SUBSIDIARY AGREEMENT #004

BETWEEN

THE GOVERNMENT OF THE PROVINCE OF ALBERTA

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

REPRESENTING TRADES AND RELATED SERVICES

November 4, 2018

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ARTICLE 1 – PROBATIONARY PERIOD

1.01 Pursuant to Article 27 of the Master Agreement, Employees appointed to positions in the classifications covered by this Agreement, shall be subject to a probation period of twelve (12) months, except for Employees appointed to positions in the following classifications:

Class No.	Class Title
043PP	Power Plant Engineer (4th Class)
044PP	Power Plant Engineer (3rd Class)
046PP	Power Plant Supervisor (3rd Class)
041MW	Maintenance Service Worker 1
042MW	Maintenance Service Worker 2
043MW	Maintenance Service Worker 3
044AM	Automotive Service Technician
044CA	Carpenter 1
045CA	Carpenter 2
044EL	Electrician 1
045EL	Electrician 2
046EL	Electrician 3
044HD	Heavy Equipment Technician 1
046HD	Heavy Equipment Technician 2
045MA	Maintenance Worker
043PA	Painter and Decorator
043PT	Painter – Spray
044PL	Plumber
044SF	Steamfitter – Pipefitter
042FS	Cook 1
043FS	Cook 2

who shall be subject to a probation period of six (6) months.

ARTICLE 2 – HOURS OF WORK

2.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees covered by this Agreement shall be:

(a) forty (40) hours per week for those Classes with bracketed numbers listed in Schedule "A"; or

(b) thirty-six and one-quarter (36 1/4) hours per week for all other Classes; or

(c) the equivalent of (a) or (b) above on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.

2.02 Subject to Clause 2.01 above:

(a) hours of work shall normally be scheduled so that Employees on a daily basis work seven and one-quarter (7 1/4) or eight (8) hours per day, and in the case of twenty-four (24) hour operations Employees may be required to work twelve (12) hours per day.

(b) Employees shall normally receive two (2) consecutive days of rest every seven (7) calendar day period, however, where such days are split due to operational requirements, they shall not be split more than once in any three (3) consecutive calendar weeks, except by mutual agreement.

ARTICLE 3 - OVERTIME

3.01 Subject to Article 17 of the Master Agreement, all Employees covered by this Agreement are eligible for premium overtime compensation.

ARTICLE 4 - PROTECTIVE CLOTHING

4.01 Where the Employer determines that uniforms, coveralls, smocks, or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Employer. Items so provided shall remain the property of the Employer.

4.02 Protective clothing and safety equipment shall be provided by the Employer as required by the *Occupational Health and Safety Act* and any regulations thereto.

4.03 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of three hundred ($300.00) dollars every two years.

ARTICLE 5 - TOOLS

5.01 One basic set of hand tools shall be supplied by the Employer to each Power Plant for use by Power Plant Engineers.

5.02 Each tradesperson shall supply their own hand tools and bench tools as are required to perform ~~his~~ their work. Such tools shall be replaced by the Employer when damaged or broken in normal use or when accidentally lost in an inaccessible area during working hours.

5.03 Special or unusual tools shall be supplied by the Employer as required.

ARTICLE 6 – HIGH RIGGING ALLOWANCE

6.01 Employees who work at heights in excess of ten feet six inches (10′ 6″) or three point two (3.2) metres from the floor or ground level shall be paid an allowance of fifty (50) cents per hour for each hour or portion thereof while performing the following work:

(a) the erecting or dismantling of scaffold when such scaffolding will exceed a height of ten feet six inches (10′ 6″) or three point two (3.2) metres; or

(b) working on a swing stage or scaffold at a height in excess of ten feet six inches (10′ 6″) or three point two (3.2) metres; or

(c) high rigging on skeleton erection work at heights in excess of ten feet six inches (10′ 6″) or three point two (3.2) metres; or

(d) working from a bosun's chair at heights in excess of ten feet six inches (10′ 6″) or three point two (3.2) metres; or

(e) bridge construction and/or bridge maintenance work on a scaffold at heights in excess of ten feet six inches (10′ 6″) or three point two (3.2) metres.

SALARY TREATMENT INFORMATION

The wage rates contained in the April 1, 2016 Salary Grids in all of the Subsidiary Agreements shall be maintained in accordance with the following:

Year 1 (April 1, 2017 to March 31, 2018) – No increase
Year 2 (April 1, 2018 to March 31, 2019) – No increase
Year 3 (April 1, 2019 to March 31, 2020) – Wage Re-opener

The Parties shall commence negotiations to reach agreement on the Wage Re-Opener on January 15, 2019.

The Parties agree that the only items open for negotiations shall be:

(a) the general wage increase payable in Year 3 (April 1, 2019 to March 31, 2020) of the Collective Agreement, detailed in the Salary Grids in each Subsidiary Agreement; and

(b) the Pay Grade adjustment for the Correctional Peace Officer III classification from grade 63 to 67.

This Wage Re-opener shall not be construed in any way as "opening the agreement" for negotiation on any other issues by either Party.

If the Parties have not been able to agree upon the items above, at any time after March 31, 2019, either Party may give written notice to the other Party of its desire to submit resolution of the item(s) to interest arbitration before a three-member panel comprised of a nominee of both parties and a chair chosen by the Parties from among the following arbitrators: David Philip Jones, Andrew C. L. Sims, Phyllis A. Smith or Lyle Kanee.

If the Parties are unable to agree upon the chair, the Director of Mediation Services shall choose the chair from among the arbitrators named above.

The arbitration hearing shall be held by no later than June 30, 2019. In reaching its decision, the arbitration panel shall consider the matters identified in section 38 of the *Public Service Employee Relations Act*.

SCHEDULE "A"
ASSIGNMENT OF CLASSES TO PAY GRADES
EFFECTIVE APRIL 1, 2017

Class No.	Class Title	Pay Grade
(042CK)	Cook 1	44
(043CK)	Cook 2	48
(044CK)	Cook 3	56
(041MW)	Maintenance Service Worker 1	41
(042MW)	Maintenance Service Worker 2	49
(043MW)	Maintenance Service Worker 3	52
043ST	Standards, Safety and Compliance 1	62*3
044ST	Standards, Safety and Compliance 2	66*3
045ST	Standards, Safety and Compliance 3	68*3
046ST	Standards, Safety and Compliance 4	70*3
047ST	Standards, Safety and Compliance 5	75*3
048ST	Standards, Safety and Compliance 6	78*3
049ST	Standards, Safety and Compliance 7	80*3

Class No.	Class Title	Hiring Rate		Job Rate	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly
(043PP)	Power Plant Engineer 4th Class	2,277.24	28.46	2,355.47	29.44
(044PP)	Power Plant Engineer 3rd Class	2,586.51	32.33	2,668.28	33.35
(046PP)	Power Plant Supervisor 3rd Class	2,760.81	34.51	2,858.45	35.73

Class No.	Class Title	Job Rate	
		Bi-Weekly	Hourly
(044AM)	Automotive Service Technician	2,509.84	31.37
(044CA)	Carpenter 1	2,765.92	34.57
(045CA)	Carpenter 2	3,016.39	37.70
(044EL)	Electrician 1	2,970.90	37.13
(045EL)	Electrician 2	3,097.66	38.72
(046EL)	Electrician 3	3,237.73	40.47
(044HD)	Heavy Equipment Technician 1	2,660.62	33.25
(046HD)	Heavy Equipment Technician 2	2,859.99	35.74
(045MA)	Maintenance Worker	2,814.99	35.18
(043PT)	Painter – Spray	2,665.74	33.32
(043PA)	Painter and Decorator	2,519.03	31.48
(044PL)	Plumber	2,943.80	36.79
(044SF)	Steamfitter – Pipefitter	2,943.80	36.79

(40 Hour Classes)

* Indicates Starting Period in the Grade

** Hourly rates (to 2 decimal places) shown for information purposes only

The normal hours of work for classes with bracketed numbers is 40 hours per week or the equivalent on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.

The normal hours of work for classes without bracketed numbers is 36 1/4 hours per week or the equivalent on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (36 ¼ HOUR)*

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
36	$1,422.07	$19.61	$1,473.18	$20.31	$1,528.90	$21.08	$1,582.58	$21.82	$1,639.31	$22.61	$1,700.66	$23.45
37	$1,443.55	$19.91	$1,500.28	$20.69	$1,552.41	$21.41	$1,609.16	$22.19	$1,673.05	$23.07	$1,733.37	$23.90
38	$1,473.18	$20.31	$1,528.90	$21.08	$1,582.58	$21.82	$1,639.31	$22.61	$1,700.66	$23.45	$1,766.08	$24.35
39	$1,500.28	$20.69	$1,552.41	$21.41	$1,609.16	$22.19	$1,673.05	$23.07	$1,733.37	$23.90	$1,801.86	$24.85
40	$1,528.90	$21.08	$1,582.58	$21.82	$1,639.31	$22.61	$1,700.66	$23.45	$1,766.08	$24.35	$1,832.53	$25.27
41	$1,552.41	$21.41	$1,609.16	$22.19	$1,673.05	$23.07	$1,733.37	$23.90	$1,801.86	$24.85	$1,866.79	$25.74
42	$1,582.58	$21.82	$1,639.31	$22.61	$1,700.66	$23.45	$1,766.08	$24.35	$1,832.53	$25.27	$1,902.04	$26.23
43	$1,609.16	$22.19	$1,673.05	$23.07	$1,733.37	$23.90	$1,801.86	$24.85	$1,866.79	$25.74	$1,935.79	$26.70
44	$1,639.31	$22.61	$1,700.66	$23.45	$1,766.08	$24.35	$1,832.53	$25.27	$1,902.04	$26.23	$1,976.17	$27.25
45	$1,673.05	$23.07	$1,733.37	$23.90	$1,801.86	$24.85	$1,866.79	$25.74	$1,935.79	$26.70	$2,014.51	$27.78
46	$1,700.66	$23.45	$1,766.08	$24.35	$1,832.53	$25.27	$1,902.04	$26.23	$1,976.17	$27.25	$2,054.37	$28.33
47	$1,733.37	$23.90	$1,801.86	$24.85	$1,866.79	$25.74	$1,935.79	$26.70	$2,014.51	$27.78	$2,088.64	$28.80
48	$1,766.08	$24.35	$1,832.53	$25.27	$1,902.04	$26.23	$1,976.17	$27.25	$2,054.37	$28.33	$2,133.61	$29.42
49	$1,801.86	$24.85	$1,866.79	$25.74	$1,935.79	$26.70	$2,014.51	$27.78	$2,088.64	$28.80	$2,184.20	$30.12
50	$1,832.53	$25.27	$1,902.04	$26.23	$1,976.17	$27.25	$2,054.37	$28.33	$2,133.61	$29.42	$2,226.13	$30.70
51	$1,866.79	$25.74	$1,935.79	$26.70	$2,014.51	$27.78	$2,088.64	$28.80	$2,184.20	$30.12	$2,274.18	$31.36
52	$1,902.04	$26.23	$1,976.17	$27.25	$2,054.37	$28.33	$2,133.61	$29.42	$2,226.13	$30.70	$2,324.27	$32.05
53	$1,935.79	$26.70	$2,014.51	$27.78	$2,088.64	$28.80	$2,184.20	$30.12	$2,274.18	$31.36	$2,371.31	$32.70
54	$1,976.17	$27.25	$2,054.37	$28.33	$2,133.61	$29.42	$2,226.13	$30.70	$2,324.27	$32.05	$2,425.99	$33.46
55	$2,014.51	$27.78	$2,088.64	$28.80	$2,184.20	$30.12	$2,274.18	$31.36	$2,371.31	$32.70	$2,477.62	$34.17
56	$2,054.37	$28.33	$2,133.61	$29.42	$2,226.13	$30.70	$2,324.27	$32.05	$2,425.99	$33.46	$2,538.45	$35.01
57	$2,088.64	$28.80	$2,184.20	$30.12	$2,274.18	$31.36	$2,371.31	$32.70	$2,477.62	$34.17	$2,593.15	$35.76
58	$2,133.61	$29.42	$2,226.13	$30.70	$2,324.27	$32.05	$2,425.99	$33.46	$2,538.45	$35.01	$2,651.41	$36.57
59	$2,184.20	$30.12	$2,274.18	$31.36	$2,371.31	$32.70	$2,477.62	$34.17	$2,593.15	$35.76	$2,707.15	$37.34
60	$2,226.13	$30.70	$2,324.27	$32.05	$2,425.99	$33.46	$2,538.45	$35.01	$2,651.41	$36.57	$2,765.41	$38.14
61	$2,274.18	$31.36	$2,371.31	$32.70	$2,477.62	$34.17	$2,593.15	$35.76	$2,707.15	$37.34	$2,822.16	$38.92
62	$2,324.27	$32.05	$2,425.99	$33.46	$2,538.45	$35.01	$2,651.41	$36.57	$2,765.41	$38.14	$2,889.12	$39.84
63	$2,371.31	$32.70	$2,477.62	$34.17	$2,593.15	$35.76	$2,707.15	$37.34	$2,822.16	$38.92	$2,943.80	$40.60
64	$2,425.99	$33.46	$2,538.45	$35.01	$2,651.41	$36.57	$2,765.41	$38.14	$2,889.12	$39.84	$3,006.17	$41.46
65	$2,477.62	$34.17	$2,593.15	$35.76	$2,707.15	$37.34	$2,822.16	$38.92	$2,943.80	$40.60	$3,065.98	$42.28
66	$2,538.45	$35.01	$2,651.41	$36.57	$2,765.41	$38.14	$2,889.12	$39.84	$3,006.17	$41.46	$3,134.98	$43.24
67	$2,593.15	$35.76	$2,707.15	$37.34	$2,822.16	$38.92	$2,943.80	$40.60	$3,065.98	$42.28	$3,198.88	$44.12
68	$2,651.41	$36.57	$2,765.41	$38.14	$2,889.12	$39.84	$3,006.17	$41.46	$3,134.98	$43.24	$3,266.36	$45.05

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (36 ¼ HOUR)*

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
69	$2,707.15	$37.34	$2,822.16	$38.92	$2,943.80	$40.60	$3,065.98	$42.28	$3,198.88	$44.12	$3,336.39	$46.01
70	$2,765.41	$38.14	$2,889.12	$39.84	$3,006.17	$41.46	$3,134.98	$43.24	$3,266.36	$45.05	$3,414.07	$47.09
71	$2,822.16	$38.92	$2,943.80	$40.60	$3,065.98	$42.28	$3,198.88	$44.12	$3,336.39	$46.01	$3,488.21	$48.11
72	$2,889.12	$39.84	$3,006.17	$41.46	$3,134.98	$43.24	$3,266.36	$45.05	$3,414.07	$47.09	$3,566.40	$49.19
73	$2,943.80	$40.60	$3,065.98	$42.28	$3,198.88	$44.12	$3,336.39	$46.01	$3,488.21	$48.11	$3,645.14	$50.27
74	$3,006.17	$41.46	$3,134.98	$43.24	$3,266.36	$45.05	$3,414.07	$47.09	$3,566.40	$49.19	$3,735.10	$51.51
75	$3,065.98	$42.28	$3,198.88	$44.12	$3,336.39	$46.01	$3,488.21	$48.11	$3,645.14	$50.27	$3,821.99	$52.71
76	$3,134.98	$43.24	$3,266.36	$45.05	$3,414.07	$47.09	$3,566.40	$49.19	$3,735.10	$51.51	$3,914.52	$53.99
77	$3,198.88	$44.12	$3,336.39	$46.01	$3,488.21	$48.11	$3,645.14	$50.27	$3,821.99	$52.71	$4,005.50	$55.24
78	$3,266.36	$45.05	$3,414.07	$47.09	$3,566.40	$49.19	$3,735.10	$51.51	$3,914.52	$53.99	$4,103.64	$56.60
79	$3,336.39	$46.01	$3,488.21	$48.11	$3,645.14	$50.27	$3,821.99	$52.71	$4,005.50	$55.24	$4,201.78	$57.95
80	$3,414.07	$47.09	$3,566.40	$49.19	$3,735.10	$51.51	$3,914.52	$53.99	$4,103.64	$56.60	$4,302.49	$59.34
81	$3,488.21	$48.11	$3,645.14	$50.27	$3,821.99	$52.71	$4,005.50	$55.24	$4,201.78	$57.95	$4,407.27	$60.78
82	$3,566.40	$49.19	$3,735.10	$51.51	$3,914.52	$53.99	$4,103.64	$56.60	$4,302.49	$59.34	$4,510.02	$62.20

* Hourly rates (to 2 decimal places) shown for informational purposes only

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (40 HOUR)*

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
36	$1,422.07	$17.77	$1,473.18	$18.41	$1,528.90	$19.11	$1,582.58	$19.78	$1,639.31	$20.49	$1,700.66	$21.25
37	$1,443.55	$18.04	$1,500.28	$18.75	$1,552.41	$19.40	$1,609.16	$20.11	$1,673.05	$20.91	$1,733.37	$21.66
38	$1,473.18	$18.41	$1,528.90	$19.11	$1,582.58	$19.78	$1,639.31	$20.49	$1,700.66	$21.25	$1,766.08	$22.07
39	$1,500.28	$18.75	$1,552.41	$19.40	$1,609.16	$20.11	$1,673.05	$20.91	$1,733.37	$21.66	$1,801.86	$22.52
40	$1,528.90	$19.11	$1,582.58	$19.78	$1,639.31	$20.49	$1,700.66	$21.25	$1,766.08	$22.07	$1,832.53	$22.90
41	$1,552.41	$19.40	$1,609.16	$20.11	$1,673.05	$20.91	$1,733.37	$21.66	$1,801.86	$22.52	$1,866.79	$23.33
42	$1,582.58	$19.78	$1,639.31	$20.49	$1,700.66	$21.25	$1,766.08	$22.07	$1,832.53	$22.90	$1,902.04	$23.77
43	$1,609.16	$20.11	$1,673.05	$20.91	$1,733.37	$21.66	$1,801.86	$22.52	$1,866.79	$23.33	$1,935.79	$24.19
44	$1,639.31	$20.49	$1,700.66	$21.25	$1,766.08	$22.07	$1,832.53	$22.90	$1,902.04	$23.77	$1,976.17	$24.70
45	$1,673.05	$20.91	$1,733.37	$21.66	$1,801.86	$22.52	$1,866.79	$23.33	$1,935.79	$24.19	$2,014.51	$25.18
46	$1,700.66	$21.25	$1,766.08	$22.07	$1,832.53	$22.90	$1,902.04	$23.77	$1,976.17	$24.70	$2,054.37	$25.67
47	$1,733.37	$21.66	$1,801.86	$22.52	$1,866.79	$23.33	$1,935.79	$24.19	$2,014.51	$25.18	$2,088.64	$26.10
48	$1,766.08	$22.07	$1,832.53	$22.90	$1,902.04	$23.77	$1,976.17	$24.70	$2,054.37	$25.67	$2,133.61	$26.67
49	$1,801.86	$22.52	$1,866.79	$23.33	$1,935.79	$24.19	$2,014.51	$25.18	$2,088.64	$26.10	$2,184.20	$27.30
50	$1,832.53	$22.90	$1,902.04	$23.77	$1,976.17	$24.70	$2,054.37	$25.67	$2,133.61	$26.67	$2,226.13	$27.82
51	$1,866.79	$23.33	$1,935.79	$24.19	$2,014.51	$25.18	$2,088.64	$26.10	$2,184.20	$27.30	$2,274.18	$28.42
52	$1,902.04	$23.77	$1,976.17	$24.70	$2,054.37	$25.67	$2,133.61	$26.67	$2,226.13	$27.82	$2,324.27	$29.05
53	$1,935.79	$24.19	$2,014.51	$25.18	$2,088.64	$26.10	$2,184.20	$27.30	$2,274.18	$28.42	$2,371.31	$29.64
54	$1,976.17	$24.70	$2,054.37	$25.67	$2,133.61	$26.67	$2,226.13	$27.82	$2,324.27	$29.05	$2,425.99	$30.32
55	$2,014.51	$25.18	$2,088.64	$26.10	$2,184.20	$27.30	$2,274.18	$28.42	$2,371.31	$29.64	$2,477.62	$30.97
56	$2,054.37	$25.67	$2,133.61	$26.67	$2,226.13	$27.82	$2,324.27	$29.05	$2,425.99	$30.32	$2,538.45	$31.73
57	$2,088.64	$26.10	$2,184.20	$27.30	$2,274.18	$28.42	$2,371.31	$29.64	$2,477.62	$30.97	$2,593.15	$32.41
58	$2,133.61	$26.67	$2,226.13	$27.82	$2,324.27	$29.05	$2,425.99	$30.32	$2,538.45	$31.73	$2,651.41	$33.14
59	$2,184.20	$27.30	$2,274.18	$28.42	$2,371.31	$29.64	$2,477.62	$30.97	$2,593.15	$32.41	$2,707.15	$33.83
60	$2,226.13	$27.82	$2,324.27	$29.05	$2,425.99	$30.32	$2,538.45	$31.73	$2,651.41	$33.14	$2,765.41	$34.56
61	$2,274.18	$28.42	$2,371.31	$29.64	$2,477.62	$30.97	$2,593.15	$32.41	$2,707.15	$33.83	$2,822.16	$35.27
62	$2,324.27	$29.05	$2,425.99	$30.32	$2,538.45	$31.73	$2,651.41	$33.14	$2,765.41	$34.56	$2,889.12	$36.11
63	$2,371.31	$29.64	$2,477.62	$30.97	$2,593.15	$32.41	$2,707.15	$33.83	$2,822.16	$35.27	$2,943.80	$36.79
64	$2,425.99	$30.32	$2,538.45	$31.73	$2,651.41	$33.14	$2,765.41	$34.56	$2,889.12	$36.11	$3,006.17	$37.57
65	$2,477.62	$30.97	$2,593.15	$32.41	$2,707.15	$33.83	$2,822.16	$35.27	$2,943.80	$36.79	$3,065.98	$38.32
66	$2,538.45	$31.73	$2,651.41	$33.14	$2,765.41	$34.56	$2,889.12	$36.11	$3,006.17	$37.57	$3,134.98	$39.18
67	$2,593.15	$32.41	$2,707.15	$33.83	$2,822.16	$35.27	$2,943.80	$36.79	$3,065.98	$38.32	$3,198.88	$39.98
68	$2,651.41	$33.14	$2,765.41	$34.56	$2,889.12	$36.11	$3,006.17	$37.57	$3,134.98	$39.18	$3,266.36	$40.82

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (40 HOUR)*

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
69	$2,707.15	$33.83	$2,822.16	$35.27	$2,943.80	$36.79	$3,065.98	$38.32	$3,198.88	$39.98	$3,336.39	$41.70
70	$2,765.41	$34.56	$2,889.12	$36.11	$3,006.17	$37.57	$3,134.98	$39.18	$3,266.36	$40.82	$3,414.07	$42.67
71	$2,822.16	$35.27	$2,943.80	$36.79	$3,065.98	$38.32	$3,198.88	$39.98	$3,336.39	$41.70	$3,488.21	$43.60
72	$2,889.12	$36.11	$3,006.17	$37.57	$3,134.98	$39.18	$3,266.36	$40.82	$3,414.07	$42.67	$3,566.40	$44.58
73	$2,943.80	$36.79	$3,065.98	$38.32	$3,198.88	$39.98	$3,336.39	$41.70	$3,488.21	$43.60	$3,645.14	$45.56
74	$3,006.17	$37.57	$3,134.98	$39.18	$3,266.36	$40.82	$3,414.07	$42.67	$3,566.40	$44.58	$3,735.10	$46.68
75	$3,065.98	$38.32	$3,198.88	$39.98	$3,336.39	$41.70	$3,488.21	$43.60	$3,645.14	$45.56	$3,821.99	$47.77
76	$3,134.98	$39.18	$3,266.36	$40.82	$3,414.07	$42.67	$3,566.40	$44.58	$3,735.10	$46.68	$3,914.52	$48.93
77	$3,198.88	$39.98	$3,336.39	$41.70	$3,488.21	$43.60	$3,645.14	$45.56	$3,821.99	$47.77	$4,005.50	$50.06
78	$3,266.36	$40.82	$3,414.07	$42.67	$3,566.40	$44.58	$3,735.10	$46.68	$3,914.52	$48.93	$4,103.64	$51.29
79	$3,336.39	$41.70	$3,488.21	$43.60	$3,645.14	$45.56	$3,821.99	$47.77	$4,005.50	$50.06	$4,201.78	$52.52
80	$3,414.07	$42.67	$3,566.40	$44.58	$3,735.10	$46.68	$3,914.52	$48.93	$4,103.64	$51.29	$4,302.49	$53.78
81	$3,488.21	$43.60	$3,645.14	$45.56	$3,821.99	$47.77	$4,005.50	$50.06	$4,201.78	$52.52	$4,407.27	$55.09
82	$3,566.40	$44.58	$3,735.10	$46.68	$3,914.52	$48.93	$4,103.64	$51.29	$4,302.49	$53.78	$4,510.02	$56.37

* Hourly rates (to 2 decimal places) shown for informational purposes only

LETTER OF UNDERSTANDING #1 – 12-Hour Shifts

WHEREAS the Parties are desirous of achieving a mutually agreeable method of administering benefits and entitlements for Employees working twelve hour shifts pursuant to Clause 2.02 of Subsidiary Agreement #004.

THEREFORE, the Parties agree as follows:

1. Employees working twelve (12) hours per day pursuant to 2.02 above shall have all benefits and entitlements calculated so as to ensure no loss or gain in Employee entitlements. The Articles listed in (a) and (b) below will be administered in the following manner:

   (a) Articles 4.03(a), 4.04, 14, 23, 31, 32, 33A, 36, 37 and 38 of the Master Agreement shall be administered so as to provide the same number of hours of total entitlement as would be provided to an Employee who normally works an eight (8) hour shift;

   (b) Article 18 of the Master Agreement shall be administered in such a manner as to provide payment of four (4) hours shift differential when an individual works a twelve (12) hour day shift, and twelve (12) hours shift differential when an individual works a twelve (12) hour night shift.

2. This Letter of Understanding shall be effective from the date of signing of the proposed Tentative Agreement, and shall remain in force and effect for the term of the ratified Subsidiary Agreement #004 (Trades and Related Services Subsidiary Agreement).

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #2 - Tools

WHEREAS the Parties are desirous of achieving a mutually agreeable method of administering Clauses 5.02 and 5.03 of the Subsidiary #004 Agreement.

THEREFORE the Parties agree as follows:

1. A master list of required hand tools and bench tools will be identified for each trade by the Employer. These master lists will be finalized after consultation with the A.U.P.E. Local 004 Bargaining Committee.

2. Using the master list as a guide, the senior official at each worksite will, after consultation with the tradesperson, develop a worksite list of required hand tools and bench tools for that location. These worksite lists may be updated upon mutual agreement.

3. The tools listed on the worksite list will be supplied by the tradesman pursuant to Clause 5.02 of the Subsidiary #004 Agreement. Any tools brought by the tradesperson to the worksite that are not listed on the worksite list are not subject to replacement by the Employer.

4. Tools not listed on the master list but required by the Employer will be provided by the Employer pursuant to Clause 5.03 of the Subsidiary #004 Agreement.

5. Tools supplied by the tradesperson, pursuant to Clause 5.02 and this Letter of Understanding that are reported as stolen with accompanying evidence of forced entry shall be replaced by the Employer. Such evidence of forced entry shall be established by police authorities or the Employer.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #3 - 12 Hour Shifts - Kananaskis Emergency Service Centre

Pursuant to Article 3 of the Master Agreement the parties agree to administer Subsidiary Agreement 004 to allow a 12 hour shift rotation for this continuous operation.

1. The parties agree that notwithstanding the provisions of sub clause 2.01 of Subsidiary Agreement 004, hours of work shall be administered as follows:

   Employees assigned as Fire Prevention Officers will be required to work a combination of day and night shifts over the eight (8) week rotation as per the posted Kananaskis Emergency Service Centre roster. The normal hours of work shall be two (2) twelve (12) hour day shifts, followed by two (2) twelve (12) hour night shifts, followed by four (4) days off. Employees may be required to start on different weeks of the eight week rotation.

2. The standard work week shall be considered to be 42 hours based on an eight (8) week rotation for Fire Prevention Officers assigned to Kananaskis Emergency Service Centre. In recognition of the additional hours required, a differential of 15.86 (fifteen point eighty-six) percent will be applied. This is calculated based on the hour differential 42/36.25. This additional amount should be considered part of their regular annual salary.

3. The parties agree that notwithstanding Article 2 of Subsidiary Agreement 004, the hours of work in item"1" above shall be considered regularly scheduled hours of work and not subject to the overtime provisions of the collective agreement.

4. The parties agree that any hours worked beyond item "2" above shall be subject to daily and weekly overtime compensation as per the collective agreement.

5. Shift exchanges between individual employees shall require prior approval from the Manager. Such arrangements will require completion of the appropriate shift change form/ memo and be forwarded to the Manager.

6. The Parties agree that the requirement of Clause 2.02 of the Subsidiary 004 Agreement is waived during the period this agreement is in place and that the days of rest shall be administered per the posted Kananaskis Emergency Service Centre roster.

7. Where an Employee's hours of work are modified by this Letter of Understanding, such Employees will have benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to equate to the equivalent hours of benefits and entitlements as if the work week was not modified. This will result in no loss or gain in Employee benefits and entitlements.

8. For paid holidays worked and paid pursuant to Sub-Clause 36.06 (a), employees will be paid their regular salary for seven and one-quarter (7.25) hours plus time and one-half for all hours worked up to the equivalent of twelve (12) normal daily hours and double time thereafter.

9. For time off in lieu earned for paid holidays pursuant to Clause 36.05 and Sub-Clause 36.06(b), employees will receive credit of seven and one-quarter (7.25) regular hours to take off at a later date. Time off in lieu may be taken at a mutually agreeable time. All time off earned but not scheduled and approved as time off by the end of the current fiscal year shall be paid out as cash.

10. This agreement applies only to employees employed, or acting, as Fire Prevention Officers assigned to Kananaskis Emergency Service Centre under the Subsidiary 004 Agreement.

11. This agreement shall be reviewed by the parties on a yearly basis or as required.

12. Either party may terminate this Letter of Understanding at any time with one hundred and twenty (120) days written notice.

This letter shall be in effect from April 1, 2008 for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #4 - Winter Change -Trail Crew in Peter Lougheed Provincial Park

Pursuant to Article 2.01(b) of the Master Agreement, the parties agree that hours of work shall be administered as follows:

1. (a) Employees who are assigned to the Trail Crew, in Peter Lougheed Provincial Park, will move to 4 days with 10 hour shifts (from 5 days at 8 hours/day) for the peak winter months. This will commence the week after Remembrance Day each winter season. Employees will return to 5 days at 8 hours/ day commencing the week after Easter weekend each winter season.

(b) During the summer months, all employees would revert back to the 5 day a week, 8 hour per day schedule.

2. This will affect the scheduling of 3 Trail Crew positions: Equipment Operations 2 (Sub 12) Technologies 3 (Sub 12) Maintenance Service Worker 2 (Sub 4)

3. The parties agree that notwithstanding the provisions of the Agreement:

   (a) The parties agree that the hours of work in item 1 above, shall be considered regularly scheduled hours of work and not subject to overtime compensation.

   (b) This will result in no loss or gain in pay.

4. Either party may terminate this Letter of Understanding at any time with one hundred and twenty (120) days written notice.

5. This letter shall be in effect from December 1, 2011 for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #5 – 6-Week Shift Rotation – Maintenance Service Workers and Power Plant Engineers at the Royal Alberta Museum

1. In accordance with Clause 2.01 (b) of the Master Agreement, the parties agree to administer the Master Agreement and Subsidiary Agreement 004 to allow for the operation of the 6-week shift rotation schedule outlined within Appendix A for Maintenance Service Workers (MSW) and Power Plant Engineers (PPE) at the Royal Alberta Museum.

2. The shift schedule outlined within Appendix A is deemed to satisfy the annual hours of work requirement and shall not be treated as overtime. The parties agree that any hours worked beyond 10 hours per day shall be subject to overtime compensation as per Article 17 of the Master Agreement.

3. Employees may be required to start on different weeks of the shift rotation schedule.

4. Employees assigned to the shift rotation shall have benefits and entitlements that are expressed in terms of daily and weekly entitlements converted to the equivalent number of hours of benefits and entitlements as would be provided to an employee who normally works an 8-hour shift. This will result in no loss or gain in Employee benefits and/or entitlements.

5. This Letter of Understanding shall be in effect as of October 22, 2018.

6. Either party may terminate this Letter of Understanding by providing 120 calendar days written notice to the other party.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED
Public Service Commissioner

GUY SMITH
President, Alberta Union of Provincial Employees

Appendix A: Royal Alberta Museum 6-Week Shift Rotation Schedule (MSW and PPE)

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Weekly Hours
Week 1	10				10	10	10	40
Week 2	10		10	10	10	10		50
Week 3		10	10	10	10			40
Week 4		10	10	10	10			40
Week 5		10				10	10	30
Week 6	10				10	10	10	40
							Average	**40**

Hours of Work:

Days: 07:30 – 18:00, with a 30 minute meal break

Afternoons: 12:30 – 22:30, with a 30 minute meal break

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

Witness

ORIGINAL SIGNED BY

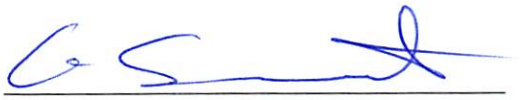
LANA LOUGHEED

Public Service Commissioner

ORIGINAL SIGNED BY

Witness

ORIGINAL SIGNED BY



GUY SMITH

President, Alberta Union of Provincial Employees

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (36 ¼ HOUR)*

		Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
	Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	36	$1,422.07	$19.61	$1,473.18	$20.31	$1,528.90	$21.08	$1,582.58	$21.82	$1,639.31	$22.61	$1,700.66	$23.45
April 1, 2019		$1,436.29	$19.81	$1,487.91	$20.51	$1,544.19	$21.29	$1,598.41	$22.04	$1,655.70	$22.84	$1,717.67	$23.68
Current	37	$1,443.55	$19.91	$1,500.28	$20.69	$1,552.41	$21.41	$1,609.16	$22.19	$1,673.05	$23.07	$1,733.37	$23.90
April 1, 2019		$1,457.99	$20.11	$1,515.28	$20.90	$1,567.93	$21.62	$1,625.25	$22.41	$1,689.78	$23.30	$1,750.70	$24.14
Current	38	$1,473.18	$20.31	$1,528.90	$21.08	$1,582.58	$21.82	$1,639.31	$22.61	$1,700.66	$23.45	$1,766.08	$24.35
April 1, 2019		$1,487.91	$20.51	$1,544.19	$21.29	$1,598.41	$22.04	$1,655.70	$22.84	$1,717.67	$23.68	$1,783.74	$24.59
Current	39	$1,500.28	$20.69	$1,552.41	$21.41	$1,609.16	$22.19	$1,673.05	$23.07	$1,733.37	$23.90	$1,801.86	$24.85
April 1, 2019		$1,515.28	$20.90	$1,567.93	$21.62	$1,625.25	$22.41	$1,689.78	$23.30	$1,750.70	$24.14	$1,819.88	$25.10
Current	40	$1,528.90	$21.08	$1,582.58	$21.82	$1,639.31	$22.61	$1,700.66	$23.45	$1,766.08	$24.35	$1,832.53	$25.27
April 1, 2019		$1,544.19	$21.29	$1,598.41	$22.04	$1,655.70	$22.84	$1,717.67	$23.68	$1,783.74	$24.59	$1,850.86	$25.52
Current	41	$1,552.41	$21.41	$1,609.16	$22.19	$1,673.05	$23.07	$1,733.37	$23.90	$1,801.86	$24.85	$1,866.79	$25.74
April 1, 2019		$1,567.93	$21.62	$1,625.25	$22.41	$1,689.78	$23.30	$1,750.70	$24.14	$1,819.88	$25.10	$1,885.46	$26.00
Current	42	$1,582.58	$21.82	$1,639.31	$22.61	$1,700.66	$23.45	$1,766.08	$24.35	$1,832.53	$25.27	$1,902.04	$26.23
April 1, 2019		$1,598.41	$22.04	$1,655.70	$22.84	$1,717.67	$23.68	$1,783.74	$24.59	$1,850.86	$25.52	$1,921.06	$26.49
Current	43	$1,609.16	$22.19	$1,673.05	$23.07	$1,733.37	$23.90	$1,801.86	$24.85	$1,866.79	$25.74	$1,935.79	$26.70
April 1, 2019		$1,625.25	$22.41	$1,689.78	$23.30	$1,750.70	$24.14	$1,819.88	$25.10	$1,885.46	$26.00	$1,955.15	$26.97
Current	44	$1,639.31	$22.61	$1,700.66	$23.45	$1,766.08	$24.35	$1,832.53	$25.27	$1,902.04	$26.23	$1,976.17	$27.25
April 1, 2019		$1,655.70	$22.84	$1,717.67	$23.68	$1,783.74	$24.59	$1,850.86	$25.52	$1,921.06	$26.49	$1,995.93	$27.52
Current	45	$1,673.05	$23.07	$1,733.37	$23.90	$1,801.86	$24.85	$1,866.79	$25.74	$1,935.79	$26.70	$2,014.51	$27.78
April 1, 2019		$1,689.78	$23.30	$1,750.70	$24.14	$1,819.88	$25.10	$1,885.46	$26.00	$1,955.15	$26.97	$2,034.66	$28.06
Current	46	$1,700.66	$23.45	$1,766.08	$24.35	$1,832.53	$25.27	$1,902.04	$26.23	$1,976.17	$27.25	$2,054.37	$28.33
April 1, 2019		$1,717.67	$23.68	$1,783.74	$24.59	$1,850.86	$25.52	$1,921.06	$26.49	$1,995.93	$27.52	$2,074.91	$28.61
Current	47	$1,733.37	$23.90	$1,801.86	$24.85	$1,866.79	$25.74	$1,935.79	$26.70	$2,014.51	$27.78	$2,088.64	$28.80
April 1, 2019		$1,750.70	$24.14	$1,819.88	$25.10	$1,885.46	$26.00	$1,955.15	$26.97	$2,034.66	$28.06	$2,109.53	$29.09
Current	48	$1,766.08	$24.35	$1,832.53	$25.27	$1,902.04	$26.23	$1,976.17	$27.25	$2,054.37	$28.33	$2,133.61	$29.42
April 1, 2019		$1,783.74	$24.59	$1,850.86	$25.52	$1,921.06	$26.49	$1,995.93	$27.52	$2,074.91	$28.61	$2,154.95	$29.71
Current	49	$1,801.86	$24.85	$1,866.79	$25.74	$1,935.79	$26.70	$2,014.51	$27.78	$2,088.64	$28.80	$2,184.20	$30.12
April 1, 2019		$1,819.88	$25.10	$1,885.46	$26.00	$1,955.15	$26.97	$2,034.66	$28.06	$2,109.53	$29.09	$2,206.04	$30.42
Current	50	$1,832.53	$25.27	$1,902.04	$26.23	$1,976.17	$27.25	$2,054.37	$28.33	$2,133.61	$29.42	$2,226.13	$30.70
April 1, 2019		$1,850.86	$25.52	$1,921.06	$26.49	$1,995.93	$27.52	$2,074.91	$28.61	$2,154.95	$29.71	$2,248.39	$31.01
Current	51	$1,866.79	$25.74	$1,935.79	$26.70	$2,014.51	$27.78	$2,088.64	$28.80	$2,184.20	$30.12	$2,274.18	$31.36
April 1, 2019		$1,885.46	$26.00	$1,955.15	$26.97	$2,034.66	$28.06	$2,109.53	$29.09	$2,206.04	$30.42	$2,296.92	$31.67
Current	52	$1,902.04	$26.23	$1,976.17	$27.25	$2,054.37	$28.33	$2,133.61	$29.42	$2,226.13	$30.70	$2,324.27	$32.05
April 1, 2019		$1,921.06	$26.49	$1,995.93	$27.52	$2,074.91	$28.61	$2,154.95	$29.71	$2,248.39	$31.01	$2,347.51	$32.37

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (36 ¼ HOUR)*

	Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	53	$1,935.79	$26.70	$2,014.51	$27.78	$2,088.64	$28.80	$2,184.20	$30.12	$2,274.18	$31.36	$2,371.31	$32.70
April 1, 2019		$1,955.15	$26.97	$2,034.66	$28.06	$2,109.53	$29.09	$2,206.04	$30.42	$2,296.92	$31.67	$2,395.02	$33.03
Current	54	$1,976.17	$27.25	$2,054.37	$28.33	$2,133.61	$29.42	$2,226.13	$30.70	$2,324.27	$32.05	$2,425.99	$33.46
April 1, 2019		$1,995.93	$27.52	$2,074.91	$28.61	$2,154.95	$29.71	$2,248.39	$31.01	$2,347.51	$32.37	$2,450.25	$33.79
Current	55	$2,014.51	$27.78	$2,088.64	$28.80	$2,184.20	$30.12	$2,274.18	$31.36	$2,371.31	$32.70	$2,477.62	$34.17
April 1, 2019		$2,034.66	$28.06	$2,109.53	$29.09	$2,206.04	$30.42	$2,296.92	$31.67	$2,395.02	$33.03	$2,502.40	$34.51
Current	56	$2,054.37	$28.33	$2,133.61	$29.42	$2,226.13	$30.70	$2,324.27	$32.05	$2,425.99	$33.46	$2,538.45	$35.01
April 1, 2019		$2,074.91	$28.61	$2,154.95	$29.71	$2,248.39	$31.01	$2,347.51	$32.37	$2,450.25	$33.79	$2,563.83	$35.36
Current	57	$2,088.64	$28.80	$2,184.20	$30.12	$2,274.18	$31.36	$2,371.31	$32.70	$2,477.62	$34.17	$2,593.15	$35.76
April 1, 2019		$2,109.53	$29.09	$2,206.04	$30.42	$2,296.92	$31.67	$2,395.02	$33.03	$2,502.40	$34.51	$2,619.08	$36.12
Current	58	$2,133.61	$29.42	$2,226.13	$30.70	$2,324.27	$32.05	$2,425.99	$33.46	$2,538.45	$35.01	$2,651.41	$36.57
April 1, 2019		$2,154.95	$29.71	$2,248.39	$31.01	$2,347.51	$32.37	$2,450.25	$33.79	$2,563.83	$35.36	$2,677.92	$36.94
Current	59	$2,184.20	$30.12	$2,274.18	$31.36	$2,371.31	$32.70	$2,477.62	$34.17	$2,593.15	$35.76	$2,707.15	$37.34
April 1, 2019		$2,206.04	$30.42	$2,296.92	$31.67	$2,395.02	$33.03	$2,502.40	$34.51	$2,619.08	$36.12	$2,734.22	$37.71
Current	60	$2,226.13	$30.70	$2,324.27	$32.05	$2,425.99	$33.46	$2,538.45	$35.01	$2,651.41	$36.57	$2,765.41	$38.14
April 1, 2019		$2,248.39	$31.01	$2,347.51	$32.37	$2,450.25	$33.79	$2,563.83	$35.36	$2,677.92	$36.94	$2,793.06	$38.52
Current	61	$2,274.18	$31.36	$2,371.31	$32.70	$2,477.62	$34.17	$2,593.15	$35.76	$2,707.15	$37.34	$2,822.16	$38.92
April 1, 2019		$2,296.92	$31.67	$2,395.02	$33.03	$2,502.40	$34.51	$2,619.08	$36.12	$2,734.22	$37.71	$2,850.38	$39.31
Current	62	$2,324.27	$32.05	$2,425.99	$33.46	$2,538.45	$35.01	$2,651.41	$36.57	$2,765.41	$38.14	$2,889.12	$39.84
April 1, 2019		$2,347.51	$32.37	$2,450.25	$33.79	$2,563.83	$35.36	$2,677.92	$36.94	$2,793.06	$38.52	$2,918.01	$40.24
Current	63	$2,371.31	$32.70	$2,477.62	$34.17	$2,593.15	$35.76	$2,707.15	$37.34	$2,822.16	$38.92	$2,943.80	$40.60
April 1, 2019		$2,395.02	$33.03	$2,502.40	$34.51	$2,619.08	$36.12	$2,734.22	$37.71	$2,850.38	$39.31	$2,973.24	$41.01
Current	64	$2,425.99	$33.46	$2,538.45	$35.01	$2,651.41	$36.57	$2,765.41	$38.14	$2,889.12	$39.84	$3,006.17	$41.46
April 1, 2019		$2,450.25	$33.79	$2,563.83	$35.36	$2,677.92	$36.94	$2,793.06	$38.52	$2,918.01	$40.24	$3,036.23	$41.87
Current	65	$2,477.62	$34.17	$2,593.15	$35.76	$2,707.15	$37.34	$2,822.16	$38.92	$2,943.80	$40.60	$3,065.98	$42.28
April 1, 2019		$2,502.40	$34.51	$2,619.08	$36.12	$2,734.22	$37.71	$2,850.38	$39.31	$2,973.24	$41.01	$3,096.64	$42.70
Current	66	$2,538.45	$35.01	$2,651.41	$36.57	$2,765.41	$38.14	$2,889.12	$39.84	$3,006.17	$41.46	$3,134.98	$43.24
April 1, 2019		$2,563.83	$35.36	$2,677.92	$36.94	$2,793.06	$38.52	$2,918.01	$40.24	$3,036.23	$41.87	$3,166.33	$43.67
Current	67	$2,593.15	$35.76	$2,707.15	$37.34	$2,822.16	$38.92	$2,943.80	$40.60	$3,065.98	$42.28	$3,198.88	$44.12
April 1, 2019		$2,619.08	$36.12	$2,734.22	$37.71	$2,850.38	$39.31	$2,973.24	$41.01	$3,096.64	$42.70	$3,230.87	$44.56
Current	68	$2,651.41	$36.57	$2,765.41	$38.14	$2,889.12	$39.84	$3,006.17	$41.46	$3,134.98	$43.24	$3,266.36	$45.05
April 1, 2019		$2,677.92	$36.94	$2,793.06	$38.52	$2,918.01	$40.24	$3,036.23	$41.87	$3,166.33	$43.67	$3,299.02	$45.50
Current	69	$2,707.15	$37.34	$2,822.16	$38.92	$2,943.80	$40.60	$3,065.98	$42.28	$3,198.88	$44.12	$3,336.39	$46.01
April 1, 2019		$2,734.22	$37.71	$2,850.38	$39.31	$2,973.24	$41.01	$3,096.64	$42.70	$3,230.87	$44.56	$3,369.75	$46.47

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (36 ¼ HOUR)*

	Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	70	$2,765.41	$38.14	$2,889.12	$39.84	$3,006.17	$41.46	$3,134.98	$43.24	$3,266.36	$45.05	$3,414.07	$47.09
April 1, 2019		$2,793.06	$38.52	$2,918.01	$40.24	$3,036.23	$41.87	$3,166.33	$43.67	$3,299.02	$45.50	$3,448.21	$47.56
Current	71	$2,822.16	$38.92	$2,943.80	$40.60	$3,065.98	$42.28	$3,198.88	$44.12	$3,336.39	$46.01	$3,488.21	$48.11
April 1, 2019		$2,850.38	$39.31	$2,973.24	$41.01	$3,096.64	$42.70	$3,230.87	$44.56	$3,369.75	$46.47	$3,523.09	$48.59
Current	72	$2,889.12	$39.84	$3,006.17	$41.46	$3,134.98	$43.24	$3,266.36	$45.05	$3,414.07	$47.09	$3,566.40	$49.19
April 1, 2019		$2,918.01	$40.24	$3,036.23	$41.87	$3,166.33	$43.67	$3,299.02	$45.50	$3,448.21	$47.56	$3,602.06	$49.68
Current	73	$2,943.80	$40.60	$3,065.98	$42.28	$3,198.88	$44.12	$3,336.39	$46.01	$3,488.21	$48.11	$3,645.14	$50.27
April 1, 2019		$2,973.24	$41.01	$3,096.64	$42.70	$3,230.87	$44.56	$3,369.75	$46.47	$3,523.09	$48.59	$3,681.59	$50.77
Current	74	$3,006.17	$41.46	$3,134.98	$43.24	$3,266.36	$45.05	$3,414.07	$47.09	$3,566.40	$49.19	$3,735.10	$51.51
April 1, 2019		$3,036.23	$41.87	$3,166.33	$43.67	$3,299.02	$45.50	$3,448.21	$47.56	$3,602.06	$49.68	$3,772.45	$52.03
Current	75	$3,065.98	$42.28	$3,198.88	$44.12	$3,336.39	$46.01	$3,488.21	$48.11	$3,645.14	$50.27	$3,821.99	$52.71
April 1, 2019		$3,096.64	$42.70	$3,230.87	$44.56	$3,369.75	$46.47	$3,523.09	$48.59	$3,681.59	$50.77	$3,860.21	$53.24
Current	76	$3,134.98	$43.24	$3,266.36	$45.05	$3,414.07	$47.09	$3,566.40	$49.19	$3,735.10	$51.51	$3,914.52	$53.99
April 1, 2019		$3,166.33	$43.67	$3,299.02	$45.50	$3,448.21	$47.56	$3,602.06	$49.68	$3,772.45	$52.03	$3,953.67	$54.53
Current	77	$3,198.88	$44.12	$3,336.39	$46.01	$3,488.21	$48.11	$3,645.14	$50.27	$3,821.99	$52.71	$4,005.50	$55.24
April 1, 2019		$3,230.87	$44.56	$3,369.75	$46.47	$3,523.09	$48.59	$3,681.59	$50.77	$3,860.21	$53.24	$4,045.56	$55.79
Current	78	$3,266.36	$45.05	$3,414.07	$47.09	$3,566.40	$49.19	$3,735.10	$51.51	$3,914.52	$53.99	$4,103.64	$56.60
April 1, 2019		$3,299.02	$45.50	$3,448.21	$47.56	$3,602.06	$49.68	$3,772.45	$52.03	$3,953.67	$54.53	$4,144.68	$57.17
Current	79	$3,336.39	$46.01	$3,488.21	$48.11	$3,645.14	$50.27	$3,821.99	$52.71	$4,005.50	$55.24	$4,201.78	$57.95
April 1, 2019		$3,369.75	$46.47	$3,523.09	$48.59	$3,681.59	$50.77	$3,860.21	$53.24	$4,045.56	$55.79	$4,243.80	$58.53
Current	80	$3,414.07	$47.09	$3,566.40	$49.19	$3,735.10	$51.51	$3,914.52	$53.99	$4,103.64	$56.60	$4,302.49	$59.34
April 1, 2019		$3,448.21	$47.56	$3,602.06	$49.68	$3,772.45	$52.03	$3,953.67	$54.53	$4,144.68	$57.17	$4,345.51	$59.93
Current	81	$3,488.21	$48.11	$3,645.14	$50.27	$3,821.99	$52.71	$4,005.50	$55.24	$4,201.78	$57.95	$4,407.27	$60.78
April 1, 2019		$3,523.09	$48.59	$3,681.59	$50.77	$3,860.21	$53.24	$4,045.56	$55.79	$4,243.80	$58.53	$4,451.34	$61.39
Current	82	$3,566.40	$49.19	$3,735.10	$51.51	$3,914.52	$53.99	$4,103.64	$56.60	$4,302.49	$59.34	$4,510.02	$62.20
April 1, 2019		$3,602.06	$49.68	$3,772.45	$52.03	$3,953.67	$54.53	$4,144.68	$57.17	$4,345.51	$59.93	$4,555.12	$62.82

* Hourly rates (to 2 decimal places) shown for informational purposes only

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (40 HOUR)*

		Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
	Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	36	$1,422.07	$17.77	$1,473.18	$18.41	$1,528.90	$19.11	$1,582.58	$19.78	$1,639.31	$20.49	$1,700.66	$21.25
April 1, 2019		$1,436.29	$17.95	$1,487.91	$18.59	$1,544.19	$19.30	$1,598.41	$19.98	$1,655.70	$20.69	$1,717.67	$21.46
Current	37	$1,443.55	$18.04	$1,500.28	$18.75	$1,552.41	$19.40	$1,609.16	$20.11	$1,673.05	$20.91	$1,733.37	$21.66
April 1, 2019		$1,457.99	$18.22	$1,515.28	$18.94	$1,567.93	$19.59	$1,625.25	$20.31	$1,689.78	$21.12	$1,750.70	$21.88
Current	38	$1,473.18	$18.41	$1,528.90	$19.11	$1,582.58	$19.78	$1,639.31	$20.49	$1,700.66	$21.25	$1,766.08	$22.07
April 1, 2019		$1,487.91	$18.59	$1,544.19	$19.30	$1,598.41	$19.98	$1,655.70	$20.69	$1,717.67	$21.46	$1,783.74	$22.29
Current	39	$1,500.28	$18.75	$1,552.41	$19.40	$1,609.16	$20.11	$1,673.05	$20.91	$1,733.37	$21.66	$1,801.86	$22.52
April 1, 2019		$1,515.28	$18.94	$1,567.93	$19.59	$1,625.25	$20.31	$1,689.78	$21.12	$1,750.70	$21.88	$1,819.88	$22.75
Current	40	$1,528.90	$19.11	$1,582.58	$19.78	$1,639.31	$20.49	$1,700.66	$21.25	$1,766.08	$22.07	$1,832.53	$22.90
April 1, 2019		$1,544.19	$19.30	$1,598.41	$19.98	$1,655.70	$20.69	$1,717.67	$21.46	$1,783.74	$22.29	$1,850.86	$23.13
Current	41	$1,552.41	$19.40	$1,609.16	$20.11	$1,673.05	$20.91	$1,733.37	$21.66	$1,801.86	$22.52	$1,866.79	$23.33
April 1, 2019		$1,567.93	$19.59	$1,625.25	$20.31	$1,689.78	$21.12	$1,750.70	$21.88	$1,819.88	$22.75	$1,885.46	$23.56
Current	42	$1,582.58	$19.78	$1,639.31	$20.49	$1,700.66	$21.25	$1,766.08	$22.07	$1,832.53	$22.90	$1,902.04	$23.77
April 1, 2019		$1,598.41	$19.98	$1,655.70	$20.69	$1,717.67	$21.46	$1,783.74	$22.29	$1,850.86	$23.13	$1,921.06	$24.01
Current	43	$1,609.16	$20.11	$1,673.05	$20.91	$1,733.37	$21.66	$1,801.86	$22.52	$1,866.79	$23.33	$1,935.79	$24.19
April 1, 2019		$1,625.25	$20.31	$1,689.78	$21.12	$1,750.70	$21.88	$1,819.88	$22.75	$1,885.46	$23.56	$1,955.15	$24.43
Current	44	$1,639.31	$20.49	$1,700.66	$21.25	$1,766.08	$22.07	$1,832.53	$22.90	$1,902.04	$23.77	$1,976.17	$24.70
April 1, 2019		$1,655.70	$20.69	$1,717.67	$21.46	$1,783.74	$22.29	$1,850.86	$23.13	$1,921.06	$24.01	$1,995.93	$24.95
Current	45	$1,673.05	$20.91	$1,733.37	$21.66	$1,801.86	$22.52	$1,866.79	$23.33	$1,935.79	$24.19	$2,014.51	$25.18
April 1, 2019		$1,689.78	$21.12	$1,750.70	$21.88	$1,819.88	$22.75	$1,885.46	$23.56	$1,955.15	$24.43	$2,034.66	$25.43
Current	46	$1,700.66	$21.25	$1,766.08	$22.07	$1,832.53	$22.90	$1,902.04	$23.77	$1,976.17	$24.70	$2,054.37	$25.67
April 1, 2019		$1,717.67	$21.46	$1,783.74	$22.29	$1,850.86	$23.13	$1,921.06	$24.01	$1,995.93	$24.95	$2,074.91	$25.93
Current	47	$1,733.37	$21.66	$1,801.86	$22.52	$1,866.79	$23.33	$1,935.79	$24.19	$2,014.51	$25.18	$2,088.64	$26.10
April 1, 2019		$1,750.70	$21.88	$1,819.88	$22.75	$1,885.46	$23.56	$1,955.15	$24.43	$2,034.66	$25.43	$2,109.53	$26.36
Current	48	$1,766.08	$22.07	$1,832.53	$22.90	$1,902.04	$23.77	$1,976.17	$24.70	$2,054.37	$25.67	$2,133.61	$26.67
April 1, 2019		$1,783.74	$22.29	$1,850.86	$23.13	$1,921.06	$24.01	$1,995.93	$24.95	$2,074.91	$25.93	$2,154.95	$26.94
Current	49	$1,801.86	$22.52	$1,866.79	$23.33	$1,935.79	$24.19	$2,014.51	$25.18	$2,088.64	$26.10	$2,184.20	$27.30
April 1, 2019		$1,819.88	$22.75	$1,885.46	$23.56	$1,955.15	$24.43	$2,034.66	$25.43	$2,109.53	$26.36	$2,206.04	$27.57
Current	50	$1,832.53	$22.90	$1,902.04	$23.77	$1,976.17	$24.70	$2,054.37	$25.67	$2,133.61	$26.67	$2,226.13	$27.82
April 1, 2019		$1,850.86	$23.13	$1,921.06	$24.01	$1,995.93	$24.95	$2,074.91	$25.93	$2,154.95	$26.94	$2,248.39	$28.10
Current	51	$1,866.79	$23.33	$1,935.79	$24.19	$2,014.51	$25.18	$2,088.64	$26.10	$2,184.20	$27.30	$2,274.18	$28.42
April 1, 2019		$1,885.46	$23.56	$1,955.15	$24.43	$2,034.66	$25.43	$2,109.53	$26.36	$2,206.04	$27.57	$2,296.92	$28.70
Current	52	$1,902.04	$23.77	$1,976.17	$24.70	$2,054.37	$25.67	$2,133.61	$26.67	$2,226.13	$27.82	$2,324.27	$29.05
April 1, 2019		$1,921.06	$24.01	$1,995.93	$24.95	$2,074.91	$25.93	$2,154.95	$26.94	$2,248.39	$28.10	$2,347.51	$29.34

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (40 HOUR)*

		Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
	Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	53	$1,935.79	$24.19	$2,014.51	$25.18	$2,088.64	$26.10	$2,184.20	$27.30	$2,274.18	$28.42	$2,371.31	$29.64
April 1, 2019		$1,955.15	$24.43	$2,034.66	$25.43	$2,109.53	$26.36	$2,206.04	$27.57	$2,296.92	$28.70	$2,395.02	$29.94
Current	54	$1,976.17	$24.70	$2,054.37	$25.67	$2,133.61	$26.67	$2,226.13	$27.82	$2,324.27	$29.05	$2,425.99	$30.32
April 1, 2019		$1,995.93	$24.95	$2,074.91	$25.93	$2,154.95	$26.94	$2,248.39	$28.10	$2,347.51	$29.34	$2,450.25	$30.62
Current	55	$2,014.51	$25.18	$2,088.64	$26.10	$2,184.20	$27.30	$2,274.18	$28.42	$2,371.31	$29.64	$2,477.62	$30.97
April 1, 2019		$2,034.66	$25.43	$2,109.53	$26.36	$2,206.04	$27.57	$2,296.92	$28.70	$2,395.02	$29.94	$2,502.40	$31.28
Current	56	$2,054.37	$25.67	$2,133.61	$26.67	$2,226.13	$27.82	$2,324.27	$29.05	$2,425.99	$30.32	$2,538.45	$31.73
April 1, 2019		$2,074.91	$25.93	$2,154.95	$26.94	$2,248.39	$28.10	$2,347.51	$29.34	$2,450.25	$30.62	$2,563.83	$32.05
Current	57	$2,088.64	$26.10	$2,184.20	$27.30	$2,274.18	$28.42	$2,371.31	$29.64	$2,477.62	$30.97	$2,593.15	$32.41
April 1, 2019		$2,109.53	$26.36	$2,206.04	$27.57	$2,296.92	$28.70	$2,395.02	$29.94	$2,502.40	$31.28	$2,619.08	$32.73
Current	58	$2,133.61	$26.67	$2,226.13	$27.82	$2,324.27	$29.05	$2,425.99	$30.32	$2,538.45	$31.73	$2,651.41	$33.14
April 1, 2019		$2,154.95	$26.94	$2,248.39	$28.10	$2,347.51	$29.34	$2,450.25	$30.62	$2,563.83	$32.05	$2,677.92	$33.47
Current	59	$2,184.20	$27.30	$2,274.18	$28.42	$2,371.31	$29.64	$2,477.62	$30.97	$2,593.15	$32.41	$2,707.15	$33.83
April 1, 2019		$2,206.04	$27.57	$2,296.92	$28.70	$2,395.02	$29.94	$2,502.40	$31.28	$2,619.08	$32.73	$2,734.22	$34.17
Current	60	$2,226.13	$27.82	$2,324.27	$29.05	$2,425.99	$30.32	$2,538.45	$31.73	$2,651.41	$33.14	$2,765.41	$34.56
April 1, 2019		$2,248.39	$28.10	$2,347.51	$29.34	$2,450.25	$30.62	$2,563.83	$32.05	$2,677.92	$33.47	$2,793.06	$34.91
Current	61	$2,274.18	$28.42	$2,371.31	$29.64	$2,477.62	$30.97	$2,593.15	$32.41	$2,707.15	$33.83	$2,822.16	$35.27
April 1, 2019		$2,296.92	$28.70	$2,395.02	$29.94	$2,502.40	$31.28	$2,619.08	$32.73	$2,734.22	$34.17	$2,850.38	$35.62
Current	62	$2,324.27	$29.05	$2,425.99	$30.32	$2,538.45	$31.73	$2,651.41	$33.14	$2,765.41	$34.56	$2,889.12	$36.11
April 1, 2019		$2,347.51	$29.34	$2,450.25	$30.62	$2,563.83	$32.05	$2,677.92	$33.47	$2,793.06	$34.91	$2,918.01	$36.47
Current	63	$2,371.31	$29.64	$2,477.62	$30.97	$2,593.15	$32.41	$2,707.15	$33.83	$2,822.16	$35.27	$2,943.80	$36.79
April 1, 2019		$2,395.02	$29.94	$2,502.40	$31.28	$2,619.08	$32.73	$2,734.22	$34.17	$2,850.38	$35.62	$2,973.24	$37.16
Current	64	$2,425.99	$30.32	$2,538.45	$31.73	$2,651.41	$33.14	$2,765.41	$34.56	$2,889.12	$36.11	$3,006.17	$37.57
April 1, 2019		$2,450.25	$30.62	$2,563.83	$32.05	$2,677.92	$33.47	$2,793.06	$34.91	$2,918.01	$36.47	$3,036.23	$37.95
Current	65	$2,477.62	$30.97	$2,593.15	$32.41	$2,707.15	$33.83	$2,822.16	$35.27	$2,943.80	$36.79	$3,065.98	$38.32
April 1, 2019		$2,502.40	$31.28	$2,619.08	$32.73	$2,734.22	$34.17	$2,850.38	$35.62	$2,973.24	$37.16	$3,096.64	$38.70
Current	66	$2,538.45	$31.73	$2,651.41	$33.14	$2,765.41	$34.56	$2,889.12	$36.11	$3,006.17	$37.57	$3,134.98	$39.18
April 1, 2019		$2,563.83	$32.05	$2,677.92	$33.47	$2,793.06	$34.91	$2,918.01	$36.47	$3,036.23	$37.95	$3,166.33	$39.57
Current	67	$2,593.15	$32.41	$2,707.15	$33.83	$2,822.16	$35.27	$2,943.80	$36.79	$3,065.98	$38.32	$3,198.88	$39.98
April 1, 2019		$2,619.08	$32.73	$2,734.22	$34.17	$2,850.38	$35.62	$2,973.24	$37.16	$3,096.64	$38.70	$3,230.87	$40.38
Current	68	$2,651.41	$33.14	$2,765.41	$34.56	$2,889.12	$36.11	$3,006.17	$37.57	$3,134.98	$39.18	$3,266.36	$40.82
April 1, 2019		$2,677.92	$33.47	$2,793.06	$34.91	$2,918.01	$36.47	$3,036.23	$37.95	$3,166.33	$39.57	$3,299.02	$41.23
Current	69	$2,707.15	$33.83	$2,822.16	$35.27	$2,943.80	$36.79	$3,065.98	$38.32	$3,198.88	$39.98	$3,336.39	$41.70
April 1, 2019		$2,734.22	$34.17	$2,850.38	$35.62	$2,973.24	$37.16	$3,096.64	$38.70	$3,230.87	$40.38	$3,369.75	$42.12

SCHEDULE B
TRADES AND RELATED SERVICES – SALARY GRID (40 HOUR)*

	Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	70	$2,765.41	$34.56	$2,889.12	$36.11	$3,006.17	$37.57	$3,134.98	$39.18	$3,266.36	$40.82	$3,414.07	$42.67
April 1, 2019		$2,793.06	$34.91	$2,918.01	$36.47	$3,036.23	$37.95	$3,166.33	$39.57	$3,299.02	$41.23	$3,448.21	$43.10
Current	71	$2,822.16	$35.27	$2,943.80	$36.79	$3,065.98	$38.32	$3,198.88	$39.98	$3,336.39	$41.70	$3,488.21	$43.60
April 1, 2019		$2,850.38	$35.62	$2,973.24	$37.16	$3,096.64	$38.70	$3,230.87	$40.38	$3,369.75	$42.12	$3,523.09	$44.04
Current	72	$2,889.12	$36.11	$3,006.17	$37.57	$3,134.98	$39.18	$3,266.36	$40.82	$3,414.07	$42.67	$3,566.40	$44.58
April 1, 2019		$2,918.01	$36.47	$3,036.23	$37.95	$3,166.33	$39.57	$3,299.02	$41.23	$3,448.21	$43.10	$3,602.06	$45.03
Current	73	$2,943.80	$36.79	$3,065.98	$38.32	$3,198.88	$39.98	$3,336.39	$41.70	$3,488.21	$43.60	$3,645.14	$45.56
April 1, 2019		$2,973.24	$37.16	$3,096.64	$38.70	$3,230.87	$40.38	$3,369.75	$42.12	$3,523.09	$44.04	$3,681.59	$46.02
Current	74	$3,006.17	$37.57	$3,134.98	$39.18	$3,266.36	$40.82	$3,414.07	$42.67	$3,566.40	$44.58	$3,735.10	$46.68
April 1, 2019		$3,036.23	$37.95	$3,166.33	$39.57	$3,299.02	$41.23	$3,448.21	$43.10	$3,602.06	$45.03	$3,772.45	$47.15
Current	75	$3,065.98	$38.32	$3,198.88	$39.98	$3,336.39	$41.70	$3,488.21	$43.60	$3,645.14	$45.56	$3,821.99	$47.77
April 1, 2019		$3,096.64	$38.70	$3,230.87	$40.38	$3,369.75	$42.12	$3,523.09	$44.04	$3,681.59	$46.02	$3,860.21	$48.25
Current	76	$3,134.98	$39.18	$3,266.36	$40.82	$3,414.07	$42.67	$3,566.40	$44.58	$3,735.10	$46.68	$3,914.52	$48.93
April 1, 2019		$3,166.33	$39.57	$3,299.02	$41.23	$3,448.21	$43.10	$3,602.06	$45.03	$3,772.45	$47.15	$3,953.67	$49.42
Current	77	$3,198.88	$39.98	$3,336.39	$41.70	$3,488.21	$43.60	$3,645.14	$45.56	$3,821.99	$47.77	$4,005.50	$50.06
April 1, 2019		$3,230.87	$40.38	$3,369.75	$42.12	$3,523.09	$44.04	$3,681.59	$46.02	$3,860.21	$48.25	$4,045.56	$50.56
Current	78	$3,266.36	$40.82	$3,414.07	$42.67	$3,566.40	$44.58	$3,735.10	$46.68	$3,914.52	$48.93	$4,103.64	$51.29
April 1, 2019		$3,299.02	$41.23	$3,448.21	$43.10	$3,602.06	$45.03	$3,772.45	$47.15	$3,953.67	$49.42	$4,144.68	$51.80
Current	79	$3,336.39	$41.70	$3,488.21	$43.60	$3,645.14	$45.56	$3,821.99	$47.77	$4,005.50	$50.06	$4,201.78	$52.52
April 1, 2019		$3,369.75	$42.12	$3,523.09	$44.04	$3,681.59	$46.02	$3,860.21	$48.25	$4,045.56	$50.56	$4,243.80	$53.05
Current	80	$3,414.07	$42.67	$3,566.40	$44.58	$3,735.10	$46.68	$3,914.52	$48.93	$4,103.64	$51.29	$4,302.49	$53.78
April 1, 2019		$3,448.21	$43.10	$3,602.06	$45.03	$3,772.45	$47.15	$3,953.67	$49.42	$4,144.68	$51.80	$4,345.51	$54.32
Current	81	$3,488.21	$43.60	$3,645.14	$45.56	$3,821.99	$47.77	$4,005.50	$50.06	$4,201.78	$52.52	$4,407.27	$55.09
April 1, 2019		$3,523.09	$44.04	$3,681.59	$46.02	$3,860.21	$48.25	$4,045.56	$50.56	$4,243.80	$53.05	$4,451.34	$55.64
Current	82	$3,566.40	$44.58	$3,735.10	$46.68	$3,914.52	$48.93	$4,103.64	$51.29	$4,302.49	$53.78	$4,510.02	$56.37
April 1, 2019		$3,602.06	$45.03	$3,772.45	$47.15	$3,953.67	$49.42	$4,144.68	$51.80	$4,345.51	$54.32	$4,555.12	$56.93

* Hourly rates (to 2 decimal places) shown for informational purposes only