	\$27.69	\$29.36	\$30.94	\$32.47	
2007 (2006DEC24)		\$27.66	\$28.96	\$29.48	\$31.26	\$32.93	\$34.57	
2007 (2007JUL22)		\$29.56	\$30.89	\$32.28	\$33.74	\$35.26		
2008 (2007DEC23)		\$31.04	\$32.43	\$33.89	\$35.43	\$37.02		
2009 (2008DEC21)		\$32.67	\$34.13	\$35.67	\$37.29	\$38.96		
2010 (2009DEC27)		\$34.39	\$35.92	\$37.54	\$39.25	\$41.01		
2006 rates (75hr)	P2	\$28.28	\$29.75	\$31.09	\$32.60	\$34.11	\$35.62	
2006 rates (80hr)		\$27.83	\$29.27	\$30.59	\$32.08	\$33.56	\$35.05	
2007 (2006DEC24)		\$29.62	\$31.16	\$32.57	\$34.15	\$35.73	\$37.31	
2007 (2007JUL22)		\$32.23	\$33.68	\$35.20	\$36.78	\$38.43		
2008 (2007DEC23)		\$33.84	\$35.36	\$36.96	\$38.62	\$40.35		
2009 (2008DEC21)		\$35.62	\$37.22	\$38.90	\$40.65	\$42.47		
2010 (2009DEC27)		\$37.49	\$39.17	\$40.94	\$42.78	\$44.70		
2006 rates (75hr)	P3	\$31.09	\$32.60	\$34.06	\$35.65	\$37.47	\$39.24	
2006 rates (80hr)		\$30.59	\$32.08	\$33.52	\$35.08	\$36.87	\$38.61	
2007 (2006DEC24)		\$32.57	\$34.15	\$35.68	\$37.34	\$39.25	\$41.10	
2007 (2007JUL22)		\$35.15	\$36.74	\$38.39	\$40.12	\$41.92		
2008 (2007DEC23)		\$36.91	\$38.58	\$40.31	\$42.13	\$44.02		
2009 (2008DEC21)		\$38.85	\$40.61	\$42.43	\$44.34	\$46.33		
2010 (2009DEC27)		\$40.89	\$42.74	\$44.66	\$46.67	\$48.76		
2006 rates (75hr)	P4	\$34.73	\$36.51	\$38.25	\$40.03	\$41.90	\$43.86	
2006 rates (80hr)		\$34.17	\$35.93	\$37.64	\$39.39	\$41.23	\$43.16	
2007 (2006DEC24)		\$36.38	\$38.24	\$40.07	\$41.93	\$43.89	\$45.94	
2007 (2007JUL22)		\$39.30	\$41.07	\$42.92	\$44.84	\$46.87		
2008 (2007DEC23)		\$41.27	\$43.12	\$45.07	\$47.08	\$49.21		
2009 (2008DEC21)		\$43.44	\$45.38	\$47.44	\$49.55	\$51.79		
2010 (2009DEC27)		\$45.72	\$47.76	\$49.93	\$52.15	\$54.51		

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		6 mths	9 mths	1 year	1 year	1 year	1 year	1 year
2006 rates (75hr)	IT1	\$26.41	\$27.67	\$28.14	\$29.84	\$31.44	\$33.00	\$34.32
2006 rates (80hr)		\$25.99	\$27.23	\$27.69	\$29.36	\$30.94	\$32.47	\$33.77
2007 (2006DEC24)		\$27.66	\$28.98	\$29.48	\$31.26	\$32.93	\$34.57	\$35.95
2007 (2007JUL22)		\$30.75	\$32.14	\$33.58	\$35.09	\$36.67		
2008 (2007DEC23)		\$32.29	\$33.75	\$35.26	\$36.84	\$38.50		
2009 (2008DEC21)		\$33.99	\$35.52	\$37.11	\$38.77	\$40.52		
2010 (2009DEC27)		\$35.77	\$37.38	\$39.06	\$40.81	\$42.65		
2006 rates (75hr)	IT2	\$29.75	\$31.09	\$32.60	\$34.06	\$35.65	\$37.47	\$39.24
2006 rates (80hr)		\$29.27	\$30.59	\$32.08	\$33.52	\$35.08	\$36.87	\$38.61
2007 (2006DEC24)		\$31.16	\$32.57	\$34.15	\$35.68	\$37.34	\$39.25	\$41.10
2007 (2007JUL22)		\$35.15	\$36.74	\$38.39	\$40.12	\$41.92		
2008 (2007DEC23)		\$36.91	\$38.58	\$40.31	\$42.13	\$44.02		
2009 (2008DEC21)		\$38.85	\$40.61	\$42.43	\$44.34	\$46.33		
2010 (2009DEC27)		\$40.89	\$42.74	\$44.66	\$46.67	\$48.76		
2006 rates (75hr)	IT3	\$33.23	\$34.73	\$36.51	\$38.25	\$40.03	\$41.90	\$43.86
2006 rates (80hr)		\$32.70	\$34.17	\$35.93	\$37.64	\$39.39	\$41.23	\$43.16
2007 (2006DEC24)		\$34.81	\$36.38	\$38.24	\$40.07	\$41.93	\$43.89	\$45.94
2007 (2007JUL22)		\$39.30	\$41.07	\$42.92	\$44.84	\$46.87		
2008 (2007DEC23)		\$41.27	\$43.12	\$45.07	\$47.08	\$49.21		
2009 (2008DEC21)		\$43.44	\$45.38	\$47.44	\$49.55	\$51.79		
2010 (2009DEC27)		\$45.72	\$47.76	\$49.93	\$52.15	\$54.51		
2006 rates (75hr)	IT4	\$34.73	\$36.51	\$38.25	\$40.03	\$41.90	\$43.86	\$45.62
2006 rates (80hr)		\$34.17	\$35.93	\$37.64	\$39.39	\$41.23	\$43.16	\$44.89
2007 (2006DEC24)		\$36.38	\$38.24	\$40.07	\$41.93	\$43.89	\$45.94	\$47.79
2007 (2007JUL22)		\$40.87	\$42.72	\$44.63	\$46.65	\$48.74		
2008 (2007DEC23)		\$42.91	\$44.86	\$46.86	\$48.98	\$51.18		
2009 (2008DEC21)		\$45.16	\$47.22	\$49.32	\$51.55	\$53.87		
2010 (2009DEC27)		\$47.53	\$49.70	\$51.91	\$54.26	\$56.70		

Note: Effective the date of ratification, Steps A through E will have 12-month increment progression

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Effective Date	Pay Grade	A*	B*	C	D	E	F	G
		6 mths	9 mths	1 year	1 year	1 year	1 year	1 year