

**Management Salary Schedule**

**FY 2017**

**Effective October 1, 2016**

<b>Grade</b>	<b>Minimum</b>	<b>Mid-point</b>	<b>Maximum</b>
K-29	\$125,378	\$140,423	\$155,468
K-28	\$118,172	\$132,352	\$146,533
K-27	\$110,966	\$124,282	\$137,598
K-26	\$103,760	\$116,211	\$128,662
K-25	\$96,554	\$108,141	\$119,727
K-24	\$89,348	\$100,070	\$110,792
K-23	\$82,143	\$92,000	\$101,857
K-22	\$74,937	\$83,929	\$92,921
K-21	\$65,276	\$73,109	\$80,943

Annual Rate for Exempt Positions

**Administrative/Support and Professional/Technical Positions Salary Schedule/Non-Represented**

**Effective July 1, 2016**

**FY 2017**

<b>Grade</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>
GE24	\$74,568	\$76,811	\$79,112	\$81,471	\$83,909	\$86,424	\$89,037	\$91,709	\$94,010	\$96,350
GE23	\$73,067	\$75,270	\$77,532	\$79,853	\$82,251	\$84,708	\$87,243	\$89,876	\$92,118	\$94,439
GE22	\$68,250	\$70,298	\$72,404	\$74,568	\$76,830	\$79,131	\$81,491	\$83,928	\$86,054	\$88,199
GE21	\$63,765	\$65,657	\$67,665	\$69,674	\$71,780	\$73,905	\$76,128	\$78,429	\$80,379	\$82,388
GE20	\$59,456	\$61,250	\$63,063	\$64,955	\$66,924	\$68,913	\$71,000	\$73,106	\$74,939	\$76,811
GE19	\$54,152	\$55,770	\$57,447	\$59,163	\$60,938	\$62,790	\$64,662	\$66,593	\$68,250	\$69,986
GE18	\$49,316	\$50,817	\$52,319	\$53,898	\$55,517	\$57,194	\$58,910	\$60,665	\$62,186	\$63,746
GE17	\$47,814	\$49,257	\$50,739	\$52,260	\$53,820	\$55,439	\$57,096	\$58,832	\$60,294	\$61,796
GE16	\$46,449	\$47,834	\$49,277	\$50,739	\$52,280	\$53,840	\$55,458	\$57,116	\$58,539	\$60,021
GE15	\$43,739	\$45,045	\$46,410	\$47,795	\$49,238	\$50,700	\$52,241	\$53,801	\$55,146	\$56,531
GE14	\$39,858	\$41,048	\$42,296	\$43,544	\$44,850	\$46,196	\$47,600	\$49,004	\$50,232	\$51,480
GE13	\$36,699	\$37,772	\$38,942	\$40,092	\$41,282	\$42,530	\$43,797	\$45,104	\$46,235	\$47,385
GE12	\$33,482	\$34,476	\$35,490	\$36,582	\$37,674	\$38,805	\$39,975	\$41,145	\$42,218	\$43,251
GE11	\$31,122	\$32,058	\$33,014	\$34,028	\$35,042	\$36,075	\$37,148	\$38,298	\$39,234	\$40,209

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Administrative/Support and Professional/Technical Positions Salary Schedule/Non-Represented

Effective July 1, 2016

FY 2017

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
G24	\$38.24	\$39.39	\$40.57	\$41.78	\$43.03	\$44.32	\$45.66	\$47.03	\$48.21	\$49.41
G23	\$37.47	\$38.60	\$39.76	\$40.95	\$42.18	\$43.44	\$44.74	\$46.09	\$47.24	\$48.43
G22	\$35.00	\$36.05	\$37.13	\$38.24	\$39.40	\$40.58	\$41.79	\$43.04	\$44.13	\$45.23
G21	\$32.70	\$33.67	\$34.70	\$35.73	\$36.81	\$37.90	\$39.04	\$40.22	\$41.22	\$42.25
G20	\$30.49	\$31.41	\$32.34	\$33.31	\$34.32	\$35.34	\$36.41	\$37.49	\$38.43	\$39.39
G19	\$27.77	\$28.60	\$29.46	\$30.34	\$31.25	\$32.20	\$33.16	\$34.15	\$35.00	\$35.89
G18	\$25.29	\$26.06	\$26.83	\$27.64	\$28.47	\$29.33	\$30.21	\$31.11	\$31.89	\$32.69
G17	\$24.52	\$25.26	\$26.02	\$26.80	\$27.60	\$28.43	\$29.28	\$30.17	\$30.92	\$31.69
G16	\$23.82	\$24.53	\$25.27	\$26.02	\$26.81	\$27.61	\$28.44	\$29.29	\$30.02	\$30.78
G15	\$22.43	\$23.10	\$23.80	\$24.51	\$25.25	\$26.00	\$26.79	\$27.59	\$28.28	\$28.99
G14	\$20.44	\$21.05	\$21.69	\$22.33	\$23.00	\$23.69	\$24.41	\$25.13	\$25.76	\$26.40
G13	\$18.82	\$19.37	\$19.97	\$20.56	\$21.17	\$21.81	\$22.46	\$23.13	\$23.71	\$24.30
G12	\$17.17	\$17.68	\$18.20	\$18.76	\$19.32	\$19.90	\$20.50	\$21.10	\$21.65	\$22.18
G11	\$15.96	\$16.44	\$16.93	\$17.45	\$17.97	\$18.50	\$19.05	\$19.64	\$20.12	\$20.62

Hourly Rates for Non-Exempt Positions (40 Hours)

Professional and Technical Salary Schedule/Non-Represented

Annual Compensation

FLSA non-exempt positions

Effective July 1, 2016

FY 2017

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GU24	\$35.85	\$36.93	\$38.03	\$39.17	\$40.34	\$41.55	\$42.81	\$44.09	\$45.19	\$46.32
GU23	\$35.13	\$36.19	\$37.27	\$38.39	\$39.54	\$40.72	\$41.94	\$43.21	\$44.29	\$45.40
GU22	\$32.82	\$33.80	\$34.81	\$35.85	\$36.94	\$38.04	\$39.18	\$40.35	\$41.37	\$42.41
GU21	\$30.65	\$31.57	\$32.53	\$33.50	\$34.51	\$35.54	\$36.60	\$37.71	\$38.64	\$39.61
GU20	\$28.59	\$29.44	\$30.32	\$31.23	\$32.17	\$33.13	\$34.13	\$35.15	\$36.03	\$36.93
GU19	\$26.03	\$26.81	\$27.62	\$28.44	\$29.30	\$30.18	\$31.09	\$32.02	\$32.82	\$33.64
GU18	\$23.71	\$24.43	\$25.16	\$25.92	\$26.69	\$27.49	\$28.32	\$29.16	\$29.89	\$30.64
GU17	\$22.99	\$23.68	\$24.40	\$25.13	\$25.88	\$26.66	\$27.45	\$28.28	\$28.99	\$29.71
GU16	\$22.33	\$23.00	\$23.69	\$24.40	\$25.14	\$25.89	\$26.67	\$27.46	\$28.15	\$28.86
GU15	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.12	\$25.87	\$26.51	\$27.18
GU14	\$19.16	\$19.74	\$20.33	\$20.94	\$21.56	\$22.21	\$22.88	\$23.56	\$24.15	\$24.75
GU13	\$17.64	\$18.16	\$18.72	\$19.28	\$19.84	\$20.45	\$21.05	\$21.69	\$22.23	\$22.78
GU12	\$16.10	\$16.58	\$17.07	\$17.59	\$18.11	\$18.65	\$19.22	\$19.79	\$20.30	\$20.79
GU11	\$14.96	\$15.41	\$15.87	\$16.36	\$16.85	\$17.34	\$17.86	\$18.41	\$18.86	\$19.33

**ITWA: Administrative/Support and Professional/Technical Positions**  
**Effective July 1, 2016**

**37.5 hours per week/hourly**

**FY2017**

Grade	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
I-24	\$39.39	\$40.57	\$41.78	\$43.03	\$44.32	\$45.66	\$47.03	\$48.21	\$49.41
I-23	\$38.60	\$39.76	\$40.95	\$42.18	\$43.44	\$44.74	\$46.09	\$47.24	\$48.43
I-22	\$36.05	\$37.13	\$38.24	\$39.40	\$40.58	\$41.79	\$43.04	\$44.13	\$45.23
I-21	\$33.67	\$34.70	\$35.73	\$36.81	\$37.90	\$39.04	\$40.22	\$41.22	\$42.25
I-20	\$31.41	\$32.34	\$33.31	\$34.32	\$35.34	\$36.41	\$37.49	\$38.43	\$39.39
I-19	\$28.60	\$29.46	\$30.34	\$31.25	\$32.20	\$33.16	\$34.15	\$35.00	\$35.89
I-18	\$26.06	\$26.83	\$27.64	\$28.47	\$29.33	\$30.21	\$31.11	\$31.89	\$32.69
I-17	\$25.26	\$26.02	\$26.80	\$27.60	\$28.43	\$29.28	\$30.17	\$30.92	\$31.69
I-16	\$24.53	\$25.27	\$26.02	\$26.81	\$27.61	\$28.44	\$29.29	\$30.02	\$30.78
I-15	\$23.10	\$23.80	\$24.51	\$25.25	\$26.00	\$26.79	\$27.59	\$28.28	\$28.99
I-14	\$21.05	\$21.69	\$22.33	\$23.00	\$23.69	\$24.41	\$25.13	\$25.76	\$26.40
I-13	\$19.37	\$19.97	\$20.56	\$21.17	\$21.81	\$22.46	\$23.13	\$23.71	\$24.30
I-12	\$17.68	\$18.20	\$18.76	\$19.32	\$19.90	\$20.50	\$21.10	\$21.65	\$22.18
I-11	\$16.44	\$16.93	\$17.45	\$17.97	\$18.50	\$19.05	\$19.64	\$20.12	\$20.62

**ITWA: Administrative/Support and Professional/Technical Positions**  
**Effective July 1, 2016**

**37.5 hours per week/annual**

**FY2017**

	3	4	5	6	7	8	9	10	11
IE-24	\$76,810.50	\$79,111.50	\$81,471.00	\$83,908.50	\$86,424.00	\$89,037.00	\$91,708.50	\$94,009.50	\$96,349.50
IE-23	\$75,270.00	\$77,532.00	\$79,852.50	\$82,251.00	\$84,708.00	\$87,243.00	\$89,875.50	\$92,118.00	\$94,438.50
IE-22	\$70,297.50	\$72,403.50	\$74,568.00	\$76,830.00	\$79,131.00	\$81,490.50	\$83,928.00	\$86,053.50	\$88,198.50
IE-21	\$65,656.50	\$67,665.00	\$69,673.50	\$71,779.50	\$73,905.00	\$76,128.00	\$78,429.00	\$80,379.00	\$82,387.50
IE-20	\$61,249.50	\$63,063.00	\$64,954.50	\$66,924.00	\$68,913.00	\$70,999.50	\$73,105.50	\$74,938.50	\$76,810.50
IE-19	\$55,770.00	\$57,447.00	\$59,163.00	\$60,937.50	\$62,790.00	\$64,662.00	\$66,592.50	\$68,250.00	\$69,985.50
IE-18	\$50,817.00	\$52,318.50	\$53,898.00	\$55,516.50	\$57,193.50	\$58,909.50	\$60,664.50	\$62,185.50	\$63,745.50
IE-17	\$49,257.00	\$50,739.00	\$52,260.00	\$53,820.00	\$55,438.50	\$57,096.00	\$58,831.50	\$60,294.00	\$61,795.50
IE-16	\$47,833.50	\$49,276.50	\$50,739.00	\$52,279.50	\$53,839.50	\$55,458.00	\$57,115.50	\$58,539.00	\$60,021.00
IE-15	\$45,045.00	\$46,410.00	\$47,794.50	\$49,237.50	\$50,700.00	\$52,240.50	\$53,800.50	\$55,146.00	\$56,530.50
IE-14	\$41,047.50	\$42,295.50	\$43,543.50	\$44,850.00	\$46,195.50	\$47,599.50	\$49,003.50	\$50,232.00	\$51,480.00
IE-13	\$37,771.50	\$38,941.50	\$40,092.00	\$41,281.50	\$42,529.50	\$43,797.00	\$45,103.50	\$46,234.50	\$47,385.00
IE-12	\$34,476.00	\$35,490.00	\$36,582.00	\$37,674.00	\$38,805.00	\$39,975.00	\$41,145.00	\$42,217.50	\$43,251.00
IE-11	\$32,058.00	\$33,013.50	\$34,027.50	\$35,041.50	\$36,075.00	\$37,147.50	\$38,298.00	\$39,234.00	\$40,209.00

**NIPEA/Public Works Salary 40 Hours per Week**

Effective July 1, 2016

FY 2017

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
W7		27.41	28.22	29.06	29.71	30.65	31.62	32.55
W6	25.01	25.75	26.52	27.30	28.12	28.75	29.35	29.96
W5	23.18	23.86	24.56	25.29	26.04	26.62	27.18	27.74
W4	21.60	22.25	22.90	23.58	24.28	24.91	25.43	25.95
W3	20.31	20.91	21.52	22.16	22.82	23.52	23.91	24.33
W2		18.96	19.65	20.40	21.18	22.06	22.44	22.83

**Public Facilities -- Trades BCTIA - 40 Hours per Week**

Effective July 1, 2016

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$29.24	\$30.12	\$31.01	\$31.93	\$32.73	\$33.52	\$34.36	\$35.20
BT3	\$25.65	\$26.41	\$27.20	\$28.00	\$28.69	\$29.40	\$30.13	\$30.87
BT2	\$23.35	\$24.03	\$24.75	\$25.48	\$26.11	\$26.76	\$27.40	\$28.09
BT1	\$21.26	\$21.87	\$22.53	\$23.19	\$23.77	\$24.35	\$24.95	\$25.56

**Public Facilities -- Trades BCTIA - 40 Hours per Week**

Effective July 1, 2016

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$22.79	\$23.44	\$24.11	\$24.80	\$25.39	\$25.99	\$26.61	\$27.25
BC2	\$21.72	\$22.33	\$22.97	\$23.63	\$24.19	\$24.77	\$25.37	\$25.96
BC1	\$18.94	\$19.48	\$20.02	\$20.60	\$21.08	\$21.59	\$22.10	\$22.63

**Police Unit A Salary Schedule**

40 Hours per week

Effective July 1, 2016

FY 2017

GRADE	Step 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
P-2		22.56	32.32	33.51	34.81	36.17	36.89	37.62
P-1	22.56	23.65	24.79	26.00	27.27	28.60	29.99	30.59

**Police Superior Officers Association Salary Schedule**

Salary

Effective July 1, 2016

FY2017

GRADE	Step 1	STEP 2	STEP 3	STEP 4	MAX
P-3	\$ 108,000	\$ 110,970	\$ 114,022	\$ 117,157	\$ 120,379

**Fire Fighters Unit A Salary Schedule**      expressed hourly      **FLSA non-exempt positions**  
**42 Hours per week**      **Effective January 1, 2016**      **1% on 1/1/16**

GRADE	Step 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
F-3						33.24	34.90
F-2				28.19	29.37	30.58	32.11
F-1	20.23	21.24	22.30	23.41	24.58	25.82	27.11

**Fire Fighters Unit B Salary Schedule**      expressed hourly      **FLSA non-exempt positions**  
**Fire Alarm**      **Effective January 1, 2016**      **1% on 1/1/16**  
**40 Hours per week**

GRADE	Step 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FA-2		26.24	27.56	28.96	30.42	31.94	33.53
FA-1	21.63	22.72	23.85	25.05	26.30	27.61	28.99

FY 2016

**Fire Fighters Unit C Salary Schedule**      **Deputy Fire Chiefs**      expressed hourly      **FLSA non-exempt positions**  
**42 Hours per week**      **Effective January 1, 2016**      **1% on 1/1/16**

GRADE	STEP 4	STEP 5	STEP 6	STEP 7
F-4	34.97	36.52	38.03	39.93

FY 2016

**Fire Fighters Unit C Salary Schedule**      **Deputy Fire Chief of Operations**      **FLSA non-exempt position**  
**40 Hours per week**      **Effective January 1, 2016**      **1% on 7/1/15 and 1% on 1/1/16**

GRADE	STEP 6	STEP 7
F-5	43.86	46.10

FY 2016